



wagewatch
...data that count\$

OSHHRA Spring Event

April 24, 2015

Randy Pullen
CEO & President

Andre Blakely
Manager Healthcare Compensation
Survey

Debra Anundson
Director of Compensation Analytics

Kevin Ashley
Data Analyst

Randy Pullen Bio

President and CEO of WageWatch, Inc. He has designed and implemented compensation surveys since 1990 including the first web-based compensation survey in 1999. From paper surveys to the high tech surveys of today, he has provided the thought leadership and technical guidance to create accurate compensation and benefits surveys for multiple industries. Mr. Pullen is a frequent speaker at conferences and author of technical articles and white papers on current issues and trends in Human Resources.

Prior to WageWatch, Inc., Mr. Pullen was a partner with Deloitte & Touche. His work experience includes over 30 years of financial accounting, software development and implementation. He developed and implemented one of the first prospective payment systems for Medicare (DRGs) at UCLA Medical Center and Sharp Hospitals in the early 1980s.

He earned BA and MBA degrees from Arizona State University. Mr. Pullen is a CPA in Arizona and California and serves as Treasurer of the Arizona Housing Finance Authority and on several other company boards. He also served as the Treasurer of the Republican National Committee and Chairman of the Arizona Republican Party from 2007 to 2011.



Agenda

- **Discuss importance of third-party surveys, data-confidentiality and Department of Justice Anti-Trust Guidelines**
- **PeerMark™ Survey participation in Oregon**
- **Demo of survey platform**
- **Monthly Survey Process**
- **Minimum/Living Wage Issue**
- **Q & A and Contact Information**

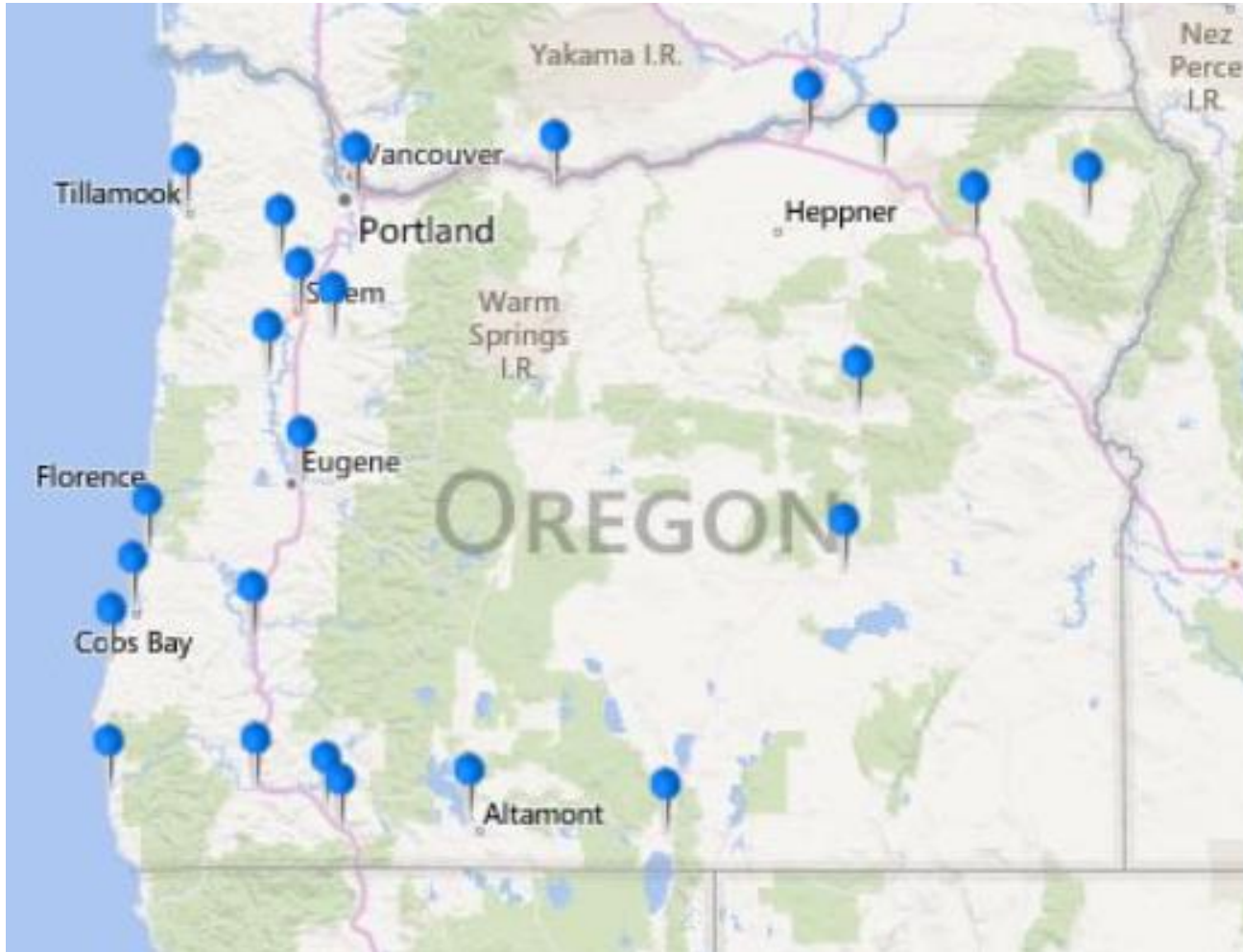
Dept. of Justice Anti-Trust Guidelines



DOJ will not challenge participation in written wage, salary, and benefit surveys provided all conditions are met:

- Survey is managed by a 3rd party
- Information provided by survey participants is based on data that is more than 3 months old (Effective Date)
- At least 5 participants from 4 different companies reporting data.
- No Individual participant's data represents more than 25% on a weighted average basis
- Information disseminated is sufficiently aggregated such that it would not allow recipients to be identified

Survey Participation 2015



Oregon Survey Participants

- ASANTE ROGUE REGIONAL MEDICAL CENTER
- ASANTE THREE RIVERS MEDICAL CENTER
- ASANTE ASHLAND COMMUNITY HOSPITAL
- BAY AREA HOSPITAL
- BLUE MOUNTAIN HOSPITAL
- CHI ST. ANTHONY HOSPITAL
- CHI MERCY MEDICAL CENTER
- COQUILLE VALLEY HOSPITAL
- CURRY HEALTH DISTRICT
- GOOD SAMARITAN REGIONAL MEDICAL CENTER
- GOOD SHEPHERD HEALTH CARE SYSTEM
- GRANDE RONDE HOSPITAL
- HARNEY DISTRICT HOSPITAL
- LAKE DISTRICT HOSPITAL
- LOWER UMPQUA HOSPITAL
- MCKENZIE WILLAMETTE MEDICAL CENTER
- MID-COLUMBIA MEDICAL CENTER
- PROVIDENCE HEALTH AND SERVICES (PSA)
- SAINT ALPHONSUS MEDICAL CENTER - BAKER CITY
- SALEM HEALTH
- SANTIAM MEMORIAL HOSPITAL
- SKY LAKES MEDICAL CENTER
- SOUTHERN COOS HEALTH DISTRICT
- TILLAMOOK COUNTY GENERAL HOSPITAL
- TUALITY HEALTHCARE
- WALLOWA MEMORIAL HOSPITAL
- WILLAMETTE VALLEY MEDICAL CENTER

PeerMark™ Survey 2014

- HR Pay Practices and Metrics for Healthcare Systems
- 293 job titles with descriptions
- On average, participants entered data for 69 positions
- Target date for entering data is May 31st

[WageWatch Demo](#)

Oregon Survey

	<u>2013</u>		<u>2014</u>		<u>% Change</u>	
	Median	Average	Median	Average	Median	Average
Medical Records Clerk	\$14.30	\$13.93	\$14.52	\$13.92	1.5%	0%
Medical Tech	31.47	31.24	31.06	31.19	-1.3%	-.2%
Nuclear Medicine Tech	36.25	35.97	36.25	36.09	0%	.3%
Radiologic Tech	28.66	28.71	28.98	29.12	.8%	1.4%
LPN	22.21	22.34	21.82	21.97	1.8%	1.7%
RN	38.56	37.25	37.65	37.48	-2.4%	.6%
NP	50.32	50.47	50.80	50.78	1.0%	.6%

Oregon Survey – Turnover Metrics

	<u>2014</u>			
	25TH %ILE	MEDIAN	75TH %ILE	AVG
What is the annual turnover rate?	8.2%	12.6%	14.1%	12.5%
What is the licensed nurse turnover rate?	4.6%	8.8%	11.7%	9.3%
What is the CNA turnover rate?	1.0%	6.0%	17.2%	11.4%

Monthly Survey – Hot Topics

- **Typical Topics: On-Call rates, per diem rates, PTO and schedule policies, budgets, promotions, additional pay for overtime, minimum/mid/maximum rates for positions not in survey, new positions, and certifications & qualifications.**
- **Questions are submitted by Healthcare Systems**
 - **Do not have to be a WageWatch Subscriber to participate**
 - **WageWatch screens questions, clarifies and organizes**
 - **Results reported first week of following month**
- **Conducted through www.surveymonkey.com and summarized at WageWatch to maintain full confidentiality**
- **Average participation: 15 - 20 hospitals per month from Arizona and Oregon**

Monthly Report Samples

Is your standard first shift from 7am-3pm (no shift pay)?

Answer Options	Response Percent	Response Count
Yes	58.3%	7
No	41.7%	5
If No, when?		5
	<i>answered question</i>	12
	<i>skipped question</i>	0

Of the 5 open ended Responses, 4 replied: 7am-7pm

Monthly Report Samples

Is your standard first shift from 7am-3pm (no shift pay)?

Answer Options	Response Percent	Response Count
Yes	58.3%	7
No	41.7%	5
If No, when?		5
	<i>answered question</i>	12
	<i>skipped question</i>	0

If yes to question one, do you include shift differential as part of the cash out payment?

Answer Options	Response Percent	Response Count
Yes	0.0%	0
No	100.0%	15
	<i>answered question</i>	15
	<i>skipped question</i>	0

Minimum/Living Wage Issue

- National movement by unions and progressive groups to increase minimum wage to \$15/hr. – a “living wage”.
- Living wage concept has been around for over a century.
- Australia implemented a living wage prior to WWII and it is currently \$13.55 US. Purchase power index compared to US it is \$10.50 (30% price inflation).
- In US, there are over 30 federal and state programs to help the working poor.
- Incremental, small changes to minimum wage have had little impact on economy or employment.
- What happens if we have an extreme increase in the minimum wage?

Simple Comparison of \$9.25 vs. \$15

	<u>Monthly</u>	<u>Monthly</u>
Pay Rate	\$9.25	\$15.00
Hours worked	174	174
Poverty Guideline	\$1,748	\$1,748
138% of Poverty Guideline	\$2,413	\$2,413
Gross Pay	<u>\$1,610</u>	<u>\$2,610</u>
Expenses		
FICA	(123)	(200)
FIT - (Net of Tax Credits)	595	450
Oregon Income Taxes (Net of Credit)	6	(10)
Health Insurance (Medicaid)	-	(180)
Net Child Care Expense	<u>(600)</u>	<u>(925)</u>
Net Expenses	<u>(122)</u>	<u>(865)</u>
Net Income Before Benefits	1,487	1,745
Income Credits		
SNAP	310	-
Section 8 Housing Assistance	<u>517</u>	<u>217</u>
Adjusted Net Income	<u>\$2,315</u>	<u>\$1,962</u>

Contact WageWatch

Toll Free: (888) 330-9243

Local: (480) 237-6130

www.WageWatch.com

7373 N Scottsdale Rd.

Suite C150

Scottsdale, Arizona 85253

For Demo: Andre Blakely

(888) 330-9243 x209

ablakely@wagewatch.com

