

2018 Market Adjustment Summary

The proposed 2018 market adjustment is based on data collected by Human Resources from local cities, a survey of private businesses in the local area, and salary trends published by Milliman USA for the Puget Sound area. The formula used in determining the adjustment is illustrated below.

Published Survey
Milliman Puget Sound Regional
All Industries Combined
2.5%
Weighted 33.3%

+

Other Cities Survey
2.32%
Weighted 33.3%

+

Private Companies Survey
Average Range Adjustment
2.68%
Weighted 33.3%

=

**Proposed Market Trend
Adjustment**
2.5%