

AT A GLANCE

Interactive Market Data Reports

Access and compare objective, competitive Northwest pay data on 28 healthcare executive and top management positions with Milliman’s easy-to-use interactive online data application.

Reporting Capabilities

- **Create an unlimited number of custom reports** by peer group, location, facility type, organization size, etc.
- **Print ready professional pdf and Excel reports**
- **Export** summary results and raw data into Excel

2018 Northwest Healthcare Executive Compensation Survey

Effective Date: January 2018 Publication Date: April 2018

1.0 EXECUTIVES

1.01 Chief Executive Officer (CEO)

<< Previous job Next job >>

Your Job Title: CEO

Your Job Code: 109722

Provides overall administration of operations of the organization. Develops objectives, strategies, policies, budgets, and operating plans for the organization and oversees their interpretation, implementation and achievement. Creates an organizational hierarchy and assess the performance of indiv... [Read More](#)



	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	50		
# of Incumbents	50		1
Base Salary			
Simple Mean	395,872	58.0	941,604
Weighted Mean	395,872	58.0	
25th Percentile ▼	220,002	76.6	
50th Percentile ▼	320,234	66.0	
75th Percentile ▼	525,000	44.2	
Total Cash			
Simple Mean	433,200	68.0	1,352,520
Weighted Mean	433,200	68.0	
25th Percentile	228,373	83.1	
50th Percentile	329,268	75.7	
75th Percentile	553,017	59.1	
Salary Range			
Average Minimum	293,074	NA	NA
Average Midpoint	374,344	NA	NA
Average Maximum	455,615	NA	NA
Additional Cash % of Firms			
Bonus-Simple Mean	81,148	80.3	410,916
Bonus-Weighted Mean	81,148	80.3	

Organizations	Matches	
Matching Job	76	
Reporting Base Pay	75	
Reporting Salary Range	75	
Market Additional Cash Paid		
Number of Firms	11	
Number of Incumbents	140	
% of Firms	14.7	
% of Incumbents	12.9	
Avg % of Base Pay	1.2	
Your Additional Cash Paid		
Number of Incumbents	9	
% of Incumbents	NA	
Avg % of Base Pay	0.5	
Market Salary Adjustments		
	Actual	Ranges
# Months	6	6
Annual Adj %	3.00	3.00
Your Salary Adjustments		
	Actual	Ranges
# Months	0	0
Annual Adj %	0.00	0.00

INTERACTIVE FEATURES

Customize survey results:

- Create data breakouts by peer group, location, facility type, organization size, classification, etc. using the “Set Criteria” feature
- Convert pay to hourly, monthly, or annual figures
- Age the data, actual salaries and/or salary ranges, using the “Adjust Salary” feature
- Adjust the percentiles
- Save criteria and settings

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Create your own data breakouts using the “Set Criteria” feature.

Set Criteria

- Create an unlimited number of custom reports** by peer group, location, facility type, size, etc.
- Exclude your organization** from your data sets
- Save your criteria** and settings

Locations

- Puget Sound Metro
- Portland Metro Area
- Other

Facility Type

- Medical Center / Acute Care
- Stand Alone Clinic
- Other Specialty Employer

Organization Size

Number of Employees		to		
Gross Revenue (in \$ millions)		to		
Net Revenue (in \$ millions)		to		
Number of Licensed Beds		to		

Job Criteria

<h5>Bonus Payer / Non-bonus Payer</h5> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Bonus Payer Jobs <input checked="" type="checkbox"/> Non-bonus Payer Jobs 	<h5>Job Match Levels</h5> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Lesser <input checked="" type="checkbox"/> Comparable <input checked="" type="checkbox"/> Greater
<h5>Responsible for Single / Multiple</h5> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Responsible for Single Location <input checked="" type="checkbox"/> Responsible for Multiple Locations 	

Exclude Your Organization

Select All

Organizations Matching Criteria

- Bay Area Hospital
- CellNetix Pathology & Laboratories
- Central Oregon Radiology Associates, P.C.
- Columbia Basin Health Association
- Community Health Association of Spokane (CHAS)
- Community Health Center of Snohomish County
- Community Health Plan of

Not Matching Organizations

- Milliman