

AT A GLANCE

Interactive Market Data Reports

Access and compare objective, competitive Northwest pay data on 26 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, facility type, organization size, location, etc.
- **Print ready** professional pdf and Excel reports
- **Export** summary results and raw data into Excel

2021 Northwest Healthcare Executive Compensation Survey

Effective Date: January 2021 Publication Date: April 2021

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	61		
# of Incumbents	61		1
Base Salary			
Simple Mean	414,189	45.2	756,018
Weighted Mean	414,189	45.2	
25th Percentile ▼	239,950	68.3	
50th Percentile ▼	302,744	60.0	
75th Percentile ▼	448,663	40.7	
Total Cash			
Simple Mean	538,187	28.8	756,018
Weighted Mean	538,187	28.8	
25th Percentile	247,500	67.3	
50th Percentile	335,004	55.7	
75th Percentile	465,107	38.5	
Salary Range			
Average Minimum	291,484	53.7	629,600
Average Midpoint	373,222	52.6	787,000
Average Maximum	454,961	51.8	944,400
Additional Cash % of Firms			
Bonus-Simple Mean	343,815	NA	NA
Bonus-Weighted Mean	343,815	NA	

Organizations	Matches	
Matching Job		61
Reporting Base Pay		61
Reporting Salary Range		27
Market Additional Cash Paid		
Number of Firms		22
Number of Incumbents		22
% of Firms		36.1
% of Incumbents		36.1
Avg % of Base Pay		67.6
Your Additional Cash Paid		
Number of Incumbents		0
% of Incumbents		0.0
Avg % of Base Pay		0.0
Market Salary Adjustments		
	Actual	Ranges
# Months	0	0
Annual Adj %	0.00	0.00
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 (excluding Seattle)
- Portland Metro Area
- Other
- Seattle

Facility Type

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

Exclude Your Organization
 Select All

Organizations Matching Criteria

- Alaska Native Tribal Health Consortium
- Alaska VA Healthcare System
- Arbor Health
- Asian Counseling and Referral Service
- Bastyr University
- Bay Area Hospital
- Bethany of the Northwest
- Bloodworks Northwest

Not Matching Organizations

- Sample Organization

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
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Responsible for Single / Multiple

- Responsible for Single Location
- Responsible for Multiple Locations