



2017 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data
Prices & Schedules
as of December 1, 2017

2017

All dates are 2017, unless specified

Survey	Edition	Description	Data Collection Begins	Data Effective Date	Early Submission Discount Date	Last Date Accepted	Publication Date	Most recent		Participant Price Prepaid, Early Submission	Non-Participant Price
								# of Jobs	# of Orgs.		
Northwest General Surveys											
Management & Professional *	34 th	Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 20	May	June 30	August 11 ‡	September 11 Trend Update: Oct.	218	198	\$895*	\$1,395*
Engineering / Scientific / Project Management	2 nd	Engineering, scientific, & project management positions (WA, OR, ID, & AK)	March 20	April	May 31	August 11 ‡	September 20	283 plus roll-up	156	<25 total FTE: \$395 25-199 total FTE: \$595 200+ total FTE: \$795	<25 FTE: \$695 25-199 FTE: \$995 200+ FTE: \$1,295
Technology	26 th	Compensation data for NW Technology / IT positions <i>Conducted in association with Applied HR Strategies</i>	June 1	June	July 14	August 18 ‡	October 12	237	99	<25 total FTE: \$395 25-199 total FTE: \$595 200+ total FTE: \$795	<25 FTE: \$695 25-199 FTE: \$995 200+ FTE: \$1,295
City / Regional Surveys											
Alaska Compensation Survey	27 th	Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Bush)	May 18	June	June 30	July 25 ‡	Thursday, August 24 Results Meeting Trend Update: Nov.	218	53	\$895	\$1,395
Arizona Compensation Survey	44 th	Nonexempt, management, & professional positions (Statewide, plus breakouts)	February 8	March	April 7	April 28 ‡	June 6 PHX June 7 TUS Results Meeting	239	79	<100 Arizona FTE: \$295 100-250 Arizona FTE: \$495 250+ Arizona FTE: \$695	\$595 \$795 \$995
Portland Area Cross-Industry Survey (PACS)	35 th	Nonexempt & selected exempt positions (Portland Metropolitan Area)	January 12	January	February 28	March 15 ‡	Thursday, April 13 Results Meeting Trend Update: Aug.	196	85	\$895	\$1,395
Puget Sound Regional *	36 th	Nonexempt & selected exempt positions (King, Pierce, & Snohomish Counties)	March 15	April	April 28	May 24 ‡	June 22 Trend Update: Oct.	192	141	\$895*	\$1,395*
Spokane / Inland Northwest	31 st	Nonexempt & selected exempt positions (Spokane / Inland Empire)	April 12	May	May 31	June 23 ‡	August 15	169	50	<50 FTE: \$295 50+ FTE: \$695	<50 FTE: \$695 50+ FTE: \$1,075

‡ add \$75

please add applicable sales tax

Larry Daniels
Principal & Survey Director
+1 206 504 5543
larry.daniels@milliman.com

Lauren Busey
Project Coordinator
+1 206 504 5535
lauren.busey@milliman.com

Jeannine Conway
Senior Web Developer
+1 206 504 5580
jeannine.conway@milliman.com

Minh-Tu Dinh
Client Service Coordinator
+1 206 504 5787
minhtu.dinh@milliman.com

* Summary Report available for \$395, for survey users with fewer than 150 employees in local area (\$295 if participant).

For more information on each survey (*job list, participant list, etc.*) or to order, visit ... salarysurveys.milliman.com



2017 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data
Prices & Schedules
as of December 1, 2017

2017

All dates are 2017, unless specified

Survey	Edition	Description	Data Collection Begins	Data Effective Date	Early Submission Discount Date	Last Date Accepted	Publication Date	Most recent		Participant Price Prepaid, Early Submission	Non-Participant Price
								# of Jobs	# of Orgs.		
Financial Industry Survey											
Northwest Financial Industry	39 th	WA, OR, ID, & AK In association with IBA, OBA, WBA & NWCUA	May 1	May	June 9	June 30 ‡	August 1	187	104	<50 FTE: \$295 50-99 FTE: \$495 100+ FTE: \$695	<50 FTE: \$595 50-99 FTE: \$995 100+ FTE: \$1,395
Health Care Industry Surveys											
Northwest Health Care Compensation Survey	25 th	Hospital, clinic, & home care positions	January 12	January	February 28	March 17 ‡	May 19	287	171	<150 FTE: \$595 150+ FTE: \$995	<150 FTE: \$995 150+ FTE: \$1,495
Northwest Health Care Executive Compensation	13 th	Health care executive & top management positions	January 12	January	February 28	March 17 ‡	April 25	28	51	\$495 or \$395 for participants in both Health Care surveys	\$695
Public Employers Surveys											
Oregon Public Employers	14 th	Industry-specific positions within public sector employers	October 4, 2016	October 2016	November 30, 2016	December 29, 2016 ‡	February 14	194	37	<150 FTE: \$295 150-250 FTE: \$395 250+ FTE: \$595	<150 FTE: \$495 150-250 FTE: \$595 250+ FTE: \$795
Washington Public Employers	12 th	Industry-specific positions within public sector employers	February 8	February	March 31	April 25 ‡	June 9	196	39	<150 FTE: \$295 150-250 FTE: \$395 250+ FTE: \$595	<150 FTE: \$495 150-250 FTE: \$595 250+ FTE: \$795
Utility Industry Survey											
Northwest Utilities Salary & Wage Survey	26 th	Industry-specific positions within utility employers	May 17	June	July 28	August 25 ‡	September 29	129	76	\$545	\$995
Benefits Survey											
Northwest Benefits Survey	11 th	Major benefit plan features and values	January 12	January	March 24	March 24	May 26 Results Meeting	N/A	137	\$895	\$1,395

‡ add \$75

please add applicable sales tax

Larry Daniels
Principal & Survey Director
+1 206 504 5543
larry.daniels@milliman.com

Lauren Busey
Project Coordinator
+1 206 504 5535
lauren.busey@milliman.com

Jeannine Conway
Senior Web Developer
+1 206 504 5580
jeannine.conway@milliman.com

Minh-Tu Dinh
Client Service Coordinator
+1 206 504 5787
minhtu.dinh@milliman.com

* Summary Report available for \$395, for survey users with fewer than 150 employees in local area (\$295 if participant).

For more information on each survey (*job list, participant list, etc.*) or to order, visit ... salarysurveys.milliman.com