



# 2018 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data  
Prices & Schedules  
as of January 18, 2018

# 2018



All dates are 2018, 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.		
<b>Northwest General Surveys</b>											
<b>Executive Compensation</b>	34 <sup>th</sup>	Executive pay practices among various sized Northwest organizations and industries	July	August	September 14	September 14	October	19 Top Positions	307	\$495	\$695
<b>Management &amp; Professional *</b>	35 <sup>th</sup> Anniversary Edition	Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 20	May	June 29	July 20 ‡	August 31 Trend Update: Oct.	218	198	\$895*	\$1,790*
<b>Engineering / Scientific / Project Management</b>	3 <sup>rd</sup>	Engineering, scientific, & project management positions (WA, OR, ID, & AK)	April 10	May	June 22	July 10 ‡	August 10	283 plus roll-up	156	<25 total FTE: \$395 25-199 total FTE: \$595 200+ total FTE: \$895	<25 FTE: \$695 25-199 FTE: \$995 200+ FTE: \$1,395
<b>Technology</b>	27 <sup>th</sup>	Compensation data for NW Technology / IT positions <i>Conducted in association with Applied HR Strategies</i>	June 1	June	July 20	August 10 ‡	September 14	237	99	<25 total FTE: \$395 25-199 total FTE: \$595 200+ total FTE: \$895	<25 FTE: \$695 25-199 FTE: \$995 200+ FTE: \$1,395
<b>City / Regional Surveys</b>											
<b>Alaska Compensation Survey</b>	28 <sup>th</sup>	Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Northern)	May 15	June	June 29	July 25 ‡	Thursday, August 23 Results Meeting Trend Update: Nov.	218	53	\$895	\$1,395
<b>Arizona Compensation Survey</b>	45 <sup>th</sup> Anniversary Edition	Nonexempt, management, & professional positions (Statewide, plus breakouts)	February 8	March	April 10	April 30 ‡	June 5 PHX June 6 TUS Results Meeting	239	79	<100 Arizona FTE: \$295 100-250 Arizona FTE: \$495 250+ Arizona FTE: \$695	\$595 \$995 \$1,395
<b>Portland Area Cross-Industry Survey (PACS)</b>	36 <sup>th</sup>	Nonexempt & selected exempt positions (Portland Metropolitan Area)	January 11	January	February 28	March 16 ‡	Thursday, April 12 Results Meeting Trend Update: Aug.	196	85	\$895	\$1,395
<b>Puget Sound Area Compensation Survey *</b>	37 <sup>th</sup>	Nonexempt & selected exempt positions (King, Pierce, & Snohomish Counties)	March 15	April	April 30	May 25 ‡	June 28 Trend Update: Oct.	192	141	\$895*	\$1,790*
<b>Spokane / Inland Northwest Compensation Survey</b>	32 <sup>nd</sup>	Nonexempt & selected exempt positions (Spokane / Inland Northwest)	April 16	May	May 31	June 22 ‡	August 1	169	50	<50 FTE: \$395 50+ FTE: \$695	<50 FTE: \$795 50+ FTE: \$1,195

‡ 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 \$495, 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](http://salarysurveys.milliman.com)



# 2018 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data  
Prices & Schedules  
as of January 18, 2018

# 2018



All dates are 2018, 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.		
<b>Financial Industry Survey</b>											
<b>Northwest Financial Industry</b>		WA, OR, ID, & AK In association with IBA, OBA, WBA & NWCUA	May 1	May	June 8	June 29 ‡	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
<b>Healthcare Industry Surveys</b>											
<b>Northwest Healthcare Compensation Survey</b>	26 <sup>th</sup>	Hospital, clinic, & home care positions	January 3	January	February 28	March 15 ‡	April 20	287	171	<150 FTE: \$595 150+ FTE: \$995	<150 FTE: \$1,195 150+ FTE: \$1,995
<b>Northwest Healthcare Executive Compensation</b>	14 <sup>th</sup>	Health care executive & top management positions	January 3	January	February 28	March 15 ‡	April 20	28	51	\$495 or \$395 for participants in both Health Care surveys	\$795
<b>Public Employers Surveys</b>											
<b>Oregon Public Employers</b>		Industry-specific positions within public sector employers	October 10, 2017	October 2017	November 30, 2017	December 31, 2017 ‡	February 14	194	37	<150 FTE: \$295 150-250 FTE: \$395 250+ FTE: \$595	<150 FTE: \$595 150-250 FTE: \$795 250+ FTE: \$995
<b>Washington Public Employers</b>	13 <sup>th</sup>	Industry-specific positions within public sector employers	February 8	February	March 30	April 30 ‡	May 31	196	39	<150 FTE: \$295 150-250 FTE: \$395 250+ FTE: \$595	<150 FTE: \$595 150-250 FTE: \$795 250+ FTE: \$995
<b>Utility Industry Survey</b>											
<b>Northwest Utilities Salary &amp; Wage Survey</b>	27 <sup>th</sup>	Industry-specific positions within utility employers	May 16	June	June 29	July 31 ‡	September 14	129	76	\$595	\$1,195
<b>Benefits Survey</b>											
<b>Northwest Benefits Survey</b>	12 <sup>th</sup>	Major benefit plan features and values	January 11	January	March 23	March 23	May 24 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

For more information on each survey (job list, participant list, etc.) or to order, visit: [salariesurveys.milliman.com](http://salariesurveys.milliman.com)