



2018 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data

Prices & Schedules

as of May 10, 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.		
Northwest General Surveys											
Executive Compensation	33rd	Executive pay practices among various sized Northwest organizations and industries	July	August	September 14	September 14	October	19 Top Positions	307	\$495	\$695
Management & Professional *		Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 20	May	June 29	July 20 ‡	August 31 Trend Update: Oct.	218	198	\$895*	\$1,790*
Engineering / Scientific / Project Management	3rd	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: \$790 25-199 FTE: \$1,190 200+ FTE: \$1,790
Technology	27th	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: \$790 25-199 FTE: \$1,190 200+ FTE: \$1,790
City / Regional Surveys											
Alaska Compensation Survey	28th	Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Northern)	May 15	June	June 29	July 25 ‡	Thursday, August 23 Results Meeting Trend Update: Oct.	218	53	\$895	\$1,790
Arizona Compensation Survey		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
Portland Area Cross-Industry Survey (PACS)	36th	Nonexempt & selected exempt positions (Portland Metropolitan Area)	January 11	January	February 28	March 16 ‡	Thursday, April 12 Results Meeting Trend Update: Aug.	202	85	\$895	\$1,395
Puget Sound Area Compensation Survey *	37th	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*
Spokane / Inland Northwest Compensation Survey	32nd	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





2018 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data
Prices & Schedules
as of May 10, 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.		
Financial Industry Survey											
Northwest Financial Industry		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
Healthcare Industry Surveys											
Northwest Healthcare Compensation Survey	26 th	Hospital, clinic, & home care positions	January 3	January	February 28	March 15 ‡	May 10	288	163	<150 FTE: \$595 150+ FTE: \$995	<150 FTE: \$1,195 150+ FTE: \$1,995
Northwest Healthcare Executive Compensation	14 th	Healthcare executive & top management positions	January 3	January	February 28	March 15 ‡	April 23	28	55	\$495 or \$395 for participants in both Healthcare surveys	\$795
Public Employers Surveys											
Oregon Public Employers		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
Washington Public Employers	13 th	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
Utility Industry Survey											
Northwest Utilities Salary & Wage Survey	27 th	Industry-specific positions within utility employers	May 16	June	June 29	July 31 ‡	September 14	129	76	\$595	\$1,195
Benefits Survey											
Northwest Benefits Survey	12 th	Major benefit plan features and values	January 11	January	March 23	March 23	May 24	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