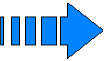




2018 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data
Prices & Schedules
as of December 1, 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	33 rd	Executive pay practices among various sized Northwest organizations and industries	August	August	September 14	September 14	November	19 Top Positions	323	\$495	\$695
Management & Professional *	35 th Anniversary Edition	Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 20	May	June 29	July 20 ‡	September 14 Trend Update: Oct.	218	185	\$895*	\$1,790*
Engineering / Scientific / Project Management	3 rd	Engineering, scientific, & project management positions (WA, OR, ID, & AK)	April 10	May	June 22	July 24 ‡	October 12	270 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	27 th	Compensation data for NW Technology / IT positions <i>Conducted in association with Applied HR Strategies & TAO</i>	June 1	June	July 20	August 17 ‡	October 2	232	133	<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	28 th	Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Northern)	May 15	June	June 29	July 25 ‡	Thursday, August 23 Results Meeting Trend Update: Oct.	222	53	\$895	\$1,790
Arizona Compensation Survey	45 th Anniversary Edition	Nonexempt, management, & professional positions (Statewide, plus breakouts)	February 8	March	April 10	April 30 ‡	June 5 PHX June 6 TUS Results Meeting	242	77	<100 Arizona FTE: \$295 100-250 Arizona FTE: \$495 250+ Arizona FTE: \$695	\$595 \$995 \$1,395
Portland Area Cross-Industry Survey (PACS)	36 th	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 *	37 th	Nonexempt & selected exempt positions (King, Pierce, & Snohomish Counties)	March 15	April	April 30	May 25 ‡	June 22 Trend Update: Oct.	191	131	\$895*	\$1,790*
Spokane / Inland Northwest Compensation Survey	32 nd	Nonexempt & selected exempt positions (Spokane / Inland Northwest)	April 16	May	May 31	July 13 ‡	August 31	169	46	<50 FTE: \$395 50+ FTE: \$695	<50 FTE: \$795 50+ FTE: \$1,195

‡ add \$75

please add applicable sales tax

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* Summary Report available for \$495, for survey users with fewer than 150 employees in local area (\$295 if participant).

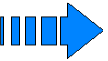
For more information on each survey (job list, participant list, etc.) or to order, visit: salarysurveys.milliman.com





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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	July 6 ‡	August 1	187	98	<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 ‡	June 15	196	43	<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 24	134	81	\$595	\$1,195
Benefits Survey											
Northwest Benefits Survey	12 th	Major benefit plan features and values	January 11	January	March 23	March 23	June 7	N/A	142	\$895	\$1,395

‡ add \$75

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