

2022 RELEASE INFORMATION

# Milliman Compensation & Benefits Surveys

Pay, benefits, and trend data to monitor your costs and maintain your competitive position.

**1** **About surveys**  
Utilize Milliman's surveys to stay competitive in the labor market.

**2** **Browse offerings**  
Explore survey details such as key dates, prices, number of jobs, number of organizations, and more.

**3** **Order now**  
**USE INCLUDED FORMS OR GO ONLINE**  
Use the 2022 Participant Order Form to sign up, participate, and receive exclusive participant savings.  
Use the Results Order Form for 2021 survey results.





CURRENT AS OF OCTOBER 2021  
DATES AND PRICING SUBJECT TO CHANGE

# Milliman Compensation & Benefits Surveys

SAVE \$75 if you SIGN UP TO PARTICIPATE before Data Collection Begins

## 2022 Pricing and Schedule

	EDITION	DATA COLLECTION BEGINS	DATA EFFECTIVE	LAST DAY DATA ACCEPTED	APPROX. PUBLICATION DATE	Most Recent		Company Size	PARTICIPANT PRICE		NON-PPT PRICE
						# OF JOBS	# OF ORGS		Early Bird	Regular	
<b>NORTHWEST EXECUTIVE COMPENSATION</b> Executive pay practices among various organizations, industries (AK, ID, OR, WA)	37 <sup>th</sup> Ed.	July	Aug.	Sept. 30	Early Nov.	19 Top Positions	290		\$495	\$570	\$695
<b>NORTHWEST MANAGEMENT &amp; PROFESSIONAL*†</b> Management, supervisory, professional positions (ID, OR, WA)	39 <sup>th</sup> Ed.	April 20	May	July 15	Late Aug. Trend Update: Oct.*	226	158		\$995*†	\$1,070*†	\$1,990*†
<b>NORTHWEST ENGINEERING / SCIENTIFIC/ PROJECT MANAGEMENT</b> Engineering, scientific, project management positions (AK, ID, OR, WA)	7 <sup>th</sup> Ed.	May 3	May	July 22	Mid Sept.	249 plus roll-ups	150	<25 total FTE: \$395 25-200 total FTE: \$695 200+ total FTE: \$995	-\$470 -\$770 -\$1,070	\$790 \$1,390 \$1,990	
<b>NORTHWEST TECHNOLOGY COMPENSATION</b> In association with Applied HR Strategies, TAO (AK, ID, OR, WA)	31 <sup>st</sup> Ed.	June 1	June	Aug. 5	Late Sept.	244	92	<11 total FTE: \$295 11-24 total FTE: \$395 25-200 total FTE: \$695 200+ total FTE: \$995	-\$370 \$470 -\$770 -\$1,070	\$590 \$790 \$1,390 \$1,990	
<b>NORTHWEST BENEFITS</b> Major benefit plan features, values (AK, ID, OR, WA)	16 <sup>th</sup> Ed.	Jan. 25	Jan.	March 31	Mid June	N/A	124		\$995	-\$1,070	\$1,990
<b>ALASKA COMPENSATION*</b> Nonexempt through management, professional positions (Anchorage, Fairbanks, SE, Northern)	32 <sup>nd</sup> Ed.	May 18	June	July 15	Aug. 25 Results Webinar Trend Update: Oct.*	225	47		\$895*	-\$970*	\$1,790*
<b>INLAND NORTHWEST COMPENSATION</b> Nonexempt through management, professional positions (Inland NW)	36 <sup>th</sup> Ed.	June 1	June	July 29	Sept.	190	52	<50 FTE: \$395 50+ FTE: \$695	-\$470 -\$770	\$790 \$1,390	
<b>PORTLAND AREA COMPENSATION (PACS)*</b> Nonexempt, selected exempt positions (Portland Metropolitan Area)	40 <sup>th</sup> Ed.	Jan. 11	Jan.	Feb. 28	Apr. 14 Results Meeting Trend Update: Aug.*	210	83		\$895*	-\$970*	\$1,790*
<b>PUGET SOUND AREA COMPENSATION*†</b> Nonexempt, selected exempt positions (King, Pierce/Kitsap, Snohomish Counties)	41 <sup>st</sup> Ed.	March 15	April	May 20	Late June Trend Update: Oct.*	190	123		\$895*†	-\$970*†	\$1,790*†
<b>NORTHWEST FINANCIAL INDUSTRY</b> In association with IBA, OBA, WBA, NWCUA (AK, ID, OR, WA)	44 <sup>th</sup> Ed.	May 3	May	June 30	Early Aug.	195	84	<50 FTE: \$395 50-100 FTE: \$595 100+ FTE: \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590	
<b>NORTHWEST HEALTHCARE COMPENSATION</b> Hospital, homecare, clinic positions (AK, ID, OR, WA)	30 <sup>th</sup> Ed.	Jan. 6	Jan.	March 10	Mid May	300	180	<150 FTE: \$595 150+ FTE: \$1,195	-\$670 -\$1,270	\$1,190 \$2,390	
<b>NORTHWEST HEALTHCARE EXECUTIVE COMPENSATIONS§</b> Healthcare executive, top management positions (AK, ID, OR, WA)	18 <sup>th</sup> Ed.	Jan. 6	Jan.	March 10	Late April	26	83		\$495 or \$395§	-\$570 or -\$470§	\$990
<b>OREGON PUBLIC EMPLOYERS</b> Industry-specific positions within public sector employers (Statewide)	19 <sup>th</sup> Ed.	Nov. 9, 2021	Nov. 2021	Dec. 30, 2021	Mid Feb.	196	40	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590	
<b>WASHINGTON PUBLIC EMPLOYERS</b> Industry-specific positions within public sector employers (Statewide)	17 <sup>th</sup> Ed.	Feb. 8	Feb.	April 15	Mid June	199	36	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590	
<b>NORTHWEST UTILITIES SALARY &amp; WAGE</b> Industry-specific positions within Utility employers (Northwest Region)	31 <sup>st</sup> Ed.	May 18	June	July 29	Mid Sept.	147	80		\$595	-\$670	\$1,190

For more information on each survey (job list, participant list, etc.) or to order, visit: [salariesurveys.milliman.com](https://salariesurveys.milliman.com)  
Questions? Contact [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

\* Trend update included in price

† Summary report available for \$295 for participants with < 150 FTE in local area (\$495 for non-participants)

§ Additional discount available if also participating in Northwest Healthcare Compensation Survey

# Why Milliman Compensation & Benefits Surveys

## Stay competitive in a dynamic labor market

Changing market conditions and the heightened focus on pay equity and pay transparency are increasing the need for timely, accurate, and credible market data. Milliman's compensation & benefits surveys allow you to (1) make informed pay decisions, (2) tailor your jobs to your recruiting markets, and (3) defend your current pay practices. With our interactive survey results you can breakout the data by industry, geography, organization size, etc., or create your own peer groups.

### OUR METHODOLOGY

- Milliman surveys are antitrust compliant:
  - A required minimum sample size on any data breakout maintains confidentiality
  - Results are released at least three months after the effective date of data
  - No individual employer represents more than 25% of the weighted data
- All data compiled directly from HR departments and thoroughly reviewed for errors and omissions

### OUR REPORTS

- Customizable breakouts
- Online & interactive
- Includes data on base salaries, incentives, total cash, salary ranges, trends, and more
- Includes Excel, CSV, and PDF formats

## Milliman surveys are:

### TRUSTED

Over 35 years of experience conducting reliable & compliant surveys featuring employer provided data.

### OBJECTIVE

Independent third-party, with data compiled directly from Human Resources.

### COMPREHENSIVE

Data represents employers of all sizes and industries including for-profits & non-profits, public & private sectors.

### COST-EFFECTIVE

Custom surveys by other providers are expensive. Milliman surveys offer granularity and specificity, at cost-effective prices.

## What clients say about us

“... **an excellent source of compensation data**, allowing us to accurately assess the markets in which we compete for talent.”

—Senior Manager, Compensation  
Major manufacturing organization

“I have always held your firm in very high regard, not only for the quality of work produced, but **for the personal integrity and character** that came along with it.”

—Human Resources Manager  
Northwest utility industry employer

“Milliman is **one source I never want to short**. I depend on you too much—**90% of [our] data needs** comes from your surveys!”

—Compensation Consultant  
Northwest healthcare organization

“This information has been **invaluable to building integrity** with our Compensation program.”

—Chief Financial Officer  
Oregon healthcare provider

### TO LEARN MORE

Visit us at [salarysurveys.milliman.com](http://salarysurveys.milliman.com). Go online to view the list of participants and number of jobs, titles, and job descriptions for each survey.

### CONTACT



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# 2022 Participant Order Form



Sign-up, submit your data, get **discounted results**

Order online at

[salariesurveys.milliman.com](https://salariesurveys.milliman.com)

Place your order as a survey participant and save up to 50%.

Save \$75 if you sign-up before data collection begins (varies by survey, consult schedule).

CURRENT AS OF OCTOBER 2021

PRICING SUBJECT TO CHANGE

Survey prices may vary based on your company's size (number of FTE).

GENERAL SURVEYS		Save \$75 →	Early Sign-Up Price	Participant Price	Order
NORTHWEST EXECUTIVE COMPENSATION	37 <sup>th</sup> Ed.		\$495	\$570	
NORTHWEST MANAGEMENT & PROFESSIONAL*†	39 <sup>th</sup> Ed.		\$995*†	\$1,070*†	
NORTHWEST ENGINEERING / SCIENTIFIC / PROJECT MANAGEMENT	7 <sup>th</sup> Ed.	FTE:<25   25-200   200+	\$395   \$695   \$995	\$470   \$770   \$1,070	
NORTHWEST TECHNOLOGY COMPENSATION	31 <sup>st</sup> Ed.	FTE:<11   11-24   25-200   200+	\$295   \$395   \$695   \$995	\$370   \$470   \$770   \$1,070	
NORTHWEST BENEFITS	16 <sup>th</sup> Ed.		\$995	\$1,070	
<b>CITY/REGIONAL SURVEYS</b>					
ALASKA COMPENSATION*	32 <sup>nd</sup> Ed.		\$895*	\$970*	
INLAND NORTHWEST COMPENSATION	36 <sup>th</sup> Ed.	FTE:<50   50+	\$395   \$695	\$470   \$770	
PORTLAND AREA COMPENSATION (PACS)*	40 <sup>th</sup> Ed.		\$895*	\$970*	
PUGET SOUND AREA COMPENSATION*†	41 <sup>st</sup> Ed.		\$895*†	\$970*†	
<b>INDUSTRY SURVEYS</b>					
NORTHWEST FINANCIAL INDUSTRY	44 <sup>th</sup> Ed.	FTE:<50   50-100   100+	\$395   \$595   \$795	\$470   \$670   \$870	
NORTHWEST HEALTHCARE COMPENSATION	30 <sup>th</sup> Ed.	FTE:<150   150+	\$595   \$1,195	\$670   \$1,270	
NORTHWEST HEALTHCARE EXECUTIVE COMPENSATIONS‡	18 <sup>th</sup> Ed.		\$495 or \$395‡	\$570 or \$470‡	
OREGON PUBLIC EMPLOYERS	19 <sup>th</sup> Ed.	FTE:<150   150-250   250+	\$395   \$595   \$795	\$470   \$670   \$870	
WASHINGTON PUBLIC EMPLOYERS	17 <sup>th</sup> Ed.	FTE:<150   150-250   250+	\$395   \$595   \$795	\$470   \$670   \$870	
NORTHWEST UTILITIES SALARY & WAGE	31 <sup>st</sup> Ed.		\$595	\$670	

\* Trend update included in price

† Summary Report available for \$295 if also a survey participant and <150 FTE

‡ Participant discount price (only if also participating in NW Healthcare Compensation Survey)

ORDER ONLINE AT [SALARYSURVEYS.MILLIMAN.COM](https://salariesurveys.milliman.com) — OR — COMPLETE & SUBMIT THIS FORM (VIA EMAIL OR MAIL)

**CONTACT INFORMATION FOR 2022 PARTICIPANT ORDER — ALL FIELDS REQUIRED**

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_ Company Size (# of FTE): \_\_\_\_\_

Address: \_\_\_\_\_  
Street City State Zip

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

**BILLING INFORMATION** - Complete if different from above

**RESULTS/SHIPPING INFORMATION** - If different from above

Invoice to: \_\_\_\_\_  
Name email address

Results to: \_\_\_\_\_  
Name email address

# 2021 Results Order Form



## Purchase complete results as a non-participant

Need 2022 survey results? Those who participate in 2022 surveys (sign-up & submit data) save up to 50% on 2022 data results.

Order online at  
[salariesurveys.milliman.com](https://salariesurveys.milliman.com)

Survey prices vary based on your company's size (number of FTE).

CURRENT AS OF OCTOBER 2021  
PRICING SUBJECT TO CHANGE

Consulting firms or other entities who provide third-party analysis are not eligible for pricing discounts. Contact us for more information.

GENERAL SURVEYS		Non-Participant Price	Participant Price	Order
EXECUTIVE COMPENSATION	36 <sup>th</sup> Ed.	\$695	\$495	
MANAGEMENT & PROFESSIONAL*	38 <sup>th</sup> Ed.	\$1,990*	\$995*	
ENGINEERING / SCIENTIFIC / PROJECT MANAGEMENT	6 <sup>th</sup> Ed.	\$790 - \$1,990	\$395--\$995	
TECHNOLOGY	30 <sup>th</sup> Ed.	\$790 - \$1,990	\$395--\$995	
NORTHWEST BENEFITS	15 <sup>th</sup> Ed.	\$1,990	\$995	
<b>CITY/REGIONAL SURVEYS</b>				
ALASKA COMPENSATION	31 <sup>st</sup> Ed.	\$1,790	\$895	
PORTLAND AREA COMPENSATION (PACS)	39 <sup>th</sup> Ed.	\$1,790	\$895	
PUGET SOUND AREA COMPENSATION*	40 <sup>th</sup> Ed.	\$1,790*	\$895*	
SPOKANE / INLAND NORTHWEST COMPENSATION	35 <sup>th</sup> Ed.	\$790 - \$1,390	\$395--\$695	
<b>INDUSTRY SURVEYS</b>				
NORTHWEST FINANCIAL INDUSTRY	43 <sup>rd</sup> Ed.	\$790 - \$1,590	\$395--\$795	
NORTHWEST HEALTHCARE COMPENSATION	29 <sup>th</sup> Ed.	\$1,190 - \$1,990	\$595--\$995	
NORTHWEST HEALTHCARE EXECUTIVE COMPENSATION†	17 <sup>th</sup> Ed.	\$990	\$495 or \$395†	
OREGON PUBLIC EMPLOYERS	18 <sup>th</sup> Ed.	\$590 - \$1,390	\$295--\$695	
WASHINGTON PUBLIC EMPLOYERS	16 <sup>th</sup> Ed.	\$590 - \$1,390	\$295--\$695	
NORTHWEST UTILITIES SALARY & WAGE	30 <sup>th</sup> Ed.	\$1,190	\$595	

\* Summary Report available for \$495, if company size < 150 FTE (\$295 if survey participant)

† Additional discount available if also participating in Northwest Healthcare Compensation Survey

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### CONTACT INFORMATION FOR 2021 SURVEY RESULTS ORDER — ALL FIELDS REQUIRED

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_ Company Size (# of FTE): \_\_\_\_\_

Address: \_\_\_\_\_  
Street City State Zip

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

**BILLING INFORMATION** - Complete if different from above

**RESULTS/SHIPPING INFORMATION** - If different from above

Invoice to: \_\_\_\_\_  
Name email address

Results to: \_\_\_\_\_  
Name email address