



AT A GLANCE

Interactive Market Data Reports

Access and compare objective Northwest area pay data on over 200 key technology/IT positions with Milliman's easy-to-use interactive online reporting application.

Reporting Capabilities

- **Create an unlimited number of custom reports** by peer group, location, industry, organization size, etc.
- **Print ready** professional pdf and Excel reports
- **Export** summary results and raw data into Excel

2018 Northwest Technology Survey

Effective Date: June 2018 Publication Date: October 2018

14 PRODUCT DEVELOPMENT / QUALITY ASSURANCE 14-252 SOFTWARE ENGINEER II**

<< Previous job Next job >>

Your Job Title: SOFTWARE ENGINEER II
Your Job Code: 1357ACCT

Designs and develops software applications for new products or product enhancements. Develops code to meet requirements and specifications of application. Performs testing, troubleshooting and debugging of application throughout the development process. Investigates emerging technologies, identif... [Read More](#)



	Your Organization	
	Survey Data	% +/- Market Data
# of Firms	46	
# of Incumbents	407	2
Base Salary		
Simple Mean	100,456	-15.5 87,000
Weighted Mean	103,915	-19.4
25th Percentile ▼	87,931	-1.1
50th Percentile ▼	102,451	-17.8
75th Percentile ▼	110,682	-27.2
Total Cash		
Simple Mean	102,789	-2.3 100,485
Weighted Mean	107,889	-7.4
25th Percentile	90,521	9.9
50th Percentile	103,220	-2.7
75th Percentile	115,353	-14.8
Salary Range		
Average Minimum	79,789	4.2 83,300
Average Midpoint	98,378	-0.4 98,000
Average Maximum	116,966	-3.8 112,700
Additional Cash		
Bonus-Simple Mean	7,169	46.8 13,485
Bonus-Weighted Mean	9,349	30.7

Organizations	Matches
Matching Job	46
Reporting Base Pay	46
Reporting Salary Range	27
Market Additional Cash Paid	
Number of Firms	18
Number of Incumbents	173
% of Firms	39.1
% of Incumbents	42.5
Avg % of Base Pay	7.2
Your Additional Cash Paid	
Number of Incumbents	2
% of Incumbents	100.0
Avg % of Base Pay	15.5
Market Target Bonus	
% of Firms	37.0
As % of Base Pay	6.3
Your Target Bonus	
As % of Base Pay	NA
Market Salary Adjustments	
	Actual Ranges
# Months	6 6
Annual Adj %	3.00 3.00
Your Salary Adjustments	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00

INTERACTIVE FEATURES

Customize survey results:

- Create data breakouts by peer group, location, industry, organization size, classification, etc. using the "Set Criteria" feature
- Convert pay to hourly, monthly, or annual figures
- Age the data, actual salaries and/or salary ranges using the "Adjust Salary" feature
- Adjust the percentiles
- Save criteria and settings

For more information, contact:

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Interactive Market Data Reports

Create your own data breakouts using the “Set Criteria” feature.



Set Criteria

- Create an unlimited number of custom reports** by peer group, location, industry, organization size, etc.
- Exclude your organization** from your data sets
- Save your criteria** and settings

Locations

- Puget Sound Area
- Portland Metro Area
- Other

Tech Employee Size

- 100+ Tech Employees
- <100 Tech Employees

Organization Size

Number of Employees to

Annual Sales / Revenue (in \$ millions) to

Job Criteria

Job Match Levels	Bonus Payer / Non-bonus Payer	Equity Eligible
<input checked="" type="checkbox"/> Lesser	<input checked="" type="checkbox"/> Bonus Payer Jobs	<input checked="" type="checkbox"/> Yes
<input checked="" type="checkbox"/> Comparable	<input checked="" type="checkbox"/> Non-bonus Payer Jobs	<input checked="" type="checkbox"/> No
<input checked="" type="checkbox"/> Greater		

Industries

- Technology
- Banking / Insurance
- Government / Education
- Healthcare
- Manufacturing
- Services

Classifications

- Privately Owned
- Stock Publicly Traded
- Other

Organization Type

- For-profit
- Not-for-profit

Exclude Your Organization

Select All

Organizations Matching Criteria

- 3MD Technologies, Inc. / Denali Advanced Integration
- 3Sharp
- A-dec Inc.
- Adpearance
- Alacrity Services
- Applied Technical Services
- Avista Corporation
- Avvo, Inc.
- Base2 Solutions

Not Matching Organizations

- Sample Organization

SAMPLE