



AT A GLANCE

Interactive Market Data Reports

Access and compare objective Northwest 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

2022 Northwest Technology Survey

Effective Date: June 2022 Publication Date: October 2022

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

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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	22		
# of Incumbents	131		3
Base Salary			
Simple Mean	103,658	18.9	125,277
Weighted Mean	107,009	15.5	
25th Percentile ▼	92,253	26.8	
50th Percentile ▼	106,481	15.6	
75th Percentile ▼	112,079	10.2	
Total Cash			
Simple Mean	106,157	16.6	125,277
Weighted Mean	110,567	12.6	
25th Percentile	96,258	24.4	
50th Percentile	107,896	15.5	
75th Percentile	113,896	9.1	
Salary Range			
Average Minimum	81,360	11.7	92,123
Average Midpoint	102,801	10.8	115,185
Average Maximum	124,242	10.1	138,246
Additional Cash			
Bonus-Simple Mean	6,406	NA	NA
Bonus-Weighted Mean	7,615	NA	

Organizations	Matches
Matching Job	31
Reporting Base Pay	30
Reporting Salary Range	25
Market Additional Cash Paid	
Number of Firms	15
Number of Incumbents	92
% of Firms	50.0
% of Incumbents	47.4
Avg % of Base Pay	6.2
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	25.8
As % of Base Pay	6.8
Your Target Bonus	
As % of Base Pay	NA
Market Salary Adjustments	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00
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 (excluding Seattle)
- Portland Metro Area
- Other
- Seattle

Tech Employee Size

- 100+ Tech Employees
- <100 Tech Employees

Organization Size

Number of Employees to

Annual Sales / Revenue (in \$ millions) to

Job Criteria

Exempt / Non-exempt	Bonus Payer / Non-bonus Payer	Equity Eligible
<input checked="" type="checkbox"/> Exempt	<input checked="" type="checkbox"/> Bonus Payer Jobs	<input checked="" type="checkbox"/> Yes
<input checked="" type="checkbox"/> Non-exempt	<input checked="" type="checkbox"/> Non-bonus Payer Jobs	<input checked="" type="checkbox"/> No

Industries

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

Classifications

- Privately Owned
- Stock Publicly Traded
- Other

Organization Type

- For-profit
- Not-for-profit

Exclude Your Organization

Select All

Organizations Matching Criteria

- Arctic Information Technology - Doyon, Limited
- Asante
- Avista Corporation
- Barrett Business Services, Inc. (BBSI)
- Bay Area Hospital
- Benaroya Research Institute
- Benton PUD
- Bloodworks Northwest

Not Matching Organizations

- Sample Organization

SAMPLE