



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

### 2021 Northwest Technology Survey

Effective Date: June 2021 Publication Date: October 2021

#### 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	31		
# of Incumbents	194		3
<b>Base Salary</b>			
Simple Mean	101,581	18.9	125,277
Weighted Mean	105,917	15.5	
25th Percentile ▼	91,642	26.8	
50th Percentile ▼	105,741	15.6	
75th Percentile ▼	112,549	10.2	
<b>Total Cash</b>			
Simple Mean	104,511	16.6	125,277
Weighted Mean	109,528	12.6	
25th Percentile	94,721	24.4	
50th Percentile	105,843	15.5	
75th Percentile	113,896	9.1	
<b>Salary Range</b>			
Average Minimum	81,360	11.7	92,123
Average Midpoint	102,801	10.8	115,185
Average Maximum	124,242	10.1	138,246
<b>Additional Cash</b>			
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
<b>Market Additional Cash Paid</b>	
Number of Firms	15
Number of Incumbents	92
% of Firms	50.0
% of Incumbents	47.4
Avg % of Base Pay	6.2
<b>Your Additional Cash Paid</b>	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
<b>Market Target Bonus</b>	
% of Firms	25.8
As % of Base Pay	6.8
<b>Your Target Bonus</b>	
As % of Base Pay	NA
<b>Market Salary Adjustments</b>	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00
<b>Your Salary Adjustments</b>	
	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

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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**

- Alaska Native Tribal Health Consortium
- Arctic Information Technology - Doyon, Limited
- Asante
- Aviation Technical Services, Inc.
- Avista Corporation
- Barrett Business Services, Inc. (BBSI)
- Benaroya Research Institute

**Not Matching Organizations**

- Sample Organization