

AT A GLANCE

Interactive Data Reports

Portland Area Cross-Industry Salary Survey (PACS)



Access and compare objective, competitive Portland area pay data on over 200 nonexempt and selected exempt positions using 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 Portland Area Cross-Industry Salary Survey
Effective Date: January 2018 Publication Date: April 2018

2.0 ACCOUNTING / FINANCE

2.02 Accounting Clerk - Intermediate

[<< Previous job](#) [Next job >>](#)

Your Job Title: ACCOUNTING CLERK
Your Job Code: 1357CLERK

Performs a variety of clerical duties related to accounting. Posts to journals, ledgers and other accounting records. Prepares statements, invoices and routine reports, verifies records. May be responsible for a specific accounting function such as accounts receivable or accounts payable. Uses perso... [Read More](#)

	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	50		
# of Incumbents	277		2
Base Salary			
Simple Mean	45,008	-6.3	42,330
Weighted Mean	44,584	-5.3	
25th Percentile ▼	41,600	1.7	
50th Percentile ▼	43,708	-3.3	
75th Percentile ▼	48,636	-14.9	
Total Cash			
Simple Mean	45,626	-1.1	44,429
Weighted Mean	44,991	0.3	
25th Percentile	42,238	6.4	
50th Percentile	44,741	0.8	
75th Percentile	49,538	-9.8	
Salary Range			
Average Minimum	36,484	-6.1	36,442
Average Midpoint	44,214	4.5	42,640
Average Maximum	51,944	10.7	48,838
Additional Cash			
Bonus-Simple Mean	2,193	21.3	2,785
Bonus-Weighted Mean	1,962	-6.3	

Organizations Matches		
Matching Job	50	
Reporting Base Pay	47	
Reporting Salary Range	47	
Market Additional Cash Paid		
Number of Firms	14	
Number of Incumbents	38	
% of Firms	29.8	
% of Incumbents	13.7	
Avg % of Base Pay	5.2	
Your Additional Cash Paid		
Number of Incumbents	0	
% of Incumbents	0.0	
Avg % of Base Pay	0.0	
Market Target Bonus		
% of Firms	18.0	
As % of Base Pay	7.3	
Your Target Bonus		
As % of Base Pay	5.0	
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, facility type, 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:

Lauren Busey
 Tel +1 206 504 5535
lauren.busey@milliman.com

AT A GLANCE

Interactive Data Reports

Portland Area Cross-Industry Salary Survey (PACS)



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

<p>Locations</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Clackamas County, OR <input checked="" type="checkbox"/> Clark County, WA <input checked="" type="checkbox"/> Marion County, OR <input checked="" type="checkbox"/> Multnomah County, OR <input checked="" type="checkbox"/> Polk County, OR <input checked="" type="checkbox"/> Washington County, OR <input checked="" type="checkbox"/> Yamhill County, OR 	<p>Industries</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Banking / Insurance <input checked="" type="checkbox"/> Government / Education <input checked="" type="checkbox"/> Healthcare <input checked="" type="checkbox"/> Manufacturing <input checked="" type="checkbox"/> Services 	<p>Sectors</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Private Sector <input checked="" type="checkbox"/> Public Sector <p>Classifications</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> For-profit <input checked="" type="checkbox"/> Not-for-profit 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Exclude Your Organization <input type="checkbox"/> Select All <p>Organizations Matching Criteria</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> A-dec Inc. <input checked="" type="checkbox"/> Advantis Credit Union <input checked="" type="checkbox"/> Adventist Medical Center <input checked="" type="checkbox"/> Bob's Red Mill <input checked="" type="checkbox"/> Bullivant Houser Bailey PC <input checked="" type="checkbox"/> CareOregon, Inc. <input checked="" type="checkbox"/> Cascade Corporation <input checked="" type="checkbox"/> Chrome Industries <input checked="" type="checkbox"/> City of Beaverton <input checked="" type="checkbox"/> City of Gresham <p>Not Matching Organizations</p> <ul style="list-style-type: none"> <input type="checkbox"/> Milliman 							
<p>Organization Size</p> <p>Number of Employees <input type="text"/> to <input type="text"/></p> <p>Annual Sales / Revenue (in \$ millions) <input type="text"/> to <input type="text"/></p>										
<p>Job Criteria</p> <table border="0"> <tr> <td style="vertical-align: top;"> <p>Exempt / Nonexempt</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Exempt Jobs <input checked="" type="checkbox"/> Nonexempt Jobs </td> <td style="vertical-align: top;"> <p>Union / Nonunion</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Union Jobs <input checked="" type="checkbox"/> Nonunion Jobs </td> <td style="vertical-align: top;"> <p>Job Match Levels</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Lesser <input checked="" type="checkbox"/> Comparable <input checked="" type="checkbox"/> Greater </td> </tr> <tr> <td colspan="3"> <p>Bonus Payer / Non-bonus Payer</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Bonus Payer Jobs <input checked="" type="checkbox"/> Non-bonus Payer Jobs </td> <td></td> </tr> </table>			<p>Exempt / Nonexempt</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Exempt Jobs <input checked="" type="checkbox"/> Nonexempt Jobs 	<p>Union / Nonunion</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Union Jobs <input checked="" type="checkbox"/> Nonunion Jobs 	<p>Job Match Levels</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Lesser <input checked="" type="checkbox"/> Comparable <input checked="" type="checkbox"/> Greater 	<p>Bonus Payer / Non-bonus Payer</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Bonus Payer Jobs <input checked="" type="checkbox"/> Non-bonus Payer Jobs 				
<p>Exempt / Nonexempt</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Exempt Jobs <input checked="" type="checkbox"/> Nonexempt Jobs 	<p>Union / Nonunion</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Union Jobs <input checked="" type="checkbox"/> Nonunion Jobs 	<p>Job Match Levels</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Lesser <input checked="" type="checkbox"/> Comparable <input checked="" type="checkbox"/> Greater 								
<p>Bonus Payer / Non-bonus Payer</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Bonus Payer Jobs <input checked="" type="checkbox"/> Non-bonus Payer Jobs 										