

AT A GLANCE

Interactive Data Reports

Portland Area Compensation 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

2021 Portland Area Compensation Survey

Effective Date: January 2021 Publication Date: April 2021

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](#)

	Survey Data	Your Organization	
		% +/- Market	Data
# of Firms	53		
# of Incumbents	224		2
Base Salary			
Simple Mean	50,490	12.2	57,512
Weighted Mean	50,467	12.2	
25th Percentile ▼	45,275	21.3	
50th Percentile ▼	50,378	12.4	
75th Percentile ▼	53,976	6.1	
Total Cash			
Simple Mean	51,070	11.2	57,512
Weighted Mean	50,690	11.9	
25th Percentile	46,785	18.7	
50th Percentile	50,566	12.1	
75th Percentile	54,187	5.8	
Salary Range			
Average Minimum	40,639	-1.5	40,040
Average Midpoint	48,774	0.0	48,776
Average Maximum	56,910	1.0	57,512
Additional Cash			
Bonus-Simple Mean	2,748	NA	NA
Bonus-Weighted Mean	2,495	NA	

Organizations	Matches
Matching Job	53
Reporting Base Pay	47
Reporting Salary Range	48
Market Additional Cash Paid	
Number of Firms	10
Number of Incumbents	20
% of Firms	21.3
% of Incumbents	8.9
Avg % of Base Pay	5.9
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	13.2
As % of Base Pay	6.0
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 Data Reports

Portland Area Compensation 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 Health Portland <input checked="" type="checkbox"/> Bob's Red Mill Natural Foods <input checked="" type="checkbox"/> CareOregon, Inc. <input checked="" type="checkbox"/> City of Beaverton <input checked="" type="checkbox"/> City of Cornelius <input checked="" type="checkbox"/> City of Gresham <input checked="" type="checkbox"/> City of Hillsboro <p>Not Matching Organizations</p> <ul style="list-style-type: none"> <input type="checkbox"/> Sample Company 			
<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> </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 	
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