



AT A GLANCE

## Interactive Market Data Reports

Access and compare objective Puget Sound area pay data on over 190 nonexempt and selected exempt positions with Milliman's easy-to-use interactive online data 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 Puget Sound Area Compensation Survey

Effective Date: April 2022 Publication Date: July 2022

### 2.0 ACCOUNTING 2.13a Payroll Specialist

Your Job Title: PAYROLL SPEC  
Your Job Code: 1357ACCT

<< Previous job      Next job >>



Analyses, prepares, and inputs payroll data, typically using an automated system to produce accurate and timely payroll. Reviews and resolves errors from edits. Resolves employee and supervisory payroll questions. Analyzes payroll reports and provides results to supervisor. This is an intermediate l... [Read More](#)

	Survey Data	Your Organization	
		% +/- Market	Data
# of Firms	42		
# of Incumbents	56		4
<b>Base Salary</b>			
Simple Mean	66,186	-5.2	62,932
Weighted Mean	65,456	-4.0	
25th Percentile ▼	60,160	4.4	
50th Percentile ▼	65,107	-3.5	
75th Percentile ▼	71,233	-13.2	
<b>Total Cash</b>			
Simple Mean	67,402	-7.1	62,932
Weighted Mean	66,780	-6.1	
25th Percentile	60,466	3.9	
50th Percentile	65,755	-4.5	
75th Percentile	74,540	-18.4	
<b>Salary Range</b>			
Average Minimum	52,318	10.5	58,464
Average Midpoint	64,654	-4.3	61,962
Average Maximum	76,990	-17.6	65,459
<b>Additional Cash</b>			
Bonus-Simple Mean	3,836	NA	NA
Bonus-Weighted Mean	4,119	NA	NA

Organizations	Matches
Matching Job	42
Reporting Base Pay	41
Reporting Salary Range	35
<b>Market Additional Cash Paid</b>	
Number of Firms	13
Number of Incumbents	18
% of Firms	31.7
% of Incumbents	32.1
Avg % of Base Pay	5.5
<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	19.0
As % of Base Pay	5.3
<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

*NOTE: Check King County AND Seattle to see full King County results.*

- King County (excluding Seattle)
- Kitsap / Pierce County
- Snohomish County
- Seattle

#### Industries

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

#### Sectors

- Private Sector
- Public Sector

#### Classifications

- For-profit
- Not-for-profit

#### Organization Size

Number of Employees  to

Annual Sales / Revenue (in \$ millions)  to

#### Job Criteria

<p>Exempt / Nonexempt</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Exempt Jobs</li> <li><input checked="" type="checkbox"/> Nonexempt Jobs</li> </ul>	<p>Union / Nonunion</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Union Jobs</li> <li><input checked="" type="checkbox"/> Nonunion Jobs</li> </ul>	<p>Job Match Levels</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Lesser</li> <li><input checked="" type="checkbox"/> Comparable</li> <li><input checked="" type="checkbox"/> Greater</li> </ul>
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Bonus Payer / Non-bonus Payer

- Bonus Payer Jobs
- Non-bonus Payer Jobs

Exclude Your Organization

Select All

#### Organizations Matching Criteria

- AAA Washington
- AHBL, Inc.
- Algas-SDI
- APA - The Engineered Wood Association
- Asian Counseling and Referral Service
- Aviation Technical Services, Inc.
- AvtechTye
- Ballard Industrial

#### Not Matching Organizations

- Sample Organization