



AT A GLANCE

Interactive Market Data Reports

Access and compare objective Spokane / Inland Northwest area pay data on over 160 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

2021 Spokane / Inland Northwest Compensation Survey

Effective Date: June 2021 Publication Date: November 2021

1.0 ADMINISTRATIVE SUPPORT 1.01 Administrative Assistant I

<< Previous job Next job >>

Your Job Title: HR GENERALIST
Your Job Code: 1357HR

Performs a variety of routine to moderately difficult secretarial and clerical duties. Types correspondence, memoranda, reports, and forms from handwritten notes or typewritten copy. Uses word processing, spreadsheet, and other software applications. May update web text. Proofreads documents for typ... [Read More](#)



	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	11		
# of Incumbents	61		1
Base Salary			
Simple Mean	38,585	15.5	45,675
Weighted Mean	40,126	12.1	
25th Percentile ▼	32,737	28.3	
50th Percentile ▼	38,215	16.3	
75th Percentile ▼	45,675	0.0	
Total Cash			
Simple Mean	38,585	15.5	45,675
Weighted Mean	40,126	12.1	
25th Percentile	32,737	28.3	
50th Percentile	38,215	16.3	
75th Percentile	45,675	0.0	
Salary Range			
Average Minimum	33,115	6.1	35,277
Average Midpoint	39,641	8.1	43,140
Average Maximum	46,167	9.5	51,002
Additional Cash			
Bonus-Simple Mean	NA	NA	NA
Bonus-Weighted Mean	NA	NA	NA

Organizations	Matches
Matching Job	11
Reporting Base Pay	11
Reporting Salary Range	10
Market Additional Cash Paid	
Number of Firms	0
Number of Incumbents	NA
% of Firms	NA
% of Incumbents	NA
Avg % of Base Pay	NA
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	18.2
As % of Base Pay	NA
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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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

- Spokane, WA
- Northern Idaho
- Other

Industries

- Banking / Insurance
- Government / Education
- Healthcare
- Services / General
- Utilities

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

Exempt / Nonexempt	Union / Nonunion	Job Match Levels
<input checked="" type="checkbox"/> Exempt Jobs	<input checked="" type="checkbox"/> Union Jobs	<input checked="" type="checkbox"/> Lesser
<input checked="" type="checkbox"/> Nonexempt Jobs	<input checked="" type="checkbox"/> Nonunion Jobs	<input checked="" type="checkbox"/> Comparable
		<input checked="" type="checkbox"/> Greater

Bonus Payer / Non-bonus Payer

- Bonus Payer Jobs
- Non-bonus Payer Jobs

Exclude Your Organization

Select All

Organizations Matching Criteria

- Avista Corporation
- bankcda
- Banner Corporation
- Boise VA Medical Center
- Bonner County
- Buck Knives, Inc.
- Cancer Care Northwest
- CapEd Credit Union
- CHAS Health
- City of Post Falls

Not Matching Organizations

- Sample Company