



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

2018 Spokane / Inland Northwest Compensation Survey

Effective Date: May 2018 Publication Date: August 2018

4.0 HUMAN RESOURCES

4.05b Human Resources Generalist - Senior

<< Previous job Next job >>

Your Job Title: SR HR GENERALIST

Your Job Code: 1357HR

Administers programs, procedures, and plans used in carrying out human resource policies. Provides guidance to executives, managers, supervisors, and employees on various human resource issues. Areas of expertise may include one or more of the following specialties: employee relations, employment... [Read More](#)



	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	18		
# of Incumbents	37		1
Base Salary			
Simple Mean	70,922	-27.5	55,617
Weighted Mean	73,602	-32.3	
25th Percentile ▼	58,583	-5.3	
50th Percentile ▼	69,995	-25.9	
75th Percentile ▼	83,166	-49.5	
Total Cash			
Simple Mean	72,583	-30.5	55,617
Weighted Mean	74,846	-34.6	
25th Percentile	58,583	-5.3	
50th Percentile	69,995	-25.9	
75th Percentile	85,451	-53.6	
Salary Range			
Average Minimum	56,984	-2.5	55,619
Average Midpoint	70,935	-10.7	64,095
Average Maximum	84,885	-17.0	72,571
Additional Cash			
Bonus-Simple Mean	5,977	NA	NA
Bonus-Weighted Mean	4,604	NA	

Organizations	Matches
Matching Job	18
Reporting Base Pay	18
Reporting Salary Range	17
Market Additional Cash Paid	
Number of Firms	5
Number of Incumbents	10
% of Firms	27.8
% of Incumbents	27.0
Avg % of Base Pay	6.6
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	16.7
As % of Base Pay	4.1
Your Target Bonus	
As % of Base Pay	1.3
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:

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



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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

- Government / Education
- Health Care
- Manufacturing / Technology
- Services

Sectors

- Private Sector
- Public Sector

Exclude Your Organization
 Select All

Organizations Matching Criteria

- Avista Corporation
- Banner Retail Marketing Group, LLC
- Bonner County
- Cerium Networks, Inc.
- Coeur d'Alene School District No. 271
- Columbia County Health System
- Community Health Association of Spokane (CHAS)

Not Matching Organizations

- Milliman

Classification

- 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