






# 2018 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data  
Prices & Schedules  
as of August 31, 2018

# 2018



All dates are 2018, unless specified

Survey	Edition	Description	Data Collection Begins	Data Effective Date	Early Submission Discount Date	Last Date Accepted	Publication Date	Most recent		Participant Price Prepaid, Early Submission	Non-Participant Price
								# of Jobs	# of Orgs.		
<b>Northwest General Surveys</b>											
<b>Executive Compensation</b> 	<b>33<sup>rd</sup></b>	Executive pay practices among various sized Northwest organizations and industries	August	August	September 14	September 14	November	19 Top Positions	307	\$495	\$695
<b>Management &amp; Professional *</b>		Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 20	May	June 29	July 20 ‡	September 12 Trend Update: Oct.	218	198	\$895*	\$1,790*
<b>Engineering / Scientific / Project Management</b>	<b>3<sup>rd</sup></b>	Engineering, scientific, & project management positions (WA, OR, ID, & AK)	April 10	May	June 22	July 24 ‡	September 28	283 plus roll-up	156	<25 total FTE: \$395 25-199 total FTE: \$595 200+ total FTE: \$895	<25 FTE: \$790 25-199 FTE: \$1,190 200+ FTE: \$1,790
<b>Technology</b>	<b>27<sup>th</sup></b>	Compensation data for NW Technology / IT positions <i>Conducted in association with Applied HR Strategies &amp; TAO</i>	June 1	June	July 20	August 17 ‡	September 28	237	99	<25 total FTE: \$395 25-199 total FTE: \$595 200+ total FTE: \$895	<25 FTE: \$790 25-199 FTE: \$1,190 200+ FTE: \$1,790
<b>City / Regional Surveys</b>											
<b>Alaska Compensation Survey</b>	<b>28<sup>th</sup></b>	Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Northern)	May 15	June	June 29	July 25 ‡	Thursday, August 23 Results Meeting Trend Update: Oct.	222	53	\$895	\$1,790
<b>Arizona Compensation Survey</b>		Nonexempt, management, & professional positions (Statewide, plus breakouts)	February 8	March	April 10	April 30 ‡	June 5 PHX June 6 TUS Results Meeting	242	77	<100 Arizona FTE: \$295 100-250 Arizona FTE: \$495 250+ Arizona FTE: \$695	\$595 \$995 \$1,395
<b>Portland Area Cross-Industry Survey (PACS)</b>	<b>36<sup>th</sup></b>	Nonexempt & selected exempt positions (Portland Metropolitan Area)	January 11	January	February 28	March 16 ‡	Thursday, April 12 Results Meeting Trend Update: Aug.	202	85	\$895	\$1,395
<b>Puget Sound Area Compensation Survey *</b>	<b>37<sup>th</sup></b>	Nonexempt & selected exempt positions (King, Pierce, & Snohomish Counties)	March 15	April	April 30	May 25 ‡	June 22 Trend Update: Oct.	191	131	\$895*	\$1,790*
<b>Spokane / Inland Northwest Compensation Survey</b>	<b>32<sup>nd</sup></b>	Nonexempt & selected exempt positions (Spokane / Inland Northwest)	April 16	May	May 31	July 13 ‡	August 31	169	46	<50 FTE: \$395 50+ FTE: \$695	<50 FTE: \$795 50+ FTE: \$1,195

‡ add \$75

*please add applicable sales tax*

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\* Summary Report available for \$495, for survey users with fewer than 150 employees in local area (\$295 if participant).

For more information on each survey (*job list, participant list, etc.*) or to order, visit: [salarysurveys.milliman.com](http://salarysurveys.milliman.com)





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								# of Jobs	# of Orgs.		
<b>Financial Industry Survey</b>											
<b>Northwest Financial Industry</b>		WA, OR, ID, & AK In association with IBA, OBA, WBA & NWCUA	May 1	May	June 8	July 6 ‡	August 1	187	98	<50 FTE: \$295 50-99 FTE: \$495 100+ FTE: \$695	<50 FTE: \$595 50-99 FTE: \$995 100+ FTE: \$1,395
<b>Healthcare Industry Surveys</b>											
<b>Northwest Healthcare Compensation Survey</b>	26 <sup>th</sup>	Hospital, clinic, & home care positions	January 3	January	February 28	March 15 ‡	May 10	288	163	<150 FTE: \$595 150+ FTE: \$995	<150 FTE: \$1,195 150+ FTE: \$1,995
<b>Northwest Healthcare Executive Compensation</b>	14 <sup>th</sup>	Healthcare executive & top management positions	January 3	January	February 28	March 15 ‡	April 23	28	55	\$495 or \$395 for participants in both Healthcare surveys	\$795
<b>Public Employers Surveys</b>											
<b>Oregon Public Employers</b>		Industry-specific positions within public sector employers	October 10, 2017	October 2017	November 30, 2017	December 31, 2017 ‡	February 14	194	37	<150 FTE: \$295 150-250 FTE: \$395 250+ FTE: \$595	<150 FTE: \$595 150-250 FTE: \$795 250+ FTE: \$995
<b>Washington Public Employers</b>	13 <sup>th</sup>	Industry-specific positions within public sector employers	February 8	February	March 30	April 30 ‡	June 15	196	43	<150 FTE: \$295 150-250 FTE: \$395 250+ FTE: \$595	<150 FTE: \$595 150-250 FTE: \$795 250+ FTE: \$995
<b>Utility Industry Survey</b>											
<b>Northwest Utilities Salary &amp; Wage Survey</b>	27 <sup>th</sup>	Industry-specific positions within utility employers	May 16	June	June 29	July 31 ‡	September 21	129	76	\$595	\$1,195
<b>Benefits Survey</b>											
<b>Northwest Benefits Survey</b>	12 <sup>th</sup>	Major benefit plan features and values	January 11	January	March 23	March 23	June 7	N/A	142	\$895	\$1,395

‡ add \$75

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