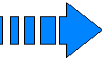




2019 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data
Prices & Schedules
as of December 1, 2018

2019



All dates are 2019, unless specified

Survey	Edition	Description	Data Collection Begins	Data Effective Date	Data Submission Due Date	Publication Date	Most recent		Early Bird Sign-Up ‡	Participant Price after Data Collection Begins	Non-Participant Price
							# of Jobs	# of Orgs.	Participant Discount Price		
Northwest General Surveys											
Executive Compensation	34th	Executive pay practices among various sized Northwest organizations and industries	July	July	September 13	Early November	19 Top Positions	323	\$495	\$570	\$695
Management & Professional *	36th	Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 22	May	July 12	Late August Trend Update: Oct.	218	185	\$895*	\$970*	\$1,790*
Engineering / Scientific / Project Management	4th	Engineering, scientific, & project management positions (WA, OR, ID, & AK)	April 10	May	July 19	Late August	270 plus roll-up	156	<25 total FTE: \$395 25-199 total FTE: \$595 200+ total FTE: \$895	\$470 \$670 \$970	\$790 \$1,190 \$1,790
Technology	28th	Compensation data for NW Technology / IT positions <i>Conducted in association with Applied HR Strategies & TAO</i>	June 3	June	August 2	Mid-September	232	133	<25 total FTE: \$395 25-199 total FTE: \$695 200+ total FTE: \$995	\$470 \$770 \$1,070	\$790 \$1,390 \$1,990
City / Regional Surveys											
Alaska Compensation Survey	29th	Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Northern)	May 15	June	July 8	Thursday, August 29 Results Meeting Trend Update: Oct.	222	53	\$895	\$970	\$1,790
Arizona Compensation Survey	46th	Nonexempt, management, & professional positions (Statewide, plus breakouts)	February 7	March	April 25	June 4 PHX June 5 TUS Results Meeting	242	77	<100 Arizona FTE: \$295 100-250 Arizona FTE: \$495 250+ Arizona FTE: \$695	\$370 \$570 \$770	\$590 \$990 \$1,390
Portland Area Compensation Survey (PACS)	37th	Nonexempt & selected exempt positions (Portland Metropolitan Area)	January 10	January	February 28	Friday, April 12 Results Meeting Trend Update: Aug.	202	85	\$895	\$970	\$1,790
Puget Sound Area Compensation Survey *	38th	Nonexempt & selected exempt positions (King, Pierce, & Snohomish Counties)	March 15	April	May 15	Late June Trend Update: Oct.	191	131	\$895*	\$970*	\$1,790*
Spokane / Inland Northwest Compensation Survey	33rd	Nonexempt & selected exempt positions (Spokane / Inland Northwest)	April 16	May	June 28	Mid-August	169	46	<50 FTE: \$395 50+ FTE: \$695	\$470 \$770	\$790 \$1,390

‡ Sign-up before data collection begins: includes \$75 early bird discount

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).

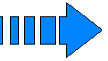
Find out more online at salariesurveys.milliman.com



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Survey	Edition	Description	Data Collection Begins	Data Effective Date	Data Submission Due Date	Publication Date	Most recent		Early Bird Sign-Up ‡ Participant Discount Price	Participant Price after Data Collection Begins	Non-Participant Price
							# of Jobs	# of Orgs.			
Financial Industry Survey											
Northwest Financial Industry	41 st	WA, OR, ID, & AK In association with IBA, OBA, WBA & NWCUA	May 1	May	June 25	Early August	187	98	<50 FTE: \$395 50-99 FTE: \$595 100+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
Healthcare Industry Surveys											
Northwest Healthcare Compensation Survey	27 th	Hospital, clinic, & home care positions	January 3	January	March 8	Late April	288	163	<150 FTE: \$595 150+ FTE: \$995	\$670 \$1,070	\$1,190 \$1,990
Northwest Healthcare Mid-Year Hot Jobs Update	15 th reinstated	Hospital, clinic, & home care positions	July 10	July	September 6	Mid-October	35	73	\$395	\$470	\$790
Northwest Healthcare Executive Compensation	15 YEARS ANNIVERSARY EDITION	Healthcare executive & top management positions	January 3	January	March 8	Late April	28	55	\$495 or \$395 for participants in both Healthcare surveys	\$570 or \$470 for participants in both Healthcare surveys	\$990
Public Employers Surveys											
Oregon Public Employers	16 th	Industry-specific positions within public sector employers	October 26, 2018	October 2018	December 28, 2018	Mid-February	194	37	<150 FTE: \$295 150-250 FTE: \$495 250+ FTE: \$695	\$370 \$570 \$770	\$590 \$990 \$1,390
Washington Public Employers	14 th	Industry-specific positions within public sector employers	February 6	February	April 12	Early June	196	43	<150 FTE: \$295 150-250 FTE: \$495 250+ FTE: \$695	\$370 \$570 \$770	\$590 \$990 \$1,390
Utility Industry Survey											
Northwest Utilities Salary & Wage Survey	28 th	Industry-specific positions within utility employers	May 15	June	July 26	Mid-September	134	81	\$595	\$670	\$1,190
Benefits Survey											
Northwest Benefits Survey	13 th	Major benefit plan features and values	January 10	January	March 15	Late May	N/A	142	\$995	\$1,070	\$1,990

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