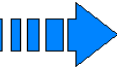







2020 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data
Prices & Schedules
as of September 25, 2019

2020



All dates are 2020, unless specified

Survey	Edition	Description	Data Collection Begins	Data Effective Date	Data Submission Due Date	Publication Date	Most recent		Early Sign-Up ‡ Participant Discount Price	Participant Price after Data Collection Begins	Non-Participant Price
							# of Jobs	# of Orgs.			
Northwest General Surveys											
Executive Compensation		Executive pay practices among various sized Northwest organizations and industries	July	July	September 15	Early November	19 Top Positions	323	\$495	\$570	\$695
Management & Professional *	37 th	Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 20	May	July 15	Late August Trend Update: Oct.	223	185	\$995*	\$1,070*	\$1,990*
Engineering / Scientific / Project Management		Engineering, scientific, & project management positions (WA, OR, ID, & AK)	May 1	May	July 20	Late August	249 plus roll-up	168	<25 total FTE: \$395 25-199 total FTE: \$695 200+ total FTE: \$995	\$470 \$770 \$1,070	\$790 \$1,390 \$1,990
Technology	29 th	Compensation data for NW Technology / IT positions <i>Conducted in association with Applied HR Strategies & TAO</i>	June 1	June	August 5	Late September	244	112	<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		Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Northern)	May 15	June	July 15	Thursday, August 27 Results Meeting Trend Update: Oct.	219	54	\$895	\$970	\$1,790
Portland Area Compensation Survey (PACS)	38 th	Nonexempt & selected exempt positions (Portland Metropolitan Area)	January 9	January	February 28	Thursday, April 9 Results Meeting Trend Update: Aug.	207	90	\$895	\$970	\$1,790
Puget Sound Area Compensation Survey *	39 th	Nonexempt & selected exempt positions (King, Pierce, & Snohomish Counties)	March 17	April	May 15	Late June Trend Update: Oct.	189	123	\$895*	\$970*	\$1,790*
Spokane / Inland Northwest Compensation Survey	34 th	Nonexempt & selected exempt positions (Spokane / Inland Northwest)	May 1	May	June 30	Mid-August	169	47	<50 FTE: \$395 50+ FTE: \$695	\$470 \$770	\$790 \$1,390

‡ Includes \$75 early discount: sign-up before data collection begins

Larry Daniels
Principal & Survey Director
+1 206 504 5543
larry.daniels@milliman.com

Lauren Busey
Comp. Analyst / Project Coordinator
+1 206 504 5535
lauren.busey@milliman.com

Jeannine Conway
Senior Web Developer
+1 206 504 5580
jeannine.conway@milliman.com

Minh-Tu Dinh
Client Service Coordinator
+1 206 504 5787
minhtu.dinh@milliman.com

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

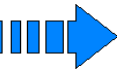
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Survey	Edition	Description	Data Collection Begins	Data Effective Date	Data Submission Due Date	Publication Date	Most recent		Early Sign-Up ‡ Participant Discount Price	Participant Price after Data Collection Begins	Non-Participant Price
							# of Jobs	# of Orgs.			
Financial Industry Survey											
Northwest Financial Industry	42 nd	WA, OR, ID, & AK In association with IBA, OBA, WBA & NWCUA	May 1	May	June 25	Early August	191	95	<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	28 th	Hospital, clinic, & home care positions	January 6	January	March 10	Late April	288	162	<150 FTE: \$595 150+ FTE: \$995	\$670 \$1,070	\$1,190 \$1,990
Northwest Healthcare Mid-Year Hot Jobs Update	16 th	Selected hospital, clinic, & home care positions	July 15	July	September 4	Early October	39	88	\$395	\$470	\$790
Northwest Healthcare Executive Compensation	16 th	Healthcare executive & top management positions	January 6	January	March 10	Late April	27	72	\$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	17 th	Industry-specific positions within public sector employers	October 29, 2019	October 2019	December 31, 2019	Mid-February	196	37	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
Washington Public Employers	15 th ANNIVERSARY EDITION	Industry-specific positions within public sector employers	February 6	February	April 10	Late May	199	48	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
Utility Industry Survey											
Northwest Utilities Salary & Wage Survey	29 th	Industry-specific positions within utility employers	May 15	June	July 31	Mid-September	135	81	\$595	\$670	\$1,190
Benefits Survey											
Northwest Benefits Survey	14 th	Major benefit plan features and values	January 15	January	March 20	Early June	N/A	147	\$995	\$1,070	\$1,990

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lauren.busey@milliman.com

Jeannine Conway
Senior Web Developer
+1 206 504 5580
jeannine.conway@milliman.com

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Client Service Coordinator
+1 206 504 5787
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