







# 2021 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data  
Prices & Schedules  
as of January 15, 2021

# 2021



All dates are 2021, unless specified

Survey	Edition	Description	Data Collection Begins	Data Effective Date	Data Submission Due Date	Publication Date	Most recent # of Jobs # of Orgs.		Early Sign-Up ‡ Participant Discount Price	Participant Price after Data Collection Begins	Non-Participant Price
<b>Northwest General Surveys</b>											
<b>Executive Compensation</b> 	36 <sup>th</sup>	Executive pay practices among various sized Northwest organizations and industries	July	August	September 30	Early November	19 Top Positions	290	\$495	\$570	\$695
<b>Management &amp; Professional *</b>	38 <sup>th</sup>	Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 20	May	July 15	Late August Trend Update: Oct.	225	165	\$995*	\$1,070*	\$1,990*
<b>Engineering / Scientific / Project Management</b>	6 <sup>th</sup>	Engineering, scientific, & project management positions (WA, OR, ID, & AK)	May 4	May	July 20	Mid September	249 plus roll-up	150	<25 total FTE: \$395 25-199 total FTE: \$695 200+ total FTE: \$995	\$470 \$770 \$1,070	\$790 \$1,390 \$1,990
<b>Technology / IT</b> 		Compensation data for NW Technology / IT positions <i>Conducted in association with Applied HR Strategies &amp; TAO</i>	June 1	June	August 5	Late September	244	91	<25 total FTE: \$395 25-199 total FTE: \$695 200+ total FTE: \$995	\$470 \$770 \$1,070	\$790 \$1,390 \$1,990
<b>City / Regional Surveys</b>											
<b>Alaska Compensation Survey</b>	31 <sup>st</sup>	Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Northern)	May 18	June	July 15	Thursday, August 26 Results Webinar Trend Update: Oct.	225	47	\$895	\$970	\$1,790
<b>Portland Area Compensation Survey (PACS)</b>	39 <sup>th</sup>	Nonexempt & selected exempt positions (Portland Metropolitan Area)	January 11	January	February 26	Thursday, April 15 Trend Update: Aug.	210	87	\$895	\$970	\$1,790
<b>Puget Sound Area Compensation Survey *</b> 		Nonexempt & selected exempt positions (King, Pierce, & Snohomish Counties)	March 15	April	May 14	Late June Trend Update: Oct.	190	123	\$895*	\$970*	\$1,790*
<b>Spokane / Inland Northwest Compensation Survey</b> 		Nonexempt & selected exempt positions (Spokane / Inland Northwest)	June 1	June	July 30	September	190	52	<50 FTE: \$395 50+ FTE: \$695	\$470 \$770	\$790 \$1,390

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

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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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<b>Financial Industry Survey</b>											
<b>Northwest Financial Industry</b>	<b>43<sup>rd</sup></b>	WA, OR, ID, & AK In association with IBA, OBA, WBA & NWCUA	May 3	May	June 30	Early August	191	82	<50 FTE: \$395 50-99 FTE: \$595 100+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
<b>Healthcare Industry Surveys</b>											
<b>Northwest Healthcare Compensation Survey</b>	<b>29<sup>th</sup></b>	Hospital, clinic, & home care positions	January 6	January	March 10	Late April	297	159	<150 FTE: \$595 150+ FTE: \$1,095	\$670 \$1,170	\$1,190 \$2,190
<b>Northwest Healthcare Executive Compensation</b>	<b>17<sup>th</sup></b>	Healthcare executive & top management positions	January 6	January	March 10	May	27	65	\$495 or \$395 for participants in both Healthcare surveys	\$570 or \$470 for participants in both Healthcare surveys	\$990
<b>Public Employers Surveys</b>											
<b>Oregon Public Employers</b>	<b>18<sup>th</sup></b>	Industry-specific positions within public sector employers	November 5, 2020	November 2020	December 31, 2020	Mid-February	196	40	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
<b>Washington Public Employers</b>	<b>16<sup>th</sup></b>	Industry-specific positions within public sector employers	February 9	February	April 15	Mid June	199	38	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
<b>Utility Industry Survey</b>											
<b>Northwest Utilities Salary &amp; Wage Survey</b>		Industry-specific positions within utility employers	May 18	June	July 30	Mid-September	143	78	\$595	\$670	\$1,190
<b>Benefits Survey</b>											
<b>Northwest Benefits Survey</b>		Major benefit plan features and values	February 1	January	March 31	Mid June	N/A	138	\$995	\$1,070	\$1,990

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