

2023 RELEASE INFORMATION

Milliman Compensation & Benefits Surveys

Pay, benefits, and trend data to monitor your costs and maintain your competitive position.

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Utilize Milliman's surveys to stay competitive in the labor market.

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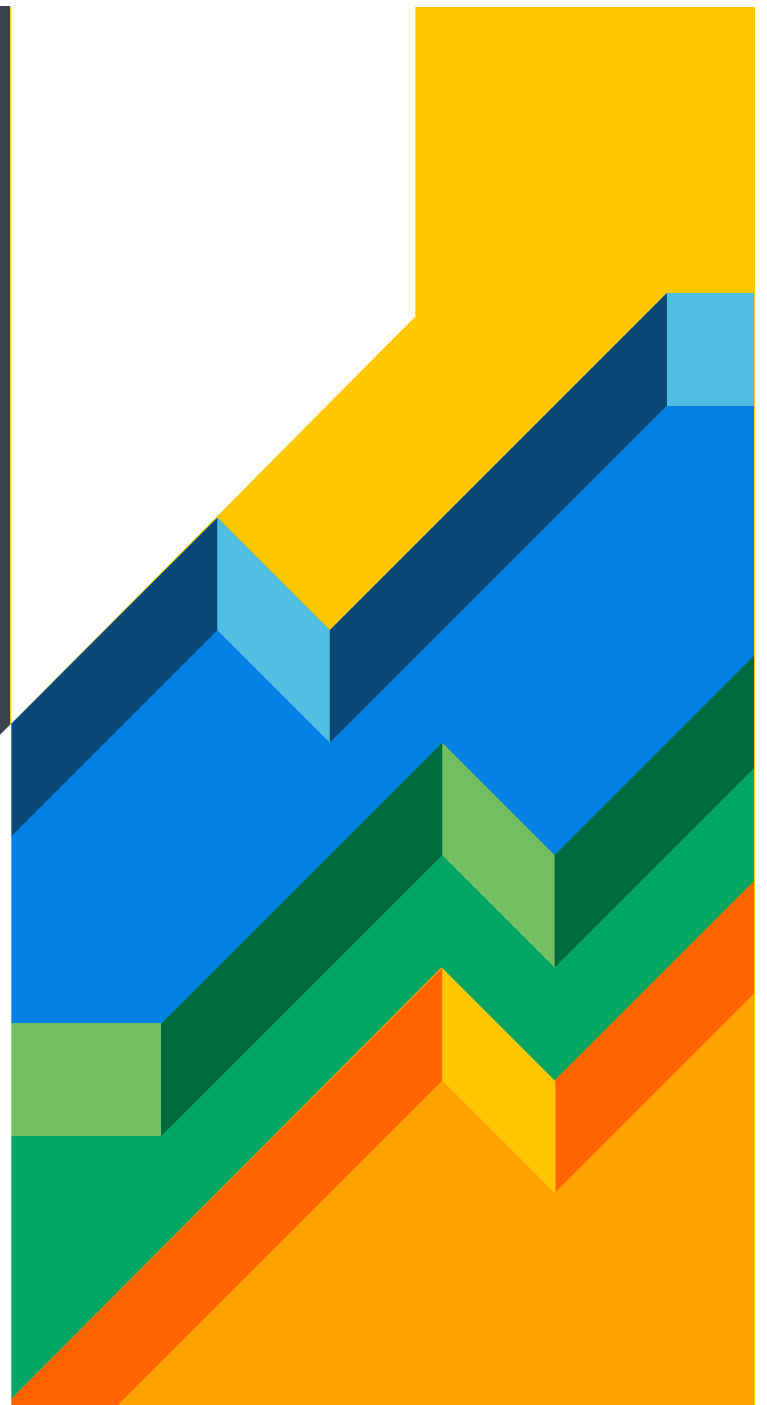
Explore survey details such as key dates, prices, number of jobs, number of organizations, and more.

3 Order now

Go online or see forms

Visit salarysurveys.milliman.com or use the 2023 Participant Order Form to sign up, participate, and receive exclusive participant savings.

Use the Results Order Form for 2022 survey results.



Milliman Compensation & Benefits Surveys

2023 Pricing and Schedule

SAVE \$75 if you SIGN UP TO PARTICIPATE before Data Collection Begins

SURVEY NAME & DESCRIPTION	EDITION	DATA COLLECTION BEGINS	DATA EFFECTIVE	LAST DAY DATA ACCEPTED	APPROX. PUBLICATION DATE	Most Recent		Company Size	PARTICIPANT PRICE		NON-PPT PRICE
						# OF JOBS	# OF ORGS		Early Bird	Regular	
NORTHWEST EXECUTIVE COMPENSATION Executive pay practices among various organizations, industries (AK, ID, OR, WA)	38 th Ed.	July	Aug.	Sept. 29	Early Nov.	19 Top Positions	290		\$595	-\$670	\$795
NORTHWEST MANAGEMENT & PROFESSIONAL*† Management, supervisory, professional positions (ID, OR, WA)	40 th Ed.	April 25	May	July 14	Late Aug. Trend Update: Oct.*	229	152		\$995*†	-\$1,070*†	\$1,990*†
NORTHWEST ENGINEERING / SCIENTIFIC/ PROJECT MANAGEMENT Engineering, scientific, project management positions (AK, ID, OR, WA)	8 th Ed.	May 3	May	July 21	Mid Sept.	249 plus roll-ups	150	<25 total FTE: 25-200 total FTE: 200+ total FTE:	\$395 \$695 \$995	-\$470 -\$770 -\$1,070	\$790 \$1,390 \$1,990
NORTHWEST TECHNOLOGY COMPENSATION In association with Applied HR Strategies, TAO (AK, ID, OR, WA)	32 nd Ed.	June 6	June	Aug. 4	Late Sept.	244	79	<11 total FTE: 11-24 total FTE: 25-200 total FTE: 200+ total FTE:	\$295 \$395 \$695 \$995	-\$370 \$470 -\$770 -\$1,070	\$590 \$790 \$1,390 \$1,990
NORTHWEST BENEFITS Major benefit plan features, values (AK, ID, OR, WA)	17 th Ed.	Jan. 25	Jan.	March 31	Mid June	N/A	125		\$1,095	-\$1,170	\$2,190
ALASKA COMPENSATION* Nonexempt through management, professional positions (Anchorage, Fairbanks, SE, Northern)	33 rd Ed.	May 17	June	July 14	Late Aug Trend Update: Oct.*	225	55		\$895*	-\$970*	\$1,790*
INLAND NORTHWEST COMPENSATION Nonexempt through management, professional positions (Inland NW)	37 th Ed.	June 7	June	July 28	Sept.	190	52	<50 FTE: 50+ FTE:	\$395 \$695	-\$470 -\$770	\$790 \$1,390
PORTLAND AREA COMPENSATION (PACS)* Nonexempt, selected exempt positions (Portland Metropolitan Area)	41 st Ed.	Jan. 17	Jan.	March 3	Mid April Trend Update: Sept.*	210	71		\$895*	-\$970*	\$1,790*
PUGET SOUND AREA COMPENSATION*† Nonexempt, selected exempt positions (King, Pierce/Kitsap, Snohomish Counties)	42 nd Ed.	March 14	April	May 19	Late June Trend Update: Oct.*	190	101		\$895*†	-\$970*†	\$1,790*†
NORTHWEST FINANCIAL INDUSTRY In association with IBA, OBA, WBA, NWCUA (AK, ID, OR, WA)	45 th Ed.	May 2	May	June 30	Early Aug.	195	70	<50 FTE: 50-100 FTE: 100+ FTE:	\$395 \$595 \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590
NORTHWEST HEALTHCARE COMPENSATION Hospital, homecare, clinic positions (AK, ID, OR, WA)	31 st Ed.	Jan. 17	Jan.	March 17	Mid May	300	173	<150 FTE: 150+ FTE:	\$595 \$1,195	-\$670 -\$1,270	\$1,190 \$2,390
NORTHWEST HEALTHCARE EXECUTIVE COMPENSATION§ Healthcare executive, top management positions (AK, ID, OR, WA)	19 th Ed.	Jan. 17	Jan.	March 17	Late April	26	96		\$495 or \$395§	-\$570 or -\$470§	\$990
OREGON PUBLIC EMPLOYERS Industry-specific positions within public sector employers (Statewide)	20 th Ed.	Nov. 10, 2022	Nov. 2022	Dec. 30, 2022	Mid Feb.	196	36	<150 FTE: 150-250 FTE: 250+ FTE:	\$395 \$595 \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590
WASHINGTON PUBLIC EMPLOYERS Industry-specific positions within public sector employers (Statewide)	18 th Ed.	Feb. 7	Feb.	April 14	Mid June	199	36	<150 FTE: 150-250 FTE: 250+ FTE:	\$395 \$595 \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590
NORTHWEST UTILITIES SALARY & WAGE Industry-specific positions within Utility employers (Northwest Region)	32 nd Ed.	May 16	June	July 28	Mid Sept.	147	82		\$595	-\$670	\$1,190

For more information on each survey (job list, participant list, etc.) or to order, visit: salarysurveys.milliman.com
 Questions? Contact salary_surveys@milliman.com

* Trend update included in price † Summary report available for \$395 for participants with < 150 FTE in local area (\$595 for non-participants)
 § Additional discount available if also participating in Northwest Healthcare Compensation Survey



Why Milliman Compensation & Benefits Surveys

Stay competitive in a dynamic labor market

Changing market conditions and the heightened focus on pay equity and pay transparency are increasing the need for timely, accurate, and credible market data. Milliman's compensation & benefits surveys allow you to (1) make informed pay decisions, (2) tailor your jobs to your recruiting markets, and (3) defend your current pay practices. With our interactive survey results you can breakout the data by industry, geography, organization size, etc., or create your own peer groups.

OUR METHODOLOGY

- Milliman surveys are antitrust compliant:
 - A required minimum sample size on any data breakout maintains confidentiality
 - Results are released at least three months after the effective date of data
 - No individual employer represents more than 25% of the weighted data
- All data compiled directly from HR departments and thoroughly reviewed for errors and omissions

OUR REPORTS

- Customizable breakouts
- Online & interactive
- Includes data on base salaries, incentives, total cash, salary ranges, trends, and more
- Includes Excel, CSV, and PDF formats

Milliman surveys are:

TRUSTED

Over 35 years of experience conducting reliable & compliant surveys featuring employer provided data.

OBJECTIVE

Independent third-party, with data compiled directly from Human Resources.

COMPREHENSIVE

Data represents employers of all sizes and industries including for-profits & non-profits, public & private sectors.

COST-EFFECTIVE

Custom surveys by other providers are expensive. Milliman surveys offer granularity and specificity, at cost-effective prices.

What clients say about us

“... **an excellent source of compensation data**, allowing us to accurately assess the markets in which we compete for talent.”

—Senior Manager, Compensation
Major manufacturing organization

“I have always held your firm in very high regard, not only for the quality of work produced, but **for the personal integrity and character** that came along with it.”

—Human Resources Manager
Northwest utility industry employer

“Milliman is **one source I never want to short**. I depend on you too much—**90% of [our] data needs** comes from your surveys!”

—Compensation Consultant
Northwest healthcare organization

“This information has been **invaluable to building integrity** with our Compensation program.”

—Chief Financial Officer Chief Financial Officer
Oregon healthcare provider

TO LEARN MORE

Visit us at salariesurveys.milliman.com. Go online to view the list of participants and number of jobs, titles, and job descriptions for each survey.

CONTACT



Lauren Busey, CCP
Principal, Compensation
+1 206 504 5535
lauren.busey@milliman.com

General inquiries
+1 206 504 5787
salary.surveys@milliman.com

2023 Participant Order Form



Sign-up, submit your data, get **discounted results**

Place your order as a survey participant and save up to 50%.

Save \$75 if you sign-up before data collection begins (varies by survey, consult schedule).

Order online at salariesurveys.milliman.com

Survey prices may vary based on your company's size (number of FTE).

CURRENT AS OF OCTOBER 2022
PRICING SUBJECT TO CHANGE

GENERAL SURVEYS		Save \$75 →	Early Sign-Up Price	Participant Price	Order
NORTHWEST EXECUTIVE COMPENSATION	38 th Ed.		\$595	\$670	
NORTHWEST MANAGEMENT & PROFESSIONAL*†	40 th Ed.		\$995*†	\$1,070*†	
NORTHWEST ENGINEERING / SCIENTIFIC / PROJECT MANAGEMENT	8 th Ed.	FTE: <25 25-200 200+	\$395 \$695 \$995	\$470 \$770 \$1,070	
NORTHWEST TECHNOLOGY COMPENSATION	32 nd Ed.	FTE: <11 11-24 25-200 200+	\$295 \$395 \$695 \$995	\$370 \$470 \$770 \$1,070	
NORTHWEST BENEFITS	17 th Ed.		\$1,095	\$1,170	
CITY/REGIONAL SURVEYS					
ALASKA COMPENSATION*	33 rd Ed.		\$895*	\$970*	
INLAND NORTHWEST COMPENSATION	37 th Ed.	FTE: <50 50+	\$395 \$695	\$470 \$770	
PORTLAND AREA COMPENSATION (PACS)*	41 st Ed.		\$895*	\$970*	
PUGET SOUND AREA COMPENSATION*†	42 nd Ed.		\$895*†	\$970*†	
INDUSTRY SURVEYS					
NORTHWEST FINANCIAL INDUSTRY	45 th Ed.	FTE: <50 50-100 100+	\$395 \$595 \$795	\$470 \$670 \$870	
NORTHWEST HEALTHCARE COMPENSATION	31 st Ed.	FTE: <150 150+	\$595 \$1,195	\$670 \$1,270	
NORTHWEST HEALTHCARE EXECUTIVE COMPENSATIONS§	19 th Ed.		\$495 or \$395§	\$570 or \$470§	
OREGON PUBLIC EMPLOYERS	20 th Ed.	FTE: <150 150-250 250+	\$395 \$595 \$795	\$470 \$670 \$870	
WASHINGTON PUBLIC EMPLOYERS	18 th Ed.	FTE: <150 150-250 250+	\$395 \$595 \$795	\$470 \$670 \$870	
NORTHWEST UTILITIES SALARY & WAGE	32 nd Ed.		\$595	\$670	

* Trend update included in price

† Summary Report available for \$395 if also a survey participant and <150 FTE

§ Participant discount price (only if also participating in NW Healthcare Compensation Survey)

ORDER ONLINE AT [SALARYSURVEYS.MILLIMAN.COM](https://salariesurveys.milliman.com) — OR — COMPLETE & SUBMIT THIS FORM (VIA EMAIL OR MAIL)

CONTACT INFORMATION FOR 2023 PARTICIPANT ORDER — ALL FIELDS REQUIRED

Name: _____ Title: _____

Company: _____ Company Size (# of FTE): _____

Address: _____
Street City State Zip

Email: _____ Phone: _____

BILLING INFORMATION - Complete if different from above

RESULTS/SHIPPING INFORMATION - If different from above

Invoice to: _____
Name email address

Results to: _____
Name email address

2022 Results Order Form



Purchase complete results as a non-participant

Need 2023 survey results? Those who participate in 2023 surveys (sign-up & submit data) save up to 50% on 2023 data results.

Order online at salariesurveys.milliman.com

Survey prices vary based on your company's size (number of FTE).

CURRENT AS OF OCTOBER 2022
PRICING SUBJECT TO CHANGE

Consulting firms or other entities who provide third-party analysis are not eligible for pricing discounts. Contact us for more information.

GENERAL SURVEYS		Non-Participant Price	Early Sign-Up Price	Order
NORTHWEST EXECUTIVE COMPENSATION	37 th Ed.	\$695	\$495	
NORTHWEST MANAGEMENT & PROFESSIONAL*†	39 th Ed.	\$1,990*†	\$995*†	
NORTHWEST ENGINEERING / SCIENTIFIC / PROJECT MANAGEMENT	7 th Ed.	\$790-\$1,990	\$395-\$995	
NORTHWEST TECHNOLOGY COMPENSATION	31 st Ed.	\$590 - \$1,990	\$295-\$995	
NORTHWEST BENEFITS	16 th Ed.	\$1,990	\$995	
CITY/REGIONAL SURVEYS				
ALASKA COMPENSATION*	32 nd Ed.	\$1,790	\$895*	
INLAND NORTHWEST COMPENSATION	36 th Ed.	\$790 - \$1,390	\$395-\$695	
PORTLAND AREA COMPENSATION (PACS)*	40 th Ed.	\$1,790*	\$895*	
PUGET SOUND AREA COMPENSATION*†	41 st Ed.	\$1,790*†	\$895*†	
INDUSTRY SURVEYS				
NORTHWEST FINANCIAL INDUSTRY	44 th Ed.	\$790 - \$1,590	\$395 - \$795	
NORTHWEST HEALTHCARE COMPENSATION	30 th Ed.	\$1,190 - \$2,390	\$595 - \$1,195	
NORTHWEST HEALTHCARE EXECUTIVE COMPENSATIONS‡	18 th Ed.	\$990	\$495 or \$395§	
OREGON PUBLIC EMPLOYERS	19 th Ed.	\$790 - \$1,590	\$395 - \$795	
WASHINGTON PUBLIC EMPLOYERS	17 th Ed.	\$790 - \$1,590	\$395 - \$795	
NORTHWEST UTILITIES SALARY & WAGE	31 st Ed.	\$1,190	\$595	

* Trend update included in price

† Summary Report available for \$495, if company size < 150 FTE (\$295 if survey participant)

§ Additional discount available if also participating in Northwest Healthcare Compensation Survey

ORDER ONLINE AT [SALARIESURVEYS.MILLIMAN.COM](https://salariesurveys.milliman.com) — OR — COMPLETE & SUBMIT THIS FORM (VIA EMAIL OR MAIL)

CONTACT INFORMATION FOR 2022 SURVEY RESULTS ORDER — ALL FIELDS REQUIRED

Name: _____ Title: _____

Company: _____ Company Size (# of FTE): _____

Address: _____
Street City State Zip

Email: _____ Phone: _____

BILLING INFORMATION - Complete if different from above

RESULTS/SHIPPING INFORMATION - If different from above

Invoice to: _____
Name email address

Results to: _____
Name email address