

2024 RELEASE INFORMATION

# Milliman Compensation & Benefit Surveys

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

## 1. Browse offerings

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

## 2. Order now, online or by mail

Use the 2024 Participant Order Form to sign up, participate, and save as a participant.

Use the Results Order Form for 2023 results.



Milliman Compensation & Benefit Surveys

Survey name & description		Edition	Data collection Begins	Data Effective Date	Last Day Data Accepted	Approx. Publication Date	Most recent # of jobs	# of orgs	Company Size	Participant price		Non-PPT Price
										Early	Regular	
General	<b>Northwest Executive Compensation</b> Executive pay practices among various organizations, industries (AK, ID, OR, WA)	39th	July	Aug.	Sept. 27	Nov.	19 Top Positions	290		\$595	-\$670	\$995
	<b>Northwest Management &amp; Professional*†</b> Management, supervisory, professional positions (ID, OR, WA)	41st	April 23	May	July 12	Late Aug. Trend Update: Oct.*	236	158		\$1,095*†	\$1,170*†	\$2,190*†
	<b>Northwest Engineering / Scientific/ Project Management</b> Engineering, scientific, project management positions (AK, ID, OR, WA)	9th	May 7	May	Aug 16	Late Sept.	249 plus roll-ups	150	<25 total FTE: \$395 25-200 total FTE: \$695 200+ total FTE: \$995	-\$470 -\$770 -\$1,070	\$790 \$1,390 \$1,990	
	<b>Northwest Technology Compensation</b> In association with Applied HR Strategies, TAO (AK, ID, OR, WA)	33rd	June 4	June	Aug. 23	Late Sept.	244	90	<11 total FTE: \$295 11-24 total FTE: \$395 25-200 total FTE: \$695 200+ total FTE: \$995	-\$370 -\$470 -\$770 -\$1,070	\$590 \$790 \$1,390 \$1,990	
	<b>Northwest Benefits</b> Major benefit plan features, values (AK, ID, OR, WA)	18th	Jan. 23	Jan.	March 29	Mid June	N/A	113		\$1,095	\$1,170	\$2,190
	Regional	<b>Alaska Compensation*</b> Nonexempt through management, professional positions (Anchorage, Fairbanks, SE, Northern)	34th	May 7	June	July 19	Late Aug Trend Update: Oct.*	227	48		\$895*	-\$970*
<b>Inland Northwest Compensation</b> Nonexempt, selected exempt positions (Inland NW)		38th	June 4	June	Aug 30	Sept.	201	52		\$795	-\$870	\$1,590
<b>Portland Area Compensation (PACS)*</b> Nonexempt, selected exempt positions (Portland Metropolitan Area)		42nd	Jan. 3	Jan.	March 8	Mid April Trend Update: Sept.*	208	75		\$895*	-\$970*	\$1,790*
<b>Puget Sound Area Compensation*†</b> Nonexempt, selected exempt positions (King, Pierce/Kitsap, Snohomish Counties)		43rd	March 12	April	May 24	Late June Trend Update: Oct.*	201	89		\$895*†	-\$970*†	\$1,790*†
Industry	<b>Northwest Financial Industry</b> In association with IBA, OBA, WBA, NWCUA (AK, ID, OR, WA)	46th	April 30	May	June 28	Early Aug.	207	73	<50 FTE: \$495 50-100 FTE: \$695 100+ FTE: \$895	-\$570 -\$770 -\$970	\$990 \$1,390 \$1,790	
	<b>Northwest Healthcare Compensation</b> Hospital, homecare, clinic positions (AK, ID, OR, WA)	32nd	Jan. 9	Jan.	March 15	Mid May	303	155	<150 FTE: \$695 150+ FTE: \$1,195	-\$770 -\$1,270	\$1,390 \$2,390	
	<b>Northwest Healthcare Executive Compensation§</b> Healthcare executive, top management positions (AK, ID, OR, WA)	20th	Jan. 9	Jan.	March 15	Mid May	27	89		\$595 or \$495§	-\$670 or -\$570§	\$1,190
	<b>Oregon Public Employers</b> Industry-specific positions within public sector employers (Statewide)	21st	Nov. 7, 2023	Nov. 2023	Dec. 29, 2023	Mid Feb.	198	45	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590	
	<b>Washington Public Employers</b> Industry-specific positions within public sector employers (Statewide)	19th	Feb. 6	Feb.	April 12	Mid June	199	39	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590	
	<b>Northwest Utilities Salary &amp; Wage</b> Industry-specific positions within Utility employers (Northwest Region)	33rd	May 14	June	Aug. 2	Early Sept.	149	83		\$695	-\$770	\$1,390

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

\* Trend update included in price

† Summary report available for \$395 for participants with < 150 FTE in local area (\$595 for non-participants)

Questions? Contact [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

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



# 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

## WHAT CLIENTS SAY

"... **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

"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

## 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.

## To learn more

Visit us at [salarysurveys.milliman.com](https://salarysurveys.milliman.com). Go online to view the list of participants and number of jobs, titles, and job descriptions for each survey.

## KEY CONTACT



**Lauren Busey, CCP**  
Principal, Compensation  
+1 206 504 5535  
[lauren.busey@milliman.com](mailto:lauren.busey@milliman.com)

## GENERAL INQUIRIES

+1 206 504 5787  
[salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

# 2023 Results Order Form

## Purchase complete results as a non-participant

Need 2024 survey results? Those who participate in 2024 surveys (sign-up & submit data) save up to 50% on 2024 data results.

Order online at  
[salariesurveys.milliman.com](https://salariesurveys.milliman.com)

Current as of October 2023  
pricing subject to change

	Survey	Edition	Non-Participant Price	Order
General	Northwest Executive Compensation	39th	\$995	
	Northwest Management & Professional*†	41st	\$1,990*†	
	Northwest Engineering / Scientific/ Project Management	9th	\$790 - \$1,990	
	Northwest Technology Compensation	33rd	\$590 - \$1,990	
	Northwest Benefits	18th	\$1,990	
Regional	Alaska Compensation*	34th	\$1,790*	
	Inland Northwest Compensation	38th	\$1,590	
	Portland Area Compensation (PACS)*	42nd	\$1,790*	
	Puget Sound Area Compensation*†	43rd	\$1,790*†	
Industry	Northwest Financial Industry	46th	\$990 - \$1,790	
	Northwest Healthcare Compensation	32nd	\$1,390 - \$2,390	
	Northwest Healthcare Executive Compensation§	20th	\$1,190	
	Oregon Public Employers	21st	\$790 - \$1,590	
	Washington Public Employers	19th	\$790 - \$1,590	
	Northwest Utilities Salary & Wage	33rd	\$1,390	

\* 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**

Mail to: Attn: Milliman, 1301 Fifth Ave #3800, Seattle, WA 98101 or email: [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

### Contact Information for 2023 Survey Results Order — *All fields required*

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_ Company Size (# of FTE): \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_ Street \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: \_\_\_\_\_

### Billing Information — Complete if different from above

Invoice to: \_\_\_\_\_

Name email address

# 2024 Participant Order Form

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

Place your order as a survey participant and save up to 50% and save \$75 if you sign-up before data collection begins (varies, consult schedule).

Order online at [salariesurveys.milliman.com](https://salariesurveys.milliman.com)

Current as of October 2023  
pricing subject to change

	Survey	Edition	Early Sign-up Price	Participant Price	Order
General	Northwest Executive Compensation	39th	\$595	\$670	
	Northwest Management & Professional*†	41st	\$1,095*†	\$1,170*†	
	Northwest Engineering / Scientific/ Project Management	9th	FTE:<25   25-200   200+ \$395   \$695   \$995	FTE:<25   25-200   200+ \$470†\$770†\$1,070	
	Northwest Technology Compensation	33rd	FTE:<11   11-24   25-200   200+ \$295   \$395   \$695   \$995	FTE:<11   11-24   25-200   200+ \$370†\$470†\$770†\$1,070	
	Northwest Benefits	18th	\$1,095	\$1,170	
Regional	Alaska Compensation*	34th	\$895*	\$970*	
	Inland Northwest Compensation	38th	\$795*	\$870*	
	Portland Area Compensation (PACS)*	42nd	\$895*	\$970*	
	Puget Sound Area Compensation*†	43rd	\$895*†	\$970*†	
Industry	Northwest Financial Industry	46th	FTE:<50   50-100   100+ \$395   \$595   \$795	FTE:<50   50-100   100+ \$470†\$670†\$870	
	Northwest Healthcare Compensation	32nd	FTE: <150   150+ \$595   \$1,195	FTE: <150   150+ \$670†\$1,270	
	Northwest Healthcare Executive Compensation§	20th	\$495 or \$395§	\$570 or \$470§	
	Oregon Public Employers	21st	FTE:<150   150-250   250+ \$395   \$595   \$795	FTE:<150   150-250   250+ \$470†\$670†\$870	
	Washington Public Employers	19th	FTE:<150   150-250   250+ \$395   \$595   \$795	FTE:<150   150-250   250+ \$470†\$670†\$870	
	Northwest Utilities Salary & Wage	33rd	\$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 [salariesurveys.milliman.com](https://salariesurveys.milliman.com) — or — Complete & submit this form via email or mail**

Mail to: Attn: Milliman, 1301 Fifth Ave #3800, Seattle, WA 98101 or email: [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

**Contact Information for 2024 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**

Invoice to: \_\_\_\_\_  
 Name email address

**Results/Shipping info — If different from above**

Results to: \_\_\_\_\_  
 Name email address