

2026 RELEASE INFORMATION

Milliman Compensation & Benefit Surveys

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

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Explore detailed information about each survey, including key dates, participant pricing, the number of jobs and organizations included, and much more..

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Early-Bird Discount Opportunity

Register by the start of data collection for any survey to secure the early-bird participant rate. After the early-bird deadline, regular participant pricing applies. Take advantage of this savings opportunity—order now!



Milliman Compensation & Benefit Surveys

| | Survey name & description | Edition | Data Collection Begins | Data Effective Date | Data Submission Due Date | Approx. Publication Date | Most Recent # of jobs | Most Recent # of orgs | Organization Size | Early-Bird Participant Price | Regular Participant Price | Non-PPT Price |
|----------|---|---------|------------------------|---------------------|--------------------------|----------------------------------|-----------------------|-----------------------|--|----------------------------------|---------------------------------------|--------------------------------------|
| General | Northwest Executive Compensation Executive pay practices among various organizations, industries (AK, ID, OR, WA) | 41st | July 9 | Aug. | Sept. 25 | Nov. | 20 Top Positions | 283 | | \$695 | -\$770 | \$1,390 |
| | Northwest Management & Professional† Management, supervisory, professional positions (ID, OR, WA) | 43rd | March 12 | April | May 22 | Early July Trend Update: Oct. | 249 | 158 | | \$1,095† | -\$1,170† | \$2,190† |
| | Northwest Engineering / Scientific/ Project Management Engineering, scientific, project management positions (AK, ID, OR, WA) | 11th | May 7 | May | July 31 | Early Sept. | 249 plus roll-ups | 110 | <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) | 35th | June 4 | June | Aug. 28 | Late Sept. | 244 | 78 | <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) | 20th | Jan. 29 | Jan. | April 3 | Mid June | N/A | 112 | | \$1,095 | -\$1,170 | \$2,190 |
| | Alaska Compensation Nonexempt through management, professional positions (Anchorage, Fairbanks, SE, Northern) | 36th | May 7 | June | July 17 | Late Aug. Trend Update: Oct. | 230 | 41 | | \$895 | -\$970 | \$1,790 |
| Regional | Inland Northwest / Idaho Compensation§ Nonexempt, selected exempt positions (Inland NW) | 40th | March 12 | April | May 22 | Early July. | 209 | 39 | | \$795§ or \$895 | \$870§ or \$970 | \$1,790 |
| | Portland Area Compensation (PACS)§ Nonexempt, selected exempt positions (Portland Metropolitan Area) | 44th | Jan. 15 | Jan. | March 13 | Mid April Trend Update: Sept. | 212 | 78 | | \$895§ or \$995 | \$970§ or \$1,070 | \$1,990 |
| | Puget Sound Area Compensation†§ Nonexempt, selected exempt positions (King, Pierce/Kitsap, Snohomish Counties) | 45th | March 12 | April | May 22 | Early July Trend Update: Oct. | 207 | 70 | | \$895†§ or \$995 | \$970† or \$1,070§ | \$1,990† |
| Industry | Northwest Financial Industry In association with IBA, OBA, WBA, NWCUA (AK, ID, OR, WA) | 48th | May 7 | May | June 26 | Early Aug. | 224 | 57 | <50 FTE: 50-100 FTE: 100+ FTE: | \$495 \$695 \$895 | -\$570 -\$770 -\$970 | \$990 \$1,390 \$1,790 |
| | Northwest Healthcare Compensation Hospital, homecare, clinic positions (AK, ID, OR, WA) | 34th | Jan. 15 | Jan. | March 20 | Early May | 330 | 152 | <150 FTE: 150+ FTE: | \$695 \$1,195 | -\$770 -\$1,270 | \$1,390 \$2,390 |
| | Northwest Healthcare Executive Compensation‡ Healthcare executive, top management positions (AK, ID, OR, WA) | 22nd | Jan. 15 | Jan. | March 20 | Early May | 27 | 86 | | \$595‡ or \$695 | -\$670‡ or \$770 | \$1,390 |
| | Public Employers Industry-specific positions within public sector employers (ID, OR, WA) | 23rd | Jan. 15 | Feb. | March 6 | Early April | 205 | 78 | <150 FTE: 150-250 FTE: 250+ FTE: | \$495 \$695 \$895 | -\$570 -\$770 -\$970 | \$990 \$1,390 \$1,790 |
| | Utilities Salary & Wage Industry-specific positions within Utility employers | 35th | May 14 | June | Aug. 7 | Mid Sept. | 154 | 83 | | \$695 | -\$770 | \$1,390 |

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

Questions? Contact salary.surveys@milliman.com

† 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 Management & Professional Survey

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



WHY MILLIMAN

Stay competitive in a dynamic labor market

Today's market is shaped by shifting economic conditions and a growing emphasis on pay equity and transparency. Timely, accurate, and credible compensation data is essential. Milliman's compensation and benefits surveys empower you to:

- Make informed pay decisions
- Tailor jobs to your recruiting markets
- Defend and support your current pay practices

Our interactive survey results let you break out data by industry, geography, organization size, and more—or build your own custom peer groups for deeper insights.

TRUSTED METHODOLOGY

Milliman surveys are designed for accuracy and compliance:

- Antitrust compliant, with required minimum sample sizes for all data breakouts to ensure confidentiality
- Results released at least three months after the data's effective date
- No single employer represents more than 25% of any weighted data set
- All data is sourced directly from HR departments and rigorously reviewed for accuracy

COMPREHENSIVE, FLEXIBLE REPORTS

- Customizable data breakouts
- Online, interactive access
- Detailed insights on base salaries, incentives, total cash, salary ranges, trends, and more
- Available in Excel and PDF formats

WHAT OUR 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

Why Milliman?

Experience. Integrity. Value.

Trusted

With 40+ years of experience, Milliman delivers reliable, compliant surveys based on employer-provided data.

Objective

As an independent third party, our data is sourced directly from Human Resources—ensuring unbiased, accurate results.

Comprehensive

Our survey data represents organizations of all sizes and industries, including for-profit, non-profit, public, and private sectors..

Cost-effective

Enjoy granular, specific market insights at a fraction of the cost of custom surveys. Milliman offers robust data and actionable results, without the premium price tag.

To learn more

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

KEY CONTACT



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2026 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

Current as of December 2026 pricing subject to change

| | Survey | Edition | Early-Bird Participant Price | Regular Participant Price | Order |
|----------|---|---------|--|--|-------|
| General | Northwest Executive Compensation | 41st | \$695 | \$770 | |
| | Northwest Management & Professional† | 43rd | \$1,095† | \$1,170† | |
| | Northwest Engineering / Scientific / Project Management | 11th | FTE:<25 25-200 200+ \$395 \$695 \$995 | FTE:<25 25-200 200+ \$470†\$770†\$1,070 | |
| | Northwest Technology Compensation | 35th | 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 | 20th | \$1,095 | \$1,170 | |
| Regional | Alaska Compensation | 36th | \$895 | \$970 | |
| | Inland Northwest Compensation§ | 40th | \$795§ or \$895 | \$870§ or \$970 | |
| | Portland Area Compensation (PACS)§ | 44th | \$895§ or \$995 | \$970§ or \$1,070 | |
| | Puget Sound Area Compensation†§ | 45th | \$895†§ or \$995 | \$970†§ or \$1,070 | |
| Industry | Northwest Financial Industry | 48th | FTE:<50 50-100 100+ \$495 \$695 \$895 | FTE:<50 50-100 100+ \$570†\$770†\$970 | |
| | Northwest Healthcare Compensation | 34th | FTE: <150 150+ \$695 \$1,195 | FTE: <150 150+ \$770†\$1,270 | |
| | Northwest Healthcare Executive Compensation‡ | 22nd | \$595‡ or \$695 | \$670‡ or \$770 | |
| | Public Employers | 23rd | FTE:<150 150-250 250+ \$495 \$695 \$895 | FTE:<150 150-250 250+ \$570†\$770†\$970 | |
| | Utilities Salary & Wage | 35th | \$695 | \$770 | |

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

§ Additional discount available if also participating in Northwest Management & Professional Survey

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

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

Contact Information for 2026 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

2025 Results Order Form

Purchase complete results as a non-participant

Need 2025 survey results? Those who participate in 2026 surveys (sign-up & submit data) save up to 50% on 2026 data results.

Order online at salariesurveys.milliman.com

Current as of December 2026 pricing subject to change

| | Survey | Edition | Non-Participant Price | Order |
|----------|--|---------|-----------------------|-------|
| General | Northwest Executive Compensation | 40th | \$1,190 | |
| | Northwest Management & Professional† | 42nd | \$2,190† | |
| | Northwest Engineering / Scientific/ Project Management | 10th | \$790 - \$1,990 | |
| | Northwest Technology Compensation | 34th | \$590 - \$1,990 | |
| | Northwest Benefits | 19th | \$2,190 | |
| Regional | Alaska Compensation | 35th | \$1,790 | |
| | Inland Northwest Compensation | 39th | \$1,590 | |
| | Portland Area Compensation (PACS) | 43rd | \$1,790 | |
| | Puget Sound Area Compensation† | 44th | \$1,790† | |
| Industry | Northwest Financial Industry | 47th | \$990 - \$1,790 | |
| | Northwest Healthcare Compensation | 33rd | \$1,390 - \$2,390 | |
| | Northwest Healthcare Executive Compensation | 21st | \$1,190 | |
| | Oregon Public Employers & Washington Public Employers (access to both surveys included for the price of one) | 22nd | \$990 - \$1,790 | |
| | Northwest Utilities Salary & Wage | 34th | \$1,390 | |

† Summary Report available for \$595, if company size < 150 FTE (\$395 if survey participant)

Order online at 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

Contact Information for 2025 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

Invoice to: _____
Name email address