



AT A GLANCE

Interactive Market Data Reports

Access and compare objective, competitive Northwest pay data on 26 healthcare executive and top management positions with Milliman's easy-to-use interactive online data application.

Reporting Capabilities

- Create an unlimited number of custom reports by peer group, facility type, organization size, location, etc.
- Print ready professional pdf and Excel reports
- Export summary results and raw data into Excel

2022 Northwest Healthcare Executive Compensation Survey

Effective Date: January 2022 Publication Date: June 2022

1.0 EXECUTIVES

1.01 Chief Executive Officer (CEO)

Your Job Title: CEO

Your Job Code: 109722

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Provides overall administration of operations of the organization. Develops objectives, strategies, policies, budgets, and operating plans for the organization and oversees their interpretation, implementation and achievement. Creates an organizational hierarchy and assess the performance of indiv... [Read More](#)



	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	75		
# of Incumbents	74		1
Base Salary			
Simple Mean	436,682	66.5	1,302,900
Weighted Mean	436,682	66.5	
25th Percentile ▼	251,676	80.7	
50th Percentile ▼	300,000	77.0	
75th Percentile ▼	535,300	58.9	
Total Cash			
Simple Mean	483,974	71.7	1,708,102
Weighted Mean	483,974	71.7	
25th Percentile	254,985	85.1	
50th Percentile	340,953	80.0	
75th Percentile	566,694	66.8	
Salary Range			
Average Minimum	285,628	NA	NA
Average Midpoint	363,889	NA	NA
Average Maximum	442,150	NA	NA
Additional Cash % of Firms			
Bonus-Simple Mean	134,601	NA	NA
Bonus-Weighted Mean	134,601	NA	

Organizations	Matches	
Matching Job	75	
Reporting Base Pay	74	
Reporting Salary Range	29	
Market Additional Cash Paid		
Number of Firms	26	
Number of Incumbents	26	
% of Firms	35.1	
% of Incumbents	35.1	
Avg % of Base Pay	47.5	
Your Additional Cash Paid		
Number of Incumbents	1	
% of Incumbents	100.0	
Avg % of Base Pay	31.1	
Market Salary Adjustments		
	Actual	Ranges
# Months	0	0
Annual Adj %	0.00	0.00
Your Salary Adjustments		
	Actual	Ranges
# Months	0	0
Annual Adj %	0.00	0.00

INTERACTIVE FEATURES

Customize survey results:

- Create data breakouts by peer group, location, facility type, organization size, classification, etc. using the "Set Criteria" feature
- Convert pay to hourly, monthly, or annual figures
- Age the data, actual salaries and/or salary ranges, using the "Adjust Salary" feature
- Adjust the percentiles
- Save criteria and settings

For more information, contact:

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Interactive Market Data Reports

Create your own data breakouts using the “Set Criteria” feature.



Set Criteria

- ☒ Create an unlimited number of custom reports by peer group, location, facility type, size, etc.
- ☒ Exclude your organization from your data sets
- ☒ Save your criteria and settings

Locations

- ☒ Puget Sound Metro (excluding Seattle)
- ☒ Portland Metro Area
- ☒ Other
- ☒ Seattle

Facility Type

- ☒ Medical Center / Acute Care
- ☒ Stand Alone Clinic
- ☒ Other Specialty Employer

Organization Size

Number of Employees	<input type="text"/>	to	<input type="text"/>
Gross Revenue (in \$ millions)	<input type="text"/>	to	<input type="text"/>
Net Revenue (in \$ millions)	<input type="text"/>	to	<input type="text"/>
Number of Licensed Beds	<input type="text"/>	to	<input type="text"/>

Job Criteria

<h5>Bonus Payer / Non-bonus Payer</h5> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Bonus Payer Jobs <input checked="" type="checkbox"/> Non-bonus Payer Jobs 	<h5>Job Match Levels</h5> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Lesser <input checked="" type="checkbox"/> Comparable <input checked="" type="checkbox"/> Greater
<h5>Responsible for Single / Multiple</h5> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Responsible for Single Location <input checked="" type="checkbox"/> Responsible for Multiple Locations 	

☒ Exclude Your Organization
 ☐ Select All

Organizations Matching Criteria

- ☒ Adams County Public Hospital District #2 / East Adams Rural Healthcare
- ☒ Alaska VA Healthcare System
- ☒ Arbor Health
- ☒ Asante
- ☒ Asian Counseling and Referral Service
- ☒ Bay Area Hospital
- ☒ Bethany of the Northwest

Not Matching Organizations

- ☐ Sample Organization