



AT A GLANCE

Interactive Market Data Reports

Access and compare objective Northwest area pay data on over 220 management, supervisory, and professional positions with Milliman’s easy-to-use interactive online reporting application.

Reporting Capabilities

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

2023 Northwest Management & Professional Compensation Survey

Effective Date: May 2023 Publication Date: September 2023

1.0 ACCOUNTING 1.05 Accountant - Senior

<< Previous job Next job >>

Your Job Title: ACCOUNTANT SR
Your Job Code: 1357ACCT

Performs complex accounting functions including fiscal interpretation and analysis requiring full professional competency. Establishes and maintains new accounting and fiscal control records and procedures used in an organizational unit. Interprets accounts and records for administrative officers. P... [Read More](#)



	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	87		
# of Incumbents	477		4
Base Salary			
Simple Mean	91,405	11.1	102,788
Weighted Mean	91,878	10.5	
25th Percentile ▼	81,921	20.3	
50th Percentile ▼	90,000	12.4	
75th Percentile ▼	100,116	2.6	
Total Cash			
Simple Mean	93,447	10.9	104,844
Weighted Mean	93,272	11.0	
25th Percentile	83,387	20.5	
50th Percentile	92,606	11.7	
75th Percentile	104,844	0.0	
Salary Range			
Average Minimum	73,160	-7.7	67,953
Average Midpoint	90,846	-0.3	90,604
Average Maximum	108,532	4.2	113,255
Additional Cash			
Bonus-Simple Mean	5,938	-188.9	2,056
Bonus-Weighted Mean	5,611	-172.9	

Organizations	Matches
Matching Job	87
Reporting Base Pay	87
Reporting Salary Range	72
Market Additional Cash Paid	
Number of Firms	31
Number of Incumbents	110
% of Firms	35.6
% of Incumbents	23.1
Avg % of Base Pay	6.6
Your Additional Cash Paid	
Number of Incumbents	4
% of Incumbents	100.0
Avg % of Base Pay	2.0
Market Target Bonus	
% of Firms	25.3
As % of Base Pay	7.0
Your Target Bonus	
As % of Base Pay	NA
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, industry, 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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Create your own data breakouts using the “Set Criteria” feature.

Set Criteria

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

Locations

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

Entity Types

- Corporation
- Division
- Subsidiary
- Plant
- Other

Organization Size

Number of Employees to

Annual Sales / Revenue (in \$ millions) to

Job Criteria

Job Match Levels

- Lesser
- Comparable
- Greater

Bonus Payer / Non-bonus Payer

- Bonus Payer Jobs
- Non-bonus Payer Jobs

Industries

- Banking / Insurance
- Distribution / Wholesale / Retail
- Government / Education
- Healthcare
- Manufacturing / Technology
- Services
- Utilities

Sectors

- Private Sector
- Public Sector

Classifications

- For-profit
- Not-for-profit

Exclude Your Organization

Select All

Organizations Matching Criteria

- 3MD Inc / Denali Advanced Integration
- Ada County Highway District
- Aero Precision, LLC
- AHBL, Inc.
- Alaska Marine Lines
- Aleut Corporation
- Aleutian Pribilof Island Community Development Association (APICDA)

Not Matching Organizations

- Sample Organization