



AT A GLANCE

Interactive Market Data Reports

Access and compare objective Puget Sound area pay data on over 190 nonexempt and selected exempt positions with Milliman's easy-to-use interactive online data 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 Puget Sound Area Compensation Survey

Effective Date: April 2023 Publication Date: July 2023

2.0 ACCOUNTING 2.13a Payroll Specialist

Your Job Title: PAYROLL SPEC
Your Job Code: 1357ACCT

<< Previous job Next job >>



Analyzes, prepares, and inputs payroll data, typically using an automated system to produce accurate and timely payroll. Reviews and resolves errors from edits. Resolves employee and supervisory payroll questions. Analyzes payroll reports and provides results to supervisor. This is an intermediate l... [Read More](#)

	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	36		
# of Incumbents	62		3
Base Salary			
Simple Mean	69,036	-6.0	65,118
Weighted Mean	67,837	-4.2	
25th Percentile ▼	61,438	5.7	
50th Percentile ▼	67,247	-3.3	
75th Percentile ▼	76,784	-17.9	
Total Cash			
Simple Mean	70,510	-8.3	65,118
Weighted Mean	69,211	-6.1	
25th Percentile	62,670	3.8	
50th Percentile	69,757	-7.1	
75th Percentile	79,694	-22.4	
Salary Range			
Average Minimum	53,277	1.4	54,038
Average Midpoint	66,517	-4.4	63,731
Average Maximum	79,758	-8.6	73,424
Additional Cash			
Bonus-Simple Mean	3,626	NA	NA
Bonus-Weighted Mean	3,703	NA	NA

Organizations	Matches
Matching Job	36
Reporting Base Pay	36
Reporting Salary Range	28
Market Additional Cash Paid	
Number of Firms	15
Number of Incumbents	23
% of Firms	41.7
% of Incumbents	37.1
Avg % of Base Pay	5.2
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	25.0
As % of Base Pay	5.9
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:

Lauren Busey
Tel +1 206 504 5535
lauren.busey@milliman.com



AT A GLANCE

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, industry, organization size, etc.
- Exclude your organization from your data sets
- Save your criteria and settings

Locations

NOTE: Check King County AND Seattle to see full King County results.

- King County (excluding Seattle)
- Kitsap / Pierce County
- Snohomish County
- Seattle

Industries

- Banking / Insurance
- Government / Education
- Healthcare
- Manufacturing / Technology
- Services

Sectors

- Private Sector
- Public Sector

Classifications

- For-profit
- Not-for-profit

Organization Size

Number of Employees to

Annual Sales / Revenue (in \$ millions) to

Job Criteria

<p>Exempt / Nonexempt</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Exempt Jobs <input checked="" type="checkbox"/> Nonexempt Jobs 	<p>Union / Nonunion</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Union Jobs <input checked="" type="checkbox"/> Nonunion Jobs 	<p>Job Match Levels</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Lesser <input checked="" type="checkbox"/> Comparable <input checked="" type="checkbox"/> Greater
---	---	---

Bonus Payer / Non-bonus Payer

- Bonus Payer Jobs
- Non-bonus Payer Jobs

- Exclude Your Organization
- Select All

Organizations Matching Criteria

- Aero Precision, LLC
- AHBL, Inc.
- Alaska Marine Lines
- Asian Counseling and Referral Service
- Aviation Technical Services, Inc.
- Bellevue College
- Benaroya Research Institute
- Bloodworks Northwest
- Burkhart Dental Supply

Not Matching Organizations

- Sample Organization