


2021 RELEASE INFORMATION

Milliman Compensation & Benefits Surveys

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

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- A large, colorful graphic on the right side of the page. It features a series of overlapping, stepped shapes in shades of yellow, blue, green, and orange, creating a sense of upward movement and growth. The shapes are arranged in a way that they appear to be part of a larger, abstract architectural or landscape design.
- 1 About surveys**
Utilize Milliman's surveys to stay competitive in the labor market.
 - 2 Browse offerings**
Explore survey details such as key dates, prices, number of jobs, number of organizations, and more.
 - 3 Order now**
USE INCLUDED FORMS OR GO ONLINE
Use the 2021 Participant Order Form to sign up, participate, and receive exclusive participant savings.
Use the Results Order Form for 2020 survey results.



CURRENT AS OF OCTOBER 2020
DATES AND PRICING SUBJECT TO CHANGE

Milliman Compensation & Benefits Surveys

SAVE \$75 if you SIGN UP TO PARTICIPATE
before Data Collection Begins

2021 Pricing and Schedule

	EDITION	DATA COLLECTION BEGINS	DATA EFFECTIVE	LAST DAY DATA ACCEPTED	APPROX. PUBLICATION DATE	Most Recent		Company Size	PARTICIPANT PRICE		NON-PPT PRICE
						# OF JOBS	# OF ORGS		Early Bird	Regular	
EXECUTIVE COMPENSATION Executive pay practices among various organizations, industries (AK, ID, OR, WA)	36 th Ed.	July	Aug.	Sept. 30	Early Nov.	19 Top Positions	304		\$495	-\$570	\$695
MANAGEMENT & PROFESSIONAL*† Management, supervisory, professional positions (ID, OR, WA)	38 th Ed.	April 20	May	July 15	Late Aug. Trend Update: Oct.*	225	165		\$995*†	-\$1,070*†	\$1,990*†
ENGINEERING / SCIENTIFIC/ PROJECT MANAGEMENT Engineering, scientific, project management positions (AK, ID, OR, WA)	6 th Ed.	May 4	May	July 20	Mid Sept.	249 plus roll-ups	168	<25 total FTE: \$395 25-200 total FTE: \$695 200+ total FTE: \$995	-\$470 -\$770 -\$1,070	\$790 \$1,390 \$1,990	
TECHNOLOGY In association with Applied HR Strategies, TAO (AK, ID, OR, WA)	30 th Ed.	June 1	June	Aug. 5	Late Sept.	244	112	<25 total FTE: \$395 25-200 total FTE: \$695 200+ total FTE: \$995	-\$470 -\$770 -\$1,070	\$790 \$1,390 \$1,990	
NORTHWEST BENEFITS Major benefit plan features, values (AK, ID, OR, WA)	15 th Ed.	Jan. 14	Jan.	March 31	Mid June	N/A	138		\$995	-\$1,070	\$1,990
ALASKA COMPENSATION* Nonexempt through management, professional positions (Anchorage, Fairbanks, SE, Northern)	31 st Ed.	May 18	June	July 15	Aug. 26 Results Webinar Trend Update: Oct.*	225	47		\$895*	-\$970*	\$1,790*
PORTLAND AREA COMPENSATION (PACS)* Nonexempt, selected exempt positions (Portland Metropolitan Area)	39 th Ed.	Jan. 11	Jan.	Feb. 26	Apr. 15 Results Meeting Trend Update: Aug.*	210	87		\$895*	-\$970*	\$1,790*
PUGET SOUND AREA COMPENSATION*† Nonexempt, selected exempt positions (King, Pierce/Kitsap, Snohomish Counties)	40 th Ed.	March 15	April	May 14	Late June Trend Update: Oct.*	190	123		\$895*†	-\$970*†	\$1,790*†
SPOKANE / INLAND NORTHWEST COMPENSATION Nonexempt through management, professional positions (Spokane / Inland NW)	35 th Ed.	June 1	June	July 30	Sept.	169	47	<50 FTE: \$395 50+ FTE: \$695	-\$470 -\$770	\$790 \$1,390	
NORTHWEST FINANCIAL INDUSTRY In association with IBA, OBA, WBA, NWCUA (AK, ID, OR, WA)	43 rd Ed.	May 3	May	June 30	Early Aug.	191	82	<50 FTE: \$395 50-100 FTE: \$595 100+ FTE: \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590	
NORTHWEST HEALTHCARE COMPENSATION Hospital, homecare, clinic positions (AK, ID, OR, WA)	29 th Ed.	Jan. 6	Jan.	March 10	Late April	297	159	<150 FTE: \$595 150+ FTE: \$1,095	-\$670 -\$1,170	\$1,190 \$2,190	
NORTHWEST HEALTHCARE MID-YEAR HOT JOBS UPDATE‡ Hot jobs update of hospital, homecare, clinic positions (AK, ID, OR, WA)	17 th Ed.	July 8	July	Sept. 3	Early Oct.	36	88		\$395‡	-\$470‡	\$790‡
NORTHWEST HEALTHCARE EXECUTIVE COMPENSATIONS§ Healthcare executive, top management positions (AK, ID, OR, WA)	17 th Ed.	Jan. 6	Jan.	March 10	May	27	65		\$495 or \$395§	-\$570 or -\$470§	\$990
OREGON PUBLIC EMPLOYERS Industry-specific positions within public sector employers (Statewide)	18 th Ed.	Oct. 20, 2020	Oct. 2020	Dec. 30, 2020	Mid Feb.	196	40	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590	
WASHINGTON PUBLIC EMPLOYERS Industry-specific positions within public sector employers (Statewide)	16 th Ed.	Feb. 9	Feb.	April 15	Mid June	199	38	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590	
NORTHWEST UTILITIES SALARY & WAGE Industry-specific positions within Utility employers (Northwest Region)	30 th Ed.	May 18	June	July 30	Mid Sept.	143	78		\$595	-\$670	\$1,190

For more information on each survey (job list, participant list, etc.) or to order, visit: salariesurveys.milliman.com
Questions? Contact salary.surveys@milliman.com

* Trend update included in price

† Summary report available for \$295 for participants with < 150 FTE in local area (\$495 for non-participants)

‡ Only available after participating in Northwest Healthcare Compensation Survey

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

Why Milliman Compensation & Benefits Surveys

Stay competitive in a dynamic labor market

Changing market conditions and other trends such as 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 narrow the data down 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 maintain 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

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.

What clients say about us

“... **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

“I have always held your firm in very high regard, not only for the quality of work produced, but **for the personal integrity and character** that came along with it.”

—Human Resources Manager
Northwest utility industry employer

“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

“This information has been **invaluable to building integrity** with our Compensation program.”

—Chief Financial Officer
Oregon healthcare provider

TO LEARN MORE

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

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