


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 left side of the page. It features a series of overlapping, chevron-shaped blocks in shades of yellow, blue, green, and orange, creating a sense of upward movement and growth. The blocks are arranged in a way that they appear to be stepping up from left to right.
- 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 APRIL 2021
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	290		\$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	150	<25 total FTE: 25-200 total FTE: 200+ total FTE:	\$395 \$695 \$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	91	<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)	15 th Ed.	Feb. 1	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	Early April Trend Update: Aug.*	210	83		\$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.	190	52	<50 FTE: 50+ FTE:	\$395 \$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: 50-100 FTE: 100+ FTE:	\$395 \$595 \$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	Early May	297	159	<150 FTE: 150+ FTE:	\$595 \$1,095	-\$670 -\$1,170	\$1,190 \$2,190
NORTHWEST HEALTHCARE EXECUTIVE COMPENSATIONS§ Healthcare executive, top management positions (AK, ID, OR, WA)	17 th Ed.	Jan. 6	Jan.	March 10	Late April	27	65		\$495 or \$395§	-\$570 or -\$470§	\$990
OREGON PUBLIC EMPLOYERS Industry-specific positions within public sector employers (Statewide)	18 th Ed.	Nov. 5, 2020	Nov. 2020	Dec. 31, 2020	Mid Feb.	196	40	<150 FTE: 150-250 FTE: 250+ FTE:	\$395 \$595 \$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: 150-250 FTE: 250+ FTE:	\$395 \$595 \$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.

CONTACT



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2021 Participant Order Form



Sign-up, submit your data, get **discounted results**

Order online at salarysurveys.milliman.com

Place your order as a survey participant and save up to 50%.

Save \$75 if you sign-up before data collection begins (varies by survey, consult schedule).

CURRENT AS OF APRIL 2021
PRICING SUBJECT TO CHANGE

Survey prices vary based on your company's size (number of FTE).

See 2021 Pricing & Schedule.

GENERAL SURVEYS		Save \$75 →	Early Sign-Up Price	Participant Price	Order
EXECUTIVE COMPENSATION	36 th Ed.		\$495	\$570	
MANAGEMENT & PROFESSIONAL*†	38 th Ed.		\$995*†	\$1,070*†	
ENGINEERING / SCIENTIFIC / PROJECT MANAGEMENT	6 th Ed.		FTE:<25 25-200 200+ \$395 \$695 \$995	FTE:<25 25-200 200+ \$470 \$770 \$1,070	
TECHNOLOGY	30 th Ed.		FTE:<11 FTE:11-25 25-200 200+ \$295 \$395 \$695 \$995	FTE:<11 FTE:11-25 25-200 200+ \$370 \$470 \$770 \$1,070	
NORTHWEST BENEFITS	15 th Ed.		\$995	\$1,070	
CITY/REGIONAL SURVEYS					
ALASKA COMPENSATION*	31 st Ed.		\$895*	\$970*	
PORTLAND AREA COMPENSATION (PACS)*	39 th Ed.		\$895*	\$970*	
PUGET SOUND AREA COMPENSATION*†	40 th Ed.		\$895*†	\$970*†	
SPOKANE / INLAND NORTHWEST COMPENSATION	35 th Ed.		FTE: <50 50+ \$395 \$695	FTE: <50 50+ \$470 \$770	
INDUSTRY SURVEYS					
NORTHWEST FINANCIAL INDUSTRY	43 rd Ed.		FTE:<50 50-100 100+ \$395 \$595 \$795	FTE:<50 50-100 100+ \$470 \$670 \$870	
NORTHWEST HEALTHCARE COMPENSATION	29 th Ed.		FTE: <150 150+ \$595 \$1,095	FTE: <150 150+ \$670 \$1,170	
NORTHWEST HEALTHCARE EXECUTIVE COMPENSATION§	17 th Ed.		\$495 or \$395§	\$570 or \$470§	
OREGON PUBLIC EMPLOYERS	18 th Ed.		FTE:<150 150-250 250+ \$395 \$595 \$795	FTE:<150 150-250 250+ \$470 \$670 \$870	
WASHINGTON PUBLIC EMPLOYERS	16 th Ed.		FTE:<150 150-250 250+ \$395 \$595 \$795	FTE:<150 150-250 250+ \$470 \$670 \$870	
NORTHWEST UTILITIES SALARY & WAGE	30 th Ed.		\$595	\$670	

* Trend update included in price

‡ Only available after participating in the NW Healthcare Comp. Survey

† Summary Report available for \$295 if survey participant and <150 FTE

§ Participant discount price (only if also participating in NW Healthcare Comp. Survey)

ORDER ONLINE AT SALARYSURVEYS.MILLIMAN.COM — OR — COMPLETE & SUBMIT THIS FORM (VIA EMAIL OR MAIL)

CONTACT INFORMATION FOR 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

RESULTS/SHIPPING INFORMATION - If different from above

Invoice to: _____
Name email address

Results to: _____
Name email address

2020 Results Order Form



Purchase complete results as a non-participant

Need 2021 survey results? Those who participate in 2021 surveys (sign-up & submit data) save up to 50% on 2021 data results.

Order online at
salarysurveys.milliman.com

Survey prices vary based on your company's size (number of FTE).

CURRENT AS OF OCTOBER 2020
PRICING SUBJECT TO CHANGE

Consulting firms or other entities who provide third-party analysis are not eligible for pricing discounts. Contact us for more information.

GENERAL SURVEYS		Non-Participant Price	Participant Price	Order
EXECUTIVE COMPENSATION	35 th Ed.	\$695	\$495	
MANAGEMENT & PROFESSIONAL*	37 th Ed.	\$1,990*	\$995*	
ENGINEERING / SCIENTIFIC / PROJECT MANAGEMENT	5 th Ed.	\$790 - \$1,990	\$395--\$995	
TECHNOLOGY	29 th Ed.	\$790 - \$1,990	\$395--\$995	
NORTHWEST BENEFITS	14 th Ed.	\$1,990	\$995	
CITY/REGIONAL SURVEYS				
ALASKA COMPENSATION	30 th Ed.	\$1,790	\$895	
PORTLAND AREA COMPENSATION (PACS)	38 th Ed.	\$1,790	\$895	
PUGET SOUND AREA COMPENSATION*	39 th Ed.	\$1,790*	\$895*	
SPOKANE / INLAND NORTHWEST COMPENSATION	34 th Ed.	\$790 - \$1,390	\$395--\$695	
INDUSTRY SURVEYS				
NORTHWEST FINANCIAL INDUSTRY	42 nd Ed.	\$790 - \$1,590	\$395--\$795	
NORTHWEST HEALTHCARE COMPENSATION	28 th Ed.	\$1,190 - \$1,990	\$595--\$995	
▪ NW HEALTHCARE MID-YEAR HOT JOBS UPDATE	16 th Ed.	\$790	\$395	
NORTHWEST HEALTHCARE EXECUTIVE COMPENSATION†	16 th Ed.	\$990	\$495-or-\$395†	
OREGON PUBLIC EMPLOYERS	17 th Ed.	\$590 - \$1,390	\$295--\$695	
WASHINGTON PUBLIC EMPLOYERS	15 th Ed.	\$590 - \$1,390	\$295--\$695	
NORTHWEST UTILITIES SALARY & WAGE	29 th Ed.	\$1,190	\$595	

* Summary Report available for \$495, if company size < 150 FTE (\$295 if survey participant) † Additional discount available if also participating in NW Healthcare Comp. Survey

ORDER ONLINE AT SALARYSURVEYS.MILLIMAN.COM — OR — COMPLETE & SUBMIT THIS FORM (VIA EMAIL OR MAIL)

CONTACT INFORMATION FOR 2020 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

RESULTS/SHIPPING INFORMATION - If different from above

Invoice to: _____
Name email address

Results to: _____
Name email address