



AT A GLANCE

## Interactive Market Data Reports

Access and compare objective Northwest pay data on over 200 key technology/IT 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

### 2020 Northwest Technology Survey

Effective Date: June 2020 Publication Date: October 2020

#### 14 PRODUCT DEVELOPMENT / QUALITY ASSURANCE 14-252 SOFTWARE ENGINEER II\*\*

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Your Job Title: SOFTWARE ENGINEER II  
Your Job Code: 1357ACCT

Designs and develops software applications for new products or product enhancements. Develops code to meet requirements and specifications of application. Performs testing, troubleshooting and debugging of application throughout the development process. Investigates emerging technologies, identif... [Read More](#)



	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	30		
# of Incumbents	281		3
<b>Base Salary</b>			
Simple Mean	101,467	18.6	124,637
Weighted Mean	102,240	18.0	
25th Percentile ▼	87,850	29.5	
50th Percentile ▼	102,609	17.5	
75th Percentile ▼	113,779	8.7	
<b>Total Cash</b>			
Simple Mean	103,797	16.7	124,637
Weighted Mean	104,519	16.1	
25th Percentile	88,030	29.4	
50th Percentile	103,023	17.3	
75th Percentile	116,886	6.2	
<b>Salary Range</b>			
Average Minimum	80,107	10.5	89,533
Average Midpoint	100,680	10.1	111,938
Average Maximum	121,253	9.7	134,342
<b>Additional Cash</b>			
Bonus-Simple Mean	7,437	NA	NA
Bonus-Weighted Mean	9,418	NA	

Organizations	Matches
Matching Job	30
Reporting Base Pay	30
Reporting Salary Range	21
<b>Market Additional Cash Paid</b>	
Number of Firms	10
Number of Incumbents	68
% of Firms	33.3
% of Incumbents	24.2
Avg % of Base Pay	7.5
<b>Your Additional Cash Paid</b>	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
<b>Market Target Bonus</b>	
% of Firms	26.7
As % of Base Pay	6.3
<b>Your Target Bonus</b>	
As % of Base Pay	NA
<b>Market Salary Adjustments</b>	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00
<b>Your Salary Adjustments</b>	
	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

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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, 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

**Tech Employee Size**

- 100+ Tech Employees
- <100 Tech Employees

**Organization Size**

Number of Employees  to

Annual Sales / Revenue (in \$ millions)  to

**Job Criteria**

Exempt / Non-exempt	Bonus Payer / Non-bonus Payer	Equity Eligible
<input checked="" type="checkbox"/> Exempt	<input checked="" type="checkbox"/> Bonus Payer Jobs	<input checked="" type="checkbox"/> Yes
<input checked="" type="checkbox"/> Non-exempt	<input checked="" type="checkbox"/> Non-bonus Payer Jobs	<input checked="" type="checkbox"/> No

**Industries**

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

**Classifications**

- Privately Owned
- Stock Publicly Traded
- Other

**Organization Type**

- For-profit
- Not-for-profit

Exclude Your Organization

Select All

**Organizations Matching Criteria**

- Apearance
- Alaska Native Tribal Health Consortium
- Arctic Information Technology - Doyon, Limited
- Asante
- Avista Corporation
- Avvo, Inc.
- Benaroya Research Institute
- Benton PUD

**Not Matching Organizations**

- Sample Organization