

AT A GLANCE

Interactive Market Data Reports

Access and compare objective Spokane / Inland Northwest area pay data on over 160 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

2020 Spokane / Inland Northwest Compensation Survey

Effective Date: June 2020 Publication Date: November 2020

1.0 ADMINISTRATIVE SUPPORT 1.01 Administrative Assistant I

<< Previous job Next job >>

Your Job Title: HR GENERALIST
Your Job Code: 1357HR

Performs a variety of routine to moderately difficult secretarial and clerical duties. Types correspondence, memoranda, reports, and forms from handwritten notes or typewritten copy. Uses word processing, spreadsheet, and other software applications. May update web text. Proofreads documents for typ... [Read More](#)



	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	11		
# of Incumbents	53		1
Base Salary			
Simple Mean	38,528	-17.7	32,740
Weighted Mean	38,853	-2.0	
25th Percentile ▼	32,740	4.2	
50th Percentile ▼	35,757	-5.0	
75th Percentile ▼	45,479	-16.2	
Total Cash			
Simple Mean	38,717	-18.3	32,740
Weighted Mean	38,898	-18.8	
25th Percentile	32,740	0.0	
50th Percentile	35,757	-9.2	
75th Percentile	45,479	-38.9	
Salary Range			
Average Minimum	34,011	NA	NA
Average Midpoint	40,012	NA	NA
Average Maximum	46,013	NA	NA
Additional Cash			
Bonus-Simple Mean	785	NA	NA
Bonus-Weighted Mean	785	NA	

Organizations	Matches
Matching Job	11
Reporting Base Pay	11
Reporting Salary Range	8
Market Additional Cash Paid	
Number of Firms	3
Number of Incumbents	3
% of Firms	27.3
% of Incumbents	5.7
Avg % of Base Pay	2.1
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	9.1
As % of Base Pay	NA
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

- Spokane, WA
- Northern Idaho
- Other

Industries

- Banking / Insurance
- Government / Education
- Healthcare
- Services / General
- Utilities

Sectors

- Private Sector
- Public Sector

Classifications

- For-profit
- Not-for-profit

Exclude Your Organization

Select All

Organizations Matching Criteria

- Ada County Highway District
- Avista Corporation
- Bank of Idaho
- bankcda
- Cancer Care Northwest
- CapEd Credit Union
- CHAS Health
- City of Boise
- Clearwater Power Company

Not Matching Organizations

- Sample Company

Organization Size

Number of Employees to

Annual Sales / Revenue (in \$ millions) to

Job Criteria

Exempt / Nonexempt	Union / Nonunion	Job Match Levels
<input checked="" type="checkbox"/> Exempt Jobs	<input checked="" type="checkbox"/> Union Jobs	<input checked="" type="checkbox"/> Lesser
<input checked="" type="checkbox"/> Nonexempt Jobs	<input checked="" type="checkbox"/> Nonunion Jobs	<input checked="" type="checkbox"/> Comparable
		<input checked="" type="checkbox"/> Greater

Bonus Payer / Non-bonus Payer

- Bonus Payer Jobs
- Non-bonus Payer Jobs