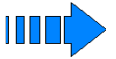




# 2019 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data  
Prices & Schedules  
as of December 10, 2018

# 2019



All dates are 2019, unless specified

Survey	Edition	Description	Data Collection Begins	Data Effective Date	Data Submission Due Date	Publication Date	Most recent		Early Bird Sign-Up ‡ Participant Discount Price	Participant Price after Data Collection Begins	Non-Participant Price
							# of Jobs	# of Orgs.			
<b>Northwest General Surveys</b>											
<a href="#">Executive Compensation</a>	34 <sup>th</sup>	Executive pay practices among various sized Northwest organizations and industries	July	July	September 13	Early November	19 Top Positions	323	\$495	\$570	\$695
<a href="#">Management &amp; Professional *</a>	36 <sup>th</sup>	Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 22	May	July 12	Late August Trend Update: Oct.	218	185	\$895*	\$970*	\$1,790*
<a href="#">Engineering / Scientific / Project Management</a>	4 <sup>th</sup>	Engineering, scientific, & project management positions (WA, OR, ID, & AK)	April 10	May	July 19	Late August	270 plus roll-up	156	<25 total FTE: \$395 25-199 total FTE: \$595 200+ total FTE: \$895	\$470 \$670 \$970	\$790 \$1,190 \$1,790
<a href="#">Technology</a>	28 <sup>th</sup>	Compensation data for NW Technology / IT positions <i>Conducted in association with Applied HR Strategies &amp; TAO</i>	June 3	June	August 2	Mid-September	232	133	<25 total FTE: \$395 25-199 total FTE: \$695 200+ total FTE: \$995	\$470 \$770 \$1,070	\$790 \$1,390 \$1,990
<b>City / Regional Surveys</b>											
<a href="#">Alaska Compensation Survey</a>	29 <sup>th</sup>	Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Northern)	May 15	June	July 8	Thursday, August 29 Results Meeting Trend Update: Oct.	222	53	\$895	\$970	\$1,790
<a href="#">Arizona Compensation Survey</a>	46 <sup>th</sup>	Nonexempt, management, & professional positions (Statewide, plus breakouts)	February 7	March	April 25	June 4 PHX June 5 TUS Results Meeting	242	77	<100 Arizona FTE: \$295 100-250 Arizona FTE: \$495 250+ Arizona FTE: \$695	\$370 \$570 \$770	\$590 \$990 \$1,390
<a href="#">Portland Area Compensation Survey (PACS)</a>	37 <sup>th</sup>	Nonexempt & selected exempt positions (Portland Metropolitan Area)	January 10	January	February 28	Friday, April 12 Results Meeting Trend Update: Aug.	202	85	\$895	\$970	\$1,790
<a href="#">Puget Sound Area Compensation Survey *</a>	38 <sup>th</sup>	Nonexempt & selected exempt positions (King, Pierce, & Snohomish Counties)	March 15	April	May 15	Late June Trend Update: Oct.	191	131	\$895*	\$970*	\$1,790*
<a href="#">Spokane / Inland Northwest Compensation Survey</a>	33 <sup>rd</sup>	Nonexempt & selected exempt positions (Spokane / Inland Northwest)	April 16	May	June 28	Mid-August	169	46	<50 FTE: \$395 50+ FTE: \$695	\$470 \$770	\$790 \$1,390

‡ Sign-up before data collection begins: includes \$75 early bird discount

Please add applicable sales tax

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\* Summary Report available for \$495, for survey users with fewer than 150 employees in local area (\$295 if participant).

Find out more online at [salarysurveys.milliman.com](http://salarysurveys.milliman.com)



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Survey	Edition	Description	Data Collection Begins	Data Effective Date	Data Submission Due Date	Publication Date	Most recent		Early Bird Sign-Up ‡ Participant Discount Price	Participant Price after Data Collection Begins	Non-Participant Price
							# of Jobs	# of Orgs.			
<b>Financial Industry Survey</b>											
<b>Northwest Financial Industry</b>	41 <sup>st</sup>	WA, OR, ID, & AK In association with IBA, OBA, WBA & NWCUA	May 1	May	June 25	Early August	187	98	<50 FTE: \$395 50-99 FTE: \$595 100+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
<b>Healthcare Industry Surveys</b>											
<b>Northwest Healthcare Compensation Survey</b>	27 <sup>th</sup>	Hospital, clinic, & home care positions	January 3	January	March 8	Late April	288	163	<150 FTE: \$595 150+ FTE: \$995	\$670 \$1,070	\$1,190 \$1,990
<b>Northwest Healthcare Mid-Year Hot Jobs Update</b>	15 <sup>th</sup> reinstated	Selected hospital, clinic, & home care positions	July 10	July	September 6	Mid-October	35	73	\$395	\$470	\$790
<b>Northwest Healthcare Executive Compensation</b>	15 <sup>th</sup> ANNIVERSARY EDITION	Healthcare executive & top management positions	January 3	January	March 8	Late April	28	55	\$495 or \$395 for participants in both Healthcare surveys	\$570 or \$470 for participants in both Healthcare surveys	\$990
<b>Public Employers Surveys</b>											
<b>Oregon Public Employers</b>	16 <sup>th</sup>	Industry-specific positions within public sector employers	October 26, 2018	October 2018	December 28, 2018	Mid-February	194	37	<150 FTE: \$295 150-250 FTE: \$495 250+ FTE: \$695	\$370 \$570 \$770	\$590 \$990 \$1,390
<b>Washington Public Employers</b>	14 <sup>th</sup>	Industry-specific positions within public sector employers	February 6	February	April 12	Early June	196	43	<150 FTE: \$295 150-250 FTE: \$495 250+ FTE: \$695	\$370 \$570 \$770	\$590 \$990 \$1,390
<b>Utility Industry Survey</b>											
<b>Northwest Utilities Salary &amp; Wage Survey</b>	28 <sup>th</sup>	Industry-specific positions within utility employers	May 15	June	July 26	Mid-September	134	81	\$595	\$670	\$1,190
<b>Benefits Survey</b>											
<b>Northwest Benefits Survey</b>	13 <sup>th</sup>	Major benefit plan features and values	January 10	January	March 15	Late May	N/A	142	\$995	\$1,070	\$1,990

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