



2020 Compensation & Benefits Surveys

Pay, Benefits, and Trend Data
Prices & Schedules
as of November 25, 2019

2020



All dates are 2020, unless specified

Survey	Edition	Description	Data Collection Begins	Data Effective Date	Data Submission Due Date	Publication Date	Most recent # of Jobs	# of Orgs.	Early Sign-Up ‡ Participant Discount Price	Participant Price after Data Collection Begins	Non-Participant Price
Northwest General Surveys											
Executive Compensation		Executive pay practices among various sized Northwest organizations and industries	July	August	September 15	Early November	19 Top Positions	304	\$495	\$570	\$695
Management & Professional *	37 th	Management, supervisory, & professional positions (Washington, Oregon, & Idaho)	April 20	May	July 15	Late August Trend Update: Oct.	223	185	\$995*	\$1,070*	\$1,990*
Engineering / Scientific / Project Management		Engineering, scientific, & project management positions (WA, OR, ID, & AK)	May 1	May	July 20	Late August	249 plus roll-up	168	<25 total FTE: \$395 25-199 total FTE: \$695 200+ total FTE: \$995	\$470 \$770 \$1,070	\$790 \$1,390 \$1,990
Technology	29 th	Compensation data for NW Technology / IT positions <i>Conducted in association with Applied HR Strategies & TAO</i>	June 1	June	August 5	Late September	244	112	<25 total FTE: \$395 25-199 total FTE: \$695 200+ total FTE: \$995	\$470 \$770 \$1,070	\$790 \$1,390 \$1,990
City / Regional Surveys											
Alaska Compensation Survey		Nonexempt, management, & professional positions (Anchorage, Fairbanks, Southeast, & Northern)	May 15	June	July 15	Thursday, August 27 Results Meeting Trend Update: Oct.	219	54	\$895	\$970	\$1,790
Portland Area Compensation Survey (PACS)	38 th	Nonexempt & selected exempt positions (Portland Metropolitan Area)	January 9	January	February 28	Thursday, April 16 Results Meeting Trend Update: Aug.	207	90	\$895	\$970	\$1,790
Puget Sound Area Compensation Survey *	39 th	Nonexempt & selected exempt positions (King, Pierce, & Snohomish Counties)	March 17	April	May 15	Late June Trend Update: Oct.	189	123	\$895*	\$970*	\$1,790*
Spokane / Inland Northwest Compensation Survey	34 th	Nonexempt & selected exempt positions (Spokane / Inland Northwest)	May 1	May	June 30	Mid-August	169	47	<50 FTE: \$395 50+ FTE: \$695	\$470 \$770	\$790 \$1,390

‡ Includes \$75 early discount: sign-up before data collection begins

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

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Financial Industry Survey											
Northwest Financial Industry	42 nd	WA, OR, ID, & AK In association with IBA, OBA, WBA & NWCUA	May 1	May	June 25	Early August	191	95	<50 FTE: \$395 50-99 FTE: \$595 100+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
Healthcare Industry Surveys											
Northwest Healthcare Compensation Survey	28 th	Hospital, clinic, & home care positions	January 6	January	March 10	Late April	288	162	<150 FTE: \$595 150+ FTE: \$995	\$670 \$1,070	\$1,190 \$1,990
Northwest Healthcare Mid-Year Hot Jobs Update	16 th	Selected hospital, clinic, & home care positions	July 15	July	September 4	Early October	36	88	\$395	\$470	\$790
Northwest Healthcare Executive Compensation	16 th	Healthcare executive & top management positions	January 6	January	March 10	Late April	27	72	\$495 or \$395 for participants in both Healthcare surveys	\$570 or \$470 for participants in both Healthcare surveys	\$990
Public Employers Surveys											
Oregon Public Employers	17 th	Industry-specific positions within public sector employers	October 29, 2019	October 2019	December 31, 2019	Mid-February	196	37	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
Washington Public Employers	15 th ANNIVERSARY EDITION	Industry-specific positions within public sector employers	February 6	February	April 10	Late May	199	48	<150 FTE: \$395 150-250 FTE: \$595 250+ FTE: \$795	\$470 \$670 \$870	\$790 \$1,190 \$1,590
Utility Industry Survey											
Northwest Utilities Salary & Wage Survey	29 th	Industry-specific positions within utility employers	May 15	June	July 31	Mid-September	135	81	\$595	\$670	\$1,190
Benefits Survey											
Northwest Benefits Survey	14 th	Major benefit plan features and values	January 15	January	March 20	Early June	N/A	147	\$995	\$1,070	\$1,990

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