



AT A GLANCE

Interactive Market Data Reports

Access and compare objective Northwest area pay data on over 140 industry-specific salaried and hourly positions with Milliman's easy-to-use interactive online data application.

Reporting Capabilities

- **Create an unlimited number of custom reports** by peer group, location, utility type, utility size, etc.
- **Print ready** professional pdf and Excel reports
- **Export** summary results and raw data into Excel

2024 Northwest Utilities Salary & Wage Survey

Effective Date: June 2024 Publication Date: October 2024

10.0 OPERATIONS

10.15 Journeyman Lineman

Your Job Title: JOURNEYMAN LINEMAN

Your Job Code: Lineman

<< Previous job Next job >>

Performs construction and maintenance activities on transmission and distribution power lines.



	Your Organization		
	Survey Data	% +/- Market	Data
# of Firms	67		
# of Incumbents	768		48
Base Salary			
Simple Mean	60.31	18.1	62.33
Weighted Mean	60.95	17.2	
25th Percentile ▼	58.53	20.5	
50th Percentile ▼	60.41	17.9	
75th Percentile ▼	62.50	15.1	
Total Cash			
Simple Mean	60.37	18.0	62.33
Weighted Mean	61.00	17.1	
25th Percentile	58.53	20.5	
50th Percentile	60.50	17.8	
75th Percentile	62.50	15.1	
Salary Range			
Average Minimum	48.14	NA	NA
Average Midpoint	51.90	NA	NA
Average Maximum	55.67	NA	NA
Additional Cash			
Bonus-Simple Mean	1.51	NA	NA
Bonus-Weighted Mean	NA	NA	NA

Organizations	Matches	
Matching Job	67	
Reporting Base Pay	67	
Reporting Salary Range	6	
Market Additional Cash Paid		
Number of Firms	6	
Number of Incumbents	103	
% of Firms	9.0	
% of Incumbents	13.4	
Avg % of Base Pay	1.1	
Your Additional Cash Paid		
Number of Incumbents	0	
% of Incumbents	0.0	
Avg % of Base Pay	0.0	
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, utility type, utility size, 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:

Lauren Busey
 Tel +1 206 504 5535
lauren.busey@milliman.com

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, utility type, utility size, etc.
- Exclude your organization from your data sets
- Save your criteria and settings

Locations

- Washington
- Oregon
- Idaho
- Alaska
- California
- Other

Utility Types

- Cooperative
- Investor Owned
- Municipality
- Public Utility District (PUD)
- Other

Organization Size

Number of Employees		to	
Number of Customers		to	
Annual Sales / Revenue (in \$ millions)		to	
Annual Retail kWh Sales (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

Exclude Your Organization

Select All

Organizations Matching Criteria

- Alaska Village Electric Cooperative
- Avista Corporation
- Benton PUD
- Benton Rural Electric Association
- Big Bend Electric Cooperative, Inc.
- Blachly-Lane Electric Cooperative
- Central Electric Cooperative, Inc.

Not Matching Organizations

- Sample organization