



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

#### 2023 Northwest Utilities Salary & Wage Survey

Effective Date: June 2023 Publication Date: October 2023

#### 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	64		
# of Incumbents	779		48
<b>Base Salary</b>			
Simple Mean	57.58	7.6	62.33
Weighted Mean	59.03	5.3	
25th Percentile ▼	54.44	12.7	
50th Percentile ▼	58.12	6.8	
75th Percentile ▼	60.36	3.2	
<b>Total Cash</b>			
Simple Mean	57.74	7.4	62.33
Weighted Mean	59.15	5.1	
25th Percentile	54.44	12.7	
50th Percentile	58.19	6.7	
75th Percentile	60.36	3.2	
<b>Salary Range</b>			
Average Minimum	48.14	NA	NA
Average Midpoint	51.90	NA	NA
Average Maximum	55.67	NA	NA
<b>Additional Cash</b>			
Bonus-Simple Mean	1.51	NA	NA
Bonus-Weighted Mean	NA	NA	

Organizations	Matches	
Matching Job	64	
Reporting Base Pay	64	
Reporting Salary Range	5	
<b>Market Additional Cash Paid</b>		
Number of Firms	7	
Number of Incumbents	122	
% of Firms	10.9	
% of Incumbents	15.7	
Avg % of Base Pay	2.7	
<b>Your Additional Cash Paid</b>		
Number of Incumbents	0	
% of Incumbents	0.0	
Avg % of Base Pay	0.0	
<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, 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

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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, 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	<input type="text"/>	to	<input type="text"/>
Number of Customers	<input type="text"/>	to	<input type="text"/>
Annual Sales / Revenue (in \$ millions)	<input type="text"/>	to	<input type="text"/>
Annual Retail kWh Sales (in millions)	<input type="text"/>	to	<input type="text"/>

### 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