

## Survey Participants

Data compiled from 83 industry employers!

Alaska Village Electric Cooperative	Emerald People's Utility District	Okanogan County Electric Cooperative
Avista	Energy Keepers	Okanogan County PUD
Benton PUD	Energy Northwest	OPALCO (Orcas Power & Light Cooperative)
Benton REA	Eugene Water & Electric Board (EWEB)	Oregon Trail Electric Cooperative
Big Bend Electric Cooperative	Fall River Rural Electric Cooperative	Pend Oreille PUD
Blachly-Lane Electric Cooperative	Flathead Electric Cooperative	Peninsula Light Company
Central Electric Cooperative	Franklin PUD	Plumas-Sierra Rural Electric Cooperative
Central Lincoln PUD	Grays Harbor PUD	PNGC Power
Chelan County PUD	Heber Light & Power	Public Power Council
Chugach Electric Association	Hood River Electric & Internet Co-op	Puget Sound Energy
City of Bellevue Utilities	Idaho Falls Power	Raft River Rural Electric Co-op
City of Seattle (Seattle City Light / Seattle Public Utilities)	Inland Power & Light Company	Ravalli Electric Co-op
City of Tacoma & Tacoma Public Utilities	Kittitas PUD	Salem Electric
Clallam County PUD	Kootenai Electric Cooperative	Skagit PUD
Clark Public Utilities	Lakeview Light & Power	Snohomish County PUD
Clatskanie People's Utility District	Lewis County PUD	Springfield Utility Board
Clearwater Power Company	Lincoln Electric Cooperative	State of Washington
Columbia REA	Lower Valley Energy	Surfside Homeowners Association
Columbia River People's Utility District	Mason PUD 3	Tanner Electric Cooperative
Consumers Power	Matanuska Electric Association (MEA)	Tillamook People's Utility District
Coos-Curry Electric Cooperative	McMinnville Water & Light	TransAlta Corporation
Copper Valley Telecom	Midstate Electric Cooperative	Umatilla Electric Cooperative
Cowlitz PUD	Modern Electric Water Company	United Electric Co-op
Douglas Electric Cooperative	Monmouth Power & Light	Utah Associated Municipal Power Systems (UAMPS)
Douglas PUD	Northern Lights	Utah Municipal Power Agency (UMPA)
Doyon Utilities	Northern Wasco County PUD	Vera Water & Power
Elmhurst Mutual Power & Light Company	Northwest Requirements Utilities	Wells Rural Electric Company
	NW Natural	West Oregon Electric Cooperative

## Survey Participants by utility type

Data compiled from 83 industry employers

### Cooperative

Alaska Village Electric Cooperative  
Benton REA  
Big Bend Electric Cooperative  
Blachly-Lane Electric Cooperative  
Central Electric Cooperative  
Chugach Electric Association  
Clearwater Power Company  
Columbia REA  
Consumers Power  
Coos-Curry Electric Cooperative  
Copper Valley Telecom  
Douglas Electric Cooperative  
Elmhurst Mutual Power & Light Company  
Fall River Rural Electric Cooperative  
Flathead Electric Cooperative  
Hood River Electric & Internet Co-op  
Inland Power & Light Company  
Kootenai Electric Cooperative  
Lakeview Light & Power  
Lincoln Electric Cooperative  
Lower Valley Energy  
Matanuska Electric Association (MEA)  
Midstate Electric Cooperative  
Modern Electric Water Company  
Northern Lights  
Okanogan County Electric Cooperative  
OPALCO (Orcas Power & Light Cooperative)  
Oregon Trail Electric Cooperative  
Peninsula Light Company

Plumas-Sierra Rural Electric Cooperative  
PNGC Power  
Raft River Rural Electric Co-op  
Ravalli Electric Co-op  
Salem Electric  
Tanner Electric Cooperative  
Umatilla Electric Cooperative  
United Electric Co-op  
Vera Water & Power  
Wells Rural Electric Company  
West Oregon Electric Cooperative

### Public Utility District

Benton PUD  
Central Lincoln PUD  
Chelan County PUD  
Clallam County PUD  
Clark Public Utilities  
Clatskanie People's Utility District  
Columbia River People's Utility District  
Cowlitz PUD  
Douglas PUD  
Emerald People's Utility District  
Franklin PUD  
Grays Harbor PUD  
Kittitas PUD  
Lewis County PUD  
Mason PUD 3  
Northern Wasco County PUD  
Okanogan County PUD  
Pend Oreille PUD

Skagit PUD  
Snohomish County PUD  
Tillamook People's Utility District

### Municipality

City of Bellevue Utilities  
City of Seattle (Seattle City Light / Seattle Public Utilities)  
City of Tacoma & Tacoma Public Utilities  
Eugene Water & Electric Board (EWEB)  
Heber Light & Power  
Idaho Falls Power  
McMinnville Water & Light  
Monmouth Power & Light  
Springfield Utility Board

### Investor Owned

Avista Corporation  
NW Natural  
Puget Sound Energy

### Other

Doyon Utilities  
Energy Keepers  
Energy Northwest  
Northwest Requirements Utilities  
Public Power Council  
State of Washington  
Surfside Homeowners Association  
TransAlta Corporation  
Utah Associated Municipal Power Systems (UAMPS)  
Utah Municipal Power Agency (UMPA)

## Survey Participants by customer size

### 1,000 to 10,000 customers - Electric

Big Bend Electric Cooperative  
Blachly-Lane Electric Cooperative  
Clatskanie People's Utility District  
Columbia REA  
Douglas Electric Cooperative  
Hood River Electric & Internet Co-op  
Kittitas PUD  
Lincoln Electric Cooperative  
Modern Electric Water Company  
Monmouth Power & Light  
Okanogan County Electric Cooperative  
Plumas-Sierra Rural Electric Cooperative  
Raft River Rural Electric Co-op  
Tanner Electric Cooperative  
United Electric Co-op  
Wells Rural Electric Company  
West Oregon Electric Cooperative

### 10,001 - 74,999 customers - Electric

Alaska Village Electric Cooperative  
Benton PUD  
Benton REA  
Central Electric Cooperative  
Central Lincoln PUD  
Chelan County PUD  
Clallam County PUD  
Clearwater Power Company  
Columbia River People's Utility District  
Consumers Power  
Coos-Curry Electric Cooperative  
Cowlitz PUD  
Douglas PUD  
Doyon Utilities  
Elmhurst Mutual Power & Light Company  
Emerald People's Utility District  
Fall River Rural Electric Cooperative  
Franklin PUD

Grays Harbor PUD  
Heber Light & Power  
Idaho Falls Power  
Inland Power & Light Company  
Kootenai Electric Cooperative  
Lakeview Light & Power  
Lewis County PUD  
Lower Valley Energy  
Mason PUD 3  
Matanuska Electric Association (MEA)  
McMinnville Water & Light  
Midstate Electric Cooperative  
Northern Lights  
Northern Wasco County PUD  
Okanogan County PUD  
OPALCO (Orcas Power & Light Cooperative)  
Oregon Trail Electric Cooperative  
Pend Oreille PUD  
Peninsula Light Company  
Ravalli Electric Co-op  
Salem Electric  
Springfield Utility Board  
Tillamook People's Utility District  
Umatilla Electric Cooperative  
Vera Water & Power

### 75,000 and greater - Electric

Avista  
Chugach Electric Association  
City of Seattle (Seattle City Light / Seattle Public Utilities)  
City of Tacoma & Tacoma Public Utilities  
Clark Public Utilities  
Eugene Water & Electric Board (EWEB)  
Flathead Electric Cooperative  
NW Natural  
Puget Sound Energy

Snohomish County PUD  
Utah Municipal Power Agency (UMPA)

### 500 to 10,000 customers - Water

Chelan County PUD  
Clallam County PUD  
Modern Electric Water Company  
Pend Oreille PUD  
Peninsula Light Company  
Surfside Homeowners Association  
Vera Water & Power

### 10,001 - 74,999 customers - Water

Clark Public Utilities  
Eugene Water & Electric Board (EWEB)  
McMinnville Water & Light  
Snohomish County PUD  
Springfield Utility Board

### 75,000 and greater - Water

City of Bellevue Utilities  
City of Seattle (Seattle City Light / Seattle Public Utilities)  
City of Tacoma & Tacoma Public Utilities  
Skagit PUD

## Survey Participants by geographic area

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### Alaska

Alaska Village Electric Cooperative  
Chugach Electric Association  
Copper Valley Telecom  
Doyon Utilities  
Matanuska Electric Association (MEA)

### California

Plumas-Sierra Rural Electric Cooperative

### Idaho

Clearwater Power Company  
Fall River Rural Electric Cooperative  
Idaho Falls Power  
Kootenai Electric Cooperative  
Northern Lights  
Raft River Rural Electric Co-op  
United Electric Co-op

### Oregon

Blachly-Lane Electric Cooperative  
Central Electric Cooperative  
Central Lincoln PUD  
Clatskanie People's Utility District  
Columbia River People's Utility District  
Consumers Power  
Coos-Curry Electric Cooperative  
Douglas Electric Cooperative  
Emerald People's Utility District  
Eugene Water & Electric Board (EWEB)  
Hood River Electric & Internet Co-op  
McMinnville Water & Light

Midstate Electric Cooperative  
Monmouth Power & Light  
Northern Wasco County PUD  
Northwest Requirements Utilities  
NW Natural  
Oregon Trail Electric Cooperative  
PNGC Power  
Public Power Council  
Salem Electric  
Springfield Utility Board  
Tillamook People's Utility District  
Umatilla Electric Cooperative  
West Oregon Electric Cooperative

### Washington

Avista  
Benton PUD  
Benton REA  
Big Bend Electric Cooperative  
Chelan County PUD  
City of Bellevue Utilities  
City of Seattle (Seattle City Light / Seattle Public Utilities)  
City of Tacoma & Tacoma Public Utilities  
Clallam County PUD  
Clark Public Utilities  
Columbia REA  
Cowlitz PUD  
Douglas PUD  
Elmhurst Mutual Power & Light Company  
Energy Northwest  
Franklin PUD

Grays Harbor PUD  
Inland Power & Light Company  
Kittitas PUD  
Lakeview Light & Power  
Lewis County PUD  
Mason PUD 3  
Modern Electric Water Company  
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Okanogan County PUD  
OPALCO (Orcas Power & Light Cooperative)  
Pend Oreille PUD  
Peninsula Light Company  
Puget Sound Energy  
Skagit PUD  
Snohomish County PUD  
State of Washington  
Surfside Homeowners Association  
Tanner Electric Cooperative  
TransAlta Corporation  
Vera Water & Power

### Other

Energy Keepers  
Flathead Electric Cooperative  
Heber Light & Power  
Lincoln Electric Cooperative  
Lower Valley Energy  
Ravalli Electric Co-op  
Utah Associated Municipal Power Systems (UAMPS)  
Utah Municipal Power Agency (UMPA)  
Wells Rural Electric Company

Additional Data Breakouts Available in PDF Report.  
Custom Breakouts Available via Interactive Online Results.



2025 Northwest Utilities Salary & Wage Survey