

Survey Participants

Data compiled from 81 industry employers

Alaska Village Electric Cooperative	Energy Keepers, Inc. (EKI)	Northern Lights, Inc.
Avista Corporation	Energy Northwest	Okanogan County Electric Cooperative
Barrow Utilities & Electric Cooperative	Eugene Water & Electric Board (EWEB)	Okanogan County PUD No. 1
Benton PUD	Fall River Rural Electric Coop.	Orcas Power & Light Cooperative
Benton Rural Electric Association	Flathead Electric Cooperative, Inc.	Overton Power District No. 5
Big Bend Electric Cooperative, Inc.	Franklin PUD	PacifiCorp
Central Electric Cooperative, Inc.	Grays Harbor PUD	Peninsula Light Company
Central Lincoln People's Utility District	Heber Light & Power	Plumas-Sierra Rural Electric Cooperative
Chelan County PUD	Hood River Electric Cooperative	PNGC Power
Chugach Electric Association, Inc.	Idaho County Light & Power Cooperative	Portland General Electric Company
City of Bellevue	Idaho Falls Power	PUD No. 1 of Skagit County
City of Gillette	Inland Power & Light Company	Puget Sound Energy
City of Redmond, WA	Jefferson County PUD	Raft River Rural Electric Cooperative, Inc.
City of Seattle - Utilities	King County	Ravalli County Electric Cooperative, Inc
City of Shasta Lake+	Kittitas County PUD No. 1	Riverside Public Utilities
City of Tacoma - Tacoma Public Utilities	Kootenai Electric Cooperative, Inc.	Sacramento Municipal Utility District (SMUD)
Clallam County PUD	Lakeview Light and Power	Salem Electric
Clark Public Utilities	Lane Electric Cooperative, Inc.	Snohomish County PUD
Clatskanie People's Utility District	Lewis County PUD No. 1	Springfield Utility Board
Clearwater Power Company	Lower Valley Energy	Tanner Electric Cooperative
Columbia River People's Utility District	Mason County PUD No. 1	Tillamook People's Utility District
Consumers Power, Inc.	Mason County PUD No. 3	TransAlta Corporation
Coos-Curry Electric Cooperative, Inc.	Matanuska Electric Association, Inc.	Tribus Services
Corix Infrastructure Inc.	McMinnville Water & Light	United Electric Co-op, Inc.
Cowlitz County PUD No. 1	Midstate Electric Cooperative, Inc.	Vera Water & Power
Douglas County PUD No. 1	Modern Electric Water Company	Wells Rural Electric Company
Emerald People's Utility District	Northern California Power Agency	West Oregon Electric Cooperative

+ data compiled from other Milliman sources



Survey Participants by utility type

Data compiled from 81 industry employers

Cooperative

Alaska Village Electric Cooperative
Barrow Utilities & Electric Cooperative
Benton Rural Electric Association
Big Bend Electric Cooperative, Inc.
Central Electric Cooperative, Inc.
Chugach Electric Association, Inc.
Clearwater Power Company
Consumers Power, Inc.
Coos-Curry Electric Cooperative, Inc.
Fall River Rural Electric Coop.
Flathead Electric Cooperative, Inc.
Hood River Electric Cooperative
Idaho County Light & Power Cooperative
Inland Power & Light Company
Kootenai Electric Cooperative, Inc.
Lakeview Light and Power
Lane Electric Cooperative, Inc.
Lower Valley Energy
Matanuska Electric Association, Inc.
Midstate Electric Cooperative, Inc.
Modern Electric Water Company
Northern Lights, Inc.
Okanogan County Electric Cooperative
Orcas Power & Light Cooperative
Peninsula Light Company
Plumas-Sierra Rural Electric Cooperative
PNGC Power
Raft River Rural Electric Cooperative,
Inc.

Ravalli County Electric Cooperative, Inc
Salem Electric
Tanner Electric Cooperative
United Electric Co-op, Inc.
Wells Rural Electric Company
West Oregon Electric Cooperative

Public Utility District

Benton PUD
Central Lincoln People's Utility District
Chelan County PUD
City of Seattle - Utilities
Clallam County PUD
Clark Public Utilities
Clatskanie People's Utility District
Columbia River People's Utility District
Cowlitz County PUD No. 1
Douglas County PUD No. 1
Emerald People's Utility District
Franklin PUD
Grays Harbor PUD
Jefferson County PUD
Kittitas County PUD No. 1
Lewis County PUD No. 1
Mason County PUD No. 1
Mason County PUD No. 3
Okanogan County PUD No. 1
PUD No. 1 of Skagit County
Snohomish County PUD
Tillamook People's Utility District

Municipality

City of Bellevue
City of Gillette
City of Redmond, WA
City of Shasta Lake+
City of Tacoma - Tacoma Public Utilities
Eugene Water & Electric Board (EWEB)
Idaho Falls Power
McMinnville Water & Light
Riverside Public Utilities
Sacramento Municipal Utility District (SMUD)
Springfield Utility Board

Investor Owned

Avista Corporation
Corix Infrastructure Inc.
PacifiCorp
Portland General Electric Company
Puget Sound Energy

Other

Energy Keepers, Inc. (EKI)
Energy Northwest
Heber Light & Power
King County
Northern California Power Agency
Overton Power District No. 5
TransAlta Corporation
Tribus Services
Vera Water & Power

+ data compiled from other Milliman sources

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



2018 Northwest Utilities Salary & Wage Survey

Survey Participants by geographic area

Data compiled from 81 industry employers

Alaska

Alaska Village Electric Cooperative
Barrow Utilities & Electric Cooperative
Chugach Electric Association, Inc.
Matanuska Electric Association, Inc.

California

City of Shasta Lake+
Northern California Power Agency
Plumas-Sierra Rural Electric Cooperative
Riverside Public Utilities
Sacramento Municipal Utility District
(SMUD)

Idaho

Clearwater Power Company
Fall River Rural Electric Coop.
Idaho County Light & Power Cooperative
Idaho Falls Power
Kootenai Electric Cooperative, Inc.
Northern Lights, Inc.
Raft River Rural Electric Cooperative, Inc.
United Electric Co-op, Inc.

Oregon

Central Electric Cooperative, Inc.
Central Lincoln People's Utility District
Clatskanie People's Utility District
Columbia River People's Utility District
Consumers Power, Inc.
Coos-Curry Electric Cooperative, Inc.
Emerald People's Utility District

Eugene Water & Electric Board (EWEB)
Hood River Electric Cooperative
Lane Electric Cooperative, Inc.
McMinnville Water & Light
Midstate Electric Cooperative, Inc.
PacifiCorp
PNGC Power
Portland General Electric Company
Salem Electric
Springfield Utility Board
Tillamook People's Utility District
West Oregon Electric Cooperative

Washington

Avista Corporation
Benton PUD
Benton Rural Electric Association
Big Bend Electric Cooperative, Inc.
Chelan County PUD
City of Bellevue
City of Redmond, WA
City of Seattle - Utilities
City of Tacoma - Tacoma Public Utilities
Clallam County PUD
Clark Public Utilities
Cowlitz County PUD No. 1
Douglas County PUD No. 1
Energy Northwest
Franklin PUD
Grays Harbor PUD
Inland Power & Light Company

Jefferson County PUD
King County
Kittitas County PUD No. 1
Lakeview Light and Power
Lewis County PUD No. 1
Mason County PUD No. 1
Mason County PUD No. 3
Modern Electric Water Company
Okanogan County Electric Cooperative
Okanogan County PUD No. 1
Orcas Power & Light Cooperative
Peninsula Light Company
PUD No. 1 of Skagit County
Puget Sound Energy
Snohomish County PUD
Tanner Electric Cooperative
TransAlta Corporation
Vera Water & Power

Other

City of Gillette
Corix Infrastructure Inc.
Energy Keepers, Inc. (EKI)
Flathead Electric Cooperative, Inc.
Heber Light & Power
Lower Valley Energy
Overton Power District No. 5
Ravalli County Electric Cooperative, Inc.
Tribus Services
Wells Rural Electric Company

+ data compiled from other Milliman sources

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



2018 Northwest Utilities Salary & Wage Survey