



# 2019 Northwest Utilities Salary & Wage Survey

## THE SURVEY

This comprehensive resource features pay data on over **130 industry positions**. Milliman provides professional, third-party data compilation. Last year, data were compiled from **81 utility industry employers**.

- **28th annual edition**
- **Guided by a steering committee of utility employers**
- **Current 2019 data** - a reality check in light of current economic conditions
- **Objective, independent, and accurate** - professional "third-party" quality control
- **User-friendly interactive results** - custom data breakouts and reports, plus downloadable detailed report (PDF) and spreadsheet summaries
- **Multiple data breakouts** - user selected groups of comparable utilities based on geographic location, utility type, utility size, etc.
- **Comprehensive pay data** - actual pay, variable pay, total cash compensation, and salary range data, plus annual salary adjustment trend data

## 2019 SCHEDULE

Data collection begins:	May 15, 2019
Data effective date:	June 1
Data submission due date:	July 26
Publication date:	Mid-September

## SIGN UP NOW

Find out more / order online at [salariesurveys.milliman.com](http://salariesurveys.milliman.com)

**Trusted.** Over 30 years of experience conducting reliable compensation surveys featuring employer provided data.

**Objective.** As a third party provider, our firm is independent and known for our unbiased analysis.

**Comprehensive.** Our data represents a wide spectrum of participants encompassing employers of all sizes and utility types.

**Cost-effective.** Custom surveys by other providers are expensive. We offer a level of granularity and specificity not available in many other surveys, at highly cost-effective prices.

## EARLY BIRD SIGN-UP PARTICIPANT DISCOUNT PRICING

Save \$75 if you SIGN UP TO PARTICIPATE before data collection begins

**\$595** Early bird participant price

~~\$670~~ Participant price

(Non-participant price \$1,190)

For more information, please contact:

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