



AT A GLANCE

Interactive Market Data Reports

Access and compare objective Northwest area pay data on over 130 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

2018 Northwest Utilities Salary & Wage Survey

Effective Date: June 2018 Publication Date: September 2018

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	976		33
Base Salary			
Simple Mean	46.15	19.7	57.48
Weighted Mean	47.43	17.5	
25th Percentile ▼	44.90	21.9	
50th Percentile ▼	45.93	20.1	
75th Percentile ▼	47.73	17.0	
Total Cash			
Simple Mean	46.36	19.3	57.48
Weighted Mean	47.51	17.3	
25th Percentile	44.90	21.9	
50th Percentile	46.01	20.0	
75th Percentile	47.73	17.0	
Salary Range			
Average Minimum	39.00	31.2	56.72
Average Midpoint	44.36	22.5	57.22
Average Maximum	49.72	13.9	57.72
Additional Cash			
Bonus-Simple Mean	2.00	NA	NA
Bonus-Weighted Mean	1.00	NA	

Organizations	Matches	
Matching Job	67	
Reporting Base Pay	67	
Reporting Salary Range	13	
Market Additional Cash Paid		
Number of Firms	7	
Number of Incumbents	122	
% of Firms	10.4	
% of Incumbents	12.5	
Avg % of Base Pay	3.7	
Your Additional Cash Paid		
Number of Incumbents	0	
% of Incumbents	0.0	
Avg % of Base Pay	0.0	
Market Salary Adjustments		
	Actual	Ranges
# Months	6	6
Annual Adj %	3.00	3.00
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:

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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
- Barrow Utilities & Electric Cooperative
- Benton PUD
- Benton Rural Electric Association
- Big Bend Electric Cooperative, Inc.
- Central Electric Cooperative, Inc.

Not Matching Organizations

- Milliman