



Memorandum

August 1, 2019

To: Interim Municipal Administrator
 Cc: Kimberly K. Gearity, Sitka Labor Negotiator
 From: Bryan Bertacchi, Utility Director
 Subject: IBEW Linemen Salary Survey Data

As the CBS (City and Borough of Sitka) HR Director position is currently unfilled I was asked by our labor negotiator to provide salary survey information and to participate in the IBEW 2019 negotiations. The NWPPA (Northwest Public Power Association) survey information is available **from 2018 (see below)**. The 2019 NWPPA salary survey data for Linemen will **not** available until the fall.

Journeymen Lineman rates from 2018 in the six AK organizations reporting indicate \$51.20 per hour simple average and \$50.97 median. Journeymen Lineman rates in Sitka are currently at \$48.92. The new proposed contract would create the first year rate at \$49.78 still under the average and median rate statewide. Additional rate increases in 2020 and 2021 will also not likely result in Sitka Journeymen Lineman rates exceeding those elsewhere in the state.

1.03: Journeyman Lineman

Responsible for the maintenance and repair of all transmission and distribution electrical systems and associated equipment, both overhead and underground, while utilizing line trucks, aerial boom, lifts and wire pulling equipment. Typically requires completion of a formal training program and a journeyman lineman certification.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	91	1294	\$46.00	\$46.72	\$44.34	\$45.75	\$47.22	\$41.63	\$51.07
Employee Size									
0 to 29	29	122	\$44.56	\$43.87	\$42.70	\$44.70	\$45.92	\$40.62	\$47.06
30 to 69	26	208	\$45.76	\$45.65	\$44.58	\$45.82	\$46.61	\$41.38	\$49.58
70 to 99	11	137	\$46.91	\$46.26	\$44.53	\$46.09	\$48.78	\$42.90	\$53.48
100 to 199	13	186	\$46.17	\$46.16	\$44.90	\$45.93	\$47.42	\$44.33	\$47.84
200+	12	641	\$49.01	\$49.14	\$45.51	\$47.96	\$51.96	\$45.05	\$53.29
Type of Utility									
Cooperative & Mutual	41	340	\$45.29	\$45.19	\$42.80	\$45.24	\$46.87	\$40.74	\$49.55
Municipal	19	286	\$46.98	\$46.90	\$44.36	\$45.11	\$50.73	\$41.62	\$53.78
PUD	28	357	\$46.22	\$46.40	\$44.90	\$45.93	\$46.61	\$44.34	\$48.11
Other	3	311	-	-	-	-	-	-	-
Region									
AK	6	46	\$51.20	\$51.29	\$48.28	\$50.97	\$53.18	\$47.06	\$55.57
CA	6	108	\$53.51	\$52.96	\$51.57	\$52.81	\$54.98	\$51.23	\$56.50