

2022 APPA Utility Salary Survey

Background

This survey is conducted annually to produce the Public Power Salary Survey Report, which will be published Q3 2022. Survey respondents receive a complimentary copy of the report.

The survey can be previewed and downloaded [here](#).

The deadline for submissions is **July 14, 2022**.

Please direct questions to Patricia Taylor at (202) 467-2989 or PTaylor@PublicPower.org.

Contact Information

1. Utility Name *

2. City *

3. State *

4. First Name *

5. Last Name *

6. Phone Number

Please use format XXX-XXX-XXXX *

7. Email Address

Please use email associated with APPA website login credentials (if applicable) *

General Manager

8. **General Manager:**

Total cash compensation, including base salary, bonuses, merit pay and other arrangements not included in base salary except car allowance.

\$

9. General Manager:

Annual car allowance, if any:

\$

10. General Manager:

Has this individual been in this position more than one year?

Yes

No

11. General Manager:

Is this individual also responsible for other utility operations? (Check all boxes that apply)

Gas

Water

Sewer

Wastewater

Cable TV

Telecom

Other

Annual Base Salary

Please provide annual base salary data and the corresponding number of employees for full-time positions following the instructions below. Round to the nearest whole dollar amount and do not provide a salary range.

- **What data year should I use?**
 - Provide salary information as of May 1, 2022.
- **What does annual base salary mean?**
 - Do not include supplemental or variable cash payments such as gain sharing, bonuses, merit pay, cost-of-living or other arrangements.
- **How do I match the survey job titles with the ones my utility uses?**
 - Provide salary data for the individual that is the **best fit** for the position. [Job descriptions can be reviewed here.](#)
- **What if a person fills more than one of the positions below?**
 - Provide salary information for the position that the individual occupies for a greater percentage of time.
- **What if I don't have any employee in a given position?**
 - Leave blank.
- **What if we pay hourly or monthly for a position listed here?**
 - Estimate an annual salary figure.
- **What if we have multiple people employed at a particular position?**
 - Provide the midpoint/median salary.
- **What if we have a salary range with various steps?**
 - If one person is in a particular position, please report the actual annual base salary. If multiple people have the same position, please report the midpoint/median salary.
- **Our utility is part of the city, so many administration functions are centralized for the city and support all city departments. Do I include the salaries for the city-shared positions or only the positions that are wholly within the Electric Department?**
 - Only report the salary if a majority of the employee's time is dedicated to the utility.

12. Annual Base Salary

	Salary	# of Employees
Assistant General Manager	<input type="text"/>	<input type="text"/>
Chief Engineer	<input type="text"/>	<input type="text"/>
Director of Power Supply Planning	<input type="text"/>	<input type="text"/>
Steam Plant Superintendent	<input type="text"/>	<input type="text"/>
Supervisory Engineer	<input type="text"/>	<input type="text"/>

Line Division Superintendent

Line/Construction Foreman

Chief Financial Officer

Chief Accountant

Rate Analyst

Human Resources Director

Director of Customer Services

Information Systems Manager

Communications Director

General Counsel

Fuels Manager

Purchasing Director

Marketing Director

Key Accounts Manager

Telecom/Broadband Manager

Energy Services Director

Safety Specialist

Electrical Engineer

Risk Manager	<input type="text"/>	<input type="text"/>
Information Technology Analyst	<input type="text"/>	<input type="text"/>
Cybersecurity Officer	<input type="text"/>	<input type="text"/>

Hourly Pay

Please provide hourly wage data and number of employees for full-time positions following the instructions below. Round to the nearest whole dollar amount and do not provide a salary range.

- **What data year should I use?**
 - Provide pay data as of May 1, 2022.
- **How do I match the survey job titles with the ones my utility uses?**
 - Provide hourly wage for the individual that is the **best fit** for the position. [Job descriptions can be reviewed here.](#)
- **What if a person fills more than one of the positions below?**
 - Provide hourly wage for the position that the individual occupies for a greater percentage of time.
- **What if I don't have any employee in a given position?**
 - Leave blank.
- **What if we pay an annual base salary for a position listed here?**
 - Estimate an hourly wage rate.
- **What if we have multiple people employed at a particular position?**
 - Provide the midpoint/median hourly wage.
- **What if we have a salary range with various steps?**
 - If one person is in a particular position, please report the actual hourly wage. If multiple people have the same position, please report the midpoint/median hourly wage.
- **Our utility is part of the city, so many administration functions are centralized for the city and support all city departments. Do I include hourly wages for the city-shared positions or only the positions that are wholly within the Electric Department?**
 - Only report hourly wages if a majority of the employee's time is dedicated to the utility.

13. Hourly Wages

	Hourly Wage	# of Employees
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Employees

Meter Technician

Substation Technician

Dispatcher

Meter Reader

Journeyman Lineworker

Apprentice Lineworker

Tree Foreman

Journeyman Tree Trimmer

Master Electrician

Power Plant Mechanic

Power Plant Operator

Industrial Electrician

Draftsman

Locator

Engineering Associate

Instrument Technician

Plant Shift Supervisor

Customer Services
Representative

Accounts Receivable/Payable	<input type="text"/>	<input type="text"/>
Payroll Clerk	<input type="text"/>	<input type="text"/>
Office Administrator	<input type="text"/>	<input type="text"/>
Executive Assistant	<input type="text"/>	<input type="text"/>
Fleet Mechanic	<input type="text"/>	<input type="text"/>
Storekeeper	<input type="text"/>	<input type="text"/>

Salary Related Policies

14. Please enter your utility's planned increase in salaries for 2023. If your utility does not plan to offer an increase, please enter 0.

15. How many full-time staff are employed by your utility?

16. In which scenarios below does your utility offer surge pay? Surge pay refers to when a utility pays employees above usual overtime. Please check all that apply. If "other," please write in the scenario that results in surge pay.

Storms

Restoration

Other

Do not offer surge pay

17. What efforts are your utility taking to support staff retention? Please check all that apply. If "additional leave" or "other" apply, please write in details.

Spot bonuses

Faster promotions

Additional leave

Hybrid/telework options

Tuition reimbursement

Student loan repayment

Time off for volunteering or volunteer pay

Other

18. APPA will only share individual utility information with the respective state/regional association to which the utility is a member; otherwise, the data will not be shared outside of APPA staff.

- Please check here if you do not want APPA to share your data with your state/regional association.

19. Are you ready to submit your response? *

- Yes
- No

Thank You!

Thank you for taking our survey. Your utility will receive a complimentary salary survey report when all data have been calculated.