

2023 APPA Joint Action Agency Salary Survey

Contact Information

1. Please confirm your eligibility for this survey. Are you a public power joint action agency with full-time staff dedicated to the agency? *

- ☐ Yes
- ☐ No

2. Email Address
Please use email associated with APPA website login credentials (if applicable) *

3. Joint Action Agency *

4. City *

5. State *

Alabama

Alaska

American Samoa

Arizona

Arkansas

California

Colorado

Connecticut

Connecticut

Delaware

Federated States of Micronesia

Florida

Georgia

Guam

Hawaii

Idaho

Illinois

Indiana

Iowa

Kansas

Kentucky

Louisiana

Maine

Marshall Islands

Maryland

Massachusetts

Michigan

Minnesota

Mississippi

Missouri

Montana

Nebraska

Nevada

New Hampshire

New Jersey

New Mexico

New York

North Carolina

North Dakota

Northern Mariana Islands

Ohio

Oklahoma

Oregon

Palau

Pennsylvania

Puerto Rico

Rhode Island

South Carolina

South Dakota

Tennessee

Texas

Utah

Vermont

Virgin Islands

Virginia

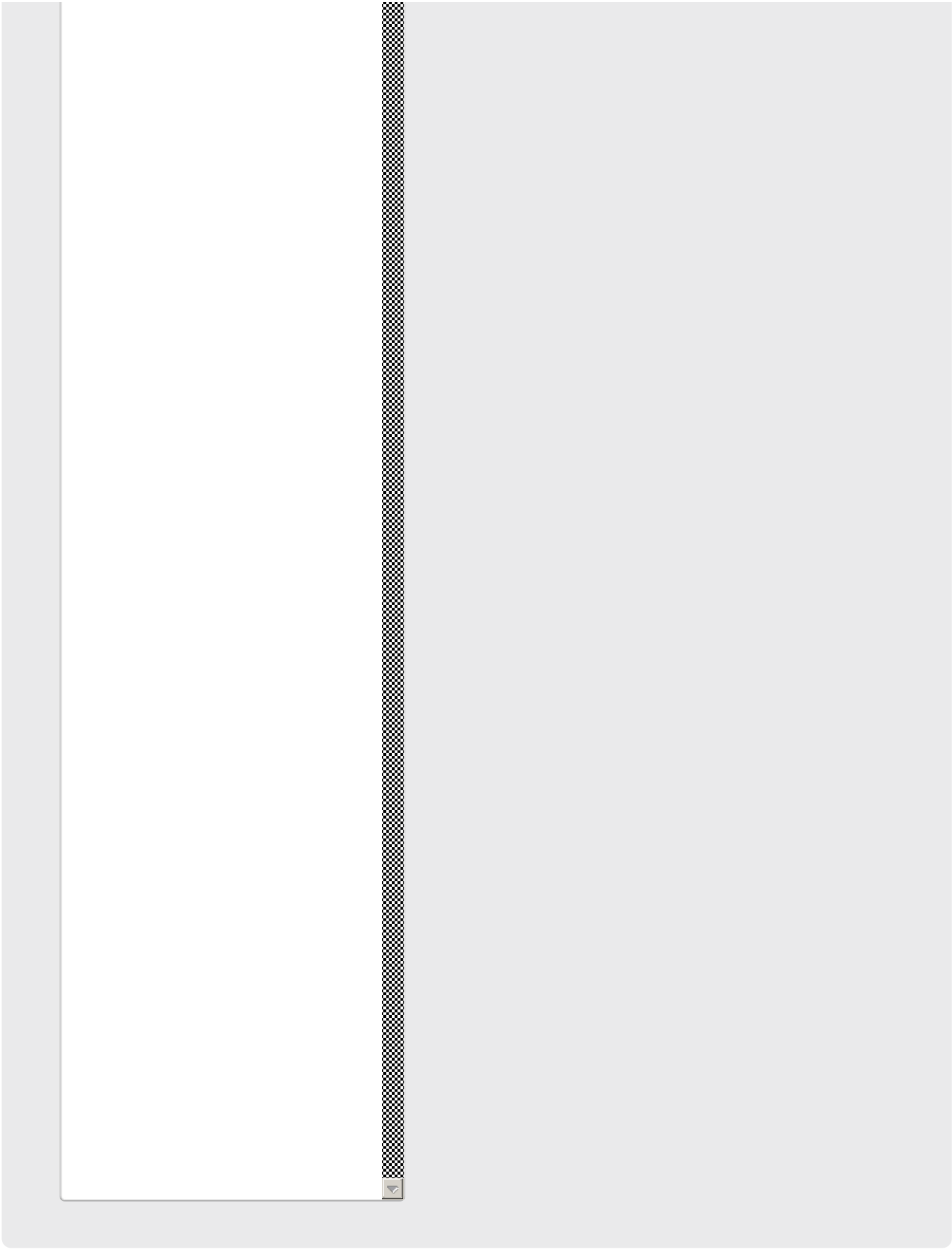
Washington

Washington, D.C.

West Virginia

Wisconsin

Wyoming



6. First Name *

7. Last Name *

8. Phone Number

Please use format XXX-XXX-XXXX *

Operating Information

9. Electric operating revenues in 2022:

10. Generation (MWh) in 2022:

Instructions

11. Salaries

Please provide annual base salary data and the corresponding number of employees for fulltime positions. Round to the nearest whole dollar amount and do not provide a salary range.

Job descriptions can be reviewed [here](#).

	Annual Base Salary
General Manager	<input type="text"/>
Assistant General Manager	<input type="text"/>
Chief Engineer	<input type="text"/>
Engineer I	<input type="text"/>
Engineer II	<input type="text"/>
Engineer III	<input type="text"/>
Director of Supply/Demand Planning	<input type="text"/>
Steam Plant Superintendent	<input type="text"/>
Supervisory Engineer	<input type="text"/>
Chief Financial Officer	<input type="text"/>
Chief Accountant	<input type="text"/>
Accountant I	<input type="text"/>
Accountant II	<input type="text"/>
Accountant III	<input type="text"/>
Human Resources Director	<input type="text"/>
Information Systems Manager	<input type="text"/>
Communications Director	<input type="text"/>

Energy Services Director

General Counsel

Load Forecaster

Power System Operator

Safety Director

Director of Member Services

Energy Services Representative

Scheduler

Compliance Manager

Administrative Assistant

Executive Assistant

Policies

12. How many full-time staff are employed by your organization?

13. What percent is your organization's salary increase budget for 2023? If your utility does not plan to offer an increase, please enter 0.

14. Is your work environment operating in a fully in-office, hybrid, or fully remote setting?

- ☐ In-office
- ☐ Hybrid
- ☐ Remote

15. How many days a week are employees required to be in the office? If your organization has a unique arrangement, please describe your hybrid arrangement in the "other" box.

- ☐ 1 day
- ☐ 2 days
- ☐ 3 days
- ☐ 4 days
- ☐ Other (please specify)

16. Below are some other alternative work arrangements that some organizations might offer to employees. Please check all of the options that your organization offers to employees. If your organization follows another scenario, please describe it in the "other" box.

- ☐ Compressed work schedule (allows an employee to work 35-40 hours in fewer than five (5) workdays)
- ☐ 4-day work week
- ☐ Flex time (can work alternative hours during the workday)
- ☐ Summer hours
- ☐ Early release on Fridays
- ☐ Other (please describe)

17. Is there anything else you would like to share or any feedback you have about the Joint Action Agency Salary Survey?