

2023 APPA Utility Salary Survey

Background

Contact Information

1) Utility Name*

2) City*

3) Where is your utility located?

- ☐ Alabama
- ☐ Alaska
- ☐ American Samoa
- ☐ Arizona
- ☐ Arkansas
- ☐ California
- ☐ Colorado
- ☐ 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

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)*

Electric Utility Management

8) Who is responsible for electric utility operations at your utility?

- ☐ General Manager
- ☐ City Manager
- ☐ Neither

City Manager

Only fill out Q9 and Q10 if city manager is responsible for utility operations

9) City Manager:

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

10) Approximately what is the percentage of time the City Manager spends running the utility.

- ☐ Less than 25%
- ☐ 25 - 50%
- ☐ More than 50%

General Manager

Only fill out if general manager is responsible for utility operations

11) General Manager:

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

12) General Manager:
Annual car allowance, if any:

13) General Manager:

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

- ☐ Yes
- ☐ No

14) 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, 2023.
- **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 I have a position that is currently vacant?**
 - Provide the midpoint/median salary that you are offering for that position.
- **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.

15) Annual Base Salary

	Salary	# of Employees
Assistant General Manager	—	—
Chief Engineer	—	—
Director of Power Supply Planning	—	—
Steam Plant Superintendent	—	—
Supervisory Engineer	—	—
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	—	—
Information Technology Analyst	—	—
Cybersecurity Officer	—	—

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, 2023.
- **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 I have a position that is currently vacant?**
 - Provide the midpoint/median hourly wage that you are offering for that position.
- **What if we pay an annual base salary for a position listed here?**
 - Estimate an hourly wage.
- **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.

16) Hourly Wages

	Hourly Wage	# of 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	___	___
Payroll Clerk	___	___
Office Administrator	___	___
Executive Assistant	___	___
Fleet Mechanic	___	___
Electrical Inspector	___	___
Storekeeper	___	___

Salary Related Policies

17) What month does your utility's fiscal year begin?

- ☐ January
- ☐ February
- ☐ March
- ☐ April
- ☐ May
- ☐ June
- ☐ July
- ☐ August
- ☐ September
- ☐ October
- ☐ November
- ☐ December

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

19) What percent is your utility's projected salary increase for 2024? If your utility does not plan to offer an increase, please enter 0.

20) Do you have a salary structure (grade bands) shift planned for 2024?

☐ Yes

☐ No

21) What is the percentage of the shift in your utility's projected salary structure (grade bands) in 2024?

22) How many full-time staff are employed by your utility?

23) Are your employees members of a labor union?

☐ Yes

☐ No

☐ Not sure

24) What is the name of the labor union your employees are members of?

25) 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

☐ Holidays

☐ Mutual aid support

☐ Other: _____

☐ Do not offer surge pay

26) 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.

☐ Increased wages

☐ Spot bonuses

☐ Faster promotions

☐ Additional leave: _____

☐ Hybrid/telework options

☐ Tuition reimbursement

☐ Student loan repayment

☐ Time off for volunteering or volunteer pay

☐ Other: _____

☐ None of the above

27) Has your utility ever conducted a pay equity analysis or another method to assess differences in pay relative to age, race, gender, job description and responsibilities, or seniority?

☐ Yes

☐ No

☐ Not sure

28) When did your most recent pay equity analysis occur?

☐ In the last 3 years

☐ 3 - 6 years ago

☐ Over 6 years ago

☐ Not sure

Data Sharing

29) 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.

30) Is there anything else you would like to share or any feedback you have about the Utility Salary Survey?

31) Are you ready to submit your response? *

() Yes

() No

Thank You!