



National Conference & Public Power Expo

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Explore Together



Better Compensation Begins With Benchmarking

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Why Benchmark Compensation?

- Good benchmarking analytics can make management decisions easier by providing concrete data to help answer questions and dispel myths
- Stakeholders need evidence of proper staffing and pay to ensure competitiveness and fairness
- Franchise service provision allows for simplified assessment of revenues, customers, employees, and salaries
- Something is better than nothing (salary surveys don't typically compensate for confounding factors in their analysis)

How Attractive is Your Workplace?



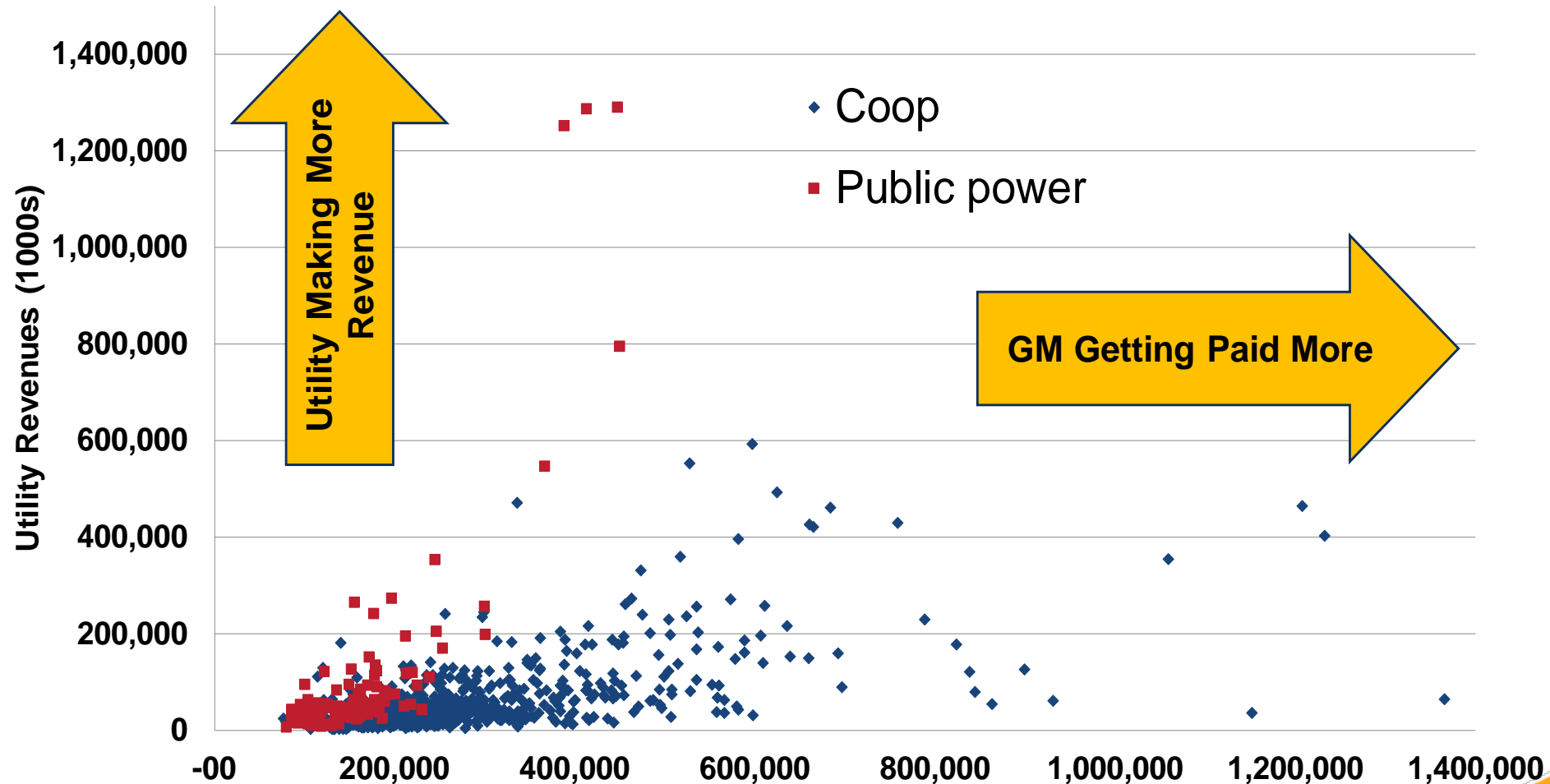


Obstacles to Fair Compensation

- Public Power has special pressures on its pay scale – compression, political optics, etc.
- Does pay exist that recognizes skill required while still giving proper deference to the public service and egalitarian nature of public power organizations?
- Can we pay market rate for skills without first incurring turnover shock?

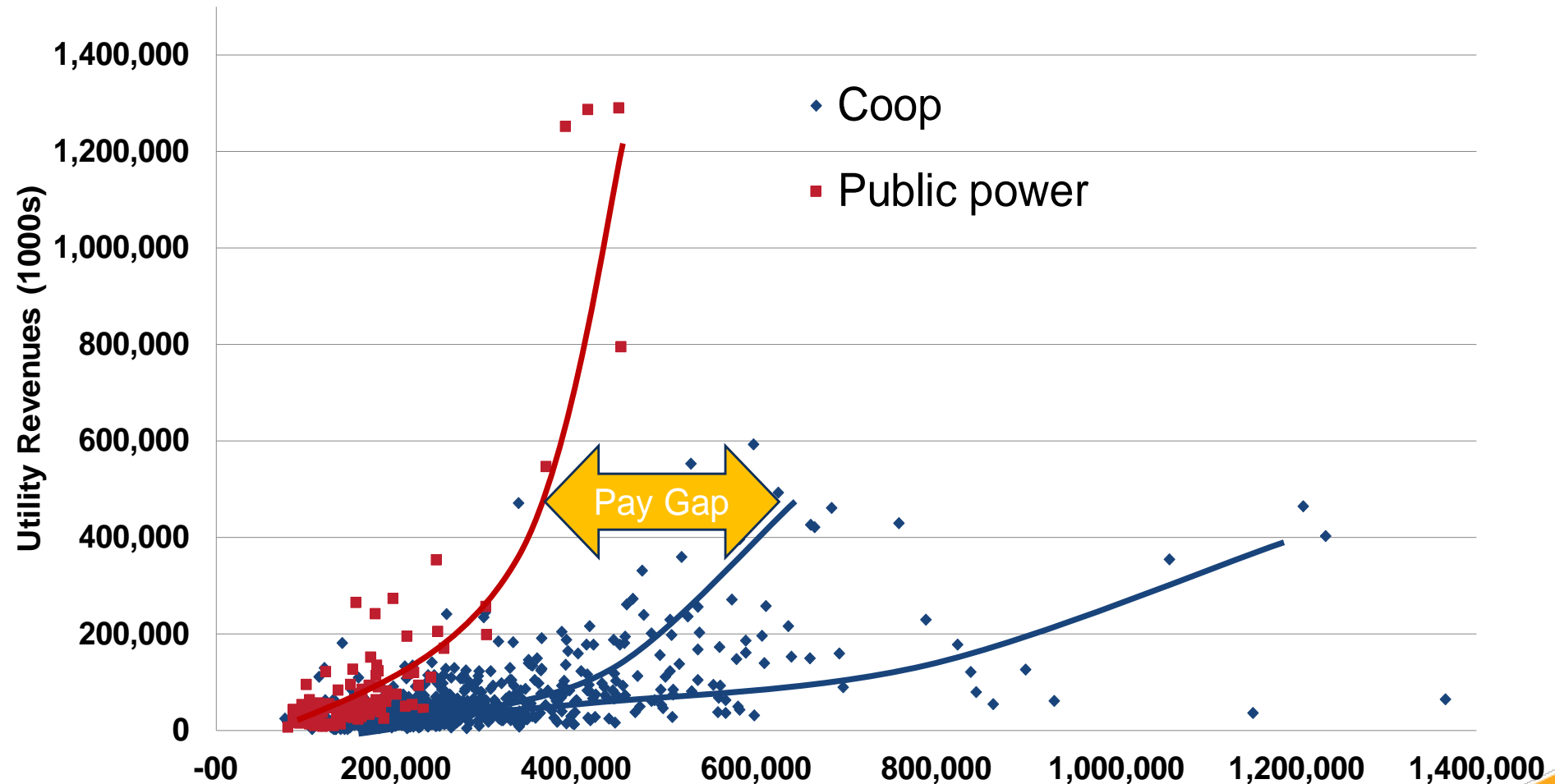
The Public Power GM Pay Gap is Significant

Pay Vs Revenue Escalation for CEO/GM Postion

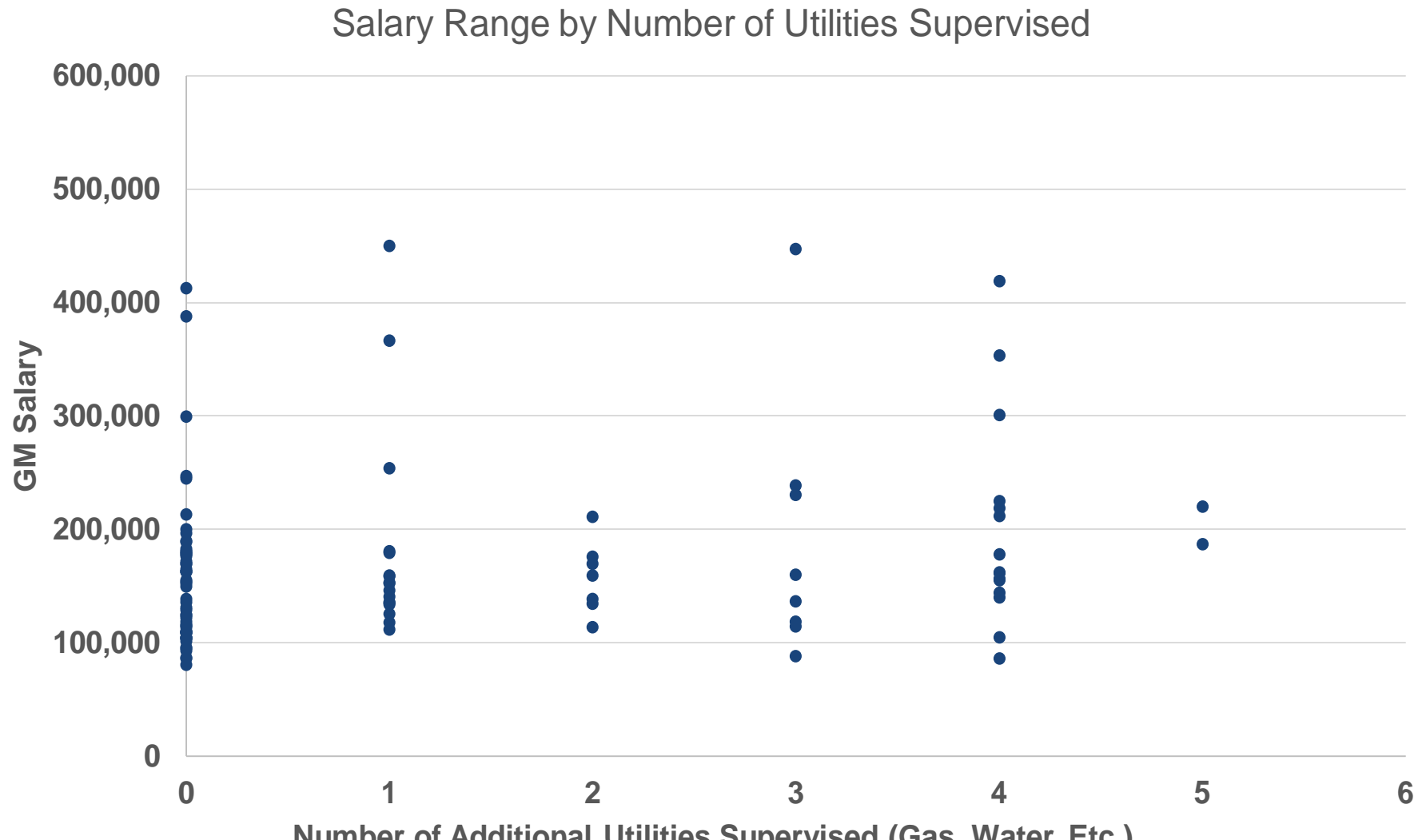


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Lots of Explanations, Little Supportive Data

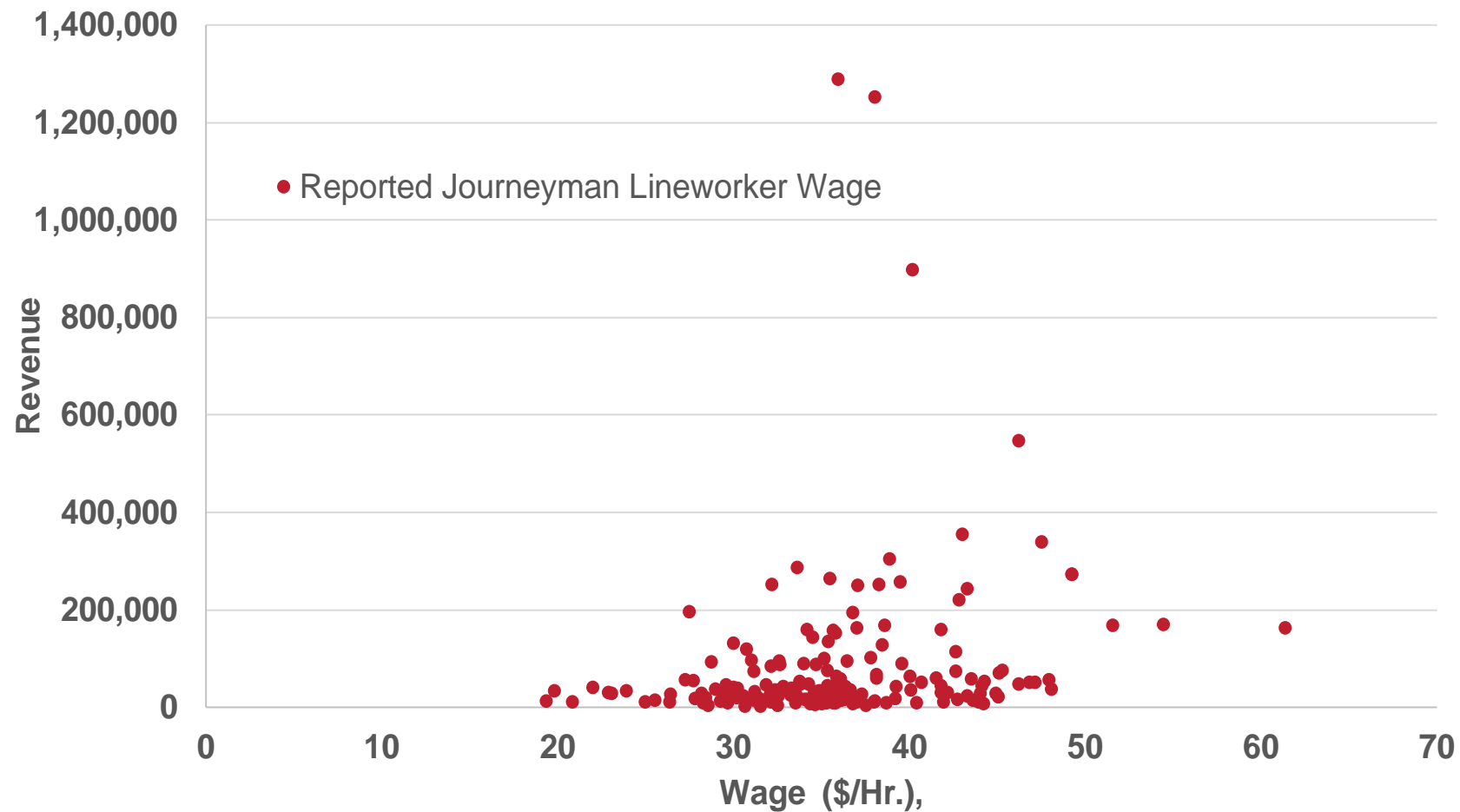


Lineworker Wages

- Frequency of turnover shock much higher
- Pay divorces from revenues and approaches the level that will minimize turnover shock based on utility factors, or remains low.
- lineworker positions also need to be both qualified and compensated
- The lineworker position skillset is nationally transferrable in nature (competition, replacement)
- Competitive pay makes sense to minimize turnover
- Train and turn is not a sustainable model!

Lineworker Wage Follows Utility Revenue Revenue less Than GM

lineworker Wage by Utility Revenue

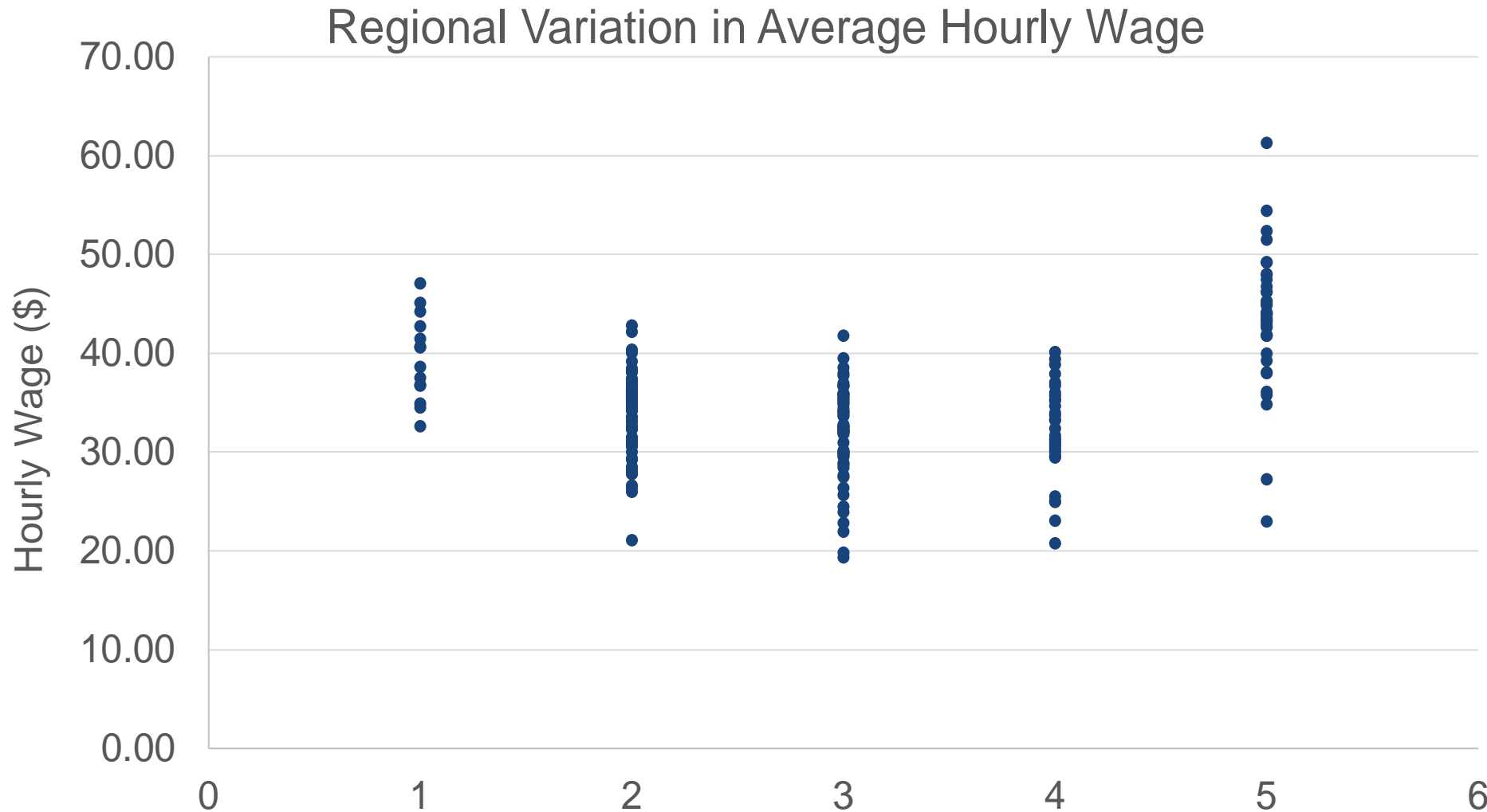




Lineworker Wage Is Influenced by Utility-Specific Factors

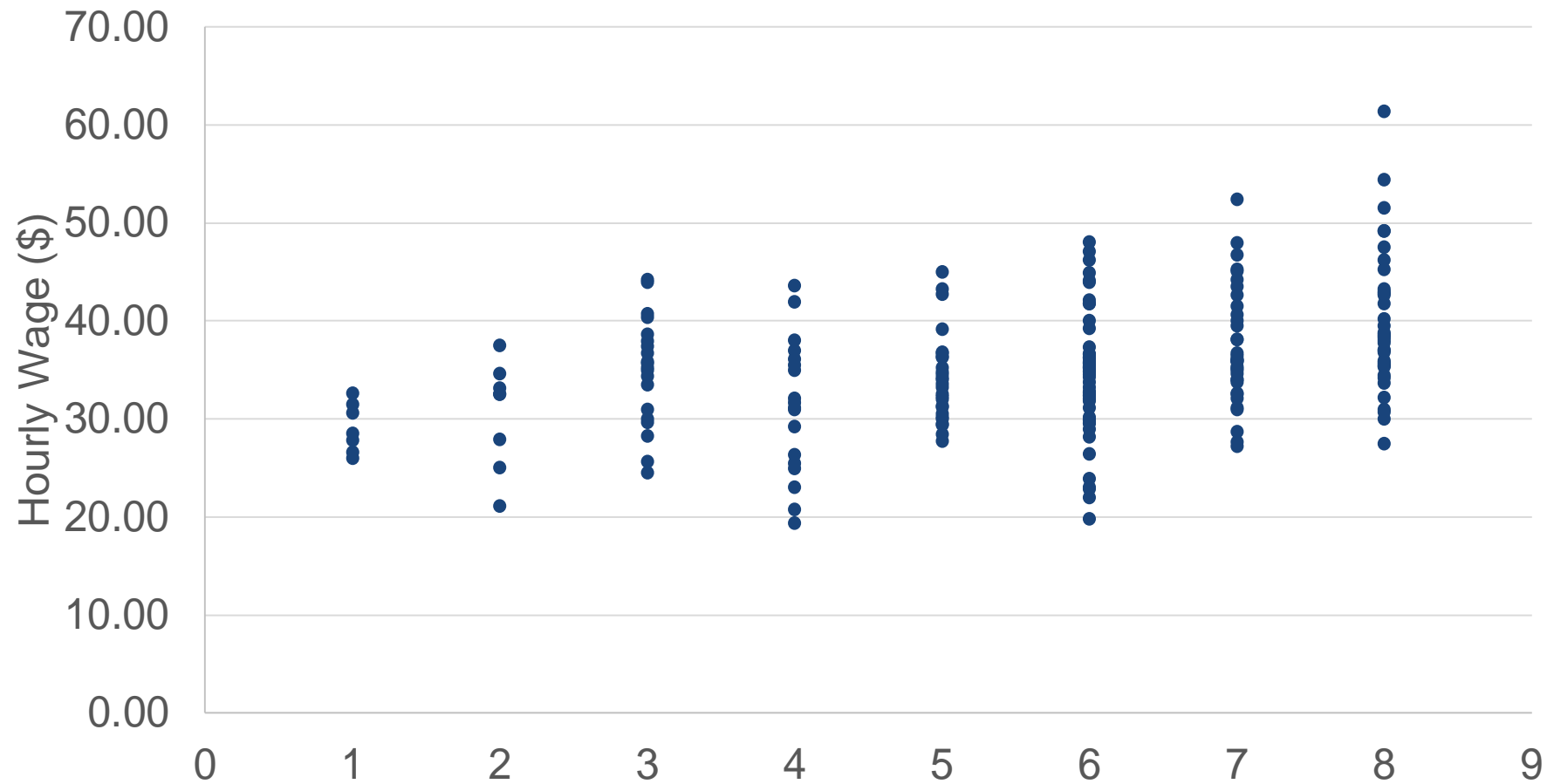
- Revenue
- Customers
- Region
- Employees
- Net Generation
- Peak Demand
- Union Status

Each Region Pays Differently



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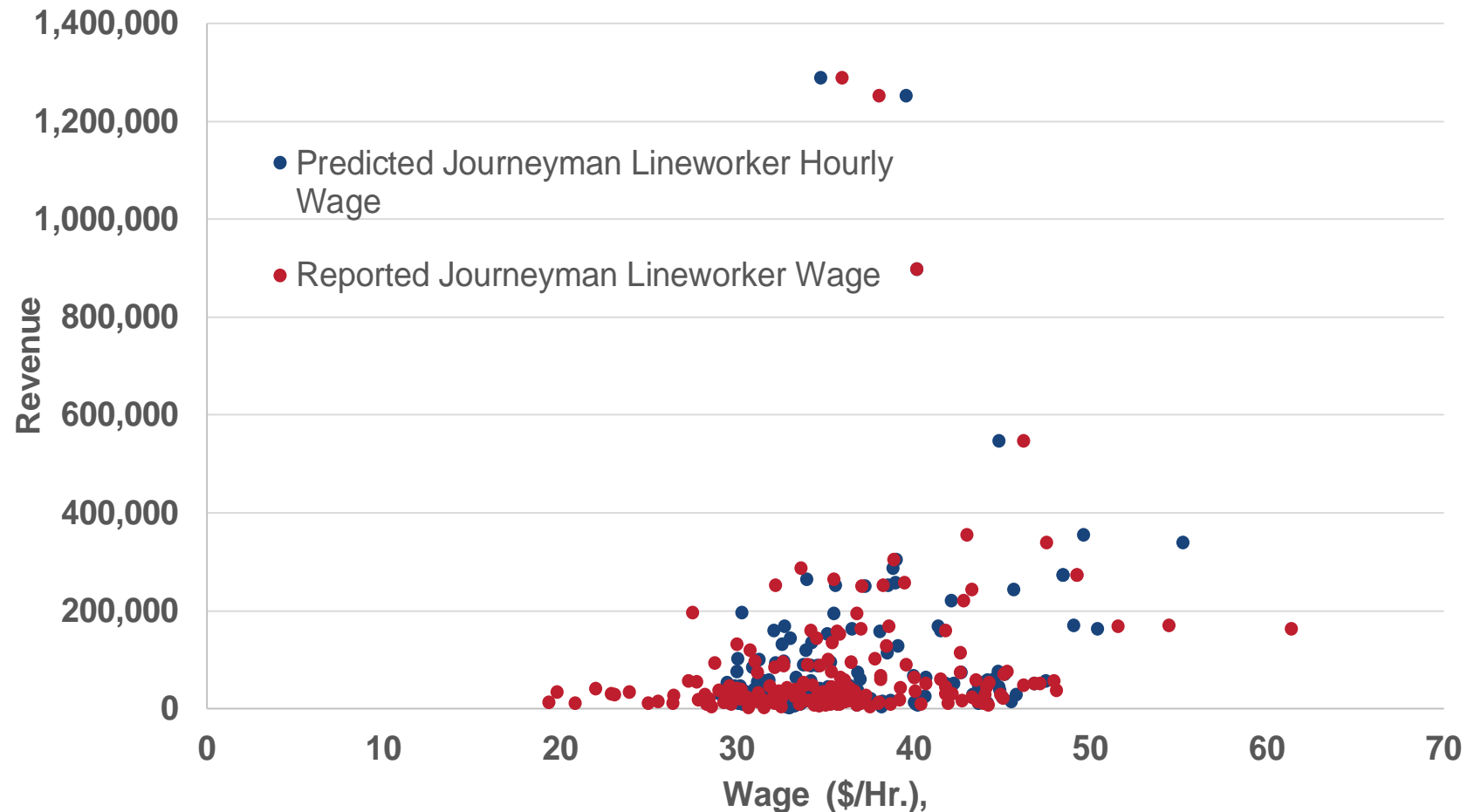
Revenue Variation in Average Hourly Wage



Lineworker Wage Can be Estimated Using All Factors



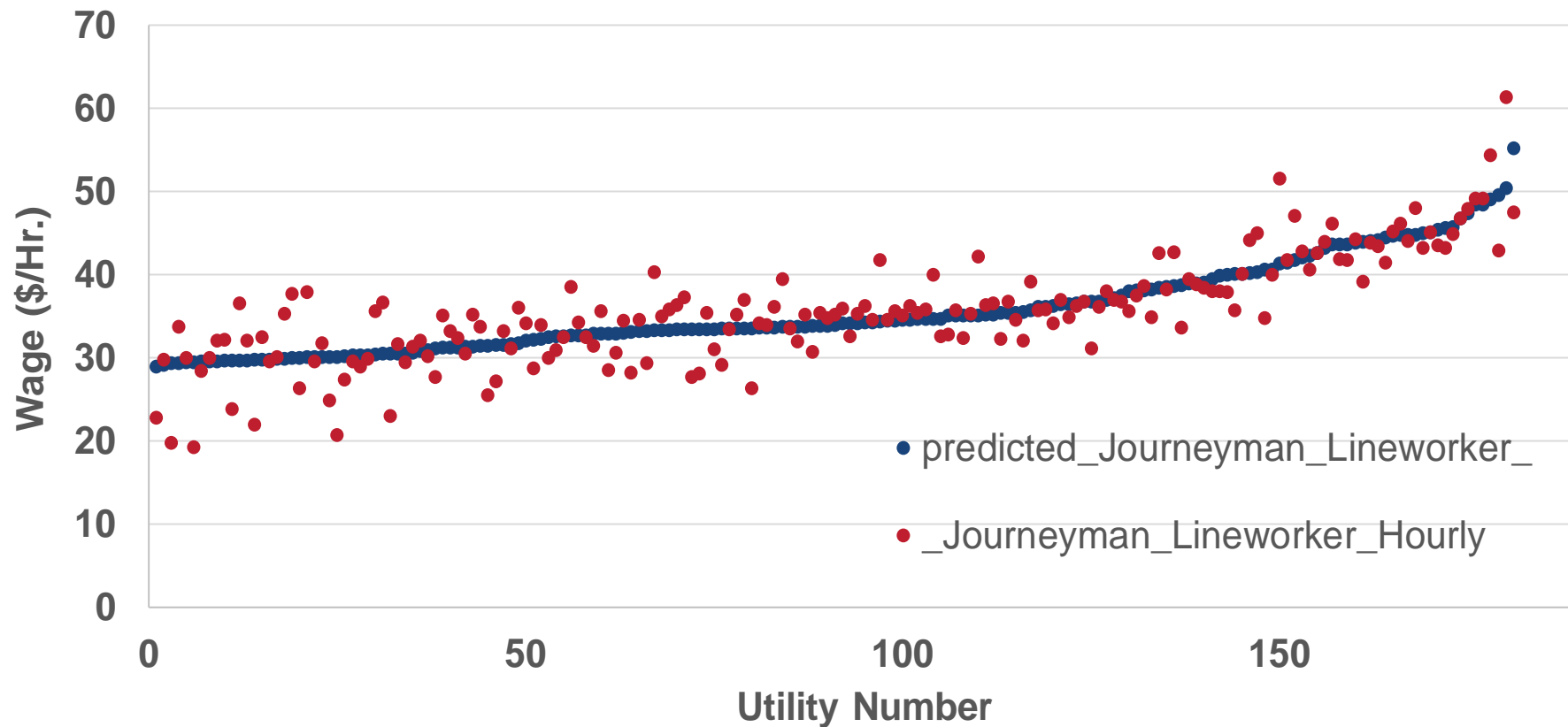
lineworker Wage by Utility Revenue



Lineworker Wage Can be Estimated Using All Factors



Predicted VS Actual Lineworker Hourly Wage Using APPA Calculator



Questions?

