



National Conference & Public Power Expo

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Explore Together

APPA's Salary Survey

Paul Zummo

Director, Policy Research and Analysis
American Public Power Association

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Providing More, Paying Less

Public Power Utilities:

- Offer Lower Rates
- Provide Greater Reliability
- Give Back More (PILOTs)

BUT

- They Pay Less
- Public power advantage at risk due to loss of talent
- Other utilities (and businesses) offer higher pay

Benchmark Against Public Power

- First step is to benchmark against other similar public power electric utilities
- Good benchmarking analytics can make management decisions easier by providing concrete data to help answer questions
- We need evidence of proper staffing and pay to ensure competitiveness

Salary Survey

- Open to all public power utilities – JAAs covered in separate survey
- “A” and “B” surveys
- 275 participants in 2017
- 2018 survey underway, closes July 9
- 27 management and 24 non-management (new in 2015)
- Appendices include IOU and cooperative data (not in 2017, but will include in 2018)

Salary Survey (continued)

- Data broken out by revenue and customer classes
- Eight groupings in each
- Data also broken out by region – 5 regions, subdivided between utilities plus/minus \$15 million in revenues
- Other tables include “Multi utility” vs. “electric only,” City Manager salaries, GM Vehicle Allowance
- No benefits information (difficult to make apples to apples comparisons)
- Report available free for participants

National Salary Data

Annual Salaries by Occupation					
	Number of Responses	Mean	First Quartile	Median	Third Quartile
General Manager	205	156,809	104,500	139,149	186,024
Assistant General Manager	71	136,269	98,155	127,065	153,539
Chief Engineer	78	127,280	102,313	124,789	150,070
Director of Power Supply Planning	43	140,367	112,700	134,000	149,114
Steam Plant Superintendent*	39	111,790	81,323	111,965	135,506
Supervisory Engineer**	107	101,142	76,768	98,940	123,843
Line Division Superintendent***	168	97,763	79,085	96,514	111,089
Construction Superintendent	101	89,634	75,608	86,340	97,448
Chief Financial Officer	140	117,657	83,659	101,048	129,165
Chief Accountant	68	98,942	74,387	87,312	116,964
Rate Analyst	32	89,840	70,330	89,346	103,214
Safety Specialist	48	84,982	71,418	82,472	93,320
Human Resources Director	78	107,510	81,574	102,562	127,546
Director of Customer Services	93	95,964	69,722	83,803	120,196
Information Systems Manager	76	106,358	89,440	104,840	120,046
Communications Director	50	93,279	70,933	95,628	112,477
General Counsel	31	155,141	116,325	151,125	174,962
Fuels Manager	12	119,553	93,575	118,865	140,865
Purchasing Director	60	86,436	67,917	80,486	106,720
Marketing Director	19	101,164	77,886	103,000	114,179
Key Accounts Manager	42	89,928	71,764	87,916	102,501
Telecom/Broadband Manager	26	113,741	98,800	110,983	128,250
Energy Services Director	19	113,000	82,560	104,021	139,600
Electrical Engineer	72	91,046	75,539	85,844	103,838
Risk Manager	20	113,635	83,763	108,196	138,725
Information Technology Analyst	48	73,047	59,552	69,392	84,835
Cyber Security Officer	25	95,784	77,296	92,628	110,300

National Hourly Pay Data

Hourly Rates by Occupation					
	Number of		First		Third
	Responses	Mean	Quartile	Median	Quartile
Meter Technician	139	30.65	24.89	30.03	36.56
Substation Technician	83	36.69	29.31	36.18	42.93
Dispatcher	61	33.84	24.30	32.81	40.59
Meter Reader	131	20.27	15.48	20.17	24.18
Journeyman Lineworker	222	34.18	29.00	33.98	38.72
Apprentice Lineworker	186	25.39	20.38	24.00	29.67
Tree Foreman	30	31.22	25.75	30.48	37.29
Journeyman Tree Trimmer	23	24.18	19.17	23.06	27.42
Master Electrician	42	36.20	31.30	36.29	40.55
Power Plant Mechanic	59	32.21	26.64	32.31	37.70
Power Plant Operator	63	31.73	24.26	30.09	38.13
Industrial Technician	18	37.85	33.71	39.68	43.18
Draftsman	43	28.53	22.66	27.05	34.87
Locator	47	27.40	21.82	24.38	32.56
Engineering Associate	51	30.17	24.40	29.35	33.99
Instrument Technician	27	36.90	30.96	37.05	42.49
Plant Shift Supervisor	23	43.61	38.89	44.24	51.39
Customer Services Representative	154	20.14	17.01	19.60	22.94
Accounts Receivable	133	21.37	17.48	20.60	25.00
Payroll Clerk	62	24.77	20.46	24.39	27.53
Office Administrator	73	25.11	20.10	24.01	28.50
Executive Assistant	107	26.15	20.78	25.39	30.07
Fleet Mechanic	90	28.16	22.79	27.00	32.83
Storekeeper	99	27.02	21.33	26.63	31.73

GM/CEO Comparison

General Manager Annual Compensation by Revenue					
Revenue Class (in millions)	Number of Responses	Mean	First Quartile	Median	Third Quartile
Less than \$3	18	69,882	61,335	75,000	80,592
\$3 to \$6	13	95,740	75,554	91,057	104,062
\$6 to \$10	27	122,124	95,586	119,250	130,500
\$10 to \$15	21	126,645	98,788	128,960	156,000
\$15 to \$25	22	129,475	105,186	122,745	149,124
\$25 to \$50	46	154,166	119,802	154,562	174,500
\$50 to \$100	30	183,895	151,893	183,186	195,898
\$100 or more	28	293,912	201,956	262,950	318,651

Top Level Executive Annual Compensation, by Revenue Class Rural Electric Cooperatives, December 2014					
Revenue Class (in millions)	Number of Responses	Mean	First Quartile	Median	Third Quartile
\$6 to \$10	36	183,034	142,663	173,046	220,950
\$10 to \$15	67	188,716	160,542	181,915	212,522
\$15 to \$25	126	214,259	167,236	206,584	244,655
\$25 to \$50	213	251,748	190,155	232,873	278,697
\$50 to \$100	146	328,937	243,380	294,094	382,782
\$100 or more	107	447,385	294,773	412,109	535,880

Public Power at Risk

- Even using two and three year-old data, coops and IOUs way ahead
- Loss of talent to other utilities and industries
 - Employees could go to IOUs/Cooperatives
 - Expenses incurred with replacing employees
 - Loss of employees to similar industries (Google, etc)
 - Harder to attract from outside community
- Increased pressure on retained employees
 - Double the workload
 - Most of those retained are near retirement
 - Loss of institutional memory
 - Highlights need for succession planning