

2024 APPA Joint Action Agency Salary Survey

Background

This survey is conducted annually to produce the Public Power Joint Action Agency Salary Survey Report, which will be published Q3 2024. Only joint action agencies that have full-time staff are eligible to complete this survey. For example, if your agency is run by a consultant or a utility general manager part-time, please do not complete this survey. This year we are also including benefit information in order to provide public power utilities with a clearer benchmarking metric for total compensation.

All joint action agencies are eligible to receive a free copy of the report.

The survey can be previewed and downloaded here.

[Job descriptions can be viewed and downloaded here.](#) All new jobs added this year are highlighted in yellow.

The deadline for submissions is **July 25, 2024**.

Please direct questions to Lindsey Buttell at (202) 467-2920 or LButtell@PublicPower.org.

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) Joint Action Agency Name*

3) City*

4) Where is your joint action agency 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

5) First Name*

6) Last Name*

7) Phone Number

Please use format XXX-XXX-XXXX*

8) Email Address

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

Operating Information

9) Electric operating revenue in 2023:*

10) Generation (MWh) in 2023:

Please only provide generation that your agency owns. If your joint action agency does not generate electricity please enter "0".*

Instructions

PLEASE READ BEFORE COMPLETING SURVEY

1. Report annual base salary only (i.e. not including supplemental or variable cash payments such as gain sharing, bonuses, merit pay, cost-of-living or other arrangements that are not part of base salary) for incumbents in the positions listed below, as of **May 1, 2024**. If the position is paid in an hourly wage, please calculate what the position would make per year.
2. Report salaries for full-time employees only and do not provide salary ranges.
3. Refer to job descriptions provided in the PDF below. Please leave blank if no one fits the job description. Provide salary data for the employee that is the best fit for each position. If one person is responsible for two or more job categories, list that person's salary once for the most appropriate position where they spend a majority of their time. If multiple individuals are employed at a given position, please use the median of the employee salaries or hourly wages.

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.](#)

General Manager / Chief Executive Officer	
Assistant General Manager / Chief Operating Officer	
Administrative Assistant	
Executive Assistant	
Human Resources Director	
Chief Financial Officer	
Chief Accountant / Controller	
Accountant I	
Accountant II	
Accountant III	
Chief Engineer	

Engineer I	
Engineer II	
Engineer III	
Supervisory Engineer	
General Counsel	
Compliance Manager	
Communications Director	
Communications Coordinator	
Government Affairs Director	
Energy Services Director	
Director of Supply / Demand Planning	
Energy Procurement and Portfolio Manager / Resource Planner	
Load Forecaster	
Markets Manager	
Power System Operator	
Safety Director	
Scheduler	
Information Systems Manager	
Information Technology Director	
Cybersecurity Analyst	
Plant Superintendent	
Journeyman Lineworker	
Field Technician	
Member Services Director	
Energy Services Representative	
Business Analyst / Data Analyst	
Economic Development Manager	

Salary Related Policies and Benefits

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

13) What percent is your organization's salary increase budget for 2024? If your organization 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)
- Early release on Fridays
- Summer hours
- 4-day work week
- Flex time (can work alternative hours during the workday)
- Other (please specify): _____

17) Below is a list of benefits that some joint action agencies provide for their employees. From the list below, please select all of the benefits that your joint action agency provides for your employees.

Leave-based benefits:

Please check the box if you offer this type of benefit. For each benefit you offer, please provide the minimum number of days (typically for newer employees) and maximum number of days (typically for employees who have been at the utility for longer) that each benefit includes.

	Click here if your organization offers this benefit	Minimum number of days	Maximum number of days
Total PTO (PTO typically replaces other types of leave such as annual leave, sick leave, personal leave, and bereavement leave).	<input type="checkbox"/>		
Vacation days	<input type="checkbox"/>		
Sick Days	<input type="checkbox"/>		
Parental Leave	<input type="checkbox"/>		
Bereavement Leave	<input type="checkbox"/>		

18) Insurance benefits:

Please check the box if you offer this benefit. For each benefit that you offer, please provide the percent of premiums that you cover for your employees, if applicable.

	Click here if your organization offers this benefit	Please provide the percent of premiums you cover for your employees, if applicable
Health Insurance	<input type="checkbox"/>	
Vision Insurance	<input type="checkbox"/>	
Dental Insurance	<input type="checkbox"/>	
HSA Employer Contribution	<input type="checkbox"/>	

Life Insurance	<input type="checkbox"/>	
Short-term disability	<input type="checkbox"/>	
Long-term disability	<input type="checkbox"/>	

**19) Retirement, pension, and financial planning benefits:
Please check the box if you offer this benefit.**

	Click here if your organization offers this benefit	Please provide the percent contribution from the employer
401K	<input type="checkbox"/>	_____
Pension	<input type="checkbox"/>	_____
Financial Planning	<input type="checkbox"/>	_____

20) Is there anything else you would like to share or any feedback you have about the Joint Action Agency Salary Survey? This can include feedback on the survey, additional job titles you would like to see included in the future, etc.

21) Are you ready to submit your response? *

- Yes
- No

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