

2025 APPA Utility Salary Survey

Background

This survey is conducted annually among public power utilities that have at least 50 percent in retail sales, with some exceptions, to produce the *Public Power Salary Survey Report*, which will be published in the third quarter of 2025. Survey respondents who are members of APPA will receive a complimentary copy of the report.

The survey can be previewed and downloaded [here](#).

You can preview [the annual salary job descriptions](#) here and [the hourly wage job descriptions here](#).

The deadline for submissions is **July 17, 2025**.

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

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 your email address that is associated with your APPA website login credentials (if applicable)***

Electric Utility Management**8) Who is responsible for electric utility operations at your utility?**

☐ General Manager or CEO

☐ City, Town, Borough, or Village Manager

☐ Superintendent

☐ Other - please specify title: _____ *

IF GENERAL MANAGER IN Q8**General Manager**

These questions apply to the general manager, which is defined below. Please only provide data if the individual spends a majority of their time dedicated to the utility. If a mayor oversees all functions of the city, leave these questions blank.

GENERAL MANAGER: Responsible for management, staffing, administration, and operation of utility. Responsible for overall relations between the governing body, employees, customers, and the public. Reports to governing body, which may be elected officials or appointed officials on a council or board.

9) General Manager:

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

10) General Manager:

Does the general manager receive a car allowance or company vehicle?

☐ Yes - car allowance

☐ Yes - company vehicle

☐ No

IF YES – CAR ALLOWANCE**11) General Manager:**

What is the general manager's monthly car allowance?

12) General Manager:

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

☐ Yes

☐ No

13) General Manager:

Is this individual also responsible for other utility operations in addition to electric (such as water, gas, sewer, wastewater, or broadband)?

☐ No - only responsible for electric operations

☐ Yes - responsible for other utility operations

IF CITY, TOWN, BOROUGH, OR VILLAGE MANAGER IN Q8**City, Town, Borough, or Village Manager****14) City, Town, Borough, or Village Manager:**

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

15) Approximately what is the percentage of time the city, town, borough, or village manager spends running the utility.

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

IF SUPERINTENDENT IN Q8**Superintendent****16) Superintendent:**

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

17) Who does the superintendent report to?

- ☐ The superintendent is the top position at the utility
- ☐ The city, town, borough, or village manager or mayor
- ☐ Governing body (e.g. city council or board of directors)
- ☐ Other - please specify title: _____

IF OTHER POSITION IN Q8**Other Position****18) Other Position:**

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

19) Who does the [other position] report to?

- ☐ This is the top position at the utility
- ☐ The city, town, borough, or village manager or mayor
- ☐ Governing body (e.g. city council or board of directors)
- ☐ Other - please specify title: _____

Full-Time Staff

20) How many full-time staff are employed by your utility? Please only include full-time employees who spend at least 50% of their time working for the electric department. Please do not include part-time employees, seasonal employees, or contractors.*

IF MORE THAN ONE EMPLOYEE**Annual Base Salary**

Please provide annual base salary data and the corresponding number of employees for full-time positions in the electric department or utility 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, 2025.
- **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.

21) Annual Base Salary

	Salary	# of Employees in Position	Check if Position Belongs to a Labor Union
Assistant General Manager	___	___	<input type="checkbox"/>
Chief Accountant / Controller	___	___	<input type="checkbox"/>
Chief Engineer	___	___	<input type="checkbox"/>
Chief Financial Officer	___	___	<input type="checkbox"/>
Communications Coordinator	___	___	<input type="checkbox"/>
Communications Director	___	___	<input type="checkbox"/>
Customer Services Director	___	___	<input type="checkbox"/>
Cybersecurity Officer	___	___	<input type="checkbox"/>
Electrical Engineer	___	___	<input type="checkbox"/>
Energy Services Director	___	___	<input type="checkbox"/>
Fuels Manager	___	___	<input type="checkbox"/>
General Counsel	___	___	<input type="checkbox"/>
GIS Analyst	___	___	<input type="checkbox"/>
Human Resources Director	___	___	<input type="checkbox"/>
Information Systems Manager	___	___	<input type="checkbox"/>
Information Technology Analyst	___	___	<input type="checkbox"/>
Key Accounts Manager	___	___	<input type="checkbox"/>
Line / Construction Foreman	___	___	<input type="checkbox"/>
Line Division Superintendent	___	___	<input type="checkbox"/>
Marketing Director	___	___	<input type="checkbox"/>
Markets Analyst	___	___	<input type="checkbox"/>
Plant Superintendent	___	___	<input type="checkbox"/>
Power Supply Planning Director	___	___	<input type="checkbox"/>
Purchasing Director	___	___	<input type="checkbox"/>
Rate Analyst	___	___	<input type="checkbox"/>
Regulatory and Compliance Manager	___	___	<input type="checkbox"/>

Risk Manager	___	___	[]
Safety Specialist	___	___	[]
Staff Accountant	___	___	[]
Substation Superintendent / Foreman	___	___	[]
Supervisory Engineer	___	___	[]
Telecom / Broadband Manager	___	___	[]
Training Coordinator	___	___	[]

IF MORE THAN ONE EMPLOYEE

Hourly Pay

Please provide hourly wage data and number of employees for full-time positions in the electric department or utility 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, 2025.
- **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.
- **Our utility only has one journeyman lineworker, where should I record the data?**

- If you only have one position, please include their salary under "Journeyman Lineworker I." If we do not receive enough responses, data will be combined between multiple categories.

22) Hourly Wages

	Hourly Wage	# of Employees in Position	Check if Position Belongs to a Labor Union
Accounts Receivable / Payable	___	___	[]
Apprentice Lineworker	___	___	[]
Billing Clerk	___	___	[]
Customer Services Representative	___	___	[]
Dispatcher	___	___	[]
Draftsman	___	___	[]
Electrical Inspector	___	___	[]
Engineering Associate	___	___	[]
Executive Assistant	___	___	[]
Fleet Mechanic	___	___	[]
Industrial Electrician	___	___	[]
Instrument Technician	___	___	[]
Journeyman Lineworker I	___	___	[]
Journeyman Lineworker II	___	___	[]
Journeyman Lineworker III	___	___	[]
Locator	___	___	[]
Master Electrician	___	___	[]
Meter Foreman / Supervisor	___	___	[]
Meter Reader	___	___	[]
Meter Technician	___	___	[]
Payroll Clerk	___	___	[]
Plant Shift Supervisor	___	___	[]
Power Plant Mechanic	___	___	[]
Power Plant Operator	___	___	[]
Office Administrator	___	___	[]

Storekeeper	___	___	[]
Substation Technician	___	___	[]
Tree Foreman	___	___	[]
Tree Trimmer, Journeyman	___	___	[]

Salary Related Policies and Benefits

The questions below were developed in response to recent questions from members and the current workplace climate.

23) What percentage is your utility's projected increase in salaries in the 2025 budget? If your utility does not plan to offer an increase, please enter 0. If there are multiple increases for different groups, such as different bargaining groups, please enter the average increase.

Provide percent here: _____

If additional explanation is needed, provide here: _____

24) Below is a list of benefits that some utilities provide for their employees. From the list below, please select all of the benefits that your utility 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 Utility Offers This Benefit	Minimum Number of Days During First Year of Employment	Maximum Number of Days
Total Paid Time Off (PTO typically replaces other types of leave such as annual leave, sick leave, personal leave, and bereavement leave).	[]	___	___
Vacation Days	[]	___	___
Sick Days	[]	___	___
Parental Leave	[]	___	___
Bereavement Leave	[]	___	___
Other	[]	___	___

25) If "other" leave-based benefits, please specify.

26) Insurance benefits:

Please check the box if you offer this benefit. For each benefit that you offer, please provide the percent of premiums that your cover for your employees, if applicable. If your utility has multiple plans, please include information for the plan that covers the employee only, and not employee plus spouse or family plans.

	Click Here if Your Utility 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"/>	___
Other	<input type="checkbox"/>	___

27) If "other" insurance benefits, please specify.**28) Retirement, pension, and financial planning benefits:**

Please check the box if you offer this benefit.

	Click Here if Your Utility Offers This Benefit	Please Provide the Percent Contribution from the Employer
401(k), 401(a), 457, or 457(b)	<input type="checkbox"/>	___
Pension	<input type="checkbox"/>	___
Financial Planning	<input type="checkbox"/>	___
Other	<input type="checkbox"/>	___

29) If "other" retirement, pension, or financial planning benefits, please specify.

30) 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
- ☐ When on-call employees are called in
- ☐ When working between 12 a.m. and 6 a.m.
- ☐ Declared emergency
- ☐ Sundays
- ☐ Other: _____
- ☐ Do not offer surge pay

IF UTILITY OFFERS SURGE PAY

31) How much does the utility pay employees during scenarios that offer surge pay?

- ☐ Less than 1.25 times regular pay
- ☐ 1.25 times regular pay
- ☐ 1.5 times regular pay
- ☐ 2 times regular pay
- ☐ More than 2 times regular pay
- ☐ Other: _____

32) 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
- ☐ Longevity pay or bonus
- ☐ Four-day work week with 10-hour days
- ☐ Other: _____
- ☐ None of the above

33) What percentage was your organization's total turnover rate for 2024?

34) What percentage of your workforce do you anticipate retiring in the next three years?

Data Sharing

APPA will keep each utility's responses strictly confidential and will not share responses outside of APPA, except that as indicated in APPA's data-sharing policy with state and regional associations, APPA will share individual utility information with the respective state/regional association to which the utility is a member unless the utility indicates it is not giving APPA its permission to share its responses with its state/regional association. Each state/regional association will keep confidential any individual utility's responses. No utility should directly share its salary or benefit information with any other utility or employer, and no utility should discuss its own salary or benefit information or the APPA survey report with any other utility or employer.

35) 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.

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

37) After the release of the utility salary survey report in the third quarter of 2025, we are planning on putting together a working group to enhance this survey. This will include participating in one to two virtual meetings to discuss improvements in the first quarter of 2026 such as:

- How to make the survey more applicable to smaller utilities with five employees or less who conduct many different listed job functions in one role
- Feedback on additional job titles and descriptions
- Other areas you want to see included in the annual utility salary survey

Are you or someone from your utility interested in participating in this working group? If yes, you will be contacted after the publication of the 2025 Utility Salary Survey Report.

☐ Yes

☐ No

38) Are you ready to submit your response? *

☐ Yes

☐ No