



# Quick Co-op Facts:

## Staff Compensation

OPALCO conducts a thorough comparative review to verify that salaries are competitive within our industry. Hiring and retaining top notch personnel is critical to the operation of OPALCO's complex electrical and communications systems.

- OPALCO's wage philosophy is directly in line with the national network of electric co-ops. OPALCO pay rates are competitive based on electric utility cooperatives in the region.
- OPALCO's Strategic Directive #5 Personnel: *"Attract and retain top quality employees by actively cultivating a workplace culture based on mutual respect that embraces diversity, encourages high team functionality and harmony, promotes personal and professional development and maintains high employment satisfaction. Maintain wage rates that are competitive within the industry and for our region. Include apprenticeship and training programs for all positions and succession planning for key positions."*
- Utilizing technology and retaining highly talented personnel allows OPALCO to keep staffing levels flat/lower by doing more with less. OPALCO has maintained an average of 50 full time employees (FTE's) over the last 10 years and this level of staffing is forecast to remain consistent in the upcoming years.
- OPALCO has been fortunate to attract and hire a very talented new generation of staff in key positions and must remain competitive to retain them in an environment where utilities nationwide are scrambling to find qualified employees.
- The wage rates of our union represented employees follow a collective bargaining agreement, which goes through its own prescribed comparison process every time the collective bargaining agreement is renewed.
- GM Compensation: Considering the dual leadership roles OPALCO's GM plays with managing both OPALCO and Rock Island, the compensation package is appropriate. In 2018, following a thorough performance review, the Board reviewed GM compensation data from more than 22 cooperatives (IRS Form 990 cooperative tax filings), and a publication listing 83 Northwest electric utilities. The Board also commissioned an independent wage analysis by a compensation consultant. All three independent wage efforts concluded that the GM's compensation falls well within the range of competitive market practices for GMs in organizations that are both similar and similarly situated to OPALCO in the Pacific Northwest.

### Reference links from OPALCO's online Resource Library:

**June 2018 Board Materials** on how OPALCO determines staff wages:  
[www.opalco.com/wp-content/uploads/2018/06/June-Board-Materials-1.pdf](http://www.opalco.com/wp-content/uploads/2018/06/June-Board-Materials-1.pdf), page 16.

**2016 990:** [www.opalco.com/wp-content/uploads/2018/02/2016-Form-990\\_filed.pdf](http://www.opalco.com/wp-content/uploads/2018/02/2016-Form-990_filed.pdf)