



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 is competitive based on electric utility cooperatives in the region.
- 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: 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 similar in size and location. Here are some figures:

OPALCO General Manager Compensation (2017 Tax Report 990) 2017 base wage is \$239,375. The 2017 BASE SALARY compares to other General Managers of peer electric cooperatives:

Average Base Salary of 10 WA Co-ops:	\$250,173
Average Base Salary of 12 OR Co-ops:	\$265,397
Average Base Salary of 22 Regional Co-ops:	\$258,477
Base Salary of Seattle City Light GM:	\$340,000
Base Salary of previous OPALCO GM (2014):	\$211,548

And, as a point of reference, here are some specific examples of GM salaries from Washington State:

- Chelan County PUD General Manager Steve Wright: \$345,000
- Clark Public Utilities CEO Wayne Nelson: \$270,000
- Snohomish County Public Utility CEO John Haarlow: 329,600
- Tacoma Public Utilities CEO Bill Gaines: \$387,650
- Puget Sound Energy CEO Kimberly Harris: \$900,000 base + \$2.9M in bonus pay

Reference links from OPALCO's online Document Library:

- **June 2018 Board Materials** on how OPALCO determines staff wages:
www.opalco.com/wp-content/uploads/2018/06/June-Board-Materials-1.pdf, page 16.
- **Form 990:** www.opalco.com/resource-library/#r1ffinanceform990