

Utility / Cooperative	State	Base Salary	Total Compensation
Oregon Trail Electric Cooperative	WY	\$333,638	\$569,905
OPALCO	WA	\$366,271	\$791,700
Inland Power & Light	WA	\$395,135	\$645,908
Columbia Electric Cooperative	WA	\$319,273	\$477,428
Tanner Electric Cooperative	WA	\$262,047	\$487,802
Big Bend Electric Cooperative	WA	\$333,963	\$469,099
Parkland Light & Water	WA	\$246,166	\$422,821
Modern Electric Water Co	WA	\$306,526	\$366,265
Benton REA	WA	\$299,321	\$389,941
Peninsula Light	WA	\$435,435	\$613,775
Columbia Power Cooperative	WA	\$319,273	\$477,428
Lakeview	WA	\$241,171	\$297,561
Elmhurst Mutual	WA	\$279,265	\$362,562
Nespelem Valley Electric Coop	WA	\$160,911	\$283,330
Garkane Energy Cooperative	UT	\$288,234	\$288,234
Bandera Electric Cooperative	TX	\$387,456	\$965,536
Rusk County Electric Cooperative	TX	\$256,912	\$382,322
J-A-C Electric Cooperative	TX	\$161,611	\$251,908
Wood County Electric Cooperative	TX	\$242,374	\$453,874
Guadalupe Valley Electric Cooperative	TX	\$700,940	\$1,028,565
Taylor Electric Cooperative	TX	\$280,792	\$453,073
Rita Blanca Electric Cooperative	TX	\$200,464	\$335,646
Lamb County Electric Cooperative	TX	\$152,443	\$187,402

Nueces Electric Cooperative	TX	\$333,556	\$484,446
Sam Houston Electric Cooperative	TX	\$449,471	\$579,771
Navarro County Electric Cooperative	TX	\$192,425	\$253,060
Hamilton County Electric Cooperative	TX	\$216,980	\$365,143
Bowie-Cass Electric Cooperative	TX	\$224,475	\$291,709
Pedernales Electric Cooperative	TX	\$689,334	\$808,211
Farmers Electric Cooperative	TX	\$644,156	\$949,164
Tri-County Electric Cooperative	TX	\$493,771	\$554,542
Cherokee County Electric Cooperative	TX	\$193,092	\$309,815
Fort Belknap Electric Cooperative	TX	\$149,532	\$230,957
Deaf Smith Electric Cooperative	TX	\$211,333	\$300,852
Magic Valley Electric Cooperative	TX	\$273,005	\$452,592
Karnes Electric Cooperative	TX	\$175,951	\$264,588
Heart of Texas Electric Cooperative	TX	\$205,327	\$275,497
Jasper-Newton Electric Cooperative	TX	\$283,796	\$449,626
East Texas Electric Cooperative	TX	\$619,700	\$913,804
San Bernard Electric Cooperative	TX	\$232,682	\$416,711
Lyntegar Electric Cooperative	TX	\$278,679	\$368,972
Lamar Electric Cooperative	TX	\$200,114	\$260,033
Wharton County Electric Cooperative	TX	\$216,502	\$374,586

South Texas Electric Cooperative	TX	\$731,890	\$1,078,462
San Patricio Electric Cooperative	TX	\$227,092	\$307,462
Trinity Valley Electric Cooperative	TX	\$328,127	\$525,881
Medina Electric Cooperative	TX	\$222,628	\$329,065
Central Texas Electric Cooperative	TX	\$224,922	\$330,007
Rio Grande Electric Cooperative	TX	\$257,950	\$378,653
Bailey County Electric Cooperative	TX	\$163,340	\$246,823
Greenbelt Electric Cooperative	TX	\$172,500	\$343,320
HILCO Electric Cooperative	TX	\$213,546	\$378,865
Golden Spread	TX	\$887,336	\$1,358,943
Concho Valley Electric Cooperative	TX	\$348,659	\$501,424
Southwest Texas Electric Cooperative	TX	\$214,698	\$265,921
Bartlett Electric Cooperative	TX	\$265,374	\$453,836
Southwest Rural Electric Cooperative	TX	\$243,772	\$365,387
Panola-Harrison Electric Cooperative	TX	\$181,983	\$261,998
Big Country Electric Cooperative	TX	\$283,025	\$472,622
Deep East Texas Electric Cooperative	TX	\$323,916	\$439,597
Lighthouse Electric Cooperative	TX	\$180,187	\$251,850
Swisher Electric Cooperative	TX	\$165,932	\$362,943
Brazos Electric Cooperative	TX	\$717,636	\$837,791
Bluebonnet Electric Cooperative	TX	\$667,023	\$1,289,663
Wise Electric Cooperative	TX	\$209,695	\$383,957

Grayson-Collin Electric Cooperative	TX	\$497,734	\$658,061
Jackson Electric Cooperative	TX	\$220,416	\$364,131
South Plains Electric Cooperative	TX	\$359,942	\$557,291
Lane Electric Cooperative	OR	285,829	\$407,165
Salem Electric	OR	\$329,977	\$413,126
Coos-Curry Electric Cooperative	OR	\$305,805	\$392,317
Consumers Electric Cooperative	OR	\$353,377	\$713,245
Douglas Electric Cooperative	OR	\$252,833	\$362,132
Midstate Electric Cooperative	OR	\$328,687	\$548,085
Central Electric Cooperative	OR	\$334,695	\$767,124
Umatilla Electric	OR	\$649,095	\$843,155
Blachly-Lane Electric Cooperative	OR	\$202,173	\$305,413
Okanogan County Electric Cooperative	OR	\$262,500	\$332,555
West Oregon Electric Cooperative	OR	\$162,915	\$253,408
Harney Electric Cooperative	OR	\$236,814	\$301,553
Hood River Electric & Internet Coop	OR	\$351,014	\$351,014
Lea County Electric Cooperative	NM	\$400,643	\$575,459
Flathead Electric Cooperative	MT	\$379,775	\$653,843
Ravalli Electric Co-op	MT	\$367,661	\$660,768
Lincoln Electric	MT	\$262,548	\$419,297
Kootenai Electric Cooperative	ID	\$333,734	\$605,008
Northern Lights Incorporated	ID	\$284,710	\$426,510
Fall River Rural Electric	ID	\$278,693	\$414,454

Clearwater Power Company	ID	\$182,484	\$368,414
Salmon River Electric Cooperative	ID	\$316,812	\$449,562
Lost River Electric Cooperative	ID	\$179,085	\$302,888
Kaua'i Island Utility Cooperative	HI	\$636,255	\$919,455
Holy Cross	CO	\$532,640	\$776,076
Grand Valley Power	CO	\$329,403	\$406,540
Empire Electric Assoc	CO	\$285,896	\$354,255
Delta-Montrose Elec Assoc.	CO	\$375,280	\$513,598
Gunnison County Elec Assoc	CO	\$300,791	\$476,305
Highline Electric Assoc	CO	\$291,803	\$483,058
United Power	CO	\$726,950	\$825,861
La Plata Electric Assoc.	CO	\$119,196	\$448,213
Morgan County REA	CO	\$243,434	\$342,040
Southeast Colorado Power	CO	\$179,043	\$323,352
Mountain Parks Electric Inc	CO	\$305,336	\$407,960
Mountain View Electric Assoc.	CO	\$321,558	\$510,177
Yampa Valley Electric Assoc	CO	\$254,835	\$422,630
Poudre Valley REA	CO	\$480,174	\$662,845
Y-W Electric Assoc	CO	\$263,243	\$345,065
San Isabel Electric	CO	\$272,005	\$326,497
San Luis Valley REC	CO	\$303,302	\$369,413
San Miguel Electric Co-op	CO	\$365,328	\$455,946
Sangre De Cristo Elec Assoc.	CO	\$289,156	\$416,778
Columbus Electric Co-op	CO	\$135,456	\$262,509
Anza Electric Cooperative	CA	\$400,600	\$631,397
Surprise Valley Electric Corporation	CA	\$224,353	\$314,473

Plumas-Sierra Rural Electric Cooperative	CA	\$413,542	\$676,971
Graham County Electric Cooperative	AZ	\$194,771	\$254,856
Arizona Electric Power Cooperative Inc.	AZ	\$629,906	\$871,247
Duncan Valley Electric Cooperative	AZ	\$124,320	\$208,842
Sulphur Springs Valley Electric Cooperative	AZ	\$458,408	\$682,293
Navopache Electric Cooperative	AZ	\$573,094	\$762,216
Trico Electric Cooperative	AZ	\$417,954	\$527,672
Mohave Electric Cooperative	AZ	\$1,034,643	\$1,206,733