



INTEROFFICE MEMO

EUGENE WATER & ELECTRIC BOARD
EMPLOYEE, CUSTOMER, & COMMUNITY SERVICES DIVISION



TO: Commissioners Brown, Cunningham, Cassidy, Ernst and Farmer

FROM: Christina Bennett, Human Resources Manager

DATE: February 3, 2010

RE: General Manager 2009 Salary Survey Data

Issue

When a final General Manager candidate is selected, the Board will need to make a salary offer. This information is provided for that discussion, which will occur in Executive Session. Regional data is shown as well as the APPA national data.

Data

2009 Regional General Manager Salaries

Company	Salary	Bonus	Total Cash
WA utility 1	\$224,000	\$40,000	\$264,000
WA utility 2	\$284,000	\$15,000	\$299,000
OR utility 1	\$183,420	\$13,553	\$196,973
WA utility 3	\$202,224	NA	\$202,224
WA utility 4	\$327,192	NA	\$327,192
Mean	\$244,167	\$22,851	\$257,878
Median	\$224,000	\$15,000	\$264,000

EWEB: \$207,268 NA \$207,268

Note: Per Board direction, utilities used in EWEB's electric rate comparison were surveyed. The five that responded are shown.

2009 APPA Data

Revenue between \$100M and \$300M; 34 utilities	
Mean	\$190,026
1st quartile	\$150,296
Median	\$185,838
3rd quartile	\$213,648

Customer base between 60,000 and 110,000 customers; 13 utilities	
Mean	\$231,722
1st quartile	\$200,033
Median	\$214,200
3rd quartile	\$242,736

Notes:

EWEB 2008 Revenue: \$170M Electric \$17.8M Water

EWEB 2008: 86.7K Electric customers 50.6K Water