

Utilities Compensation Survey



20XX Edition: Detail Report
Report ID =

PAY TYPE DISPLAYED: Annual Rate

2010 ASSISTANT VICE PRESIDENT FINANCE/CONTROLLER

	Current Base Pay	Individual Variable Cash	Other Variable Cash	Total Cash	Target Variable Cash Percentage	Span of Control
Highest	\$323,000	\$197,282	\$9,000	\$520,282	45.0%	197
90th Percentile	\$225,970	\$104,958	\$9,000	\$270,000	45.0%	41
75th Percentile	\$182,864	\$65,681	\$6,136	\$196,008	40.0%	21
50th Percentile	\$147,036	\$23,367	\$2,000	\$174,500	20.0%	9
25th Percentile	\$118,670	\$4,317	\$1,000	\$118,670	10.0%	4
10th Percentile	\$103,041	\$2,500	\$1,000	\$104,038	2.8%	1
Lowest	\$78,422	\$2,290	\$1,000	\$82,739	2.0%	0
Number Of Employees	63	24	4	63	18	53
Employee Weighted Average	\$156,267	\$44,128	\$4,534	\$173,366	23.79%	20
Number Of Companies	58	20	4	58	15	49
Company Weighted Average	\$154,667	\$40,122	\$4,534	\$169,056	21.82%	17
Earning Mix	81.66%	11.02%	0.3%	100%		
Percent Of Total Employees Eligible For Payment		42.16%	14.29%			
Percent Of Companies With Employees Eligible For Payment		39.66%	13.79%			
Percent Of Eligible Employees Actually Receiving Payment		88.89%	44.44%			
Percent Of Total Employees Receiving Payment		38.1%	6.35%			
Impact: Other Cash/Base Pay - Total Employee Count		10.75%	0.18%			
Impact: Other Cash/Base Pay - Employees Receiving Payment		23.72%	2.41%			

(Light Grey) = Insufficient data for analysis (Empty Cell) = No data

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