

Utilities Compensation Survey



20XX Edition: Summary Report
Report ID =

REPRESENTS: Employee Weighted Average
PAY TYPE DISPLAYED: Annual Rate

WMG Job Title	Current Base Pay	Individual Variable Cash	Other Variable Cash	Total Cash	Target Variable Cash Percentage	Span of Control	Total Number of Incumbents	Total Number of Companies
1000 President/CEO/General Manager	\$396,151	\$378,610	\$43,433	\$509,494	59.61%	622	88	84
1010 Assistant General Manager/COO	\$268,322	\$211,653		\$326,933	40.0%	429	29	29
1020 Corporate Counsel	\$250,867	\$110,376		\$303,133	33.1%	11	45	41
1025 Staff Attorney	\$148,051	\$39,105	\$870	\$164,272	20.62%	1	75	32
1030 Director of Marketing	\$145,468	\$35,403		\$159,531	22.0%	11	26	21
1040 Manager of Human Resources	\$110,136	\$15,345	\$3,443	\$118,500	4.27%	3	85	41
1042 Director of Human Resources	\$148,657	\$40,461		\$199,118	20.98%	10	50	40
1044 Vice President of Human Resources	\$213,200	\$123,962		\$277,160	42.73%	37	25	22
1050 Office Administrator	\$52,674	\$3,638		\$54,004	6.95%	0	257	32
1055 Executive Assistant (CEO & BOD)	\$70,928	\$5,041	\$3,443	\$72,681	6.09%	0	97	74
1060 Vice President Marketing	\$176,224			\$189,291	23.1%	31	12	11
1070 Vice President Admin Services/Corp Services	\$203,059	\$189,854		\$247,069	21.05%	38	22	22
2000 Vice President Finance/CFO	\$253,235	\$17,811		\$297,217	36.8%	50	79	78
2010 Asst VP Finance/Controller	\$156,267	\$44,118	\$4,534	\$173,366	23.79%	20	63	58
2020 Treasury Manager	\$135,760	\$25,453	\$1,413	\$146,659	14.77%	5	47	43
2040 Director of Billing	\$106,501	\$10,024		\$111,925		7	19	15
2101 Accountant 1	\$52,570	\$3,358	\$2,054	\$54,471	8.33%	0	187	54
2102 Accountant 2	\$61,327	\$5,045	\$2,873	\$64,839	8.55%	0	241	55
2103 Accountant 3	\$7,475	\$8,461	\$1,952	\$83,499	11.46%	0	360	53
2104 Accountant 4	\$91,032	\$9,985	\$1,016	\$97,301	11.08%	0	105	32
3000 Manager of Risk Control	\$129,565	\$19,017		\$138,164	14.7%	3	29	24
3100 Government Compliance Officer	\$142,963	\$23,650		\$151,634	15.27%	5	30	28
3101 Compliance Specialist	\$98,683	\$9,611	\$1,942	\$101,637	9.69%	0	56	37
4000 VP Technical Services/Engineering	\$199,376	\$89,314		\$218,515	25.02%	91	42	37

(Light Grey) = Insufficient data for analysis

(Empty Cell) = No data