

## **Staff Compensation Information**

Legislative appropriations to the Office of Public Utility Counsel (OPUC) were \$2,135,764 for fiscal year 2018 and \$2,135,765 for fiscal year 2019. OPUC's number of full-time FTEs is 15. Executive staff compensation (not including that of the Public Counsel) is determined by the Public Counsel. Executive staff is not eligible for salary supplements. The Public Counsel determines the methodology for executive compensation which includes an analysis of the skills required for the positions, the rate of pay for similar positions within other state agencies, and the specific performance of the executive. OPUC's average salary for executive staff is \$98,048. The market average for comparable executive staff in other agencies as referenced by the most recent government salary data for comparable positions is \$124,387. A comparable market average for the private sector is \$134,227 for executive staff. The average compensation for non-senior staff is \$73,675. The percentage increases in compensation for executive staff over the five prior fiscal years from FY 2014 to FY 2019 were 0%, 1.4%, 0%, 3% and 2.2%. The percentage changes in legislative appropriations over the same periods were 0%, 2.2%, 0%, -3.1% and 0%.