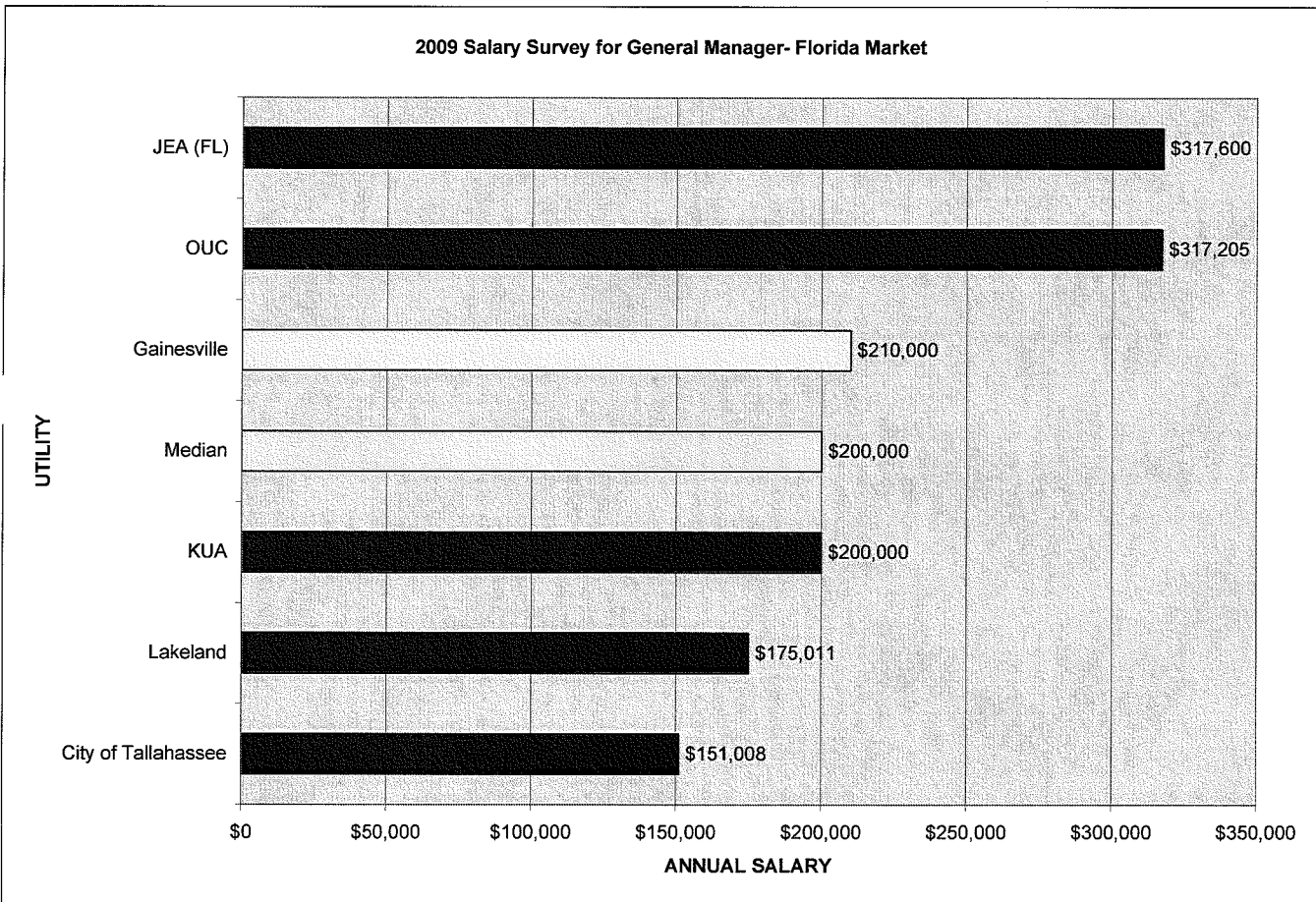


Human Resources and Organizational Development Department

2008 – 2009 SALARY SURVEY FOR CHARTER OFFICER: GENERAL MANAGER

Comparable utilities in the State of Florida and throughout the U.S. were included in this year's survey. Not all replied, nor do they all have comparable positions to the GRU General Manager's position. All are shown in this report. Figure 1 represents the summary for the State of Florida. Figure 2 is the summary for comparable U.S. and Florida Utilities. The attached Figure 3 contains the raw data for all surveyed utilities.

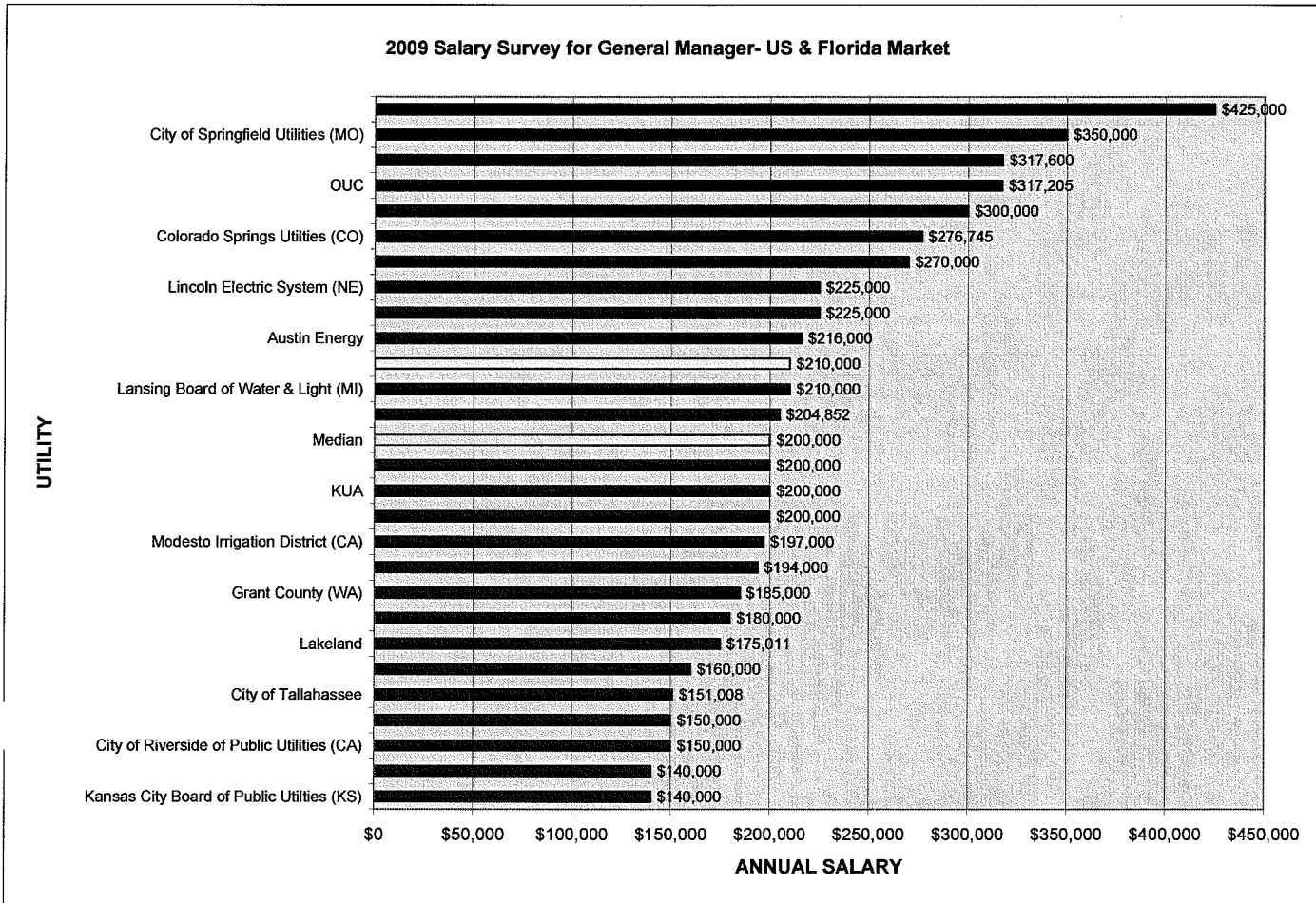
Figure 1: GENERAL MANAGER SALARY SURVEY – FLORIDA



The salary of the GRU General Manager is \$10,000 above the median of surveyed comparable Florida utilities.

APPA survey cut used: - Multiple Utilities with Revenue of \$100M or greater; median salary \$212,505.

figure 2: GENERAL MANAGER SALARY SURVEY – U.S.



The salary of the GRU General Manager is \$10,000 above the median of all surveyed comparable US Utilities (including Florida).

APPA survey cut used: - Multiple Utilities with Revenue of \$100M or greater; median salary \$212,505.

Figure 3: GENERAL MANAGER SALARY SURVEY RAW DATA – Florida

Utility	Title if Different	Charter Officer	Reports to (Title)	Incumbent's Current Annual Salary*	Expected Increase FY09	What is the Jurisdiction's Form of Government?	Type of Mayor (elected, strong, appointed)	Utilities Served	Total Number of Employees (excluding temps)
Gainesville			City Commission	\$210,000	Unknown	CComm/ Mayor			2,089
City of Tallahassee	Assistant City Manager	No	City Manager who reports to Commission	\$151,008	Not Sure	Municipal	Elected	Electric, Water, Wastewater and Gas	3,100
KUA	President/General Manager	No	Board of Elected Officials	\$200,000	N/A	Municipal	Elected		320
OUC	General Manager/CEO	No	Board of Commissioners	\$317,205	N/A	Municipal	Nominated and Appointed	Electric, Water, Chilled Water, and Lighting	127
LAKELAND				\$175,000					
JEA (FL)	Chief Executive Officer	No	Board of Directors	\$317,600	N/A	Municipal	Appointed	Electric, Water, Wastewater	1,800
NOT COMPARABLE									
Ocala Electric	Assistant City Manager Utility Services	No	City Manager	\$115,000	Cola of possibly 2%	Municipal	Elected	Water, Electric, Sewer	1,060
Orange County Electric	Director	No	Deputy County Administrator who reports to City Manager	\$143,874	N/A	Municipal	Appointed	Water, Wastewater, Water Reclamation and Solid Waste	8,000

*The salary data represents base pay only and does not include any additional pay such as car allowance, bonus pay or at-risk pay. The raw data includes all surveyed cities, including those that did not respond or are not comparable which are highlighted in grey.

2008 - 2009 SALARY SURVEY FOR CHARTER OFFICER: GENERAL MANAGER

Figure 4: GENERAL MANAGER SALARY SURVEY RAW DATA – US & Florida

Utility	Title if different	Incumbent's current annual salary	Electric Customers	Electric Revenues
Gainesville		\$210,000		
Kansas City Board of Public Utilities (KS)		\$140,000	64,200	\$206.2 M
Lafayette Utility Systems (LA)		\$140,000	58,900	\$164.5 M
City of Riverside of Public Utilities (CA)		\$150,000	104,500	\$236.8 M
Independence Power & Light (MO)		\$150,000	56,400	\$103.1 M
Pasadena Water and Power Dept (CA)		\$160,000	61,300	\$146.5 M
Oklahoma Municipal Power Authority (OK)		\$180,000	joint action	\$160.1 M
Grant County (WA)		\$185,000	42,600	\$253.1 M
Fayetteville Public Works Commission (NC)		\$194,000	81,900	\$149.4 M
Modesto Irrigation District (CA)		\$197,000	108,300	\$278.9 M
Eugene Water and Electric Board (OR)		\$200,000	85,400	\$237.0 M
Texas Municipal Power Agency (TX)		\$200,000	joint action	\$219.8 M
Huntsville Utilities (AL)		\$204,852	156,000	\$370.1 M
Lansing Board of Water & Light (MI)		\$210,000	96,100	\$190.6 M
APPA - Multiple Utilities, Revenue Cut		\$212,505		\$100M and >
Austin Energy		\$216,000		
Glendale Water & Power (CA)		\$225,000	83,400	\$172.4 M
Lincoln Electric System (NE)	CEO	\$225,000	124,200	\$203.0 M
Anaheim Public Utilities (CA)		\$270,000	110,800	271.8 M

2008 - 2009 SALARY SURVEY FOR CHARTER OFFICE: GENERAL MANAGER

Utility	Title if different	Incumbent's current annual salary	Electric Customers	Electric Revenues
Colorado Springs Utilities (CO)	Chief Executive Officer	\$276,745		
Turlock Irrigation District (CA)		\$300,000	97,400	\$243.7 M
City of Springfield Utilities (MO)		\$350,000	104,300	\$207.4 M
Indiana Municipal Power Agency (IN)		\$425,000	joint action	\$255.1 M

The raw data includes all surveyed Florida and U.S. utilities.