



RO

Power Delivery Salary Guide

2023



Introduction

The Power Delivery Salary Guide 2023 is RO's annual compensation benchmark for professionals working in Utilities in the USA. The guide aims to give both employers and job seekers transparency on compensation, benefits, in-demand skills, market trends and more.

Thank you to our community of Power Delivery professionals for completing our recent survey, which has formed the findings within this guide alongside RO's proprietary software. We hope you find the guide insightful.

Tailored Compensation Reports for your business

Alongside our Salary Guide, we also offer more detailed reports across specific job titles by combining our proprietary data sets, our Talent Pool of over 12,000 industry professionals and tailored feedback surveys and interviews. This provides our partners with deeper insights into current compensation packages, market liquidity, educational backgrounds, hiring hot spots, and the real reasons that drive people to leave and join businesses.

Please get in touch with our Research Lead and Head of Power Delivery, Matt Brown, for more information: matt.brown@wearero.com

About RO

Our teams of recruitment specialists are dedicated to working in the Renewable Energy and Utilities markets. Our strength lies in the recruitment and retention of professional staff at all levels, with a genuine understanding of the skills, tools and environments required for the job.

The top left corner of the image features a series of thin, light-colored wavy lines that create a sense of movement and depth against the dark teal background.

Salary Spotlight

Market Focus

Professionals with 3-5 years of experience have seen a large lift in salary by as much as 15% since last year, driven by demand from employers. Firms are seeking to build teams after winning new projects and looking to candidates with some experience in the field but who are more affordable.

Training Programmes have also seen a rise in conjunction with the search for junior talent. Employers understand that a shallow talent pool means they must remain flexible, lowering qualification criteria and opening opportunities to professionals who might not have all the skills, but who can be trained.

Experience in years	Transmission	vs 2022	Distribution	vs 2022	Substation	vs 2022
3-5	\$104,000	11%	\$96,500	17%	\$98,000	12%
6-10	\$129,000	7%	\$124,000	2%	\$137,500	16%
11-15	\$139,500	-1%	\$145,000	5%	\$145,000	2%
15+	\$170,500	-5%	\$173,000	-4%	\$168,500	7%

Company Type

Experience (years)	Utility	vs 2022
3-5	\$95,000	19%
6-10	\$122,000	14%
11-15	\$132,000	8%
15+	\$149,500	-4%

Experience (years)	Owners Rep/ Con Man	vs 2022
3-5	\$88,000	n/a
6-10	\$127,500	8%
11-15	\$150,000	15%
15+	\$184,000	15%

Experience (years)	EPC	vs 2022
3-5	\$94,500	-2%
6-10	\$142,500	6%
11-15	\$144,500	3%
15+	\$171,000	0%

Experience (years)	Self Perform Sub Contractor	vs 2022
3-5	\$95,000	15%
6-10	\$144,000	-1%
11-15	\$155,000	23%
15+	\$192,000	-6%

Experience (years)	Engineering	vs 2022
3-5	\$107,500	n/a
6-10	\$136,000	n/a
11-15	\$147,000	n/a
15+	\$183,500	n/a

Functional Skills

Finance and Estimating are in high demand in 2023 and note a 20% pay increase since last year. Hot spots throughout the US see a competitive battle for Estimating talent, specifically in areas with high concentration of project sites.

Those willing to travel are also being heavily rewarded, where more professionals are seeking work from home options, companies are negotiating higher compensation in return for on-site or hybrid working models.

Experience (years)	Construction	vs 2022	Experience (years)	Engineering	vs 2022	Experience (years)	Project Management	vs 2022
3-5	\$101,000	19%	3-5	\$90,000	11%	3-5	\$106,000	6%
6-10	\$135,000	14%	6-10	\$133,500	6%	6-10	\$124,500	-2%
11-15	\$147,000	8%	11-15	\$143,500	2%	11-15	\$143,000	3%
15+	\$174,000	-4%	15+	\$166,500	-5%	15+	\$174,500	1%

Experience (years)	Estimating	vs 2022	Experience (years)	Operations	vs 2022	Experience (years)	Maintenance	vs 2022
3-5	\$98,000	20%	3-5	\$106,000	n/a	3-5	\$88,000	n/a
6-10	\$125,000	-3%	6-10	\$138,000	-5%	6-10	\$111,000	n/a
11-15	\$143,000	3%	11-15	\$167,000	3%	11-15	\$130,000	n/a
15+	\$169,500	5%	15+	\$183,000	-2%	15+	\$161,500	n/a

Gender Pay Gap

The gender pay gap has reduced from last year to 6% in 2023 yet still favours males. At lower experience levels, compensation is more balanced, however, at senior levels, disparity in pay widens.

Male Median Salary | **\$141,000**



Female Median Salary | **\$133,000**

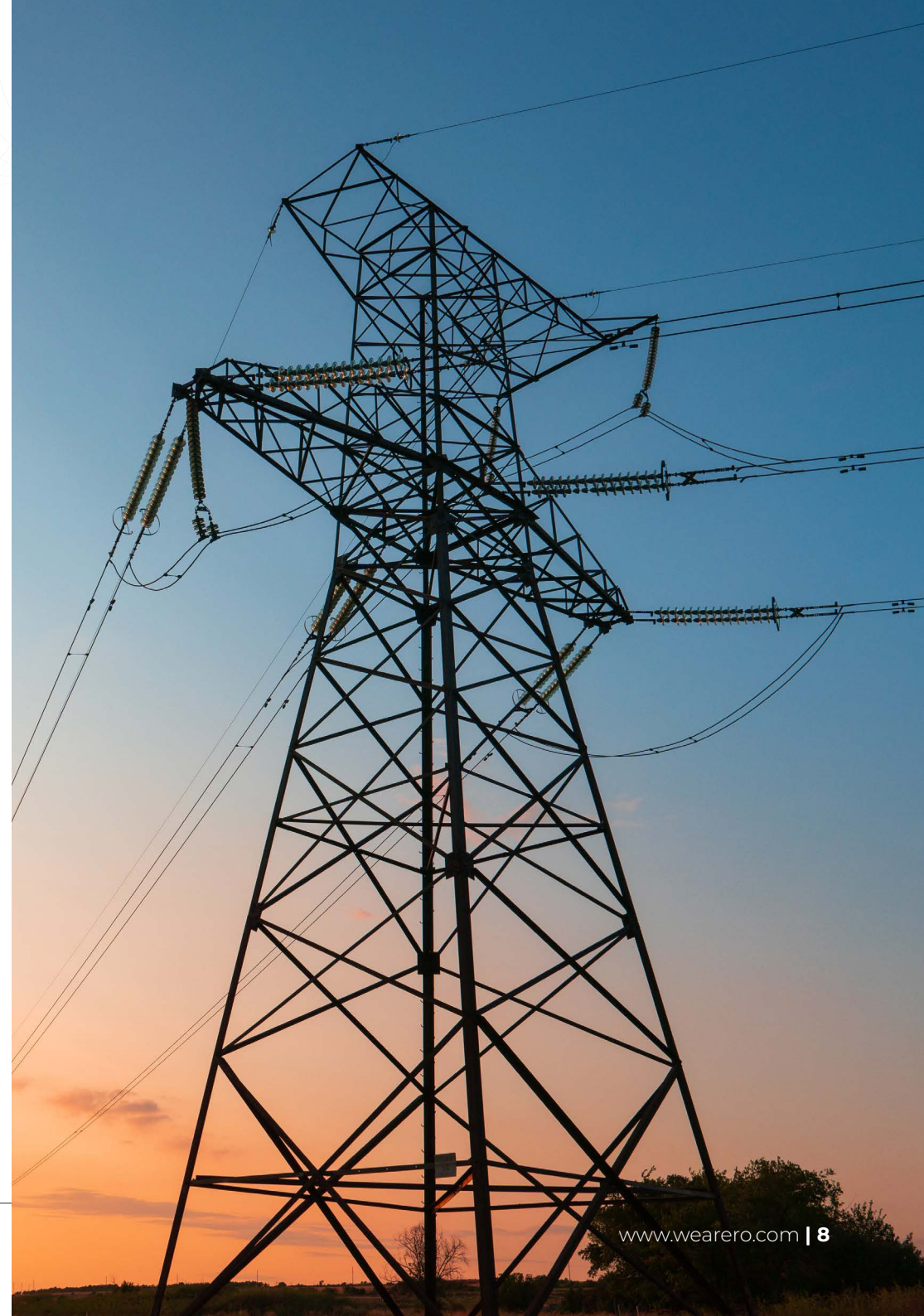


Experience in years	Female	Male	Salary Gap
3-5	\$108,000	\$103,000	5% in favour of females
6-10	\$120,000	\$128,000	6% in favour of males
11-15	\$131,500	\$143,000	8% in favour of males
15+	\$160,000	\$171,000	6% in favour of males

On The Move

Juniors are expecting a larger increase in salary to move roles and see changes in salary as important. Senior professionals are largely content with their compensation offerings and seek responsibility, exciting projects and firms with a clear vision/mission.

Experience in years	% Salary increase needed to move role
3-5	24%
6-10	17%
11-15	18%
15+	13%





Benefits Spotlight

Benefits Received in Current Packages

401(k) contributions | **84%**



Healthcare | **72%**



Work from home options | **66%**



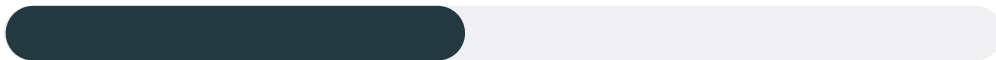
Flexible working hours | **57%**



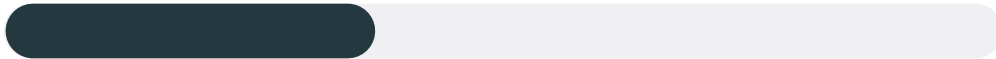
Education and Training | **51%**



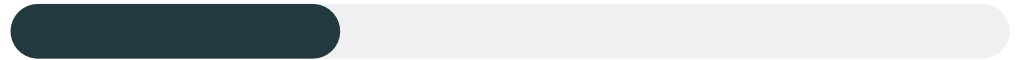
Culture/work environment | **46%**



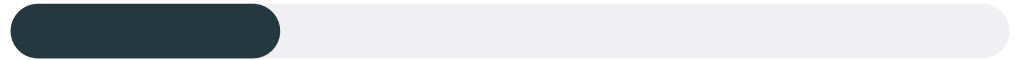
Company car/truck | **37%**



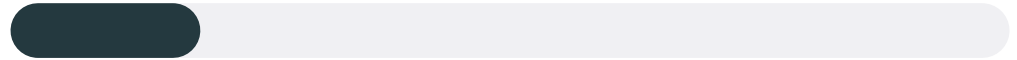
Per diem coverage | **33%**



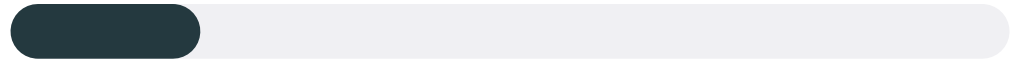
Employee discounts including food and travel expenses | **27%**



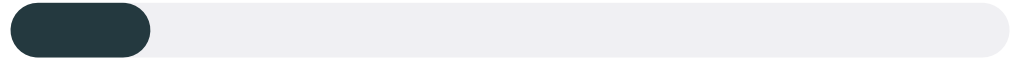
Stock/share options | **22%**



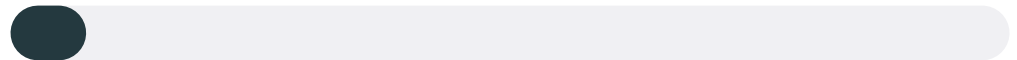
Gym membership | **19%**



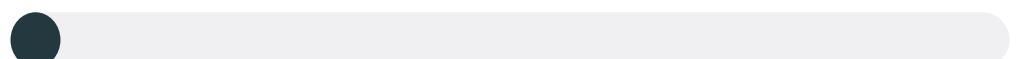
Car allowance | **14%**



Unlimited holiday | **7%**



Childcare support | **3%**



Benefits Spotlight

Which benefit is most important to you?	
1.	Work from home options
2.	Culture/work environment
3.	Healthcare
4.	401(k) contributions
5.	Company car/truck

The most important benefit to professionals working in power delivery is work from home options followed by culture, and healthcare. 2023 will see candidates scrutinize working environments further and seek opportunities where they feel comfortable at work. They are also seeking access to upper management and the c-suite so communication lines must remain open. Shifting to work from home options must be inclusive, ensuring all employees can connect with each other, feel valued and supported.

Pension

Experience in years	Annual pension / 401(k) contribution
3-5	5.4%
6-10	6%
11-15	7.2%
15+	8.4%

Paid Time Off

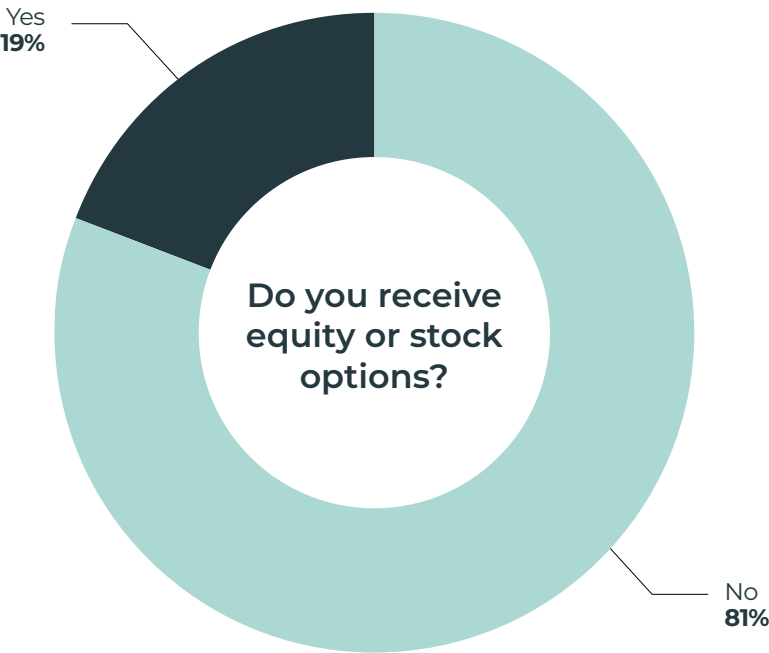
Experience in years	Average PTO
3-5	17.5
6-10	19
11-15	20
15+	21

Bonus & Equity

Both bonuses and Equity are being used to attract the C-Suite as many have met the markets salary-cap. Attracting senior professionals through share options, short term incentives and long term incentives is typical when negotiating packages.

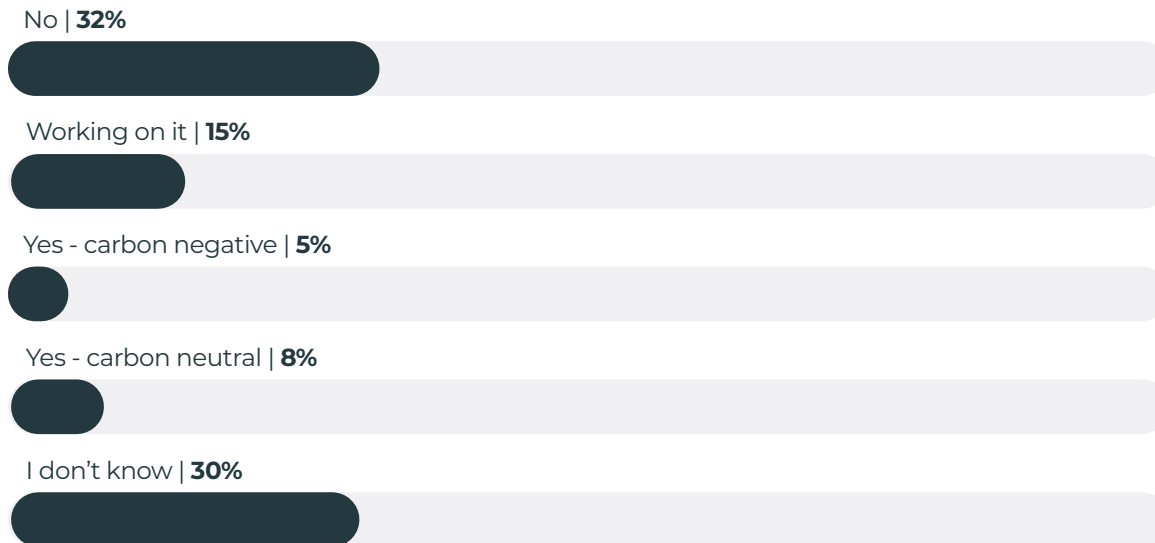
Profit-share schemes have rose in prominence since 2022, especially amongst Utilities companies. Introducing equity not only retains staff but acts as another value proposition to entice prospective employees.

Experience in years	Average Bonus Amount % base
3-5	8.2%
6-10	12.8%
11-15	12.5%
15+	22.2%



Sustainability

Does your business have a carbon policy?



How important is sustainability and the environment to you?

(0 = not important, 10 = extremely important)





Let's Work Together

From a single contingent hire to a retained department build, we've dedicated contract and permanent recruitment experts who work with companies from rising start-ups to established enterprises. With a philosophy based around relationships and trust, contact us directly to share your recruitment requirements.

RO



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