

Distribution Employee Pay as a Percent of National Average of 861 Electric Co-ops

After Correction for Cost of Living in Different Areas & Removal of Estimated G&T Wages

200%

Figure 1

Kodiak

Highest: Kodiak EA – \$27.52/ hour (176%)

CEA
HEA

Chugach EA – \$26.32 / hour (168%)

Homer EA – \$26.04 / hour (166%)

150%

Matanuska EA – \$22.54 / hour (144%)

CEA
NEA
Hagak
VEA

Cordova

Tlingit-Haida

Kotzebue

AVEC

100%

Naknek

50%

National Average
\$15.64 / hour (100%)

Metlakatla

Lowest - \$9.88 / hour (63%)
White River Valley EC, Mo.

0%

Rank by COLA Average Pay per Hour, excluding est. G&T Wages

Rank	Electric Co-op	Actual Pay per Hour	COLA Pay per Hour	Est. Dist COLA Pay	% National Average
1	Kodiak Electric Association	\$33.02	\$30.73	\$27.52	176%
2	Chugach Electric Association	\$30.39	\$29.22	\$26.32	168%
3	Homer Electric Association	\$27.26	\$26.04	\$26.04	166%
10	Golden Valley Electric Asso.	\$25.84	\$25.02	\$23.10	148%
13	Matanuska Electric Association	\$23.59	\$22.54	\$22.54	144%
16	Nushagak Electric Cooperative	\$33.64	\$26.47	\$22.37	143%
18	Copper Valley Electric Association	\$26.65	\$23.88	\$22.04	141%
140	Cordova Electric Cooperative	\$25.17	\$20.48	\$17.70	113%
182	Tlingit-Haida	\$20.86	\$18.98	\$17.25	110%
325	Kotzebue	\$27.86	\$18.72	\$16.19	103%
418	National Average	\$15.00	\$15.74	\$15.64	100%
430	AVEC	\$18.24	\$17.08	\$15.53	99%
431	National Median	\$14.70	\$15.55	\$15.53	99%
676	Naknek	\$24.01	\$16.03	\$13.86	89%
838	Metlakatla	\$14.95	\$13.54	\$11.71	75%
861	Nation's Lowest	\$8.56	\$9.88	\$9.88	63%