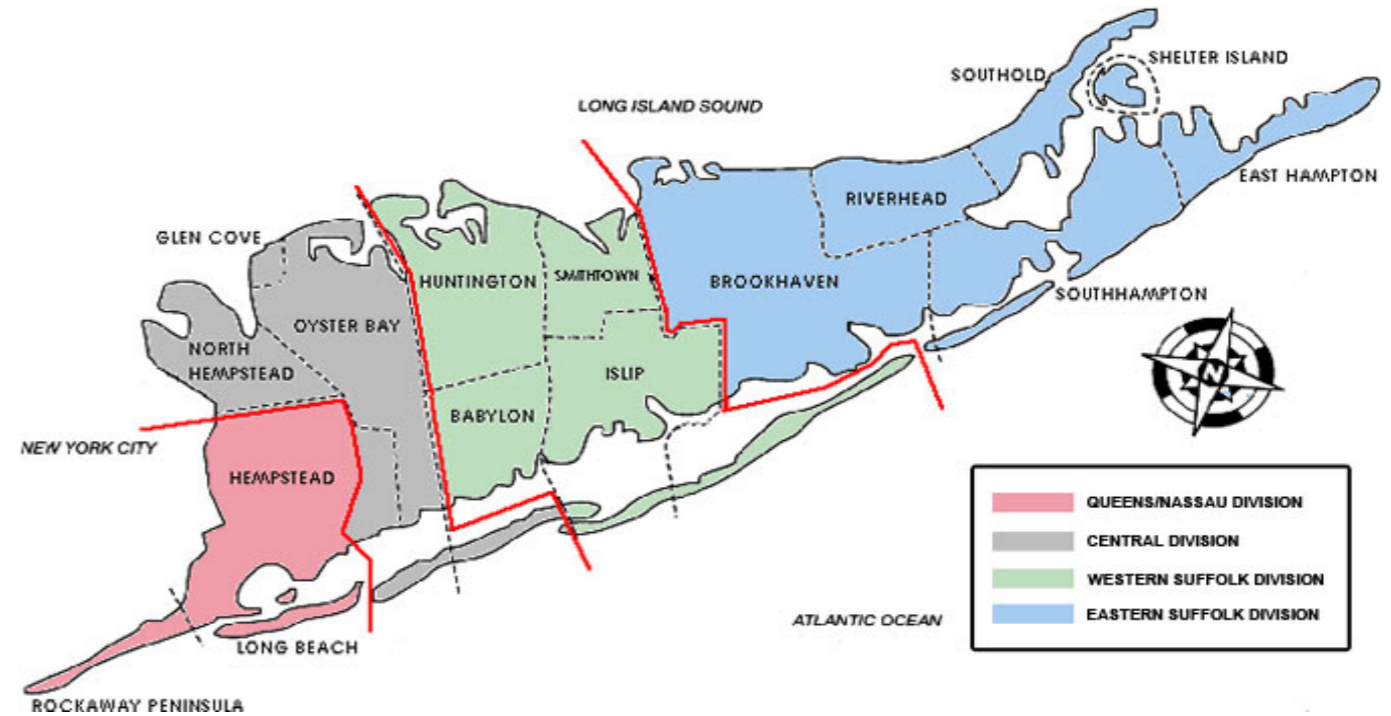


PERSONNEL & COMPENSATION COMMITTEE

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# ANNUAL OVERVIEW OF LIPA STAFFING LEVELS

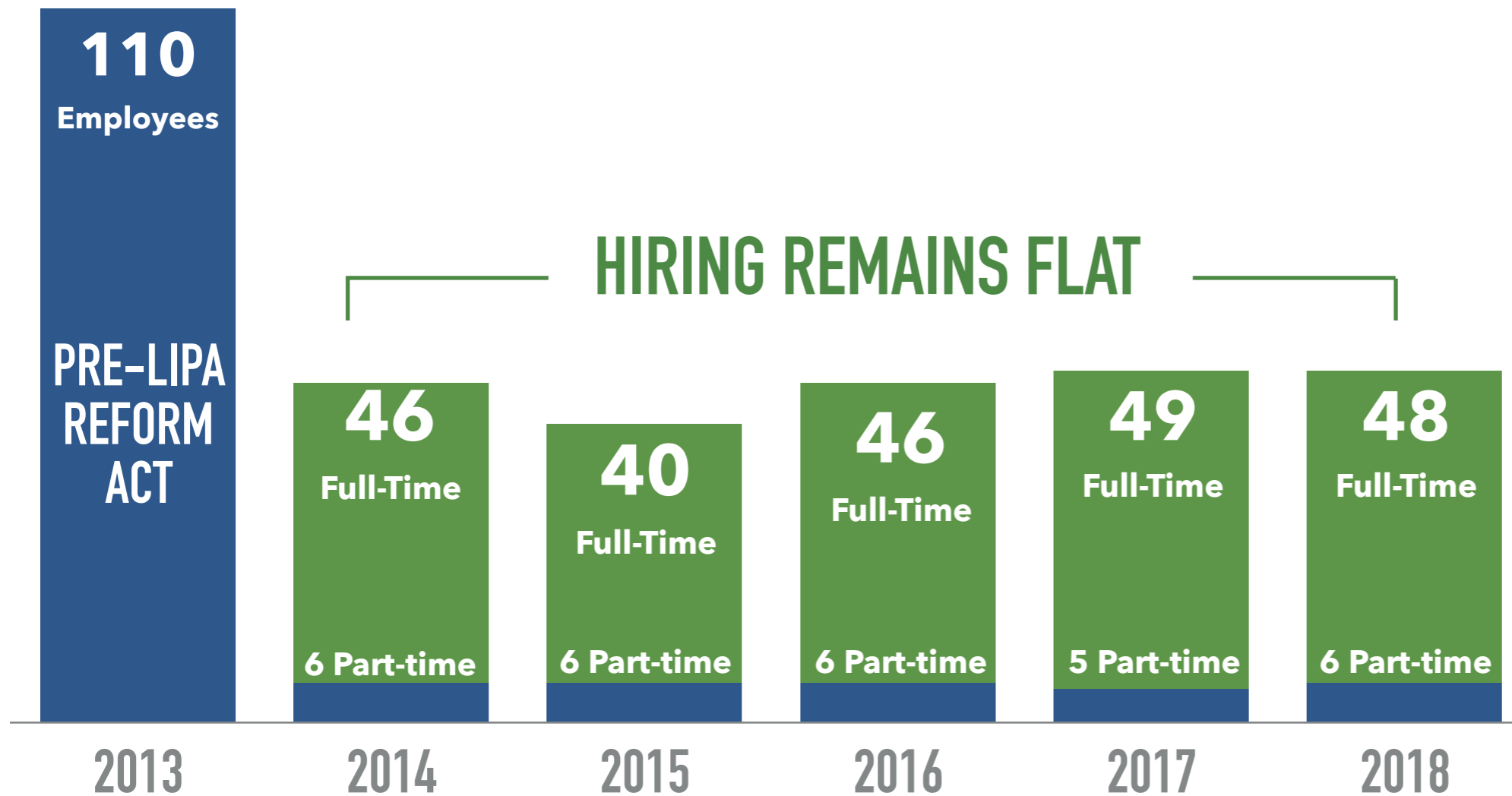
- ▶ **Owners of Long Island's electric grid, serving a population larger than 11 U.S. states;**
- ▶ **Sets Long Island's long-term energy policy, manages utility finances & legal functions, and oversees PSEG Long Island's operations;**
- ▶ **Oversees \$13 billion in assets; \$3.5 billion of revenue; 14,000 miles of transmission & distribution lines; 177 substations;**
- ▶ **Third largest of over 2,500 public power utilities in the U.S.**




**LIPA is a not-for-profit public utility with a mission to enable clean, reliable, and affordable electric service for our customers on Long Island and the Rockaways**

# LIPA STAFFING

- Total number of employees and payroll remain half of pre-Reform Act levels;
- LIPA staff consists of energy industry professionals; emphasis on hiring skilled workforce with utility industry experience



**UTILITY FACT**



Customers pay 0.002% of their monthly bill for LIPA salaries

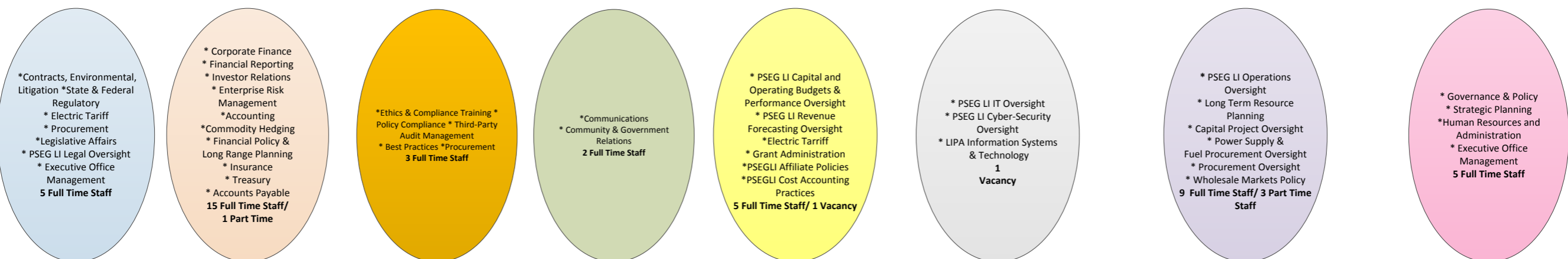
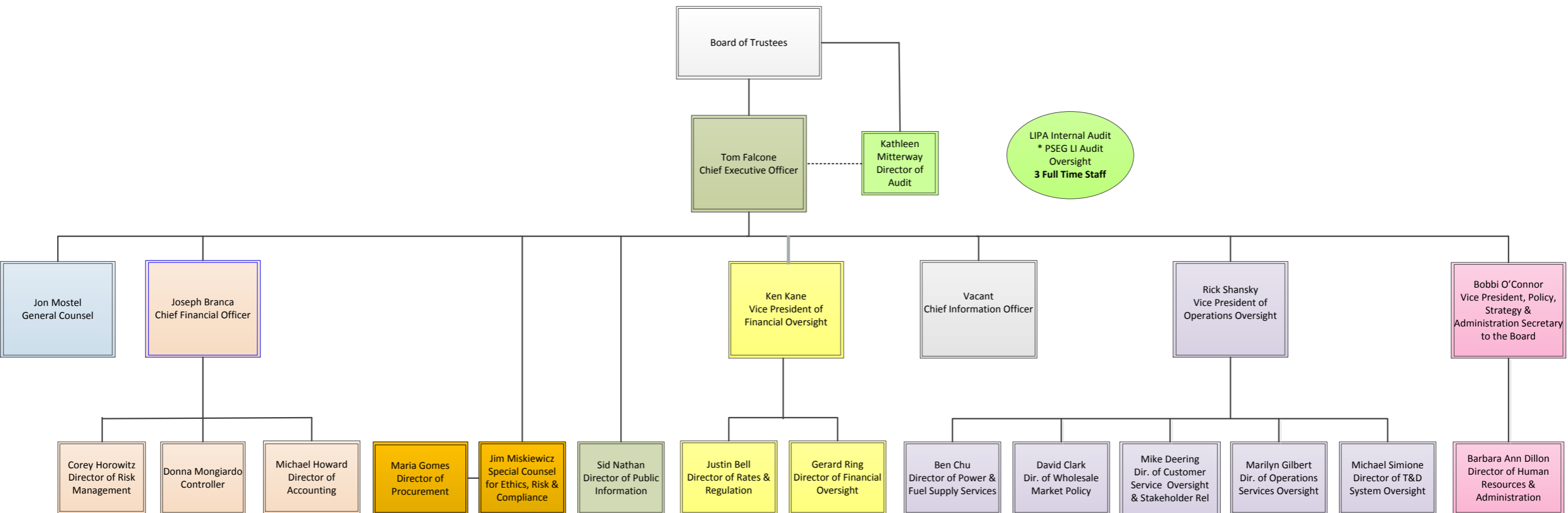
# EXECUTIVE COMPENSATION

- LIPA salaries are below average of the top twenty largest public power utilities in the U.S.

Position Title	Survey Average Base Salary <i>(Top 20 Large Public Power Utilities)</i>	LIPA Base Salary
CEO	428,692	275,000
CFO	290,977	255,000
General Counsel	280,366	245,000

\* Does not include incentives, bonuses and other compensation or reflect differences in regional cost of living

# LIPA ORGANIZATION CHART



○ = Areas of Responsibility

## POSITIONS FILLED in 2017 & 2018

**Manager of Customer Operations Oversight**

**Manager of Finance**

**Utility Enterprise Risk Manager**

**Assistant General Counsel (2)**

**Corporate Affairs Coordinator**

## 2018 VACANT POSITIONS

**General Counsel**

**Chief Information Officer**

**Manager of Financial Oversight**

## POTENTIAL FUTURE RECRUITMENT

**Paralegal**

**IT Staff**

*(Insource Consultants for Cost Savings)*

**LIPA Staff Meeting Board Policies & Goals Set Forth in the 2018 - 2020 Work Plan**

