



**2017 Employee & Board Member Compensation**

Position	Annual Salary <sup>1</sup>	Overtime Pay	Lump Sum Pay <sup>2</sup>	Other Pay <sup>3</sup>	TOTAL 2017 Wages Subject to Medicare	Applicable Defined Benefit Pension Formula	Employer	Employer	Employee	Employer	Employee	Health/Dental Vision/Life Insurance	Total Benefits	Total Compensation
							Share of Pension Costs <sup>4</sup>	Paid Member Share of Pension Costs <sup>5</sup>	Paid Member Share of Pension Costs <sup>6</sup>	PEPRA Share of Pension Costs	PEPRA Share of Pension Costs			
General Manager	\$177,764	\$0	\$2,801	\$2,914	\$183,479	2% @ 60	\$12,763	\$6,736	\$5,708			\$22,013	\$47,219	\$230,698
Administrative Assistant	\$68,958	\$5,290	\$1,026	\$0	\$75,274	2% @ 60	\$4,897	\$2,594	\$2,182			\$21,935	\$31,608	\$106,882
Administrative Assistant	\$65,693	\$885	\$0	\$0	\$66,578	2% @ 62	\$0	\$0	\$0	\$4,284	\$4,092	\$21,833	\$30,209	\$96,787
P-T Office Assistant Intern	\$2,342	\$0	\$0	\$0	\$2,342	N/A	\$0	\$0	\$0			\$0	\$0	\$2,342
P-T Office Assistant	\$10,215	\$0	\$0	\$0	\$10,215	N/A	\$0	\$0	\$0			\$0	\$0	\$10,215
Operations Manager	\$133,126	\$0	\$2,705	\$10,091	\$145,922	2% @ 60	\$10,308	\$5,455	\$4,597			\$28,755	\$49,114	\$195,036
Collection Supervisor	\$18,860	\$186	\$0	\$3,313	\$22,359	2% @ 60	\$1,504	\$650	\$813			\$4,783	\$7,749	\$30,108
Distribution Operator III	\$59,430	\$13,793	\$606	\$8,344	\$82,173	2% @ 60	\$4,761	\$2,529	\$2,113			\$21,135	\$30,539	\$112,712
Distribution Operator I	\$50,939	\$1,821	\$0	\$7,162	\$59,922	2% @ 62	\$0	\$0	\$0	\$3,304	\$3,156	\$10,562	\$17,022	\$76,944
Collection Operator I	\$48,535	\$2,596	\$0	\$9,585	\$60,716	2% @ 62	\$0	\$0	\$0	\$3,158	\$3,017	\$10,550	\$16,725	\$77,441
P-T Intern	\$2,951	\$0	\$0	\$0	\$2,951	N/A	\$0	\$0	\$0			\$0	\$0	\$2,951
Temporary Inspector	\$20,511	\$0	\$0	\$0	\$20,511	N/A	\$0	\$0	\$0			\$0	\$0	\$20,511
P-T Maintenance Worker	\$7,290	\$0	\$0	\$0	\$7,290	N/A	\$0	\$0	\$0			\$0	\$0	\$7,290
P-T Maintenance Worker	\$9,503	\$0	\$0	\$0	\$9,503	N/A	\$0	\$0	\$0			\$0	\$0	\$9,503
P-T Maintenance Worker	\$3,255	\$0	\$0	\$0	\$3,255	N/A	\$0	\$0	\$0			\$0	\$0	\$3,255
P-T Maintenance Worker	\$2,880	\$0	\$0	\$0	\$2,880	N/A	\$0	\$0	\$0			\$0	\$0	\$2,880
P-T Maintenance Worker	\$150	\$0	\$0	\$0	\$150	N/A	\$0	\$0	\$0			\$0	\$0	\$150
President	\$0	\$0	\$0	\$0	\$0	N/A	\$0	\$0	\$0			\$0	\$0	\$0
Vice President	\$3,700	\$0	\$0	\$0	\$3,700	N/A	\$0	\$0	\$0			\$0	\$0	\$3,700
Director	\$4,000	\$0	\$0	\$0	\$4,000	N/A	\$0	\$0	\$0			\$0	\$0	\$4,000
Director	\$1,400	\$0	\$0	\$0	\$1,400	N/A	\$0	\$0	\$0			\$0	\$0	\$1,400
Director	\$2,750	\$0	\$0	\$0	\$2,750	N/A	\$0	\$0	\$0			\$0	\$0	\$2,750

<sup>1</sup>Total Regular Pay = the gross pay received by the employee minus overtime, lump sum pay and other pay.

<sup>2</sup> Lump Sum Pay = sick leave buy-back (employee can sell back sick leave hours in excess of 120 hours at 50% of its value)

<sup>3</sup> Other Pay = for the General Manager is the value of the district vehicle that she is allowed to use for her commute; for field employees it is on-call pay for being available after hours

<sup>4</sup> PERS Employer Rate increased from 7.159% to 7.200% as of 7/01/2017.

<sup>5</sup> Employer paid Member Share of Pension cost = 3% of annual salary

<sup>6</sup> Employee paid Member Share of Pension cost = 4% of annual salary

N/A = Not applicable to this position