



**2019 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 Share of Pension Costs <sup>4</sup>	Employer Paid Member Share of Pension Costs <sup>5</sup>	Employee Paid Member Share of Pension Costs <sup>6</sup>	Health/Dental Vision/Life Insurance	Total Benefits	Total Compensation
General Manager	\$222,331	\$0	\$3,068	\$3,120	\$228,519	2 %@ 60	\$16,738	\$3,914	\$5,583	\$23,196	\$49,431	\$277,950
Engineering Manager	\$141,767	\$0	\$0	\$0	\$141,767	2 %@ 60	\$10,640	\$2,364	\$4,915	\$29,086	\$47,006	\$188,773
Administrative Assistant II	\$83,931	\$7,412	\$1,207	\$0	\$92,550	2 %@ 60	\$6,117	\$1,432	\$2,159	\$23,014	\$32,722	\$125,272
Administrative Assistant	\$67,115	\$601	\$0	\$0	\$67,716	2 %@ 62	\$4,441	\$0	\$1,806	\$11,377	\$17,624	\$85,340
P-T Management Analyst	\$33,402	\$0	\$0	\$0	\$33,402	N/A	\$0	\$0	\$0	\$0	\$0	\$33,402
P-T Office Assistant	\$23,734	\$0	\$0	\$0	\$23,734	2 %@ 62	\$850	\$0	\$1,162	\$0	\$2,012	\$25,746
Office Assistant	\$1,779	\$0	\$0	\$0	\$1,779	2 %@ 62	\$124	\$0	\$120	\$0	\$244	\$2,023
P-T Office Assistant	\$2,113	\$0	\$0	\$0	\$2,113	N/A	\$0	\$0	\$0	\$0	\$0	\$2,113
Operations Manager	\$162,594	\$0	\$3,592	\$17,187	\$183,373	2 %@ 60	\$12,256	\$2,822	\$4,956	\$29,086	\$49,120	\$232,493
Collection Supervisor	\$102,865	\$1,368	\$0	\$18,373	\$122,606	2 %@ 60	\$7,635	\$1,759	\$3,161	\$29,032	\$41,588	\$164,194
Distribution Operator III	\$76,478	\$10,547	\$1,209	\$8,348	\$96,582	2 %@ 60	\$5,464	\$1,260	\$2,027	\$22,215	\$30,966	\$127,548
Distribution Operator I	\$33,533	\$109	\$0	\$3,880	\$37,522	2%@62	\$2,296	\$0	\$2,110	\$6,486	\$10,892	\$48,414
Distribution Operator I	\$32,966	\$18	\$3,257	\$0	\$36,241	2%@62	\$2,263	\$0	\$2,087	\$7,412	\$11,762	\$48,003
Distribution Operator I	\$11,428	\$136	\$0	\$0	\$11,564	2%@62	\$122	\$0	\$126	\$0	\$248	\$11,812
Collection Operator I	\$57,100	\$955	\$0	\$7,120	\$65,175	2%@62	\$3,523	\$0	\$3,681	\$11,083	\$18,287	\$83,462
Collection Operator I	\$8,800	\$99	\$0	\$0	\$8,899	2%@62	\$122	\$0	\$119	\$0	\$241	\$9,140
Collection Operator I Temp	\$11,790	\$135	\$0	\$0	\$11,925	N/A	\$0	\$0	\$0	\$0	\$0	\$11,925
Temporary Inspector	\$39,355	\$0	\$0	\$0	\$39,355	N/A	\$0	\$0	\$0	\$0	\$0	\$39,355
P-T Flagger	\$3,032	\$0	\$0	\$0	\$3,032	N/A	\$0	\$0	\$0	\$0	\$0	\$3,032
President	\$0	\$0	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0
Vice President	\$3,725	\$0	\$0	\$0	\$3,725	N/A	\$0	\$0	\$0	\$0	\$0	\$3,725
Director	\$4,100	\$0	\$0	\$0	\$4,100	N/A	\$0	\$0	\$0	\$0	\$0	\$4,100
Director	\$2,650	\$0	\$0	\$0	\$2,650	N/A	\$0	\$0	\$0	\$0	\$0	\$2,650
Director	\$4,775	\$0	\$0	\$0	\$4,775	N/A	\$0	\$0	\$0	\$0	\$0	\$4,775

<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 7.634% to 8.0810 % as of 7/01/2019.

<sup>5</sup> Employer paid Member Share of Pension cost = 2% of annual salary. Effective October 7, 2019 Employer paid Member Share of Pension cost = 1%.

<sup>6</sup> Employee paid Member Share of Pension cost = 5% of annual salary. Effective October 7, 2019 Employee paid Member Share of Pension cost = 6%

N/A = Not applicable to this position