



2018 EOCWD Employee & Board Member Compensation

Position	Annual Salary Minimum	Annual Salary Maximum	Total Regular Pay	Overtime Pay	Lump Sum Pay ²	Other Pay ³	Total 2018 Wages Subject to Medicare	Applicable Defined Benefit Pension Formula	Employee	Employees'	Employer's	Health/Dental	Total Benefits	Total Compensation
									Paid Share of Pension Costs	Share Paid by Employer Share of Pension Costs	Share of Pension Costs	Vision Insurance		
General Manager	\$162,996	\$220,056	\$199,500	\$0	\$1,777	\$2,629	\$203,906	2%@60	\$8,228	\$5,738	\$14,774	\$22,659	\$43,171	\$247,077
Administrative Assistant II	\$68,604	\$92,616	\$76,147	\$7,474	\$1,179	\$0	\$84,800	2%@60	\$3,063	\$2,157	\$5,555	\$22,659	\$30,371	\$115,171
Administrative Assistant	\$59,652	\$80,520	\$29,309	\$228	\$3,935	\$0	\$33,472	2%@62	\$1,843	\$0	\$2,078	\$0	\$2,078	\$35,550
Administrative Assistant	\$59,652	\$80,520	\$16,265	\$192	\$0	\$0	\$16,457	2%@62	\$1,054	\$0	\$1,154	\$0	\$1,154	\$17,611
P-T Management Analyst	\$25,920	\$34,992	\$27,259	\$0	\$0	\$0	\$27,259	N/A	\$0	\$0	\$0	\$0	\$0	\$27,259
Clerical P-T Office Assistant	\$14,400	\$23,482	\$18,452	\$0	\$0	\$0	\$18,452	N/A	\$0	\$0	\$0	\$0	\$0	\$18,452
Clerical P-T Office Assistant	\$14,400	\$23,482	\$7,221	\$0	\$0	\$0	\$7,221	N/A	\$0	\$0	\$0	\$0	\$0	\$7,221
Operations Manager	\$123,816	\$172,968	\$147,130	\$1,099	\$3,258	\$15,748	\$167,235	2%@60	\$6,028	\$4,247	\$10,934	\$22,659	\$37,840	\$205,075
Distribution Operator III	\$60,456	\$87,048	\$65,634	\$11,584	\$1,112	\$8,233	\$86,563	2%@60	\$2,676	\$1,882	\$4,854	\$21,962	\$28,698	\$115,261
Distribution Operator I	\$45,696	\$61,692	\$48,737	\$217	\$0	\$3,734	\$52,688	2%@62	\$3,048	\$0	\$3,117	\$10,932	\$14,049	\$66,737
Distribution Operator I	\$45,696	\$61,692	\$27,062	\$471	\$0	\$0	\$27,533	2%@62	\$1,531	\$0	\$1,668	\$9,151	\$10,819	\$38,352
Collection Supervisor	\$72,540	\$97,932	\$91,936	\$1,303	\$0	\$14,559	\$107,798	2%@60	\$3,807	\$2,656	\$6,844	\$22,659	\$32,159	\$139,957
Collection Operator I	\$44,256	\$59,760	\$52,596	\$652	\$0	\$8,096	\$61,344	2%@62	\$3,289	\$0	\$3,516	\$10,932	\$14,448	\$75,792
Temporary Inspector	\$0	\$0	\$57,299	\$0	\$0	\$0	\$57,299	N/A	\$0	\$0	\$0	\$0	\$0	\$57,299
P-T Intern Public Works	\$14,400	\$23,482	\$3,410	\$0	\$0	\$0	\$3,410	N/A	\$0	\$0	\$0	\$0	\$0	\$3,410
President	\$0	\$0	\$0	\$0	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0
Vice President	\$0	\$0	\$3,950	\$0	\$0	\$0	\$3,950	N/A	\$0	\$0	\$0	\$0	\$0	\$3,950
Director	\$0	\$0	\$4,750	\$0	\$0	\$0	\$4,750	N/A	\$0	\$0	\$0	\$0	\$0	\$4,750
Director	\$0	\$0	\$1,575	\$0	\$0	\$0	\$1,575	N/A	\$0	\$0	\$0	\$0	\$0	\$1,575
Director	\$0	\$0	\$4,500	\$0	\$0	\$0	\$4,500	N/A	\$0	\$0	\$0	\$0	\$0	\$4,500

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

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

³ 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; for Board member it is meeting attendance expense reimbursements.

N/A = Not applicable to this position