

**2016 EOCWD Employee & Board Member Compensation**

Position	Annual Salary	Annual Salary	Total Regular	Overtime	Lump Sum	Other	Total 2016 Wages Subject to Medicare	Applicable Defined Benefit Pension Formula	Employee Paid Share of Pension Costs	Employees' Share Paid by Employer Share of Pension Costs	Employer's Share of Pension Costs	Health/Dental Vision Insurance	Total Benefits	Total Compensation
	Minimum	Maximum	Pay	Pay	Pay <sup>2</sup>	Pay <sup>3</sup>								
General Manager	\$162,996	\$220,056	\$146,236	\$0	\$2,473	\$2,605	\$151,314	2%@60	\$3,683	\$6,553	\$9,773	\$20,872	\$37,198	\$188,512
Administrative Assistant	\$57,912	\$78,180	\$65,751	\$8,263	\$421	\$0	\$74,435	2%@60	\$1,606	\$2,928	\$4,496	\$20,872	\$28,296	\$102,731
Administrative Assistant	\$57,912	\$78,180	\$60,988	\$1,403	\$0	\$0	\$62,391	2%@62	\$3,796	\$0	\$3,869	\$20,872	\$24,741	\$87,132
Clerical P-T Office Assistant Intern	\$17,395	\$23,482	\$2,441	\$0	\$0	\$0	\$2,441	N/A	\$0	\$0	\$0	\$0	\$0	\$2,441
Clerical P-T Office Assistant Intern	\$17,395	\$23,482	\$1,628	\$0	\$0	\$0	\$1,628	N/A	\$0	\$0	\$0	\$0	\$0	\$1,628
Operations Manager	\$120,948	\$163,272	\$101,618	\$7,375	\$2,659	\$7,687	\$119,339	2%@60	\$2,752	\$4,828	\$7,468	\$20,872	\$33,168	\$152,507
Distribution Operator II	\$51,036	\$68,904	\$54,579	\$10,957	\$364	\$7,895	\$73,795	2%@60	\$1,547	\$2,762	\$4,256	\$20,872	\$27,890	\$101,685
Distribution Operator I	\$44,364	\$59,892	\$18,474	\$227	\$0	\$0	\$18,701	2%@62	\$1,145	\$0	\$1,132	\$7,400	\$8,532	\$27,233
Distribution Operator I	\$44,364	\$59,892	\$14,773	\$281	\$0	\$719	\$15,773	2%@62	\$910	\$0	\$954	\$1,760	\$2,714	\$18,487
Collection Operator I	\$42,972	\$58,020	\$16,346	\$660	\$541	\$0	\$17,547	2%@62	\$1,013	\$0	\$1,038	\$2,639	\$3,677	\$21,224
P-T Intern	\$17,395	\$23,482	\$11,763	\$189	\$0	\$0	\$11,952	N/A	\$0	\$0	\$0	\$0	\$0	\$11,952
P-T Inspector	\$25,925	\$42,500	\$2,210	\$0	\$0	\$0	\$2,210	N/A	\$0	\$0	\$0	\$0	\$0	\$2,210
President (retired)	\$0	\$0	\$1,300	\$0	\$0	\$86	\$1,300	2%@60	\$26	\$65	\$87	\$0	\$152	\$1,452
President	\$0	\$0	\$0	\$0	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0
Vice President	\$0	\$0	\$4,400	\$0	\$0	\$0	\$4,400	N/A	\$0	\$0	\$0	\$0	\$0	\$4,400
Director	\$0	\$0	\$5,500	\$0	\$0	\$0	\$5,500	N/A	\$0	\$0	\$0	\$0	\$0	\$5,500
Director	\$0	\$0	\$2,100	\$0	\$0	\$0	\$2,100	N/A	\$0	\$0	\$0	\$0	\$0	\$2,100
Director	\$0	\$0	\$3,075	\$0	\$0	\$0	\$3,075	N/A	\$0	\$0	\$0	\$0	\$0	\$3,075

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

N/A = Not applicable to this position