



Water Utility Survey Report

November 2021

Table of Contents

About Carlson Dettmann Consulting and Cottingham & Butler	3
Survey Methodology and Key Findings.....	4
Participants and Demographic Information	5
Retirement and Health Insurance Summary	6
Survey Definitions.....	10
Salary Summary Detail – Alphabetical List	
Accounts Payable Coordinator	35
Accounts Receivable Coordinator	36
Assistant Administrative Manager	33
Billing Coordinator	34
Civil Engineer - Entry	15
Civil Engineer - Intermediate.....	16
Civil Engineer - Senior.....	17
Clerk Dispatcher	22
Engineering Aide	14
Engineering Field Technician.....	13
Engineering Technician	12
Executive Assistant.....	18
Laboratory Technician.....	41
Maintenance Supervisor	19
Maintenance Worker	25
Meter Supervisor.....	21
Meter Worker	20
Top Administration / Business Services Executive	37

Top Engineering Executive	39
Top Executive / General Manager	40
Top Operations and Maintenance Executive	38
Utility Locator	23
Water Distribution Operator - Entry	31
Water Distribution Operator - Intermediate.....	30
Water Distribution Operator - Senior	32
Water Operations Supervisor	28
Water Plant Superintendent	29
Water Resource Chemist.....	42
Water Supply Operator - Entry.....	26
Water Supply Operator - Intermediate	24
Water Supply Operator - Senior.....	27

About Carlson Dettmann Consulting

Carlson Dettmann Consulting, a Cottingham & Butler Company, has extensive experience in public, private, and not-for-profit organizations. We are grounded in the Midwest economy, however, we have clients in over eighteen states. The consulting group has nine staff members distributed throughout Wisconsin, including Madison, Milwaukee, Central Wisconsin, and the Fox Valley. We tailor the compensation plans that we develop to the specific requirements, culture, and capacity of each client. We have the broad range of experience in a wide variety of settings that affords us the perspective to serve our clients effectively. Our approach to compensation and total rewards gives organizations the tools it needs to have a fully effective total rewards strategy.

About Cottingham & Butler

Cottingham & Butler is a privately held insurance broker that specializes in providing innovative property & casualty and employee benefit insurance solutions. Headquartered in Dubuque, IA, the firm has more than 1,000 employees and 16 additional office locations across the U.S, with products and services offered through our major business divisions of employee benefit consulting, health care services, transportation risk solutions, risk management consulting, claims administration, loss control, HR and compliance consulting and personal insurance. Our drive to be Better Every Day has made Cottingham & Butler one of the largest and most well respected insurance brokers in the nation. Our mission is to PARTNER with our clients to PROTECT their most valuable assets, and our core values include understanding and serving our clients' long-term interests as if they were our own. With these priorities in mind, our service philosophy is built on delivering personalized solutions and services to meet each client's specific needs.

Contact Us

For questions related to this survey, please contact Brian Ronk at brian.ronk@carlsondettmann.com or 608-440-1536.

Web: <http://www.carlsondettmann.com>

LinkedIn: <https://www.linkedin.com/company/carlson-dettmann-consulting>

Survey Methodology and Key Findings

Racine Water and Wastewater had contacted Carlson Dettmann Consulting to conduct a compensation survey for some of their positions. In July of 2021, 30 water utilities – mostly located in the Midwest – were solicited to participate in the custom survey. A total of 14 organizations provided data for the survey (for a response rate of 47%). The survey instrument was an Excel file exchanged through email that asked participants to review a list of 31 survey job titles and job descriptions, and to provide their matching job title, their degree of match to the survey, the number of employees, effective current rates of pay, exempt and overtime status, union status, department head status, full time equivalent work hours, and pay range information to the survey jobs. In addition, the survey contained a brief benefits section.

Job wage summaries are presented in order by functional area; an alphabetical listing of jobs is shown in the table of contents on page 1. Pay data is presented in hourly format regardless if the position is classified as exempt or non-exempt.

A similar version of this survey was administered in June of 2018. Eleven of the 14 participants in this survey also participated in 2018 (see page 5). Comparisons between the 2018 and 2021 actual pay rates and pay range midpoints were made on page 45 among the eleven consistent participants between 2018 and 2021. In total, there were 15 survey jobs that could be compared that had sufficient sample size reporting among the 2018-to-2021 consistent participants. The comparisons, on page 45, suggest an average increase of about 1.5%-1.6% in mid-market actual base pay over the three year period, and an average increase of about 1.6% in pay range midpoints over the three year period.

The insurance benefits summary begins on page 6. In general, reported merit budgets and structure increases are projected to be slightly higher in 2022 relative to 2021. This corresponds to what we are seeing in the general labor market for 2022.

Thank you very much for participating in this survey.

Sincerely,

Carlson Dettmann Consulting

Participants and Demographic Information

Organization	Primary Location	Population	FTE	2018 Participant	2021 Participant
City of Appleton	Appleton, WI	73,000 +	< 50	Yes	Yes
City of Fond du Lac Water Utility	Fond du Lac, WI	< 73,000	< 50	Yes	Yes
City of Green Bay Water Utility	Green Bay, WI	73,000 +	50 +	Yes	Yes
City of Janesville Water Utility	Janesville, WI	< 73,000	< 50	Yes	Yes
City of Oconomowoc	Oconomowoc, WI	< 73,000	< 50	Yes	Yes
City of Oshkosh Water Utility	Oshkosh, WI	< 73,000	< 50		Yes
City of Waukesha Water Utility	Waukesha, WI	< 73,000	< 50	Yes	Yes
City of Wauwatosa Water Utility	Wauwatosa, WI	< 73,000	< 50		Yes
City of West Allis Water Utility	West Allis, WI	< 73,000	< 50	Yes	Yes
Kenosha Water Utility	Kenosha, WI	73,000 +	50 +	Yes	Yes
Madison Water Utility	Madison, WI	73,000 +	50 +	Yes	Yes
Milwaukee Water Works	Milwaukee, WI	73,000 +	50 +	Yes	Yes
Racine Water & Wastewater	Racine, WI	73,000 +	50 +	Yes	Yes
Village of Schaumburg Water & Sewer	Schaumburg, IL	73,000 +	50 +		Yes

Retirement and Health Insurance Summary

Retirement	# Yes	# No	% Yes	% No
Defined Benefit (Pension) Plan offered?	12	2	86%	14%
Defined Contribution Plan offered?	8	6	57%	43%

Of the 8 that responded Yes to offering a Defined Contribution Plan, 1 could not estimate the employer's contribution expressed as a percentage of employees' pay. The average among the 7 was 6.8%.

Average ANNUAL dollar amounts paid for insurance premiums:

Health Insurance	LEAST Expensive Plan			MOST Expensive Plan		
	<i>Single</i>	<i>Emp. + 1</i>	<i>Family</i>	<i>Single</i>	<i>Emp. + 1</i>	<i>Family</i>
# Utilities	13	5	13	9	3	9
Employer Contribution	\$8,002	\$16,928	\$20,818	\$7,970	*	\$21,065
Employee Contribution	\$765	\$1,524	\$2,134	\$2,084	*	\$5,710

Dental Insurance	LEAST Expensive Plan			MOST Expensive Plan		
	<i>Single</i>	<i>Emp. + 1</i>	<i>Family</i>	<i>Single</i>	<i>Emp. + 1</i>	<i>Family</i>
# Utilities	12	5	12	8	2	8
Employer Contribution	\$279	\$313	\$756	\$246	*	\$701
Employee Contribution	\$230	\$840	\$791	\$494	*	\$1,525

Note: 4 utilities reported only one plan for Health Insurance, and 4 utilities reported only one plan for Dental Insurance; these were filled in the "Least" category.

Retirement and Health Insurance Summary (continued)

The following **deductibles** and **copayments** associated with the lowest-cost medical plan are:

Deductibles & Copayments:	# Utilities	Average
Individual Deductible:	13	\$1,373
Family Deductible:	13	\$2,765
Coinsurance Amount:	10	15.5%
Office Visit Copayment:	6	\$21.67
Emergency Room Copay:	10	\$170.00

One utility reported having \$0 individual, family deductibles, and coinsurance amounts.

Three utilities reported office visit copayments in terms of percentages, and are not included in the average dollar calculation; one utility reported that the office visit copayment is part of the deductible, and is not included in the average dollar calculation.

One utility reported emergency room copayments in terms of percentages, and is not included in the average dollar calculation; one utility reported that the office visit copayment is part of the deductible, and is not included in the average dollar calculation.

	# Yes	# No	% Yes	% No
Wage premiums for working alternative schedules (e.g., weekends)	6	7	46%	54%

Three utilities offer wage premiums for working alternative schedules but did not specify the premium amounts.

Two utilities offer wage premiums in terms of dollar amounts; one utility offers shift premiums and one offers flat dollar amounts either weekly or daily for working alternative schedules.

One utility offers wage premiums as a percentage of base pay for working weekends.

Retirement and Health Insurance Summary (continued)

Longevity premium (based on accumulated service)	# Yes	# No	% Yes	% No
		2	11	15%

One utility offers longevity premiums for some positions but did not specify the premium amounts.

One utility offers flat dollar longevity awards based on years of service, beginning with at least 5 years of service and ending with at least 25 years of service.

Paid Holidays offered (including floating holidays scheduled at employer or employee convenience)	# Utilities	25 th Percentile	50 th Percentile	Average	75 th Percentile
		14	9.0	11.5	11.1

Vacation Days offered (not including paid holidays) following the years of completed service:		Exempt				Non-Exempt			
	# Utilities	25 th Percentile	50 th Percentile	Average	75 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile
1 year	14	10.0	10.0	12.2	12.8	10.0	10.0	11.9	12.8
5 years	14	15.0	15.0	16.2	17.0	12.4	15.0	15.5	17.0
10 years	14	15.8	17.5	19.1	20.5	15.0	17.0	18.7	20.5
15 years	14	20.0	20.0	22.6	25.5	20.0	20.0	22.6	25.5
20 years	14	25.0	25.0	26.3	27.5	25.0	25.0	26.0	25.5
25 years	14	25.0	25.0	27.6	29.8	25.0	25.0	27.3	29.0

Thirteen utilities reported mostly the same level of vacation days for exempt and non-exempt staff; the 1 utility that does differentiate most of their days by level tends to provide slightly more vacation days for exempt staff.

A majority all of the utilities (10 out of 13) responded that vacation days can be carried over. 6 utilities specified an actual number of days; the reported average among these was 15.4 days (one reported different amounts for different levels of years of service, and these were averaged for that utility). 3 utilities did not specify the number of vacation days that can be carried over, and 1 utility specified the number of days carried over by an accrual rate.

A majority (11 out of 12) responded that employees cannot receive pay in lieu of vacation.

Retirement and Health Insurance Summary (continued)

Average pay increase percentages for the following groups, including 0%'s:

	# Utilities	Actual 2021	# Utilities	Projected 2022
Union				
Merit Budget Increase	2	*	2	*
Pay Structure / General Increase	2	*	2	*
Non-Union				
Merit Budget Increase	8	1.9%	7	2.1%
Pay Structure / General Increase	11	1.4%	10	1.8%
Management				
Merit Budget Increase	8	1.9%	7	2.1%
Pay Structure / General Increase	11	1.4%	10	1.8%

Average pay increase percentages for the following groups, NOT including 0%'s:

	# Utilities	Actual 2021	# Utilities	Projected 2022
Union				
Merit Budget Increase	2	*	2	*
Pay Structure / General Increase	2	*	2	*
Non-Union				
Merit Budget Increase	6	2.5%	6	2.4%
Pay Structure / General Increase	9	1.7%	9	1.9%
Management				
Merit Budget Increase	6	2.5%	6	2.4%
Pay Structure / General Increase	9	1.7%	9	1.9%

Survey Definitions

Pay data is effective June 1, 2021.

Base Compensation

Emp Wtd Avg – the average of the reported actual pay rates among all employees across all utilities.

Org Wtd Avg – the average of the average reported actual pay rate for each position by each utility.

25th – (organization weighted) the rate of actual pay across all utilities in which 25% of reported rates in the sample are lower.

50th – (organization weighted) the rate of actual pay across all utilities in which half of the reported rates in the sample are lower and half of the reported rates are higher.

75th – (organization weighted) the rate of actual pay across all utilities in which 75% of reported rates in the sample are lower.

Average Salary Range

Min – (organization weighted) the average pay range minimum reported among utilities with an established pay range.

Mid – (organization weighted) the average pay range midpoint reported among utilities with an established pay range; typically this is the half-way point between the minimum and maximum in merit plans.

Max – (organization weighted) the average pay range maximum reported among organizations with an established pay range.

An asterisk (*) indicates an insignificant sample size.

Survey Definitions (continued)

Salary Structure Details

Step – number of utilities reporting a type of pay range containing a certain number of steps where employees reach the next step after a certain amount of time (typically annually) provided an acceptable level of performance.

Merit – number of utilities reporting a type of pay range typically with wider pay ranges than a step and where employees advance through the range at different rates depending on performance.

Combo – number of utilities reporting a type of pay range that has elements of both step and merit plans; for example, steps to midpoint and a merit structure above midpoint to maximum.

Single Rate – number of utilities reporting no formal pay range exists; the position is paid a pre-determined amount and may be increased as needed.

Degree of Match – Participants were instructed not to force a job match if they did not have one.

Less: number of utilities reporting where the participant's job is less than 90% of the duties and responsibilities listed in the survey job description

Close: number of utilities reporting where the participant's job is between 90% and 110% of the survey job description

More: number of utilities reporting where the participant's job is more than 110% of the survey job description

Position Details

Dept Head – number of utilities reporting if the position is classified as the head of a department.

OT Eligibility – number of utilities reporting if the position is eligible to receive additional compensation for working in excess of 40 hours per week.

Exempt – number of utilities reporting if position is exempt under the Fair Labor Standards Act.

Non-Exempt – number of utilities reporting if position is non-exempt under the Fair Labor Standards Act.

Union – number of utilities reporting if the position is represented by a union.

Engineering Technician

Staff Level Position. Performs technical duties, project management, QA/QC of customer billing, geographic information system (GIS) coordination and hydraulic modeling. Manages and operates of all aspects of the billing program and associated databases. Geographic Information System (GIS) coordination. Manages and coordinates projects from conceptual stage through completion. Reports to the Engineering Services Manager. Position is typically filled by a person with an Associates Degree in Environmental Engineering or a Bachelors Degree in GIS and six years experience with some experience hydrology and sewer design.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	9	27	\$29.18	\$30.49	\$28.17	\$29.29	\$32.32	9	\$25.97	\$29.61	\$34.43
Population											
73,000 or fewer	6	19	\$29.96	\$31.27	\$28.57	\$29.68	\$34.36	6	\$26.08	\$29.74	\$34.94
More than 73,000	3	8	*	*	*	*	*	3	*	*	*
FTE											
50 or more	3	8	*	*	*	*	*	3	*	*	*
Less than 50	6	19	\$29.96	\$31.27	\$28.57	\$29.68	\$34.36	6	\$26.08	\$29.74	\$34.94

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	3	3	3	0	0	7	2	0	7	1	8	1
Population												
73,000 or fewer	2	1	3	0	0	4	2	0	4	1	5	0
More than 73,000	1	2	0	0	0	3	0	0	3	0	3	1
FTE												
50 or more	1	2	0	0	0	3	0	0	3	0	3	1
Less than 50	2	1	3	0	0	4	2	0	4	1	5	0

Engineering Field Technician

Operates distribution system valves and collects water distribution samples. Flushes, samples, and tests new water main. Conducts hydrant flow tests. Locates infrastructure. Inspects water main contractor work. Compiles field data into reports. Typically requires an Associate's degree in Engineering Technology or equivalent and at least 3 years of related experience.

Base Compensation							Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	3	16	*	*	*	*	*	3	*	*	*
Population											
More than 73,000	3	16	*	*	*	*	*	3	*	*	*
FTE											
50 or more	3	16	*	*	*	*	*	3	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	1	1	1	0	0	3	0	0	2	0	3	0
Population												
More than 73,000	1	1	1	0	0	3	0	0	2	0	3	0
FTE												
50 or more	1	1	1	0	0	3	0	0	2	0	3	0

Engineering Aide

An entry level position that assists engineers with various tasks and assignments. Assists with specification writing and processing lateral applications. May respond to customer inquiries. Compiles water main construction as-built records and updates GIS system. Performs basic field survey work. Typically requires an Associate's degree in Engineering Technology or equivalent

Base Compensation							Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	3	3	*	*	*	*	*	2	*	*	*
Population											
More than 73,000	3	3	*	*	*	*	*	2	*	*	*
FTE											
50 or more	3	3	*	*	*	*	*	2	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	2	0	0	1	0	3	0	0	3	0	3	1
Population												
More than 73,000	2	0	0	1	0	3	0	0	3	0	3	1
FTE												
50 or more	2	0	0	1	0	3	0	0	3	0	3	1

Civil & Environmental Engineer - Entry

Using established, standard policies and procedures and under supervision, plans, designs, and supervises construction, maintenance, and alteration of utility structures and facilities. Designs routine projects and assists with complex projects. Assists with proposals and cost estimates. Evaluates engineering results and recommends changes in procedures and objectives. Typically requires a Bachelor's degree in Engineering or equivalent.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	3	4	*	*	*	*	*	3	*	*	*
Population											
More than 73,000	3	4	*	*	*	*	*	3	*	*	*
FTE											
50 or more	3	4	*	*	*	*	*	3	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	1	2	0	0	1	2	0	0	3	1	2	1
Population												
More than 73,000	1	2	0	0	1	2	0	0	3	1	2	1
FTE												
50 or more	1	2	0	0	1	2	0	0	3	1	2	1

Civil & Environmental Engineer - Intermediate

Under general supervision, plans, designs, and supervises construction, maintenance, and alteration of utility structures and facilities. Estimates personnel needs and schedules work to meet completion dates and technical specifications. Designs complete projects and assists with complex projects. Develops proposals and cost estimates. Interacts with internal and external contacts. Evaluates engineering results and recommends major changes in procedures and objectives. Typically requires a Bachelor's degree in Engineering at least 3 years of related experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	7	19	\$33.21	\$34.39	\$31.60	\$32.98	\$38.13	7	\$31.69	\$35.37	\$40.59
Population											
73,000 or fewer	5	12	\$32.68	\$33.89	\$30.99	\$32.98	\$37.26	5	\$30.83	\$34.90	\$41.15
More than 73,000	2	7	*	*	*	*	*	2	*	*	*
FTE											
50 or more	2	7	*	*	*	*	*	2	*	*	*
Less than 50	5	12	\$32.68	\$33.89	\$30.99	\$32.98	\$37.26	5	\$30.83	\$34.90	\$41.15

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	3	1	3	0	1	6	0	0	3	6	1	0
Population												
73,000 or fewer	2	0	3	0	1	4	0	0	1	5	0	0
More than 73,000	1	1	0	0	0	2	0	0	2	1	1	0
FTE												
50 or more	1	1	0	0	0	2	0	0	2	1	1	0
Less than 50	2	0	3	0	1	4	0	0	1	5	0	0

Civil & Environmental Engineer - Senior

Under minimal supervision, independently plans, designs, and supervises construction, maintenance, and alteration of utility structures and facilities. Estimates personnel needs and schedules work to meet completion dates and technical specifications. Reviews standard projects and designs complex projects. Develops major proposals and cost estimates. Evaluates engineering results and recommends and implements major changes in procedures and objectives. Typically requires a Bachelor's degree in Engineering and at least 6 years of related experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	7	16	\$41.99	\$43.94	\$42.23	\$43.76	\$48.40	7	\$38.98	\$44.01	\$50.84
Population											
73,000 or fewer	3	8	*	*	*	*	*	3	*	*	*
More than 73,000	4	8	*	*	*	*	*	4	*	*	*
FTE											
50 or more	4	8	*	*	*	*	*	4	*	*	*
Less than 50	3	8	*	*	*	*	*	3	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	3	2	2	0	0	6	1	1	3	6	1	0
Population												
73,000 or fewer	1	0	2	0	0	2	1	0	1	3	0	0
More than 73,000	2	2	0	0	0	4	0	1	2	3	1	0
FTE												
50 or more	2	2	0	0	0	4	0	1	2	3	1	0
Less than 50	1	0	2	0	0	2	1	0	1	3	0	0

Executive Assistant

Performs secretarial and administrative duties for the Top Executive / General Manager. Responds directly to basic inquiries and complaints intended for the executive. Prepares correspondence and regular reports. Schedules meetings and travel arrangements. Handles office expenditures. Provides backup administrative support for other clerical staff as needed. Duties require knowledge of organizational policies and practices. Typically requires a High School diploma or equivalent and at least 5 years administrative experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	8	10	\$25.94	\$26.53	\$24.42	\$26.97	\$27.64	8	\$22.61	\$25.64	\$29.22
Population											
73,000 or fewer	3	5	*	*	*	*	*	3	*	*	*
More than 73,000	5	5	\$26.67	\$26.67	\$24.43	\$26.68	\$28.92	5	\$24.05	\$26.80	\$30.07
FTE											
50 or more	5	5	\$26.67	\$26.67	\$24.43	\$26.68	\$28.92	5	\$24.05	\$26.80	\$30.07
Less than 50	3	5	*	*	*	*	*	3	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	4	2	2	0	1	6	1	0	6	1	7	0
Population												
73,000 or fewer	1	1	1	0	0	3	0	0	2	0	3	0
More than 73,000	3	1	1	0	1	3	1	0	4	1	4	0
FTE												
50 or more	3	1	1	0	1	3	1	0	4	1	4	0
Less than 50	1	1	1	0	0	3	0	0	2	0	3	0

Maintenance Manager

Manages and supervises the daily activities of the maintenance staff. Manages all equipment and facility maintenance at the treatment plant. Ensures the timely completion of work orders and the availability of equipment and personnel. Monitors daily work maintenance requests, develops strategies and plans to insure the continued reliability of equipment, and manages the operation of the Computerized Maintenance Management System. Coordinates and develops and oversees the maintenance budget. Reports to the Top Operations and Maintenance Executive. Position is typically staffed by a person with a Bachelors Degree in a technical discipline and 8 years of experience in a maintenance management function.

Base Compensation							Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	4	5	*	*	*	*	*	4	*	*	*
Population											
More than 73,000	4	5	*	*	*	*	*	4	*	*	*
FTE											
50 or more	4	5	*	*	*	*	*	4	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	2	1	1	0	0	1	3	2	1	4	0	0
Population												
More than 73,000	2	1	1	0	0	1	3	2	1	4	0	0
FTE												
50 or more	2	1	1	0	0	1	3	2	1	4	0	0

Meter Worker

Under the supervision of the Meter Supervisor, drives and may walk routes to read water consumption meters, entering system data. Takes water distribution samples, performs water service taps, conducts inspections, and connects new customers. Changes and tests meters periodically per requirements, performs preventative maintenance, and replaces damaged parts. Assists with bill collections and customer service. Typically requires a High School diploma or equivalent.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	9	65	\$24.35	\$28.74	\$24.47	\$27.14	\$30.20	8	\$24.23	\$28.20	\$31.97
Population											
73,000 or fewer	4	9	*	*	*	*	*	4	*	*	*
More than 73,000	5	56	\$23.54	\$25.63	\$22.51	\$26.87	\$28.13	4	*	*	*
FTE											
50 or more	4	44	*	*	*	*	*	3	*	*	*
Less than 50	5	21	\$27.94	\$31.48	\$25.34	\$27.14	\$39.79	5	\$25.91	\$30.63	\$35.04

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	5	3	0	1	0	9	0	0	9	0	9	1
Population												
73,000 or fewer	3	1	0	0	0	4	0	0	4	0	4	0
More than 73,000	2	2	0	1	0	5	0	0	5	0	5	1
FTE												
50 or more	2	1	0	1	0	4	0	0	4	0	4	1
Less than 50	3	2	0	0	0	5	0	0	5	0	5	0

Meter Supervisor

Under the supervision of the Water Plant Superintendent, responsible for the accurate installation, replacement, testing, and reading of all meters used for customer billing. Supervises meter department staff. Directs connection control and disconnection programs and maintains records. Typically requires an Associate's Degree in Mechanics, Maintenance, or equivalent, proficiency in geographical information system software, and at least five years of meter repair or distribution construction experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	7	7	\$39.26	\$39.26	\$36.13	\$37.88	\$41.15	7	\$31.62	\$37.37	\$42.91
Population											
73,000 or fewer	2	2	*	*	*	*	*	2	*	*	*
More than 73,000	5	5	\$38.48	\$38.48	\$36.99	\$37.88	\$40.27	5	\$31.23	\$36.87	\$42.88
FTE											
50 or more	4	4	*	*	*	*	*	4	*	*	*
Less than 50	3	3	*	*	*	*	*	3	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	4	2	1	0	1	6	0	2	2	5	2	0
Population												
73,000 or fewer	2	0	0	0	1	1	0	0	1	0	2	0
More than 73,000	2	2	1	0	0	5	0	2	1	5	0	0
FTE												
50 or more	2	1	1	0	0	4	0	2	1	4	0	0
Less than 50	2	1	0	0	1	2	0	0	1	1	2	0

Clerk Dispatcher

Prepares, records, and processes water meter records in accordance with regulations. Notifies field and other utility personnel regarding work assignments and department messages. Schedules meter work appointments. Screens and transfers telephone calls. Enters purchase orders and processes basic account information. Typically requires a High School diploma or equivalent and at least two years clerical experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	8	18	\$20.77	\$23.30	\$19.30	\$22.26	\$26.96	8	\$20.24	\$23.35	\$27.25
Population											
73,000 or fewer	4	4	*	*	*	*	*	4	*	*	*
More than 73,000	4	14	*	*	*	*	*	4	*	*	*
FTE											
50 or more	4	14	*	*	*	*	*	4	*	*	*
Less than 50	4	4	*	*	*	*	*	4	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	2	4	2	0	0	7	1	0	8	0	8	1
Population												
73,000 or fewer	1	2	1	0	0	4	0	0	4	0	4	0
More than 73,000	1	2	1	0	0	3	1	0	4	0	4	1
FTE												
50 or more	1	2	1	0	0	3	1	0	4	0	4	1
Less than 50	1	2	1	0	0	4	0	0	4	0	4	0

Utility Locator

Responsible for the correct, safe, and efficient locating of underground water systems. Communicates with customers and contractors. Operates handheld detection equipment and less complex construction tools. May create drawings and charts using GIS and computer software. Typically requires a High School diploma or equivalent and valid driver's license.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	6	7	\$26.73	\$25.87	\$21.68	\$26.33	\$29.85	5	\$22.88	\$25.72	\$29.17
Population											
73,000 or fewer	2	2	*	*	*	*	*	2	*	*	*
More than 73,000	4	5	*	*	*	*	*	3	*	*	*
FTE											
50 or more	4	5	*	*	*	*	*	3	*	*	*
Less than 50	2	2	*	*	*	*	*	2	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	3	1	1	1	0	6	0	0	6	0	6	1
Population												
73,000 or fewer	0	1	1	0	0	2	0	0	2	0	2	0
More than 73,000	3	0	0	1	0	4	0	0	4	0	4	1
FTE												
50 or more	3	0	0	1	0	4	0	0	4	0	4	1
Less than 50	0	1	1	0	0	2	0	0	2	0	2	0

Water Supply Operator - Intermediate

Operates and maintains water plant utility infrastructure, equipment, and structures. Maintains and inspects water supply system infrastructure and equipment. Receives, stores, and distributes materials, chemicals, and equipment. Assists with making chemical solutions and calculations. Monitors, adjusts, and maintains system controls. Collects samples and performs quality control tests. Typically requires a High School diploma or equivalent, intermediate level water treatment certification, and at least two years of related experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	7	26	\$28.23	\$28.46	\$27.13	\$27.74	\$30.23	6	\$24.72	\$28.21	\$32.82
Population											
73,000 or fewer	3	12	*	*	*	*	*	3	*	*	*
More than 73,000	4	14	*	*	*	*	*	3	*	*	*
FTE											
50 or more	3	10	*	*	*	*	*	2	*	*	*
Less than 50	4	16	*	*	*	*	*	4	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	2	2	2	1	0	7	0	0	7	0	7	1
Population												
73,000 or fewer	0	1	2	0	0	3	0	0	3	0	3	0
More than 73,000	2	1	0	1	0	4	0	0	4	0	4	1
FTE												
50 or more	2	0	0	1	0	3	0	0	3	0	3	1
Less than 50	0	2	2	0	0	4	0	0	4	0	4	0

Mechanic (Journeyman)

Performs a wide variety of preventive and emergency maintenance activities on plant equipment. Uses precision devices to troubleshoot problems, and fabricates new parts using equipment and tools to rebuild existing machinery. Maintains clean work environment and tool storage. Identifies and gathers replacement supplies. Documents resolution of tasks on work orders, and updates schematics or drawings as needed. Position is typically staffed by a person who has completed a maintenance mechanic apprenticeship program or has 4 years of journey level experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	8	37	\$30.90	\$31.63	\$27.35	\$29.79	\$36.31	7	\$26.45	\$29.87	\$34.34
Population											
73,000 or fewer	1	10	*	*	*	*	*	1	*	*	*
More than 73,000	7	27	\$32.35	\$32.30	\$28.50	\$30.28	\$37.40	6	\$27.18	\$30.64	\$35.02
FTE											
50 or more	6	23	\$32.89	\$32.80	\$27.62	\$31.67	\$38.70	5	\$27.96	\$30.95	\$35.04
Less than 50	2	14	*	*	*	*	*	2	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	4	2	1	1	0	7	1	0	8	0	8	2
Population												
73,000 or fewer	0	0	1	0	0	1	0	0	1	0	1	0
More than 73,000	4	2	0	1	0	6	1	0	7	0	7	2
FTE												
50 or more	4	1	0	1	0	5	1	0	6	0	6	2
Less than 50	0	1	1	0	0	2	0	0	2	0	2	0

Water Supply Operator - Entry

Under direct supervision, operates and maintains water plant utility infrastructure, equipment, and structures. Maintains and inspects water supply system infrastructure and equipment. Receives, stores, and distributes materials, chemicals, and equipment. Monitors, adjusts, and maintains system controls. Collects samples and performs basic quality control tests. Typically requires a High School diploma or equivalent and first-level water treatment certification or working towards certification.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	7	14	\$27.90	\$25.72	\$22.10	\$25.42	\$30.22	6	\$22.75	\$26.16	\$30.84
Population											
73,000 or fewer	4	6	*	*	*	*	*	4	*	*	*
More than 73,000	3	8	*	*	*	*	*	2	*	*	*
FTE											
50 or more	3	8	*	*	*	*	*	2	*	*	*
Less than 50	4	6	*	*	*	*	*	4	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	2	2	2	1	1	5	1	0	7	0	7	1
Population												
73,000 or fewer	1	1	2	0	1	3	0	0	4	0	4	0
More than 73,000	1	1	0	1	0	2	1	0	3	0	3	1
FTE												
50 or more	1	1	0	1	0	2	1	0	3	0	3	1
Less than 50	1	1	2	0	1	3	0	0	4	0	4	0

Water Supply Operator - Senior

Operates and maintains water plant utility infrastructure, equipment, and structures. Performs the most complex functions and may direct the work of other operators. Maintains and inspects water supply system infrastructure and equipment. Receives, stores, and distributes materials, chemicals, and equipment. Makes chemical solutions and performs calculations. Monitors, adjusts, and maintains system controls. Collects samples and performs quality control tests. Typically requires a High School diploma or equivalent, senior level water treatment certification, and at least five years of related experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	8	46	\$30.67	\$33.51	\$30.63	\$33.19	\$36.50	7	\$27.48	\$31.56	\$35.96
Population											
73,000 or fewer	5	6	\$36.93	\$34.90	\$32.07	\$34.67	\$37.85	5	\$26.80	\$31.32	\$36.28
More than 73,000	3	40	*	*	*	*	*	2	*	*	*
FTE											
50 or more	3	40	*	*	*	*	*	2	*	*	*
Less than 50	5	6	\$36.93	\$34.90	\$32.07	\$34.67	\$37.85	5	\$26.80	\$31.32	\$36.28

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	3	3	1	1	0	8	0	0	8	0	8	1
Population												
73,000 or fewer	2	2	1	0	0	5	0	0	5	0	5	0
More than 73,000	1	1	0	1	0	3	0	0	3	0	3	1
FTE												
50 or more	1	1	0	1	0	3	0	0	3	0	3	1
Less than 50	2	2	1	0	0	5	0	0	5	0	5	0

Water Operations Supervisor

Under the supervision of the Water Plant Superintendent, directs and oversees the water treatment staff in the daily operation of the plant, pump station, membrane plant, booster pump stations, generator plant, and tanks and reservoir operations. Reviews and updates standard operating procedures. Typically requires an Associate's Degree in Environmental Science or equivalent, operator licenses, and at least five years operations experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	9	12	\$35.32	\$35.91	\$32.69	\$35.81	\$38.54	9	\$30.51	\$35.06	\$40.96
Population											
73,000 or fewer	5	7	\$33.48	\$33.88	\$31.34	\$32.90	\$36.92	5	\$28.80	\$32.61	\$38.49
More than 73,000	4	5	*	*	*	*	*	4	*	*	*
FTE											
50 or more	3	4	*	*	*	*	*	3	*	*	*
Less than 50	6	8	\$34.66	\$35.39	\$31.90	\$34.36	\$39.26	6	\$29.43	\$33.96	\$40.22

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	3	2	4	0	2	7	0	1	3	4	5	0
Population												
73,000 or fewer	2	0	3	0	1	4	0	0	2	2	3	0
More than 73,000	1	2	1	0	1	3	0	1	1	2	2	0
FTE												
50 or more	1	1	1	0	1	2	0	1	1	1	2	0
Less than 50	2	1	3	0	1	5	0	0	2	3	3	0

Water Plant Superintendent

Under the general direction of the Top Operations and Maintenance Executive, responsible for efficient operations of a water treatment plant, including staffing, training, directing operations, maintenance, and budgeting. Oversees compliance and establishes procedures. Develops customer service and public education strategies. Typically requires a Bachelor's Degree in Chemistry or equivalent, operator licenses, and at least five years of progressively responsible treatment plant experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	8	8	\$44.74	\$44.74	\$42.14	\$45.13	\$46.61	8	\$39.72	\$45.48	\$52.58
Population											
73,000 or fewer	3	3	*	*	*	*	*	3	*	*	*
More than 73,000	5	5	\$46.12	\$46.12	\$43.75	\$45.50	\$48.79	5	\$41.66	\$47.76	\$54.80
FTE											
50 or more	5	5	\$46.12	\$46.12	\$43.75	\$45.50	\$48.79	5	\$41.66	\$47.76	\$54.80
Less than 50	3	3	*	*	*	*	*	3	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	2	2	3	0	0	8	0	4	1	5	3	0
Population												
73,000 or fewer	1	0	2	0	0	3	0	1	0	2	1	0
More than 73,000	1	2	1	0	0	5	0	3	1	3	2	0
FTE												
50 or more	1	2	1	0	0	5	0	3	1	3	2	0
Less than 50	1	0	2	0	0	3	0	1	0	2	1	0

Water Distribution Operator - Intermediate

Operates and maintains water distribution system. Locates water equipment and pipelines when necessary. Repairs water mains and distribution systems. Uses equipment to detect water distribution leaks. Operates heavy construction equipment such as excavators, tractors, loaders, backhoes, and bulldozers. Typically requires a High School diploma or equivalent, intermediate level water distribution certification, and at least two years of related experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	10	66	\$25.31	\$27.43	\$23.75	\$28.28	\$30.06	9	\$23.91	\$26.95	\$30.64
Population											
73,000 or fewer	5	14	\$24.84	\$26.93	\$23.70	\$28.25	\$29.52	5	\$23.03	\$26.59	\$31.06
More than 73,000	5	52	\$25.44	\$27.93	\$25.28	\$28.30	\$30.39	4	*	*	*
FTE											
50 or more	5	52	\$25.44	\$27.93	\$25.28	\$28.30	\$30.39	4	*	*	*
Less than 50	5	14	\$24.84	\$26.93	\$23.70	\$28.25	\$29.52	5	\$23.03	\$26.59	\$31.06

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	5	2	2	1	0	10	0	0	10	1	9	1
Population												
73,000 or fewer	2	1	2	0	0	5	0	0	5	1	4	0
More than 73,000	3	1	0	1	0	5	0	0	5	0	5	1
FTE												
50 or more	3	1	0	1	0	5	0	0	5	0	5	1
Less than 50	2	1	2	0	0	5	0	0	5	1	4	0

Water Distribution Operator - Entry

Under direct supervision, performs tasks in installing, maintaining, and repairing water mains and other work in connection with water systems. Locates water equipment and pipelines when necessary. Operates dump trucks and less complex construction tools. Typically requires a High School diploma or equivalent.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	7	59	\$23.38	\$24.08	\$19.81	\$25.06	\$27.56	6	\$21.61	\$23.83	\$26.83
Population											
73,000 or fewer	2	5	*	*	*	*	*	2	*	*	*
More than 73,000	5	54	\$23.48	\$25.32	\$22.44	\$25.60	\$28.08	4	*	*	*
FTE											
50 or more	5	54	\$23.48	\$25.32	\$22.44	\$25.60	\$28.08	4	*	*	*
Less than 50	2	5	*	*	*	*	*	2	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	4	1	1	1	0	6	1	0	7	0	7	1
Population												
73,000 or fewer	1	0	1	0	0	1	1	0	2	0	2	0
More than 73,000	3	1	0	1	0	5	0	0	5	0	5	1
FTE												
50 or more	3	1	0	1	0	5	0	0	5	0	5	1
Less than 50	1	0	1	0	0	1	1	0	2	0	2	0

Water Distribution Operator - Senior

Operates and maintains water distribution system. Performs the most complex functions and may direct the work of other operators. Receives and orders supplies. Performs skilled water main and distribution system repair. Uses equipment to detect water distribution leaks and strategizes repairs. Operates a variety of heavy construction equipment such as excavators, tractors, loaders, backhoes, and bulldozers. Typically requires a High School diploma or equivalent, senior level water distribution certification, and at least five years of related experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	9	42	\$28.26	\$29.97	\$26.86	\$30.28	\$32.80	8	\$26.08	\$29.39	\$33.27
Population											
73,000 or fewer	4	11	*	*	*	*	*	4	*	*	*
More than 73,000	5	31	\$28.33	\$30.12	\$27.64	\$30.28	\$32.52	4	*	*	*
FTE											
50 or more	5	31	\$28.33	\$30.12	\$27.64	\$30.28	\$32.52	4	*	*	*
Less than 50	4	11	*	*	*	*	*	4	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	5	1	2	1	0	8	1	0	8	2	7	1
Population												
73,000 or fewer	2	0	2	0	0	3	1	0	3	1	3	0
More than 73,000	3	1	0	1	0	5	0	0	5	1	4	1
FTE												
50 or more	3	1	0	1	0	5	0	0	5	1	4	1
Less than 50	2	0	2	0	0	3	1	0	3	1	3	0

Assistant Administrative Manager

Under the general supervision of the Top Administration / Business Services Executive, plans, manages, and participates in accounting, payroll, billing, and building and office service functions. Resolves customer service issues related to financial accounting. May administer human resources and information technology. Typically requires a Bachelor's Degree in Accounting and at least four years accounting and business administration experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	8	8	\$39.39	\$39.39	\$35.79	\$39.93	\$43.88	8	\$32.23	\$37.33	\$43.71
Population											
73,000 or fewer	4	4	*	*	*	*	*	4	*	*	*
More than 73,000	4	4	*	*	*	*	*	4	*	*	*
FTE											
50 or more	4	4	*	*	*	*	*	4	*	*	*
Less than 50	4	4	*	*	*	*	*	4	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	3	2	3	0	2	5	1	0	3	7	1	0
Population												
73,000 or fewer	2	0	2	0	2	1	1	0	2	3	1	0
More than 73,000	1	2	1	0	0	4	0	0	1	4	0	0
FTE												
50 or more	1	2	1	0	0	4	0	0	1	4	0	0
Less than 50	2	0	2	0	2	1	1	0	2	3	1	0

Billing Coordinator

Under the supervision of the Assistant Administrative Manager, maintains and operates billing collection systems. Coordinates, schedules, and test repairs of automatic meter reading systems to ensure accuracy. Maintains customer information and meter inventory software and records. Resolves complex billing, meter, and customer service questions. Typically requires a High School diploma or equivalent and at least three years of accounting and/or customer service experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	9	10	\$29.92	\$30.59	\$26.37	\$28.18	\$36.09	9	\$26.33	\$30.24	\$35.14
Population											
73,000 or fewer	4	4	*	*	*	*	*	4	*	*	*
More than 73,000	5	6	\$29.92	\$31.13	\$25.44	\$32.59	\$36.09	5	\$28.29	\$32.18	\$36.70
FTE											
50 or more	5	6	\$29.92	\$31.13	\$25.44	\$32.59	\$36.09	5	\$28.29	\$32.18	\$36.70
Less than 50	4	4	*	*	*	*	*	4	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	4	2	3	0	0	7	2	1	5	5	4	0
Population												
73,000 or fewer	1	1	2	0	0	4	0	0	2	2	2	0
More than 73,000	3	1	1	0	0	3	2	1	3	3	2	0
FTE												
50 or more	3	1	1	0	0	3	2	1	3	3	2	0
Less than 50	1	1	2	0	0	4	0	0	2	2	2	0

Accounts Payable Coordinator

Under the supervision of the Administrative Manager, maintains accounts payable system for internal and external customers. Enters purchase orders into system and creates reports. Answers customer service related inquiries relating to payments. Typically requires a High School diploma or equivalent and at least two years bookkeeping experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	5	9	\$24.19	\$25.17	\$22.26	\$25.22	\$28.06	5	\$22.25	\$24.98	\$28.52
Population											
73,000 or fewer	1	4	*	*	*	*	*	1	*	*	*
More than 73,000	4	5	*	*	*	*	*	4	*	*	*
FTE											
50 or more	4	5	*	*	*	*	*	4	*	*	*
Less than 50	1	4	*	*	*	*	*	1	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	3	0	2	0	0	4	1	0	5	0	5	0
Population												
73,000 or fewer	0	0	1	0	0	1	0	0	1	0	1	0
More than 73,000	3	0	1	0	0	3	1	0	4	0	4	0
FTE												
50 or more	3	0	1	0	0	3	1	0	4	0	4	0
Less than 50	0	0	1	0	0	1	0	0	1	0	1	0

Accounts Receivable Coordinator

Under the supervision of the Administrative Manager, maintains accounts receivable system for internal and external customers. Enters cash receipts into billing system and creates reports. Answers customer service related inquiries relating to payments. Typically requires a High School diploma or equivalent and at least two years bookkeeping experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	7	12	\$24.04	\$24.57	\$22.69	\$23.47	\$27.65	7	\$21.20	\$24.81	\$28.97
Population											
73,000 or fewer	2	3	*	*	*	*	*	2	*	*	*
More than 73,000	5	9	\$23.77	\$24.17	\$22.13	\$23.09	\$26.76	5	\$21.47	\$25.34	\$29.66
FTE											
50 or more	5	9	\$23.77	\$24.17	\$22.13	\$23.09	\$26.76	5	\$21.47	\$25.34	\$29.66
Less than 50	2	3	*	*	*	*	*	2	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	3	2	2	0	1	6	0	0	5	1	6	1
Population												
73,000 or fewer	1	0	1	0	0	2	0	0	1	0	2	0
More than 73,000	2	2	1	0	1	4	0	0	4	1	4	1
FTE												
50 or more	2	2	1	0	1	4	0	0	4	1	4	1
Less than 50	1	0	1	0	0	2	0	0	1	0	2	0

Top Finance and Administration Executive

Top Financial Officer (may be called Chief Financial Officer). Directs the accounting, financial, information systems, purchasing, communications, public education and outreach, and administrative functions. Directs all fiscal operations including budgeting, accounting, investing, debt management, purchasing, and asset management. Reports to the Top Executive. This position is usually staffed by a person with a minimum of a Bachelor's degree in business administration with an emphasis in accounting, financial management, and ten years of professional accounting experience including five years in a management position.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	6	6	\$53.40	\$53.40	\$45.64	\$55.55	\$61.76	6	\$45.23	\$53.09	\$61.89
Population											
73,000 or fewer	2	2	*	*	*	*	*	2	*	*	*
More than 73,000	4	4	*	*	*	*	*	4	*	*	*
FTE											
50 or more	4	4	*	*	*	*	*	4	*	*	*
Less than 50	2	2	*	*	*	*	*	2	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	2	3	1	0	1	4	1	4	0	5	1	0
Population												
73,000 or fewer	0	1	1	0	0	2	0	2	0	2	0	0
More than 73,000	2	2	0	0	1	2	1	2	0	3	1	0
FTE												
50 or more	2	2	0	0	1	2	1	2	0	3	1	0
Less than 50	0	1	1	0	0	2	0	2	0	2	0	0

Top Operations and Maintenance Executive

Responsible for the efficiency and effectiveness of wastewater collection and treatment, assures compliance with all environmental regulations and maintaining the communities' public health and welfare. Directs the work of the Treatment Manager, Maintenance Manager, and the Safety and Training Coordinator. Reports to the Top Executive. Position is typically staffed by a person with a Bachelor's degree in Environmental Science or Engineering, and 10 years experience in wastewater management.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	10	10	\$53.74	\$53.74	\$45.06	\$54.57	\$60.96	10	\$43.74	\$51.17	\$60.22
Population											
73,000 or fewer	4	4	*	*	*	*	*	4	*	*	*
More than 73,000	6	6	\$57.07	\$57.07	\$50.16	\$58.07	\$64.12	6	\$46.79	\$54.91	\$64.04
FTE											
50 or more	5	5	\$59.44	\$59.44	\$53.94	\$60.08	\$64.63	5	\$48.89	\$56.81	\$65.96
Less than 50	5	5	\$48.03	\$48.03	\$41.57	\$45.19	\$55.93	5	\$38.60	\$45.53	\$54.48

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	2	5	3	0	1	8	1	4	2	10	0	0
Population												
73,000 or fewer	0	2	2	0	1	3	0	2	1	4	0	0
More than 73,000	2	3	1	0	0	5	1	2	1	6	0	0
FTE												
50 or more	2	2	1	0	0	4	1	2	1	5	0	0
Less than 50	0	3	2	0	1	4	0	2	1	5	0	0

Top Engineering Executive

Directs the operation of the engineering, field services, and project management functions. Oversees the management staff for each of these functions. Plans and develops the policies and staffing used to achieve effective and efficient technical services support. Oversees the review of engineering plan and specification submissions for capital improvement projects. Reports to the Top Executive. Position is typically staffed by a person with a Bachelor's degree in Civil or Environmental Engineering or equivalent and 10 years experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	6	6	\$54.51	\$54.51	\$50.91	\$52.70	\$60.28	6	\$45.77	\$52.90	\$62.19
Population											
73,000 or fewer	3	3	*	*	*	*	*	3	*	*	*
More than 73,000	3	3	*	*	*	*	*	3	*	*	*
FTE											
50 or more	3	3	*	*	*	*	*	3	*	*	*
Less than 50	3	3	*	*	*	*	*	3	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	1	3	2	0	3	3	0	4	0	6	0	0
Population												
73,000 or fewer	0	1	2	0	1	2	0	3	0	3	0	0
More than 73,000	1	2	0	0	2	1	0	1	0	3	0	0
FTE												
50 or more	1	2	0	0	2	1	0	1	0	3	0	0
Less than 50	0	1	2	0	1	2	0	3	0	3	0	0

Top Executive / General Manager

Responsible for planning and managing all water operations, including the administration of short and long-term strategic objectives. Reports to Board. Typically requires a Bachelor's Degree in Engineering, a Professional Engineer license, and at least 12 years of progressively responsible experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	13	13	\$66.09	\$66.09	\$59.61	\$67.57	\$73.28	13	\$54.54	\$63.73	\$74.58
Population											
73,000 or fewer	6	6	\$63.83	\$63.83	\$56.09	\$63.70	\$71.72	6	\$50.38	\$58.21	\$68.45
More than 73,000	7	7	\$68.03	\$68.03	\$59.63	\$69.54	\$76.38	7	\$58.10	\$68.46	\$79.84
FTE											
50 or more	6	6	\$69.43	\$69.43	\$64.38	\$69.86	\$76.82	6	\$60.64	\$70.95	\$82.44
Less than 50	7	7	\$63.23	\$63.23	\$59.59	\$61.74	\$68.23	7	\$49.30	\$57.54	\$67.85

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	4	5	4	0	0	11	2	12	0	13	0	0
Population												
73,000 or fewer	2	2	2	0	0	4	2	5	0	6	0	0
More than 73,000	2	3	2	0	0	7	0	7	0	7	0	0
FTE												
50 or more	2	2	2	0	0	6	0	6	0	6	0	0
Less than 50	2	3	2	0	0	5	2	6	0	7	0	0

Laboratory Analyst I

Performs basic to analysis on wastewater and sludge samples. Maintains appropriate records and provides all necessary quality control information to quality assurance staff. Orders certain supplies and chemicals as needed. Position is typically staffed by a person with an Associates Degree in Laboratory Technology training and one year experience in a state certified laboratory.

Base Compensation							Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	5	8	\$25.96	\$28.86	\$22.79	\$30.84	\$33.93	5	\$24.01	\$27.68	\$31.98
Population											
More than 73,000	5	8	\$25.96	\$28.86	\$22.79	\$30.84	\$33.93	5	\$24.01	\$27.68	\$31.98
FTE											
50 or more	4	6	*	*	*	*	*	4	*	*	*
Less than 50	1	2	*	*	*	*	*	1	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	2	2	1	0	1	4	0	0	5	0	5	0
Population												
More than 73,000	2	2	1	0	1	4	0	0	5	0	5	0
FTE												
50 or more	2	1	1	0	1	3	0	0	4	0	4	0
Less than 50	0	1	0	0	0	1	0	0	1	0	1	0

Water Resource Chemist

Under the supervision of the Operations Supervisor, performs chemical and physical analyses for the purposes of water quality assurance. Assists in providing technical assistance for laboratory staff. Develops and supports research and special projects. Maintains lab records and supplies. Typically requires a Bachelor's Degree in Chemistry, surface water and distribution license, and at least five years of analysis experience.

	Base Compensation						Average Salary Range				
	# of Orgs	# of EEs	Emp Wt Avg	Org Wt Avg	25th	50th	75th	# of Orgs	Min	Mid	Max
All Responses	5	11	\$29.20	\$35.12	\$29.95	\$37.21	\$39.25	5	\$28.30	\$33.35	\$39.25
Population											
73,000 or fewer	1	1	*	*	*	*	*	1	*	*	*
More than 73,000	4	10	*	*	*	*	*	4	*	*	*
FTE											
50 or more	3	9	*	*	*	*	*	3	*	*	*
Less than 50	2	2	*	*	*	*	*	2	*	*	*

	Salary Structure Details				Degree Of Match			Position Details				
	Step	Merit	Combo	Single Rate	Less	Close	More	Dept Head	OT Eligibility	Exempt	Non-Exempt	Union
All Responses	1	2	2	0	0	5	0	0	3	3	2	0
Population												
73,000 or fewer	0	0	1	0	0	1	0	0	0	1	0	0
More than 73,000	1	2	1	0	0	4	0	0	3	2	2	0
FTE												
50 or more	1	1	1	0	0	3	0	0	3	1	2	0
Less than 50	0	1	1	0	0	2	0	0	0	2	0	0

Survey Positions Sorted From High to Low on Organization Weighted Average CURRENT AVERAGE RATE

Survey Job Title	Number of Organizations	Number of Employees	Current Average Rate (Hourly Format)				
			Org Wtd Average	Org Wtd Average	Org Wtd 25 th Perc.	Org Wtd Median	Org Wtd 75 th Perc.
Top Executive / General Manager	13	13	\$66.09	\$66.09	\$59.61	\$67.57	\$73.28
Top Engineering Executive	6	6	\$54.51	\$54.51	\$50.91	\$52.70	\$60.28
Top Operations and Maintenance Executive	10	10	\$53.74	\$53.74	\$45.06	\$54.57	\$60.96
Top Finance and Administration Executive	6	6	\$53.40	\$53.40	\$45.64	\$55.55	\$61.76
Water Plant Superintendent	8	8	\$44.74	\$44.74	\$42.14	\$45.13	\$46.61
Civil & Environmental Engineer - Senior	7	16	\$41.99	\$43.94	\$42.23	\$43.76	\$48.40
Assistant Administrative Manager	8	8	\$39.39	\$39.39	\$35.79	\$39.93	\$43.88
Meter Supervisor	7	7	\$39.26	\$39.26	\$36.13	\$37.88	\$41.15
Water Operations Supervisor	9	12	\$35.32	\$35.91	\$32.69	\$35.81	\$38.54
Water Resource Chemist	5	11	\$29.20	\$35.12	\$29.95	\$37.21	\$39.25
Civil & Environmental Engineer - Intermediate	7	19	\$33.21	\$34.39	\$31.60	\$32.98	\$38.13
Water Supply Operator - Senior	8	46	\$30.67	\$33.51	\$30.63	\$33.19	\$36.50
Mechanic (Journeyman)	8	37	\$30.90	\$31.63	\$27.35	\$29.79	\$36.31
Billing Coordinator	9	10	\$29.92	\$30.59	\$26.37	\$28.18	\$36.09
Engineering Technician	9	27	\$29.18	\$30.49	\$28.17	\$29.29	\$32.32
Water Distribution Operator - Senior	9	42	\$28.26	\$29.97	\$26.86	\$30.28	\$32.80
Laboratory Analyst I	5	8	\$25.96	\$28.86	\$22.79	\$30.84	\$33.93
Meter Worker	9	65	\$24.35	\$28.74	\$24.47	\$27.14	\$30.20
Water Supply Operator - Intermediate	7	26	\$28.23	\$28.46	\$27.13	\$27.74	\$30.23
Water Distribution Operator - Intermediate	10	66	\$25.31	\$27.43	\$23.75	\$28.28	\$30.06
Executive Assistant	8	10	\$25.94	\$26.53	\$24.42	\$26.97	\$27.64
Utility Locator	6	7	\$26.73	\$25.87	\$21.68	\$26.33	\$29.85
Water Supply Operator - Entry	7	14	\$27.90	\$25.72	\$22.10	\$25.42	\$30.22
Accounts Payable Coordinator	5	9	\$24.19	\$25.17	\$22.26	\$25.22	\$28.06
Accounts Receivable Coordinator	7	12	\$24.04	\$24.57	\$22.69	\$23.47	\$27.65
Water Distribution Operator - Entry	7	59	\$23.38	\$24.08	\$19.81	\$25.06	\$27.56
Clerk Dispatcher	8	18	\$20.77	\$23.30	\$19.30	\$22.26	\$26.96

Survey Positions Sorted From High to Low on Organization Weighted AVERAGE RANGE MIDPOINT

Survey Job Title	Number of Organizations with Pay Ranges	Org Wtd Average Minimum	Org Wtd Average Midpoint	Org Wtd Average Maximum
Top Executive / General Manager	13	\$54.54	\$63.73	\$74.58
Top Finance and Administration Executive	6	\$45.23	\$53.09	\$61.89
Top Engineering Executive	6	\$45.77	\$52.90	\$62.19
Top Operations and Maintenance Executive	10	\$43.74	\$51.17	\$60.22
Water Plant Superintendent	8	\$39.72	\$45.48	\$52.58
Civil & Environmental Engineer - Senior	7	\$38.98	\$44.01	\$50.84
Meter Supervisor	7	\$31.62	\$37.37	\$42.91
Assistant Administrative Manager	8	\$32.23	\$37.33	\$43.71
Civil & Environmental Engineer - Intermediate	7	\$31.69	\$35.37	\$40.59
Water Operations Supervisor	9	\$30.51	\$35.06	\$40.96
Water Resource Chemist	5	\$28.30	\$33.35	\$39.25
Water Supply Operator - Senior	7	\$27.48	\$31.56	\$35.96
Billing Coordinator	9	\$26.33	\$30.24	\$35.14
Mechanic (Journeyman)	7	\$26.45	\$29.87	\$34.34
Engineering Technician	9	\$25.97	\$29.61	\$34.43
Water Distribution Operator - Senior	8	\$26.08	\$29.39	\$33.27
Water Supply Operator - Intermediate	6	\$24.72	\$28.21	\$32.82
Meter Worker	8	\$24.23	\$28.20	\$31.97
Laboratory Analyst I	5	\$24.01	\$27.68	\$31.98
Water Distribution Operator - Intermediate	9	\$23.91	\$26.95	\$30.64
Water Supply Operator - Entry	6	\$22.75	\$26.16	\$30.84
Utility Locator	5	\$22.88	\$25.72	\$29.17
Executive Assistant	8	\$22.61	\$25.64	\$29.22
Accounts Payable Coordinator	5	\$22.25	\$24.98	\$28.52
Accounts Receivable Coordinator	7	\$21.20	\$24.81	\$28.97
Water Distribution Operator - Entry	6	\$21.61	\$23.83	\$26.83
Clerk Dispatcher	8	\$20.24	\$23.35	\$27.25

Average Pay Rate and Midpoint Comparisons – From 2018 to 2021 Survey (11 consistent participants)

Survey Job Title	2018 Avg. Actual Rate Org Wtd Average	2021 Avg. Actual Rate Org Wtd Average	Average Annual % Change Over 3 Years	2018 Avg. Actual Rate Org Wtd 50th Perc.	2021 Avg. Actual Rate Co. Wtd. 50th Perc.	Average Annual % Change Over 3 Years	2018 Midpoint Org Wtd Average	2021 Midpoint Org Wtd Average	Average Annual % Change Over 3 Years	
Billing Coordinator	\$30.41	\$30.61	0.2%	\$30.50	\$28.18	-2.6%	\$29.07	\$30.39	1.5%	
Clerk Dispatcher	\$24.33	\$22.85	-2.1%	\$24.01	\$22.26	-2.5%	\$22.53	\$23.63	1.6%	
Engineering Technician	\$29.34	\$31.75	2.7%	\$29.80	\$30.07	0.3%	\$28.85	\$30.78	2.2%	
Executive Assistant	\$24.51	\$27.36	3.7%	\$24.01	\$27.43	4.5%	\$23.50	\$25.89	3.3%	
Maintenance Worker	\$28.80	\$30.09	1.5%	\$28.69	\$29.29	0.7%	\$28.46	\$29.20	0.9%	
Meter Supervisor	\$33.68	\$39.50	5.5%	\$33.25	\$38.64	5.1%	\$33.70	\$37.81	3.9%	
Meter Worker	\$28.42	\$29.85	1.6%	\$26.24	\$27.47	1.5%	\$26.98	\$29.19	2.7%	
Top Executive / General Manager	\$61.57	\$66.24	2.5%	\$63.98	\$67.90	2.0%	\$59.16	\$62.73	2.0%	
Top Operations and Maintenance Executive	\$45.70	\$52.70	4.9%	\$41.59	\$56.06	10.5%	\$45.65	\$51.33	4.0%	
Water Distribution Operator - Entry	\$23.90	\$24.79	1.2%	\$24.82	\$25.33	0.7%	\$24.20	\$24.54	0.5%	
Water Distribution Operator - Intermediate	\$26.89	\$28.46	1.9%	\$26.70	\$28.42	2.1%	\$26.84	\$28.03	1.5%	
Water Distribution Operator - Senior	\$31.18	\$30.85	-0.3%	\$31.03	\$32.00	1.0%	\$30.23	\$30.44	0.2%	
Water Operations Supervisor	\$38.46	\$37.02	-1.3%	\$38.22	\$37.08	-1.0%	\$37.85	\$34.93	-2.6%	
Water Supply Operator - Intermediate	\$28.28	\$28.68	0.5%	\$29.57	\$28.15	-1.6%	\$27.02	\$28.21	1.5%	
Water Supply Operator - Senior	\$32.10	\$34.07	2.0%	\$31.71	\$33.19	1.5%	\$30.80	\$32.00	1.3%	
			Average				Average			
			1.6%				1.5%			