

2015 MAINE WATER & WASTEWATER FACILITIES'
ANNUAL SALARY, WAGE and BENEFITS SURVEY



**Prepared with the support of a grant
administered by the Maine Municipal Bond Bank**

**254 Alexander Reed Road
Richmond, ME 04357
Tel. (207) 737-4092 Fax: (207) 737-7150
E-mail: mrwa@mainerwa.org Website: www.mainerwa.org**

INTRODUCTION

TO: Maine Water & Wastewater Facilities and Other Interested Parties
FROM: Maine Rural Water Association
SUBJECT: 2015 Maine Water & Wastewater Facilities' Annual Salary, Wage and Benefits Survey

We are pleased to present the results of the 2015 Maine Water & Wastewater Facilities' Annual Salary, Wage & Benefits Survey. We emailed a total of 208 surveys and received 109 responses, resulting in an overall 52% return rate. This compares with 171 responses and an overall return rate of 82% in the 2013 survey. In 2015, a total of 85 surveys were emailed to water facilities with 45 responses, resulting in a 53% return rate. A total of 81 surveys were emailed to wastewater facilities with 45 responses, yielding a 56% return rate. In addition, we emailed 42 surveys to combined (joint) water & wastewater facilities with 19 responses, resulting in a 45% return rate. In the presentation of results, we considered two (2) or fewer responses in any category to be insufficient data for calculation. Additionally, we present data based on averages rather than on medians. New for this survey, we collected and have included "On-Call" compensation data.

The survey is divided into the following sections:

Section I - WATER FACILITY INFORMATION

- Section I-A: Annual Salary and Hourly Wage Information by Job Title
- Section I-B: Trustee Information
- Section I-C: Insurance & Benefits Information by Number of Connections
- Section I-D: On-Call Pay & Travel Summary

Section II - WASTEWATER FACILITY INFORMATION

- Section II-A: Annual Salary and Hourly Wage Information by Job Title
- Section II-B: Trustee Information
- Section II-C: Insurance & Benefits Information by Number of Connections
- Section II-D: On-Call Pay & Travel Summary

Section III - COMBINED WATER & WASTEWATER FACILITY INFORMATION

- Section III-A: Annual Salary and Hourly Wage Information by Job Title
- Section III-B: Trustee Information
- Section III-C: Insurance & Benefits Information by Number of Connections
- Section III-D: On-Call Pay & Travel Summary



SECTION I WATER FACILITY INFORMATION

Section I-A: Annual Salary & Hourly Wage Information by Job Title

Section I-B: Trustee Information

Section I-C: Insurance & Benefits Information by Number of Connections

Section I-D: On-Call Pay & Travel Summary



WATER FACILITIES
Annual Salaried Employees
Total of 28 Facilities

Job Title	0-500 Connections			501-1500 Connections			1501+ Connections			
	Annual Salary	Average Weekly Hours	Salary as Hourly Equivalent	Annual Salary	Average Weekly Hours	Salary as Hourly Equivalent	Annual Salary	Average Weekly Hours	Salary as Hourly Equivalent	
General Manager/ Superintendent	LOW	\$6,254	5	\$8.58	\$40,000	10	\$23.40	\$63,232	40	\$29.91
	AVERAGE	\$14,609	18	\$18.14	\$53,374	36	\$35.27	\$87,649	46	\$39.57
	HIGH	\$27,000	30	\$28.84	\$60,840	42	\$79.92	\$132,912	60	\$63.90
Assistant GM/ Assistant Superintendent	LOW	*	*	*	*	*	*	\$61,526	40	\$29.58
	AVERAGE	*	*	*	*	*	*	\$80,925	40	\$38.91
	HIGH	*	*	*	*	*	*	\$103,064	40	\$49.55
Chief Operator/ Operations Mgr	LOW	*	*	*	*	*	*	\$58,000	40	\$25.64
	AVERAGE	*	*	*	*	*	*	\$61,976	42	\$28.73
	HIGH	*	*	*	*	*	*	\$67,929	45	\$32.66
Operator	LOW	\$1,500	1	\$24.24	*	*	*	*	*	*
	AVERAGE	\$15,296	12	\$27.41	*	*	*	*	*	*
	HIGH	\$35,291	28	\$29.15	*	*	*	*	*	*
Office Manager	LOW	\$6,500	7	\$6.43	*	*	*	\$38,405	32	\$22.40
	AVERAGE	\$7,954	19	\$10.42	*	*	*	\$52,739	38	\$26.28
	HIGH	\$9,000	25	\$17.90	*	*	*	\$65,000	40	\$31.25

* Indicates insufficient data for calculation

WATER FACILITIES
Hourly Employees
Total of 38 Facilities

Job Title		0-500 Connections	501-1500 Connections	1501+ Connections
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General Manager/ Superintendent	LOW	\$16.00	\$15.00	*
	AVERAGE	\$18.00	\$25.57	
	HIGH	\$20.00	\$35.03	

Chief Operator/ Operations Mgr	LOW	*	\$18.32	\$21.00
	AVERAGE		\$22.83	\$26.23
	HIGH		\$26.00	\$32.98

Operator	LOW	\$10.00	\$13.75	\$15.87
	AVERAGE	\$16.44	\$18.46	\$22.31
	HIGH	\$21.75	\$23.25	\$26.82

Foreman	LOW	*	*	\$21.10
	AVERAGE			\$24.06
	HIGH			\$26.82

Equipment Operator	LOW	*	*	\$19.92
	AVERAGE			\$21.61
	HIGH			\$25.01

Job Title		0-500 Connections	501-1500 Connections	1501+ Connections
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Laborer	LOW	\$12.00	\$12.00	\$16.00
	AVERAGE	\$13.25	\$15.98	\$20.11
	HIGH	\$15.00	\$20.71	\$22.52

Maintenance Technician	LOW	*	*	\$16.30
	AVERAGE			\$19.75
	HIGH			\$24.04

Meter Reader	LOW	*	*	\$15.00
	AVERAGE			\$20.63
	HIGH			\$23.80

Office Manager	LOW	\$12.00	\$9.40	\$19.20
	AVERAGE	\$15.45	\$17.68	\$25.09
	HIGH	\$17.75	\$28.00	\$27.54

Billing Clerk	LOW	*	\$10.30	\$11.99
	AVERAGE		\$13.42	\$19.04
	HIGH		\$18.42	\$27.70

* Indicates insufficient data for calculation

WATER FACILITIES
Analysis by Treatment Certification Class
Total of 39 Facilities

This table provides you with the opportunity to compare your facility's wages to the average wages of employees with similar job titles and certification levels. In order to maximize the amount of data in the analysis, we combined hourly wages and hourly equivalents of annual salaries. Information is shown for the three most commonly reported licensed utility positions.

		Class I	Class II	Class III	Class IV
General Manager/ Superintendent	LOW	\$15.00	\$15.00	\$27.17	\$24.17
	AVERAGE	\$18.57	\$25.87	\$28.54	\$28.31
	HIGH	\$22.72	\$35.03	\$31.25	\$53.06
Chief Operator	LOW		\$21.94	\$18.32	\$24.34
	AVERAGE	*	\$23.89	\$22.24	\$28.40
	HIGH		\$26.73	\$25.64	\$32.98
Operator	LOW	\$10.00	\$13.75	\$20.24	\$19.12
	AVERAGE	\$23.06	\$19.07	\$21.25	\$22.71
	HIGH	\$29.15	\$23.25	\$23.05	\$26.82

* Indicates insufficient data for calculation

WATER FACILITIES
Analysis by Region

We examined the 2015 salary data, categorized by county as follows:

Region 1: Cumberland and York

Region 2: Androscoggin, Franklin and Oxford

Region 3: Hancock, Knox, Lincoln and Sagadahoc

Region 4: Kennebec, Somerset and Waldo

Region 5: Penobscot and Piscataquis

Region 6: Aroostook and Washington

This table provides you the opportunity to compare your facility's wages to the averages within the same region. Information is shown for the five most frequently reported job titles. In order to maximize the amount of data in the analysis, we combined hourly wages and hourly equivalents of annual salaries. Note that because the data sets were small, we have reported only the averages in order to protect the confidentiality of participants.

		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
General Manager/ Superintendent	Average	\$37.99	\$25.00	\$26.05	*	\$32.25	*
Operator	Average	\$23.11	\$19.26	\$24.41	\$23.84	\$20.15	*
Laborer	Average	\$18.76	\$15.98	*	*	*	\$15.67
Office Manager	Average	\$23.95	\$14.67	\$21.17	*	\$24.53	\$18.93
Billing Clerk	Average	\$21.25	\$16.24	*	*	\$15.71	\$12.74

* Indicates insufficient data for calculation

WATER FACILITIES' TRUSTEES

Information on this page has been calculated from districts or private companies. Municipal entities do not have trustees and thus, are not comparable.

	# of Trustees	Elected or Appointed	Payment **
<p style="text-align: center;">Facilities with 0-500 Connections</p>	60% of systems have 3 trustees	86% of systems have elected	21% of systems pay a stipend per meeting Average = \$29
	27% have 5 trustees	7% have appointed	57% pay an annual stipend Average = \$523
	13% have other	7% have both	22% do not compensate or did not divulge
	# of Trustees	Elected or Appointed	Payment **
<p style="text-align: center;">Facilities with 501-1500 Connections</p>	36% have 3 trustees	73% have elected	36% pay a stipend per meeting Average = \$53
	46% have 5 trustees	27% have appointed	46% pay an annual stipend Average = \$360
	18% have other	18% do not compensate or did not divulge	
	# of Trustees	Elected or Appointed	Payment **
<p style="text-align: center;">Facilities with 1500+ Connections</p>	40% have 3 trustees	53% have elected	20% pay a stipend per meeting Average = \$53
	33% have 5 trustees	47% are appointed	60% pay an annual stipend Average = \$1,100
	27% have other	13% do not compensate or did not divulge	

** Excludes additional officer stipends

WATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 0-500 Connections

BENEFITS & INSURANCE BY NUMBER OF CONNECTIONS									
# of Connections	Health Insurance Individual	Health Insurance Family	Dental Insurance Individual	Dental Insurance Family	Long Term Disability	Short Term Disability	Life Insurance	Retirement Plan	
	% of Employer Contribution				% of Employer Contribution			% of Salary	Plan Type(s)
10	*	*	*	*	*	*	*	*	*
17	*	*	*	*	*	*	*	*	*
21	*	*	*	*	*	*	*	*	*
30	*	*	*	*	*	*	*	*	*
32	*	*	*	*	*	*	*	*	*
54	*	*	*	*	*	*	*	*	*
78	*	*	*	*	*	*	*	*	*
99	*	*	*	*	*	*	*	*	*
112	*	*	*	*	*	*	*	*	*
149	*	*	*	*	*	*	*	*	*
168	*	*	*	*	*	*	*	*	*
198	100%	0%	*	*	*	*	*	*	*
225	*	*	*	*	*	*	*	*	*
245	*	*	*	*	*	*	*	*	*
302	90%	0%	*	*	*	*	*	*	*
310	*	*	*	*	*	*	*	*	*
365	*	*	*	*	*	*	*	*	*
492	80%	0%	*	*	*	*	*	*	*

* Indicates no plan offered

WATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 501-1500 Connections

Total of 12

General Info	Average # of Connections	Average # of Full Time Employees	Average # of Part Time Employees
	917	3	1

Insurance & Retirement	100% Offer Health Insurance		50% Offer Dental Insurance		92% Offer Retirement	83% Offer Short Term Disability	33% Offer Long Term Disability	83% Offer Life Insurance
	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution (% of annual pay)	Average % Employer Contribution	Average % Employer Contribution	Average % Employer Contribution
	92%	74%	65%	57%	6.3%	57%	75%	90%

See the following page for details by facility.

WATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 501-1500 Connections

BENEFITS & INSURANCE BY NUMBER OF CONNECTIONS									
# of Connections	Health Insurance Individual	Health Insurance Family	Dental Insurance Individual	Dental Insurance Family	Long Term Disability	Short Term Disability	Life Insurance	Retirement Plan	
	% of Employer Contribution				% of Employer Contribution			% of Salary	Plan Type(s)
619	100%	75%	100%	50%	*	0%	100%	**	MainePERS
700	90%	90%	*	*	*	100%	100%	7.8%	MainePERS
702	100%	100%	100%	100%	*	100%	100%	*	*
735	100%	100%	100%	100%	100%	100%	100%	7.0%	IRA
766	90%	90%	90%	90%	*	*	*	3.0%	IRA
799	100%	60%	*	*	*	0%	100%	7.8%	MainePERS
807	63%	0%	*	*	*	100%	100%	8.3%	MainePERS
838	100%	100%	*	*	*	*	*	3.0%	IRA
945	85%	85%	*	*	0%	0%	100%	Note 1	457 & MainePERS
1,246	85%	85%	0%	0%	100%	100%	0%	**	401k
1,351	100%	90%	*	*	*	0%	100%	7.8%	MainePERS
1,500	90%	10%	0%	0%	100%	70%	100%	6.0%	457

* Indicates no plan offered

** Indicates employer plan offered but no percentage information provided

Note 1: Percent contributions varies: 2% for 457 with MainePERS and 4% for 457 without MainePERS

WATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 1501+ Connections

Total of 15

General Info	Average # of Connections	Average # of Full Time Employees	Average # of Part Time Employees
	4481	10	1

Insurance & Retirement	100% Offer Health Insurance		100% Offer Dental Insurance		100% Offer Retirement	79% Offer Short Term Disability	21% Offer Long Term Disability	100% Offer Life Insurance
	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution (% of annual pay)	Average % Employer Contribution	Average % Employer Contribution	Average % Employer Contribution
	94%	85%	63%	41%	7.2%	73%	67%	92%

See the following page for detail by facility.

WATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 1501+ Connections

BENEFITS & INSURANCE BY NUMBER OF CONNECTIONS									
# of Connections	Health Insurance Individual	Health Insurance Family	Dental Insurance Individual	Dental Insurance Family	Long Term Disability	Short Term Disability	Life Insurance	Retirement Plan	
	% of Employer Contribution				% of Employer Contribution			% of Salary	Plan Type(s)
1,620	80%	80%	*	*	*	*	100%	5.6%	MainePERS
1,659	100%	100%	*	*	*	100%	100%	7.0%	MainePERS
1,832	Undisclosed	Undisclosed	Undisclosed	Undisclosed	Undisclosed	Undisclosed	Undisclosed	Undisclosed	Undisclosed
2,000	100%	100%	*	*	*	100%	100%	8.9%	MainePERS
2,127	94%	93%	100%	100%	*	100%	100%	7.5%	401k
2,467	91%	91%	*	*	*	0%	100%	8.0%	MainePERS
3,100	90%	10%	90%	10%	*	100%	100%	7.0%	457 & MainePERS
3,104	100%	100%	*	*	0%	0%	0%	8.9%	457 & MainePERS
3,400	100%	85%	100%	50%	*	100%	100%	4.0%	MainePERS
3,548	100%	100%	80%	80%	100%	*	**	5.0%	457 & MainePERS
3,842	100%	80%	0%	0%	*	*	100%	8.9%	457
5,364	100%	100%	100%	100%	*	0%	**	8.9%	MainePERS
8,800	85%	85%	0%	0%	*	100%	100%	7.0%	MainePERS
11,000	80%	80%	0%	0%	100%	100%	100%	6.8%	457 & MainePERS
13,352	100%	85%	100%	30%	*	100%	100%	7.8%	457 & MainePERS

* Indicates no plan offered

** Indicates employer plan offered but no percentage information provided

WATER FACILITIES' ON-CALL PAY & TRAVEL SUMMARY

Facilities with 0-500 Connections

ON-CALL PAY & TRAVEL FOR HOURLY & SALARIED EMPLOYEES						
# of Connections	Hourly		Salaried		Both	
	Pay For Being On-Call	Mimimum Hours Paid Per Call	Pay For Being On-Call	Mimimum Hours Paid Per Call	Company Vehical Provided	Mileage Paid For On-Call Travel
10	*	*	*	*	*	*
17	*	*	5 hrs	*	*	*
21	*	*	*	*	*	*
30	*	*	*	*	*	*
32	*	*	*	*	*	*
54	*	*	*	*	*	*
78	*	*	*	*	*	*
99	*	*	*	*	*	*
112	*	2 hrs	*	*	*	**
149	*	*	*	*	*	*
168	*	*	*	*	*	*
198	*	*	*	*	*	*
225	*	*	*	*	*	*
245	*	*	*	*	*	*
302	2 hrs / day	*	*	*	*	*
310	*	*	*	*	*	*
365	*	*	*	*	*	*
492	*	2 hrs	**	*	*	*

* Indicates not offered

** Indicates offered but no compensation information provided

WATER FACILITIES' ON-CALL PAY & TRAVEL SUMMARY

Facilities with 501-1500 Connections

ON-CALL PAY & TRAVEL FOR HOURLY & SALARIED EMPLOYEES						
# of Connections	Hourly		Salaried		Both	
	Pay For Being On-Call	Mimimum Hours Paid Per Call	Pay For Being On-Call	Mimimum Hours Paid Per Call	Company Vehical Provided	Mileage Paid For On-Call Travel
619	\$19 / day	2 hrs	\$19 / day	*	*	*
700	\$15 / day	*	5 hrs	*	Yes	*
702	*	*	*	*	Yes	*
735	*	2 hrs	*	*	*	*
766	*	*	*	*	*	*
799	4 hrs / week	1 hr	*	*	Yes	*
807	\$80 / weekend	1 hr	*	*	*	*
838	*	*	*	*	*	*
945	*	3 hrs (Note 1)	*	*	*	**
1,246	*	4 hrs	*	*	*	*
1,351	*	4 hrs	*	*	*	*
1,500	8 hrs / weekend	2 hrs & 4 hrs (Note 2)	*	*	*	*

* Indicates not offered

** Indicates offered but no compensation information provided

Note 1: Paid at overtime rate

Note 2: Minimum call-in pay: 2 hours during regular work week and 4 hours during weekends

WATER FACILITIES' ON-CALL PAY & TRAVEL SUMMARY

Facilities with 1500+ Connections

ON-CALL PAY & TRAVEL FOR HOURLY & SALARIED EMPLOYEES						
# of Connections	Hourly		Salaried		Both	
	Pay For Being On-Call	Mimimum Hours Paid Per Call	Pay For Being On-Call	Mimimum Hours Paid Per Call	Company Vehical Provided	Mileage Paid For On-Call Travel
1,620	6 hrs / weekend	2 hrs	*	*	Yes	*
1,659	Note 1	*	Note 1	*	*	*
1,832						
2,000	12 hrs / week	2 hrs	12 hrs / week	*	*	*
2,127	**	*	*	*	*	*
2,467	12 hrs / week (Note 2)	2 hrs (Note 2)	*	*	Yes	*
3,100	16 hrs / week	2 hrs	*	*	Yes	*
3,104	8 hrs / week (Note 2)	1 hr	*	*	*	*
3,400	16 hrs / week	2 hrs	*	*	Yes	**
3,548	8 hrs / week	*	*	*	Yes	*
3,842	10.5 hrs / week	*	*	*	*	\$15 / call-in
5,364	Note 3	2 hrs	*	*	Yes	**
8,800	8 hrs / week	1 hr	8 hrs / week	*	Yes	*
11,000	2 hrs / day	2 hrs	*	*	*	*
13,352	8 hrs / week	2 hrs (Note 2)	*	*	Yes	*

* Indicates not offered

** Indicates offered but no compensation information provided

Note 1: 1 hour/day plus \$50 per weekend day & holidays

Note 2: Compensated at the overtime rate

Note 3: 8 hours/week with no holiday, 10 hours/week with one holiday and 12 hours/week for Thanksgiving week

SECTION II WASTEWATER FACILITY INFORMATION

Section II-A: Annual Salary & Hourly Wage Information by Job Title

Section II-B: Trustee Information

Section II-C: Insurance & Benefits Information by Number of Connections

Section II-D: On-Call Pay & Travel Summary



WASTEWATER FACILITIES
Annual Salaried Employees
Total of 33 Facilities

Job Title	0-500 Connections			501-1500 Connections			1501+ Connections		
	Annual Salary	Average Weekly Hours	Salary as Hourly Equivalent	Annual Salary	Average Weekly Hours	Salary as Hourly Equivalent	Annual Salary	Average Weekly Hours	Salary as Hourly Equivalent
General Manager/ Superintendent	LOW	*	*	\$36,400	20	\$21.37	\$38,512	9	\$21.94
	AVERAGE	*	*	\$65,795	40	\$31.46	\$75,740	36	\$44.31
	HIGH	*	*	\$95,576	50	\$43.03	\$109,491	45	\$87.13
Assistant GM/ Assistant Superintendent	LOW	*	*	*	*	*	\$46,301	40	\$22.26
	AVERAGE	*	*	*	*	*	\$74,085	40	\$35.62
	HIGH	*	*	*	*	*	\$96,200	40	\$46.25
Office Manager	LOW	*	*	*	*	*	\$49,500	40	\$23.80
	AVERAGE	*	*	*	*	*	\$60,464	40	\$29.07
	HIGH	*	*	*	*	*	\$77,106	40	\$37.07

* Indicates insufficient data for calculation

WASTEWATER FACILITIES
Hourly Employees
Total of 43 Facilities

Job Title		0-500 Connections	501-1500 Connections	1501+ Connections
General Manager/ Superintendent	LOW	\$16.22	*	*
	AVERAGE	\$22.16		
	HIGH	\$32.57		
Chief Operator/ Operations Mgr	LOW	*	\$12.00	\$22.14
	AVERAGE		\$18.76	\$28.59
	HIGH		\$24.36	\$35.75
Operator	LOW	\$13.27	\$16.51	\$16.83
	AVERAGE	\$21.70	\$19.19	\$20.59
	HIGH	\$30.64	\$22.32	\$24.57
Foreman	LOW	*	\$18.50	\$21.50
	AVERAGE		\$22.71	\$26.19
	HIGH		\$27.83	\$36.47
Equipment Operator	LOW	*	*	\$20.29
	AVERAGE			\$22.77
	HIGH			\$26.75
Laborer	LOW	\$10.00	\$9.71	\$13.00
	AVERAGE	\$11.81	\$13.75	\$17.57
	HIGH	\$13.60	\$16.81	\$22.40

Job Title		0-500 Connections	501-1500 Connections	1501+ Connections
Maintenance Technician	LOW	*	\$13.85	\$13.52
	AVERAGE		\$19.68	\$21.49
	HIGH		\$27.55	\$29.59
Laboratory Manager	LOW	*	*	*
	AVERAGE			
	HIGH			
Laboratory Technician	LOW	*	*	\$15.73
	AVERAGE			\$20.08
	HIGH			\$22.60
Office Manager	LOW	*	\$15.00	\$16.50
	AVERAGE		\$18.00	\$22.89
	HIGH		\$21.65	\$28.65
Billing Clerk	LOW	\$10.04	\$12.00	\$16.16
	AVERAGE	\$16.61	\$16.48	\$19.88
	HIGH	\$21.34	\$21.14	\$24.00

* Indicates insufficient data for calculation

WASTEWATER FACILITIES
Analysis by Certification Class
Total of 38 Facilities

This table provides you with the opportunity to compare your facility's wages to the average wages of employees with similar job titles and wastewater certification levels. In order to maximize the amount of data in the analysis, we combined hourly wages and hourly equivalents of annual salaries. Information is shown for the three most commonly reported licensed utility positions.

		Grade I	Grade II	Grade III	Grade IV	Grade V
General Manager/ Superintendent	LOW	*	\$16.22	\$20.00	\$28.21	\$37.84
	AVERAGE	*	\$28.71	\$28.45	\$31.73	\$42.58
	HIGH	*	\$41.14	\$39.52	\$34.13	\$49.91
Chief Operator	LOW	*	*	\$21.20	\$22.00	\$28.16
	AVERAGE	*	*	\$25.62	\$29.12	\$28.46
	HIGH	*	*	\$27.74	\$35.75	\$28.85
Operator	LOW	\$13.27	\$16.83	\$17.12	*	*
	AVERAGE	\$16.48	\$21.13	\$20.26	*	*
	HIGH	\$19.65	\$30.64	\$22.32	*	*

* Indicates insufficient data for calculation

WASTEWATER FACILITIES
Analysis by Region

We examined the 2015 salary data, categorized by region as follows:

Region 1: Cumberland and York

Region 2: Androscoggin, Franklin and Oxford

Region 3: Hancock, Knox, Lincoln and Sagadahoc

Region 4: Kennebec, Somerset and Waldo

Region 5: Penobscot and Piscataquis

Region 6: Aroostook and Washington

This table provides you the opportunity to compare your facility's wages to the averages within the same region. Information is shown for the five most frequently reported job titles. In order to maximize the amount of data in the analysis, we combined hourly wages and hourly equivalents of annual salaries. Note that because the data sets were small, we have reported only the averages in order to protect the confidentiality of participants.

		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
General Manager/ Superintendent	Average	\$42.91	\$29.74	\$31.79	\$32.71	\$30.57	*
Operator	Average	\$22.35	\$17.00	\$21.31	\$19.50	\$18.59	*
Laborer	Average	\$15.97	\$13.26	*	\$15.95	*	*
Office Manager	Average	\$27.97	*	*	\$20.08	\$16.28	*
Billing Clerk	Average	\$20.49	\$13.25	\$19.16	\$16.85	\$17.39	*

* Indicates insufficient data for calculation

WASTEWATER FACILITIES' TRUSTEES

Information on this page has been calculated from districts only. Municipal entities do not have trustees and, thus, are not comparable.

	# of Trustees	Elected or Appointed	Payment **
Facilities with 0-500 Connections	100% have 5 trustees	100% of systems have elected	33% of systems pay a stipend per meeting: Average = * 33% pay an annual stipend Average = * 33% do not compensate or did not divulge
	# of Trustees	Elected or Appointed	Payment **
Facilities with 501-1500 Connections	20% have 3 trustees	90% have elected	40% pay a stipend per meeting Average = \$41
	50% have 5 trustees		20% pay an annual stipend Average = \$500
	10% have 6 trustees	10% have appointed	20% pay both
	20% have 7 trustees		20% do not compensate or did not divulge
	# of Trustees	Elected or Appointed	Payment **
Facilities with 1500+ Connections	20% have 3 trustees	60% have elected	20% pay a stipend per meeting Average = *
	60% have 5 trustees	40% have appointed	60% pay an annual stipend Average = \$950
	20% have 7 trustees		20% pay both

* Indicates insufficient data for calculation

** Excludes additional officer stipends

WASTEWATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 0-500 Connections

Total of 10

General Info	Average # of Connections	Average # of Full Time Employees	Average # of Part Time and 3/4 Time Employees
	277	1	1

Insurance & Retirement	80% Offer Health Insurance		60% Offer Dental Insurance		40% Offer Retirement	30% Offer Short Term Disability	20% Offer Long Term Disability	70% Offer Life Insurance
	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution (% of annual pay)	Average % Employer Contribution	Average % Employer Contribution	Average % Employer Contribution
	94%	33%	49%	24%	3.7%	33%	*	57%

See the following page for detail by facility.

* Indicates insufficient data for calculation

WASTEWATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 0-500 Connections

BENEFITS & INSURANCE BY NUMBER OF CONNECTIONS									
# of Connections	Health Insurance Individual	Health Insurance Family	Dental Insurance Individual	Dental Insurance Family	Long Term Disability	Short Term Disability	Life Insurance	Retirement Plan	
	% of Employer Contribution				% of Employer Contribution			% of Salary	Plan Type(s)
31	90%	10%	*	*	*	*	*	5.0%	457
145	100%	0%	*	*	*	*	100%	*	*
172	*	*	*	*	*	*	*	*	*
250	100%	0%	100%	**	*	*	0%	3.0%	457
310	**	**	100%	**	*	*	100%	3.0%	401k
326	86%	0%	0%	0%	0%	100%	100%	*	*
331	87%	87%	95%	95%	100%	0%	100%	**	401a
369	*	*	*	*	*	*	*	*	*
382	**	**	0%	0%	*	*	0%	*	*
451	100%	100%	0%	0%	*	0%	0%	*	*

* Indicates no plan offered

** Indicates employer plan offered but no percentage information provided

WASTEWATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 501-1500 Connections

Total of 20

General Info	Average # of Connections	Average # of Full Time Employees	Average # of Part Time and 3/4 Time Employees
	1,028	4	1

Insurance & Retirement	90% Offer Health Insurance		60% Offer Dental Insurance		90% Offer Retirement	60% Offer Short Term Disability	25% Offer Long Term Disability	85% Offer Life Insurance
	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution (% of annual pay)	Average % Employer Contribution	Average % Employer Contribution	Average % Employer Contribution
	90%	71%	70%	51%	6.3%	43%	20%	89%

See the following page for detail by facility.

* Indicates insufficient data for calculation

WASTEWATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 501-1500 Connections

BENEFITS & INSURANCE BY NUMBER OF CONNECTIONS									
# of Connections	Health Insurance Individual	Health Insurance Family	Dental Insurance Individual	Dental Insurance Family	Long Term Disability	Short Term Disability	Life Insurance	Retirement Plan	
	% of Employer Contribution				% of Employer Contribution			% of Salary	Plan Type(s)
550	90%	90%	*	*	0%	*	90%	3.0%	IRA
550	*	*	*	*	*	*	*	*	*
576	100%	50%	100%	50%	*	*	**	**	401k
670	*	*	*	*	*	*	*	*	*
724	92%	92%	92%	92%	*	70%	70%	4.1%	MainePERS
780	100%	60%	*	*	*	*	*	7.0%	MainePERS
750	95%	95%	95%	95%	*	*	0%	**	MainePERS
800	100%	80%	*	*	100%	100%	100%	7.0%	MainePERS
850	100%	75%	100%	100%	*	100%	100%	10.0%	401a
956	90%	90%	*	*	*	50%	90%	5.6%	MainePERS
980	100%	85%	0%	0%	*	100%	100%	3.0%	457
1,200	100%	80%	*	*	*	0%	100%	5.0%	457 & MainePERS
1,233	100%	80%	100%	20%	*	*	100%	7.8%	MainePERS
1,260	75%	75%	*	*	*	*	75%	8.0%	457
1,300	20%	20%	20%	20%	0%	0%	100%	7.7%	MainePERS
1,423	100%	80%	100%	100%	0%	0%	100%	5.0%	457
1,465	90%	75%	0%	0%	0%	0%	100%	**	MainePERS
1,497	100%	50%	100%	0%	*	0%	100%	7.8%	MainePERS
1,500	85%	15%	50%	50%	*	0%	100%	7.8%	457 & MainePERS
1,500	80%	80%	80%	80%	*	100%	100%	5.0%	457 & MainePERS

* Indicates no plan offered

** Indicates employer plan offered but no percentage information was provided

WASTEWATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 1501+ Connections

Total of 16

General Info	Average # of Connections	Average # of Full Time Employees	Average # of Part Time and 3/4 Time Employees
	3,286	8	1

Insurance & Retirement	100% Offer Health Insurance		81% Offer Dental Insurance		94% Offer Retirement	67% Offer Short Term Disability	25% Offer Long Term Disability	94% Offer Life Insurance
	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution (% of annual pay)	Average % Employer Contribution	Average % Employer Contribution	Average % Employer Contribution
	92%	66%	36%	19%	7.5%	47%	52%	73%

See the following page for detail by facility.

WASTEWATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 1501+ Connections

BENEFITS & INSURANCE BY NUMBER OF CONNECTIONS									
# of Connections	Health Insurance Individual	Health Insurance Family	Dental Insurance Individual	Dental Insurance Family	Long Term Disability	Short Term Disability	Life Insurance	Retirement Plan	
	% of Employer Contribution				% of Employer Contribution			% of Salary	Plan Type(s)
1,650	100%	100%	100%	100%	*	100%	100%	7.8%	457 & MainePERS
1,800	100%	80%	0%	0%	8%	0%	100%	8%	*
1,952	82%	18%	82%	18%	*	100%	**	6.5%	457 & MainePERS
2,000	85%	85%	0%	0%	*	0%	**	8.9%	MainePERS
2,024	100%	60%	100%	0%	*	*	100%	7.0%	457
2,292	80%	20%	*	*	*	67%	*	8.9%	MainePERS
2,604	100%	80%	*	*	*	0%	100%	7.8%	MainePERS
2,947	80%	80%	80%	80%	0%	0%	0%	Note 1	Note 1
3,167	85%	85%	0%	0%	*	*	0%	7.0%	MainePERS
3,176	90%	0%	0%	0%	*	*	100%	8.9%	MainePERS
3,335	85%	85%	0%	0%	100%	50%	100%	Note 2	Note 2
3,500	100%	100%	0%	0%	*	0%	50%	8.0%	457 & MainePERS
4,600	90%	90%	100%	50%	*	100%	100%	7.8%	457 & MainePERS
4,700	98%	95%	0%	0%	*	100%	100%	0.0%	457 & MainePERS
5,040	100%	0%	*	*	*	*	100%	10.0%	401a & 457
7,786	99%	84%	0%	0%	100%	*	0%	8.9%	457 & MainePERS

* Indicates no plan offered

** Indicates employer plan offered but no percentage information provided

Note 1: Employer contributions (% of yearly pay) varies with type of plans: 457: 0%, MainePERS: 7.8%, ICMA: 5.0%

Note 2: Employer contributions (% of yearly pay) varies with type of plans: 401a: 8.0%, 457: 0%, MainePERS: Per Plan, Retirement Health Savings: 1.0%

WASTEWATER FACILITIES' ON-CALL PAY & TRAVEL SUMMARY

Facilities with 0-500 Connections

ON-CALL PAY & TRAVEL FOR HOURLY & SALARIED EMPLOYEES						
# of Connections	Hourly		Salaried		Both	
	Pay For Being On-Call	Mimimum Hours Paid Per Call	Pay For Being On-Call	Mimimum Hours Paid Per Call	Company Vehical Provided	Mileage Paid For On-Call Travel
31	*	*	*	*	*	*
145	*	*	*	*	Yes	*
172	*	*	*	*	*	*
250	*	*	*	*	*	*
310	*	*	*	*	*	**
326	*	*	**	*	*	*
331	\$95 / week	1 hr	\$95 / week	1 hr	*	*
369	*	*	*	*	*	*
382	*	*	*	*	*	**
451	*	3 hrs	*	*	*	*

* Indicates not offered.

** Indicates offered but no compensation information provided

WASTEWATER FACILITIES' ON-CALL PAY & TRAVEL SUMMARY

Facilities with 501-1500 Connections

ON-CALL PAY & TRAVEL FOR HOURLY & SALARIED EMPLOYEES						
# of Connections	Hourly		Salaried		Both	
	Pay For Being On-Call	Mimimum Hours Paid Per Call	Pay For Being On-Call	Mimimum Hours Paid Per Call	Company Vehical Provided	Mileage Paid For On-Call Travel
550	*	*	*	*	*	*
550	*	*	*	*	*	*
576	*	4 hrs	*	*	*	*
670	*	*	*	*	*	*
724	1 hr / day	2 hrs (Note 1)	*	*	*	**
780	4 hrs / week (Note 2)	*	*	*	Yes	*
750	2 hrs / week	2 hrs	**	**	*	*
800	*	4 hrs	*	*	Yes	*
850	\$150 / week	*	*	*	*	**
956	*	3 hrs	*	*	*	\$0.44 / mile
980	\$3 hrs / week	3 hrs	*	*	Yes	*
1,200	*	3 hrs	*	*	*	*
1,233	*	3 hrs	*	*	*	*
1,260	3 hrs / week	3 hrs	*	*	*	*
1,300	*	4 hrs	*	*	*	**
1,423	\$125 / week	1 hr	*	*	*	*
1,465	\$105 / week	4 hrs	*	*	*	*
1,497	\$50 / week	2 hrs	*	*	*	*
1,500	7 hrs / week	2 hrs	*	*	*	*
1,500	Note 3	4 hrs	*	*	*	*

* Indicates not offered.

** Indicates offered but no compensation information provided

Note 1: Paid at Overtime Rate

Note 2: Compensatory time

Note 3: First responder compensated \$300 per week. Second responder compensated \$150 per week.

WASTEWATER FACILITIES' ON-CALL PAY & TRAVEL SUMMARY

Facilities with 1501+ Connections

ON-CALL PAY & TRAVEL FOR HOURLY & SALARIED EMPLOYEES						
# of Connections	Hourly		Salaried		Both	
	Pay For Being On-Call	Mimimum Hours Paid Per Call	Pay For Being On-Call	Mimimum Hours Paid Per Call	Company Vehical Provided	Mileage Paid For On-Call Travel
1,650	10 hrs / week	2 hrs	*	*	Yes	*
1,800	*	*	*	*	*	*
1,952	\$50 / week	3 hrs (Note 1)	*	*	*	*
2,000	10.5 hrs / week	*	*	*	Yes	*
2,024	*	3 hrs (Note 1)	*	*	*	*
2,292	2 hrs / week	4 hrs	*	*	Yes	*
2,604	*	2 hrs	*	*	*	\$10 / call
2,947	14 hrs / week	3 hrs	*	*	*	*
3,167	*	3 hrs	*	*	Yes	*
3,176	*	*	*	*	*	*
3,335	\$70 / week	3 hrs	*	*	*	*
3,500	7 hrs / week	3 hrs (Note 2)	*	*	Yes	**
4,600	\$100 / week	2 hrs	*	*	*	*
4,700	\$30 / day	3 hrs (Note 1)	*	*	Yes	*
5,040	**	2 hrs	*	*	Yes	*
7,786	7 hrs / week	2 hrs	*	*	Yes	*

* Indicates not offered

** Indicates offered but no compensation information provided

Note 1: Paid at overtime rate

Note 2: 3 hours paid at overtime rate and 1 hour at overtime rate if handled by computer (remotely)

SECTION III COMBINED WATER & WASTEWATER FACILITY INFORMATION

Section III-A: Annual Salary & Hourly Wage Information by Job Title

Section III-B: Trustee Information

Section III-C: Insurance & Benefits Information by Number of Connections

Section III-D: On-Call Pay & Travel Summary



JOINT FACILITIES[†]
Annual Salaried Employees
Total of 12 Facilities

Job Title		0-1200 Water & Wastewater Connections			1201+ Water & Wastewater Connections		
		Annual Salary	Average Weekly Hours	Salary as Hourly Equivalent	Annual Salary	Average Weekly Hours	Salary as Hourly Equivalent
General Manager/ Superintendent	LOW	\$28,326	20	\$18.50	\$88,005	40	\$42.31
	AVERAGE	\$50,740	36	\$27.77	\$108,105	40	\$51.97
	HIGH	\$94,019	50	\$36.16	\$136,656	40	\$65.70
Operator	LOW	\$18,964	14	\$13.21	*	*	*
	AVERAGE	\$22,985	25	\$20.30			
	HIGH	\$27,500	40	\$26.05			

† **Joint Facilities** are defined as facilities that provide both water and wastewater services
The salary/wage information for joint facility staff performing only water or wastewater tasks is included in the water or wastewater tables respectively

* Indicates insufficient data for calculation

JOINT FACILITIES†
Hourly Employees
Total of 20 Facilities

Job Title		0-1200 Water & Wastewater Connections	1201+ Water & Wastewater Connections
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General Manager/ Superintendent	LOW	\$20.85	*
	AVERAGE	\$26.11	
	HIGH	\$41.20	

Assistant General Manager/ Superintendent	LOW	*	*
	AVERAGE		
	HIGH		

Chief Operator/ Operations Mgr	LOW	\$14.70	*
	AVERAGE	\$17.28	
	HIGH	\$18.88	

Operator	LOW	\$12.00	\$19.13
	AVERAGE	\$16.90	\$21.21
	HIGH	\$26.40	\$23.55

Foreman	LOW	*	\$20.90
	AVERAGE		\$24.00
	HIGH		\$26.45

Job Title		0-1200 Water & Wastewater Connections	1201+ Water & Wastewater Connections
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Laborer	LOW	\$11.49	\$16.84
	AVERAGE	\$15.40	\$18.31
	HIGH	\$20.00	\$19.77

Equipment Operator	LOW	*	\$15.30
	AVERAGE		\$18.50
	HIGH		\$20.96

Maintenance Technician	LOW	*	\$17.37
	AVERAGE		\$20.75
	HIGH		\$25.00

Office Manager	LOW	\$14.34	\$19.62
	AVERAGE	\$16.25	\$27.95
	HIGH	\$17.25	\$38.83

Billing Clerk	LOW	\$9.75	\$18.65
	AVERAGE	\$16.77	\$19.59
	HIGH	\$32.00	\$20.98

† **Joint Facilities** are defined as facilities that provide both water and wastewater services

The salary/wage information for joint facility staff performing only water or wastewater tasks is included in the water or wastewater tables respectively

* Indicates insufficient data for calculation

JOINT FACILITIES[†]
Analysis by Region

At the request of several facilities, we examined the 2015 salary data, categorized by region as follows:

Region 1: Cumberland and York

Region 2: Androscoggin, Franklin and Oxford

Region 3: Hancock, Knox, Lincoln and Sagadahoc

Region 4: Kennebec, Somerset and Waldo

Region 5: Penobscot and Piscataquis

Region 6: Aroostook (no joint systems for Washington County)

This table provides you the opportunity to compare your facility's wages to the averages within the same region. Information is shown for the five most frequently reported job titles. In order to maximize the amount of data in the analysis, we combined hourly wages and hourly equivalents of annual salaries. Region 1 primarily contains distinct water and wastewater facilities, rather than joint utilities, so we did not complete the analysis for this region. Note that because the data sets were small, we have reported only the averages in order to protect the confidentiality of participants.

		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6		
General Manager/ Superintendent	AVERAGE	*	*	*	\$37.03	*	\$24.75		
Operator	AVERAGE	*	*	*	\$18.78	\$14.87	\$13.42		
Laborer	AVERAGE	*	*	*	\$15.88	*	*		
Office Manager	AVERAGE	*	*	*	\$16.85	*	\$24.37		
Billing Clerk	AVERAGE	*	*	*	\$20.40	\$14.44	\$16.42		

† **Joint Facilities** are defined as facilities that provide both water and wastewater services

The salary/wage information for joint facility staff performing only water or wastewater tasks is included in the water or wastewater tables respectively

* Indicates insufficient data for calculation

JOINT FACILITIES Trustees

Information on this page has been calculated from districts only. Municipal entities do not have trustees and, thus, are not comparable.

	# of Trustees	Elected or Appointed	Payment **
Facilities with 0-1200 Water & Wastewater Connections	45% of systems have 3 trustees 55% have 5 trustees	73% of systems have elected 18% have appointed 9% have both	36% of systems pay a stipend per meeting Average = \$33** 36% pay an annual stipend Average = \$755** 18% do not compensate or did not divulge 9% pay both

	# of Trustees	Elected or Appointed	Payment **
Facilities with 1201+ Water & Wastewater Connections	33% have 5 trustees 33% have 9 trustees 33% have 11 trustees	33% of systems have elected 67% have appointed	100% pay a stipend per meeting Average = \$125**

* Indicates insufficient data for calculation

** Excludes additional officer stipends

JOINT FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 0-1200 Water & Wastewater Connections

Total of 16

General Info	Average # of Connections	Average # of Full Time Employees	Average # of Part Time and 3/4 Time Employees
	488	3	2

Insurance & Retirement	81% Offer Health Insurance		63% Offer Dental Insurance		81% Offer Retirement	50% Offer Short Term Disability	19% Offer Long Term Disability	50% Offer Life Insurance
	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution (% of annual pay)	Average % Employer Contribution	Average % Employer Contribution	Average % Employer Contribution
	90%	60%	38%	31%	4.8%	65%	47%	68%

See the following page for detail by facility.

JOINT FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 0-1200 Water & Wastewater Connections

BENEFITS & INSURANCE BY NUMBER OF CONNECTIONS									
# of Connections	Health Insurance Individual	Health Insurance Family	Dental Insurance Individual	Dental Insurance Family	Long Term Disability	Short Term Disability	Life Insurance	Retirement Plan	
	% of Employer Contribution				% of Employer Contribution			% of Salary	Plan Type(s)
143	*	*	*	*	*	*	*	*	*
115	60%	0%	0%	0%	*	*	*	**	MainePERS
200	100%	50%	100%	50%	*	*	100%	8.9%	MainePERS
287	100%	50%	0%	0%	*	0%	0%	3.0%	IRA
290	80%	80%	80%	80%	*	80%	100%	3.0%	457
321	*	*	*	*	*	*	*	*	*
409	70%	70%	0%	0%	*	100%	*	**	457
411	*	*	*	*	*	*	*	*	*
462	100%	0%	0%	0%	**	100%	0%	4.1%	MainePERS
566	85%	85%	0%	0%	*	0%	*	5.6%	MainePERS
610	100%	100%	100%	100%	*	100%	*	\$25 / week	IRA
611	100%	100%	*	*	*	*	100%	7.8%	MainePERS
725	95%	85%	*	*	*	*	*	0.0%	401k & MainePERS
638	79%	79%	*	*	40%	40%	40%	\$20 / week	457
939	100%	0%	0%	0%	0%	*	100%	5.7%	457
1,080	100%	80%	100%	80%	100%	100%	100%	Note 1	457 & MainePERS

* Indicates no plan offered

**Indicates employer plan offered but no percentage information was provided

Note 1: As required by MainePERS, 457:3.0% match

JOINT FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 1201+ Water & Wastewater Connections

Total of 3

General Info	Average # of Connections	Average # of Full Time Employees	Average # of Part Time and 3/4 Time Employees
	19,890	44	2

Insurance & Retirement	100% Offer Health Insurance		67% Offer Dental Insurance		100% Offer Retirement	100% Offer Short Term Disability	100% Offer Long Term Disability	100% Offer Life Insurance
	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution - Individual Plan	Average % Employer Contribution - Family Plan	Average % Employer Contribution (% of annual pay)	Average % Employer Contribution	Average % Employer Contribution	Average % Employer Contribution
	93%	68%	*	*	5.6%	33%	67%	50%

See the following page for detail by facility.

* Indicates insufficient data for calculation

JOINT FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 1201+ Water & Wastewater Connections

BENEFITS & INSURANCE BY NUMBER OF CONNECTIONS									
# of Connections	Health Insurance Individual	Health Insurance Family	Dental Insurance Individual	Dental Insurance Family	Long Term Disability	Short Term Disability	Life Insurance	Retirement Plan	
	% of Employer Contribution				% of Employer Contribution			% of Salary	Plan Type(s)
1,750	100%	50%	*	*	0%	0%	0%	5.0%	401a & 457
5,921	85%	85%	85%	85%	100%	100%	100%	9%	MainePERS
52,000	95%	70%	70%	0%	100%	0%	50%	3.0%	Undisclosed

* Indicates no plan offered

JOINT FACILITIES' ON-CALL PAY & TRAVEL SUMMARY

All Joint Facilities

ON-CALL PAY & TRAVEL FOR HOURLY & SALARIED EMPLOYEES						
# of Connections	Hourly		Salaried		Both	
	Pay For Being On-Call	Mimimum Hours Paid Per Call	Pay For Being On-Call	Mimimum Hours Paid Per Call	Company Vehical Provided	Mileage Paid For On-Call Travel
143	Undisclosed	Undisclosed	Undisclosed	Undisclosed	Undisclosed	Undisclosed
115	*	*	*	*	*	*
200	*	*	*	*	Yes	*
287	*	2 hrs (Note 1)	*	2 hrs (Note 2)	*	*
290	*	*	*	*	*	*
321	*	1 hr	*	*	Yes	*
409	*	2 hrs	*	*	Yes	*
411	Note 3	1 hr	*	*	Yes	*
462	\$25 / week	2 hrs (Note 1)	*	*	Yes	\$0.43 / mile
566	*	2 hrs	*	*	*	*
610	6 hrs / week	2 hrs	*	*	Yes	*
611	\$124 / week	4 hrs	*	*	*	*
725	8 hrs / 2 weeks	2 hrs	*	*	*	*
638	8 hrs	2 hrs	*	*	*	\$0.44 / mile
939	\$15 / day	2 hrs	*	*	*	*
1,080	Note 4	3 hrs (Note 1)	*	*	*	*
1,750	*	2 hrs (Note 1)	*	*	Yes	*
5,921	Note 5	2 hrs	*	*	Yes	IRS rate
52,000	12 hrs / week	4 hrs (Note 6)	*	*	Yes	*

* Indicates not offered

** Indicates offered but no compensation information provided

Note 1: Paid at overtime rate

Note 2: 2 hours compensatory time at regular hourly wage

Note 3: 1 hour per day during the work week and 4 hours per day on weekends

Note 4: 3 hours at overtime rate for weekends and holiday plant checks

Note 5: 1.5 hours to 2 hours per day depending upon job classification

Note 6: 3 hours minimum for foreman responding with company truck