

2017 MAINE WATER & WASTEWATER FACILITIES'
ANNUAL SALARY, WAGE and BENEFITS SURVEY



Prepared with the support of
grants administered by the Maine Municipal Bond Bank

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INTRODUCTION

TO: Maine Water & Wastewater Facilities and Other Interested Parties
FROM: Maine Rural Water Association
SUBJECT: 2017 Maine Water & Wastewater Facilities' Annual Salary, Wage and Benefits Survey

We are pleased to present the results of the 2017 Maine Water & Wastewater Facilities' Annual Salary, Wage & Benefits Survey. We emailed a total of 196 surveys and received 92 responses, resulting in an overall 47% return rate. In 2017, a total of 89 surveys were emailed to water facilities with 40 responses, resulting in a 45% return rate. A total of 68 surveys were emailed to wastewater facilities with 33 responses, yielding a 49% return rate. In addition, we emailed 39 surveys to combined (joint) water & wastewater facilities with 19 responses, resulting in a 49% 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.

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 29 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 | \$3,500 | 5 | \$13.46 | \$53,706 | 40 | \$25.82 | \$22,593 | 21 | \$20.69 |
| | AVERAGE | \$26,672 | 19 | \$22.62 | \$66,946 | 42 | \$32.19 | \$84,335 | 42 | \$41.43 |
| | HIGH | \$53,248 | 40 | \$33.94 | \$82,000 | 47 | \$39.42 | \$141,003 | 60 | \$67.79 |
| Assistant GM/ Assistant Superintendent | LOW | * | * | * | * | * | * | * | * | * |
| | AVERAGE | * | * | * | * | * | * | * | * | * |
| | HIGH | * | * | * | * | * | * | * | * | * |
| Chief Operator/ Operations Mgr | LOW | * | * | * | * | * | * | * | * | * |
| | AVERAGE | * | * | * | * | * | * | * | * | * |
| | HIGH | * | * | * | * | * | * | * | * | * |
| Operator | LOW | | | | * | * | * | * | * | * |
| | AVERAGE | | | | * | * | * | * | * | * |
| | HIGH | | | | * | * | * | * | * | * |
| Office Manager | LOW | \$1,000 | 1 | \$4.23 | * | * | * | \$45,843 | 40 | \$22.04 |
| | AVERAGE | \$11,715 | 10.5 | \$16.04 | * | * | * | \$62,944 | 40 | \$30.26 |
| | HIGH | \$37,960 | 20 | \$22.44 | | | | \$98,925 | 40 | \$47.56 |

* Indicates insufficient data for calculation

WATER FACILITIES
Hourly Employees
Total of 40 Facilities

| Job Title | | 0-500 Connections | 501-1500 Connections | 1501+ Connections |
|-----------|--|----------------------|-------------------------|----------------------|
|-----------|--|----------------------|-------------------------|----------------------|

| | | | | |
|--|----------------|---|----------------|---|
| General Manager/ Superintendent | LOW | * | \$23.88 | * |
| | AVERAGE | | \$28.99 | |
| | HIGH | | \$37.80 | |

| | | | | |
|---|----------------|----------------|----------------|----------------|
| Asst GM/Chief Operator/ Operations Mgr | LOW | \$15.00 | \$18.00 | \$20.27 |
| | AVERAGE | \$20.57 | \$21.67 | \$25.79 |
| | HIGH | \$28.22 | \$25.23 | \$34.99 |

| | | | | |
|-----------------|----------------|----------------|----------------|----------------|
| Operator | LOW | \$10.00 | \$15.00 | \$17.06 |
| | AVERAGE | \$16.92 | \$20.48 | \$22.49 |
| | HIGH | \$26.77 | \$27.04 | \$28.45 |

| | | | | |
|----------------|----------------|---|---|----------------|
| Foreman | LOW | * | * | \$20.18 |
| | AVERAGE | | | \$25.47 |
| | HIGH | | | \$29.67 |

| | | | | |
|-------------------------------|----------------|---|---|----------------|
| Equipment Operator | LOW | * | * | \$18.49 |
| | AVERAGE | | | \$21.68 |
| | HIGH | | | \$25.13 |

| | | | | |
|--|--|--|--|--|
| | | | | |
| | | | | |
| | | | | |

| Job Title | | 0-500 Connections | 501-1500 Connections | 1501+ Connections |
|-----------|--|----------------------|-------------------------|----------------------|
|-----------|--|----------------------|-------------------------|----------------------|

| | | | | |
|----------------|----------------|---|----------------|----------------|
| Laborer | LOW | * | \$10.00 | \$15.00 |
| | AVERAGE | | \$15.21 | \$19.41 |
| | HIGH | | \$21.84 | \$22.38 |

| | | | | |
|-----------------------------------|----------------|---|---|----------------|
| Maintenance Technician | LOW | * | * | \$19.90 |
| | AVERAGE | | | \$24.42 |
| | HIGH | | | \$35.07 |

| | | | | |
|---------------------|----------------|---|---|----------------|
| Meter Reader | LOW | * | * | \$16.50 |
| | AVERAGE | | | \$20.40 |
| | HIGH | | | \$23.90 |

| | | | | |
|-----------------------|----------------|----------------|----------------|----------------|
| Office Manager | LOW | \$12.75 | \$12.50 | \$17.00 |
| | AVERAGE | \$15.25 | \$20.21 | \$26.53 |
| | HIGH | \$17.50 | \$36.00 | \$37.40 |

| | | | | |
|----------------------|----------------|---|----------------|----------------|
| Billing Clerk | LOW | * | \$13.50 | \$13.50 |
| | AVERAGE | | \$15.18 | \$18.04 |
| | HIGH | | \$22.38 | \$22.38 |

| | | | | |
|--|--|--|--|--|
| | | | | |
| | | | | |
| | | | | |

* Indicates insufficient data for calculation

WATER FACILITIES
Analysis by Treatment Certification Class
Total of 40 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 | \$13.46 | \$17.30 | \$27.81 | \$20.69 |
| | AVERAGE | \$22.84 | \$30.63 | \$38.25 | \$43.86 |
| | HIGH | \$33.94 | \$37.80 | \$60.96 | \$67.79 |
| Chief Operator | LOW | * | \$18.00 | \$20.27 | \$26.60 |
| | AVERAGE | | \$23.12 | \$26.29 | \$28.91 |
| | HIGH | | \$31.06 | \$42.31 | \$34.99 |
| Operator | LOW | \$17.86 | \$10.00 | \$17.06 | \$22.23 |
| | AVERAGE | \$24.14 | \$18.14 | \$21.07 | \$24.85 |
| | HIGH | \$28.85 | \$25.15 | \$23.82 | \$28.45 |

* Indicates insufficient data for calculation

WATER FACILITIES
Analysis by Region

We examined the 2017 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 | \$39.88 | \$26.95 | \$42.10 | \$28.91 | \$32.66 | \$31.06 |
| | | | | | | | |
| Operator | Average | \$23.13 | \$16.91 | \$24.53 | \$23.07 | \$20.32 | \$22.02 |
| | | | | | | | |
| Laborer | Average | \$17.13 | \$17.78 | \$18.98 | \$18.08 | \$15.34 | \$19.64 |
| | | | | | | | |
| Office Manager | Average | \$25.26 | \$15.70 | \$32.37 | \$21.92 | \$28.79 | \$21.17 |
| | | | | | | | |
| Billing Clerk | Average | \$20.36 | \$15.50 | \$20.00 | \$17.99 | \$14.59 | \$12.48 |
| | | | | | | | |

* 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.

| Facilities with 0-500 Connections | # of Trustees | Elected or Appointed | Payment ** |
|--------------------------------------|---|--|--|
| | 67% of systems have 3 trustees 17% of systems have 5 Trustees 8% have 7 trustees 8% have other | 42% of systems have elected 42% have appointed 16% are undisclosed | 16% of systems pay a stipend per meeting Average = \$20 42% pay an annual stipend Average = \$485 42% do not compensate or did not divulge |
| Facilities with 501-1500 Connections | # of Trustees | Elected or Appointed | Payment ** |
| | 45% have 3 trustees 45% have 5 trustees 10% have other | 64% have elected 36% have appointed | 28% pay a stipend per meeting Average = \$45 82% pay an annual stipend Average = \$483 |
| Facilities with 1500+ Connections | # of Trustees | Elected or Appointed | Payment ** |
| | 39% have 3 trustees 23% have 5 trustees 15% have 7 trustees 23% have other numbers | 54% have elected 46% are appointed | 46% pay a stipend per meeting Average = \$62 54% pay an annual stipend Average = \$926 |

** 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) |
| 11 | * | * | * | * | * | * | * | * | * |
| 17 | * | * | * | * | * | * | * | * | * |
| 30 | * | * | * | * | * | * | * | * | * |
| 37 | * | * | * | * | * | * | * | * | * |
| 92 | * | * | * | * | * | * | * | * | * |
| 104 | * | * | * | * | * | * | * | * | * |
| 150 | * | * | * | * | * | * | * | * | * |
| 192 | * | * | * | * | * | * | * | * | * |
| 193 | * | * | * | * | * | * | 0% | 3.0% | Simple IRA |
| 289 | * | * | * | * | * | * | * | * | * |
| 370 | 100% | 0% | * | * | * | * | * | * | * |
| 426 | * | * | * | * | * | * | * | * | * |

* Indicates no plan offered

WATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 501-1500 Connections

Total of 13

| General Info | Average # of Connections | Average # of Full Time Employees | Average # of Part Time Employees |
|--------------|--------------------------|----------------------------------|----------------------------------|
| | | 859 | 3 |

| Insurance & Retirement | 100% Offer Health Insurance | | 61.5% Offer Dental Insurance | | 84.6% Offer Retirement | 84.6% Offer Short Term Disability | 31% Offer Long Term Disability | 92.3% 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 |
| | 85% | 60% | 56% | 37% | 8.1% | 36% | 75% | 92% |

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) |
| 545 | 10% | 10% | * | * | * | 0% | 0% | * | * |
| 642 | 100% | 0% | 100% | 0% | * | 100% | 100% | * | * |
| 653 | 100% | 75% | 100% | 50% | * | 0% | 100% | 9.5% | MSRS |
| 700 | 90% | 90% | * | * | * | 0% | 100% | 9.5% | MSRS |
| 720 | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 3.0% | SEP IRA |
| 750 | 95% | 95% | 0% | 0% | 0% | 0% | * | 7.0% | MSRS |
| 769 | 40% | 0% | * | * | * | 0% | 100% | 10.0% | MSRS |
| 800 | 100% | 60% | * | * | * | 0% | 100% | 9.5% | MSRS |
| 960 | 85% | 85% | 85% | 85% | * | * | 100% | 2.0% | 457, MSRS |
| 981 | 100% | 0% | 0% | 0% | * | 0% | 100% | 10.0% | SEP IRA |
| 1097 | 90% | 75% | * | * | * | * | 100% | 9.5% | MSRS |
| 1144 | 90% | 90% | 0% | 0% | 100% | 100% | 100% | 6.0% | 457 |
| 1400 | 100% | 100% | 60% | 60% | 100% | 100% | 100% | 9.5% | MSRS |

* Indicates no plan offered

** Indicates employer plan offered but no percentage information provided

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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 |
| | 4128 | 10 | 1 |

| | | | | | | | | |
|-----------------------------------|---|---|---|---|---|--|---------------------------------------|---------------------------------|
| Insurance & Retirement | 100% Offer Health Insurance | | 73% Offer Dental Insurance | | 100% Offer Retirement | 86% Offer Short Term Disability | 20% Offer Long Term Disability | 93% 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% | 65% | 69% | 37% | 6.5% | 54% | 67% | 86% |

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) |
| 1598 | 80% | 80% | * | * | * | * | 100% | 7.0% | MSRS |
| 1638 | 95% | 90% | 0% | 0% | * | 0% | * | 0.0% | 457, MSRS |
| 1800 | 100% | 50% | 100% | 100% | * | 100% | 100% | 9.5% | MSRS |
| 1923 | 100% | 100% | * | * | * | 0% | 100% | 0.0% | MSRS |
| 2000 | 100% | 100% | * | * | 100% | 100% | 100% | 8.0% | MSRS |
| 2032 | 100% | 80% | * | * | * | * | 100% | 6.0% | 457 |
| 2163 | 93% | 93% | 93% | 93% | * | 100% | 100% | 8.0% | 401k |
| 3291 | 90% | 10% | 90% | 10% | * | 100% | 0% | 9.0% | 457, MSRS |
| 3400 | 100% | 85% | 100% | 85% | * | 0% | 100% | 7.0% | MSRS |
| 3668 | 100% | 0% | 80% | 20% | 100% | 100% | 100% | 5.0% | 457, MSRS |
| 3700 | 80% | 20% | 100% | 100% | 0% | 0% | 100% | 0.0% | MSRS |
| 5350 | 100% | 0% | 100% | 0% | * | 0% | 100% | 9.5% | 457, MSRS |
| 7092 | 85% | 85% | 0% | 0% | * | 0% | 0% | 9.5% | MSRS |
| 8600 | 100% | 85% | 100% | 0% | * | 100% | 100% | 8.0% | 457, MSRS |
| 13661 | 90% | 90% | 0% | 0% | * | 100% | 100% | 11.5% | DEF CONT |

* 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 |
| | | | | | | |
| 11 | * | * | * | * | * | * |
| 17 | * | * | * | * | * | * |
| 30 | * | * | * | * | * | * |
| 37 | * | * | * | * | * | * |
| 92 | * | * | * | * | * | * |
| 104 | ** | 2 hrs | Yes | * | Yes | Yes, 0 |
| 150 | * | * | * | * | * | * |
| 192 | * | * | * | * | * | * |
| 193 | * | * | * | * | Yes | Yes, no limit set |
| 289 | * | * | * | * | * | * |
| 370 | * | 2 hrs | * | * | * | Yes |
| 426 | * | * | * | * | Yes | * |
| | | | | | | |

* 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 |
| 545 | \$25/day Sat/Sun | <i>Note 1</i> | * | <i>1 hr (note 2)</i> | * | * |
| 642 | 3 hrs / week | 1 hr | * | * | Yes | Yes |
| 653 | <i>Note 3</i> | ** | <i>Note 4</i> | ** | * | Yes, IRS MIg rt |
| 700 | 15 hrs / week | * | * | * | Yes | * |
| 720 | * | 2 hrs | * | * | Yes | Yes |
| 750 | 8 hrs / weekend | ** | * | * | Yes | Yes, .55 |
| 769 | ** | 1 hr | * | * | * | * |
| 800 | 4 hrs / week | 1 hr | * | * | Yes | * |
| 960 | * | 2 hrs | * | * | * | * |
| 981 | 7 hrs / week | 1 hr | * | * | Yes | * |
| 1097 | * | 4 hrs | * | * | * | * |
| 1144 | 8 hrs / weekend | 2 hrs | * | * | Yes | * |
| 1400 | * | 2 hrs | * | * | Yes | * |
| | | | | | | |

* Indicates not offered

** Indicates offered but no compensation information provided

Note 1: Minimum # Hours per call in: Min 1 hr/day x OT Pay x 1 Sat & 1 Sun, any other call in time x 1 1/2 OT pay

Note 2: Salaried Minimum call-in pay: 1 hr/ day X 1 hr Comp time 1 - Sat, 1- Sun, any other call in 1 hr = 1hr ca

Note 3: Hourly employees paid \$19/day for on-call; minimum 2 hrs at OT rate for call outs

Note 4: Salaried employees paid \$19/day for on-call and \$60/day for weekends and holidays, regardless of No. of hours

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 |
| | | | | | | |
| 1598 | 3hrs weekends/2 weekdays | ** | * | * | Yes | * |
| 1638 | 16 hrs/ week | 2 hrs | * | * | Yes | * |
| 1800 | 6 hrs/ week | 2 hrs | * | * | Yes | * |
| 1923 | Note 1 | * | Note 1 | * | * | * |
| 2000 | 12 hrs / week | 2 hrs | 8 hrs / week | * | Yes | * |
| 2032 | 5 hrs/ week | 2 hrs | * | * | * | * |
| 2163 | 16hrs/week (Note 2) | * | * | * | * | * |
| 3291 | 56 | 2 hrs | * | * | Yes | * |
| 3400 | 16 hrs / week | 2 hrs | * | * | Yes | * |
| 3668 | 12 hrs / week | * | * | * | Yes | * |
| 3700 | \$150/week | 2 hrs | * | * | * | .54 |
| 5350 | 8 hrs/ week | 2 hrs | * | * | Yes | Yes, .54 |
| 7092 | 8 hrs / week | 2 hrs | * | * | Yes | * |
| 8600 | 8 hrs / day | 1 hr | Note 3 | * | Yes | * |
| 13661 | 8 hrs / week | 2 hrs | * | * | Yes | * |

* Indicates not offered

** Indicates offered but no compensation information provided

Note 1: On Call time is paid at 1 hr. for each weekday and \$100 for the weekend as a minimum rate. If called out, they are paid for actual call out time. There is no minimum call out rate.

Note 2: On call every third week, \$50/week for carrying phone. 16 hrs a week for plant duties

Note 3: Salaried on call employees are not paid an hourly stipend, but a set cash stipend of \$235/week on call.

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 31 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 | * | * | * | | | | | | |
| | AVERAGE | | | | \$1,190 | 20 | \$25.35 | \$20,810 | 10 | \$24.41 |
| | HIGH | | | | \$60,601 | 40 | \$33.65 | \$85,692 | 40 | \$42.55 |
| | | | | \$101,651 | 50 | \$48.87 | \$113,922 | 50 | \$54.77 | |
| Assistant GM/ Assistant Superintendent | LOW | * | * | * | | | | | | |
| | AVERAGE | | | | * | * | * | \$47,216 | 40 | \$22.70 |
| | HIGH | | | | | | | \$74,473 | 41 | \$35.80 |
| | | | | | | | \$105,061 | 44 | \$50.51 | |
| Office Manager | LOW | * | * | * | | | | | | |
| | AVERAGE | | | | * | * | * | \$60,028 | 40 | \$28.86 |
| | HIGH | | | | | | | \$65,378 | 41 | \$31.43 |
| | | | | | | | \$73,000 | 45 | \$35.10 | |

* Indicates insufficient data for calculation

WASTEWATER FACILITIES
Hourly Employees
Total of 33 Facilities

| Job Title | | 0-500 Connections | 501-1500 Connections | 1501+ Connections |
|------------------------------------|----------------|----------------------|-------------------------|----------------------|
| General Manager/ Superintendent | LOW | * | * | * |
| | AVERAGE | | | |
| | HIGH | | | |
| Chief Operator/ Operations Mgr | LOW | * | \$16.74 | \$22.50 |
| | AVERAGE | | \$20.84 | \$29.86 |
| | HIGH | | \$28.00 | \$37.25 |
| Operator | LOW | * | \$13.00 | \$18.50 |
| | AVERAGE | | \$18.40 | \$22.49 |
| | HIGH | | \$23.00 | \$25.50 |
| Foreman | LOW | * | \$21.55 | \$23.26 |
| | AVERAGE | | \$25.25 | \$27.15 |
| | HIGH | | \$29.00 | \$36.00 |
| Equipment Operator | LOW | * | * | \$21.95 |
| | AVERAGE | | | \$24.42 |
| | HIGH | | | \$28.50 |
| Laborer | LOW | * | \$10.10 | \$13.00 |
| | AVERAGE | | \$13.18 | \$17.54 |
| | HIGH | | \$16.26 | \$21.52 |

| Job Title | | 0-500 Connections | 501-1500 Connections | 1501+ Connections |
|---------------------------|----------------|----------------------|-------------------------|----------------------|
| Maintenance Technician | LOW | * | \$12.99 | \$17.69 |
| | AVERAGE | | \$20.06 | \$23.14 |
| | HIGH | | \$30.78 | \$30.74 |
| Laboratory Manager | LOW | * | * | \$22.58 |
| | AVERAGE | | | \$26.23 |
| | HIGH | | | \$30.00 |
| Laboratory Technician | LOW | * | * | \$18.50 |
| | AVERAGE | | | \$22.57 |
| | HIGH | | | \$26.74 |
| Office Manager | LOW | * | \$16.20 | \$21.00 |
| | AVERAGE | | \$19.97 | \$26.16 |
| | HIGH | | \$26.87 | \$31.85 |
| Billing Clerk | LOW | * | \$16.20 | \$12.54 |
| | AVERAGE | | \$17.65 | \$20.88 |
| | HIGH | | \$19.45 | \$27.00 |
| Mechanic | LOW | * | * | \$23.10 |
| | AVERAGE | | | \$24.55 |
| | HIGH | | | \$26.00 |

* Indicates insufficient data for calculation

WASTEWATER FACILITIES
Analysis by Certification Class
Total of 33 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 | * | \$19.23 | \$21.60 | \$34.38 | \$34.64 |
| | AVERAGE | * | \$24.97 | \$38.45 | \$40.47 | \$44.22 |
| | HIGH | * | \$29.32 | \$61.00 | \$54.33 | \$54.77 |
| Chief Operator | LOW | * | * | \$19.01 | \$22.89 | \$26.21 |
| | AVERAGE | * | * | \$25.16 | \$29.68 | \$30.91 |
| | HIGH | * | * | \$35.00 | \$34.00 | \$37.25 |
| Operator | LOW | * | * | \$17.04 | \$18.50 | \$19.74 |
| | AVERAGE | * | * | \$20.06 | \$22.14 | \$22.34 |
| | HIGH | * | * | \$25.37 | \$25.38 | \$24.83 |

* Indicates insufficient data for calculation

WASTEWATER FACILITIES
Analysis by Region

We examined the 2017 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 | \$43.89 | \$29.23 | \$38.25 | \$36.64 | \$29.63 | * |
| | | | | | | | |
| Operator | Average | \$22.73 | \$20.10 | \$21.69 | \$19.23 | \$16.87 | * |
| | | | | | | | |
| Laborer | Average | \$18.63 | \$13.00 | * | \$18.08 | * | * |
| | | | | | | | |
| Office Manager | Average | \$28.80 | \$20.20 | \$21.41 | \$23.84 | \$16.90 | * |
| | | | | | | | |
| Billing Clerk | Average | \$21.86 | \$15.04 | \$17.54 | \$19.95 | \$14.37 | * |
| | | | | | | | |

* 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 | * | * | * |
| | # of Trustees | Elected or Appointed | Payment ** |
| Facilities with 501-1500 Connections | 29% have 3 trustees 43% have 5 trustees 14% have 6 trustees 14% have 7 trustees | 86% have elected 14% have appointed | 29% pay a stipend per meeting Average = \$50 71% pay an annual stipend Average = \$1129 0% pay both 0% do not compensate or did not divulge |
| | # of Trustees | Elected or Appointed | Payment ** |
| Facilities with 1500+ Connections | 22% have 3 trustees 45% have 5 trustees 33% have 7 or more trustees | 62.5% have elected 37.5% have appointed | 12.5% pay a stipend per meeting Average = \$7 * 62.5% pay an annual stipend Average = \$700 25% do not pay either or did not divulge |

* Indicates insufficient data for calculation

** Excludes additional officer stipends

WASTEWATER FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 0-500 Connections

Total of 2*

| General Info | Average # of Connections | Average # of Full Time Employees | Average # of Part Time and 3/4 Time Employees |
|--------------|--------------------------|----------------------------------|---|
| | | * | * |

| Insurance & Retirement | Health Insurance* | | Dental Insurance* | | Retirement* | Short Term Disability* | Long Term Disability* | 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 |
| | * | * | * | * | * | * | * | * |

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) |
| 235 | * | * | * | * | * | * | * | * | * |
| 250 | 100% | 0% | 0% | 0% | * | * | 100% | 3% | 457 |
| | | | | | | | | | |

* 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 14

| General Info | Average # of Connections | Average # of Full Time Employees | Average # of Part Time and 3/4 Time Employees |
|--------------|--------------------------|----------------------------------|---|
| | | 1,025 | 3 |

| Insurance & Retirement | 100% Offer Health Insurance | | 71% Offer Dental Insurance | | 100% Offer Retirement | 57% Offer Short Term Disability | 14% Offer Long Term Disability | 93% 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 |
| | 81% | 62% | 61% | 42% | 7.0% | 69% | 50% | 67% |

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) |
| 519 | 95% | 95% | * | * | * | * | 100% | 9.5% | MSRS |
| 550 | 90% | 90% | * | * | * | ** | 90% | 3% | SIMPLE IRA |
| 620 | 100% | 0% | 100% | 0% | * | * | 100% | 3.0% | ** |
| 780 | 100% | 60% | * | * | * | * | * | 7% | MSRS |
| 803 | 80% | 80% | 0% | 0% | 100% | 100% | 100% | 9.0% | 401k,457,MSRS |
| 910 | 5% | 0% | 5% | 0% | * | 100% | 0% | 0.0% | MSRS |
| 953 | 90% | 90% | * | * | * | 50% | 100% | 7.0% | 457,MSRS |
| 1020 | 100% | 75% | 100% | 100% | * | 100% | 100% | 10.0% | 401A |
| 1100 | 80% | 45% | 20% | 55% | * | * | 0% | 9.5%/6.0% | 457/MSRS |
| 1200 | 100% | 80% | 100% | 80% | * | * | 0% | 9.5% | MSRS |
| 1435 | 10% | 20% | 0% | 0% | 0% | 0% | 0% | 8.0% | PERS |
| 1462 | 100% | 100% | 100% | 100% | * | 100% | 100% | 8.0% | SEP IRA |
| 1497 | 100% | 50% | 100% | 0% | * | 100% | 100% | 9.5% | MSRS,MPERS |
| 1500 | 80% | 80% | 80% | 80% | * | 0% | 80% | 5.0% | 401K,MSRS |

* 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 17

| | | | |
|---------------------|---------------------------------|---|--|
| General Info | Average # of Connections | Average # of Full Time Employees | Average # of Part Time and 3/4 Time Employees |
| | 3,635 | 10.8 | 0.8 |

| | | | | | | | | |
|-----------------------------------|---|---|---|---|---|--|---------------------------------------|----------------------------------|
| Insurance & Retirement | 100% Offer Health Insurance | | 88% Offer Dental Insurance | | 100% Offer Retirement | 82% Offer Short Term Disability | 47% 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 |
| | 92% | 81% | 36% | 34% | 6.5% | 29% | 38% | 59% |

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) |
| 1674 | 100% | 80% | 100% | 80% | 0% | 0% | 0% | 9.5% | 457,MSRS |
| 2000 | 80% | 80% | 0% | 0% | * | 0% | 0% | 10% | MSRS |
| 2091 | 100% | 0% | * | * | 0% | 0% | 0% | 0.0% | MSRS |
| 2200 | 85% | 85% | 85% | 85% | * | 85% | 100% | 5.0% | MSRS |
| 2521 | 100% | 80% | 0% | 0% | * | 0% | 100% | 5.0% | 401A,MSRS |
| 2947 | 78% | 78% | 78% | 78% | 0% | 0% | 0% | 5.0% | 401k,457,MSRS |
| 3125 | 85% | 85% | 85% | 85% | 100% | 50% | 0% | 8.0% | 401A,457,MSRS |
| 3158 | 80% | 80% | 0% | 0% | 0% | 0% | 100% | 9.5% | MSRS |
| 3167 | 85% | 85% | 0% | 0% | * | * | 100% | 7.0% | MSRS |
| 3215 | 100% | 80% | 100% | 80% | 0% | 0% | 100% | 5.0% | 401A,457,MSRS |
| 3500 | 100% | 100% | 0% | 0% | * | 100% | 0% | 9.0% | MSRS |
| 4500 | 100% | 100% | 100% | 100% | 100% | * | 100% | 8.0% | 401A |
| 4700 | 95% | 95% | 0% | 0% | * | 70% | 100% | 0.0% | 457, MSRS |
| 5154 | 100% | 100% | * | * | * | * | 100% | 6.5/7.0% | 401A/457 |
| 7842 | 99% | 84% | 0% | 0% | 100% | 0% | 0% | 8.0% | 457,MSRS |
| No connections | 80% | 80% | 0% | 0% | * | 0% | 100% | 6.0% | 457 |
| No connections | 90% | 90% | 0% | 0% | * | 100% | 100% | 9.5% | MSRS |

* Indicates no plan offered

** Indicates employer plan offered but no percentage information provided

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 |
| 235 | * | * | 40 | * | Yes | * |
| 250 | * | * | * | * | * | * |
| | | | | | | |

* 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 |
| 519 | 6 / week | * | * | * | * | * |
| 550 | * | 3 hrs | * | * | * | * |
| 620 | * | 4 hrs | * | * | * | * |
| 780 | * | * | * | * | * | * |
| 803 | * | 4 hrs | * | * | Yes | * |
| 910 | * | 3 hrs | * | * | * | * |
| 953 | * | 3 hrs | * | * | Yes | Yes/no max |
| 1020 | \$150/week | 2 hrs | * | * | * | Yes |
| 1100 | ** | ** | ** | ** | ** | ** |
| 1200 | * | 3 hrs | * | * | * | * |
| 1435 | 2 hrs / week | 4 hrs | * | * | * | * |
| 1462 | 10 / week | 2 hrs | * | * | Yes | * |
| 1497 | 2.5 / week | 2 hrs | * | * | * | * |
| 1500 | 450/week (note 1) | 4 hrs | * | * | * | * |

* Indicates not offered.

** Indicates offered but no compensation information provided

Note 1: First responder compensated \$300 per week, responsible for weekend and holiday duty, pd a min of 3 hrs/day.

Second responder compensated \$150 per week, no weekend duty unless needed

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 |
| 1674 | 110 / week @ \$1.25/hr | 4 hrs | * | * | Yes | * |
| 2000 | 10.5/week(Note 1) | * | * | * | Yes | * |
| 2091 | 4 / week | 4 hrs | * | * | Yes | * |
| 2200 | 15/week | 4 hrs | * | * | * | 100 |
| 2521 | * | * | * | * | * | * |
| 2947 | 14 / week | 3 hrs | * | * | * | * |
| 3125 | \$70/week | 3 hrs | * | * | * | * |
| 3158 | * | 2 hrs | * | Yes | * | Yes, 53.5 |
| 3167 | * | 3 hrs | * | * | * | * |
| 3215 | 8 / week | 2 hrs | * | * | Yes | * |
| 3500 | 7 hrs / week | 1 hr | * | * | Yes | Yes |
| 4500 | 8 / week | 2 hrs | * | * | Yes | * |
| 4700 | 72 / week | 3 hrs | * | * | Yes | * |
| 5000 | 8 hrs | .5-2 hrs | * | * | * | * |
| 5000 | 10.5 / week | 2 hrs | * | * | * | * |
| 5154 | 7 / week | 2 hrs | * | * | Yes | * |
| 7842 | 7 / week | 2 hrs | * | * | Yes | * |

* Indicates not offered

** Indicates offered but no compensation information provided

Note 1: Salaried personnel are paid in comp time

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 18 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 | \$23,046 | 16 | \$27.70 | \$43,763 | 40 | \$21.04 |
| | AVERAGE | \$44,647 | 28 | \$29.78 | \$87,597 | 43 | \$40.55 |
| | HIGH | \$66,248 | 40 | \$31.85 | \$140,005 | 50 | \$67.31 |
| Asst General Manager/Superinte ndent | LOW | * | * | * | \$53,352 | 40 | \$25.65 |
| | AVERAGE | | | | \$86,542 | 40 | \$41.61 |
| | HIGH | | | | \$105,914 | 40 | \$50.92 |
| Operator (0-1200) Chief Operator (1201+) | LOW | * | * | * | \$61,200 | 40 | \$29.42 |
| | AVERAGE | | | | \$70,757 | 40 | \$34.02 |
| | HIGH | | | | \$75,754 | 40 | \$36.42 |
| Office/Finance Manager | LOW | * | * | * | \$61,443 | 40 | \$29.54 |
| | AVERAGE | | | | \$74,325 | 40 | \$35.73 |
| | HIGH | | | | \$80,766 | 40 | \$38.83 |
| Admin/Billing | LOW | * | * | * | | | |
| | AVERAGE | | | | \$33,155 | 40 | \$15.94 |
| | HIGH | | | | | | |

† **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 18 Facilities

| Job Title | | 0-1200 Water & Wastewater Connections | 1201+ Water & Wastewater Connections |
|-----------|--|---------------------------------------|--------------------------------------|
|-----------|--|---------------------------------------|--------------------------------------|

| | | | |
|--|----------------|----------------|----------------|
| General Manager/ Superintendent | LOW | \$19.90 | \$25.32 |
| | AVERAGE | \$21.97 | \$25.54 |
| | HIGH | \$24.06 | \$25.75 |

| | | | |
|--|----------------|---|---|
| Assistant General Manager/ Superintendent | LOW | * | * |
| | AVERAGE | * | * |
| | HIGH | | |

| | | | |
|---|----------------|----------------|----------------|
| Chief Operator/ Operations Mgr | LOW | \$11.00 | \$18.91 |
| | AVERAGE | \$17.93 | \$23.69 |
| | HIGH | \$24.50 | \$32.47 |

| | | | |
|-----------------|----------------|----------------|----------------|
| Operator | LOW | \$12.00 | \$14.00 |
| | AVERAGE | \$17.35 | \$19.85 |
| | HIGH | \$23.65 | \$24.74 |

| | | | |
|----------------|----------------|---|----------------|
| Foreman | LOW | * | \$22.64 |
| | AVERAGE | * | \$25.74 |
| | HIGH | | \$27.79 |

| | | | |
|-----------------|----------------|---|---|
| Lab Tech | LOW | * | * |
| | AVERAGE | * | * |
| | HIGH | | |

| Job Title | | 0-1200 Water & Wastewater Connections | 1201+ Water & Wastewater Connections |
|-----------|--|---------------------------------------|--------------------------------------|
|-----------|--|---------------------------------------|--------------------------------------|

| | | | |
|----------------|----------------|----------------|----------------|
| Laborer | LOW | \$9.00 | \$15.50 |
| | AVERAGE | \$15.67 | \$19.52 |
| | HIGH | \$24.52 | \$21.41 |

| | | | |
|---------------------------|----------------|---|----------------|
| Equipment Operator | LOW | * | \$22.02 |
| | AVERAGE | * | \$23.38 |
| | HIGH | | \$24.74 |

| | | | |
|-----------------------------------|----------------|---|----------------|
| Maintenance Technician | LOW | * | \$15.00 |
| | AVERAGE | * | \$22.89 |
| | HIGH | | \$26.27 |

| | | | |
|-----------------------|----------------|----------------|----------------|
| Office Manager | LOW | \$15.25 | \$15.50 |
| | AVERAGE | \$16.36 | \$22.67 |
| | HIGH | \$17.80 | \$24.57 |

| | | | |
|----------------------|----------------|----------------|----------------|
| Billing Clerk | LOW | \$12.00 | \$12.75 |
| | AVERAGE | \$14.65 | \$17.95 |
| | HIGH | \$16.68 | \$23.08 |

| | | | |
|---------------------|----------------|---|----------------|
| Meter Reader | LOW | * | \$18.51 |
| | AVERAGE | * | \$20.46 |
| | HIGH | | \$22.41 |

† **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 2017 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 | \$67.31 | \$27.47 | \$25.13 | \$31.20 | \$25.44 | \$29.05 |
| | | | | | | | |
| Operator | AVERAGE | \$26.51 | \$19.33 | \$21.58 | \$16.99 | \$15.96 | \$18.57 |
| | | | | | | | |
| Laborer | AVERAGE | \$20.77 | \$17.35 | \$24.52 | * | \$13.50 | \$15.35 |
| | | | | | | | |
| Office Manager | AVERAGE | \$35.10 | \$15.50 | \$21.66 | \$17.38 | \$26.82 | \$19.84 |
| | | | | | | | |
| Billing Clerk | AVERAGE | \$19.60 | \$14.63 | \$17.00 | \$14.45 | \$15.14 | \$16.52 |
| | | | | | | | |

† **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 | 60% of systems have 3 trustees 40% have 5 trustees | 100% of systems have elected 0% have appointed 0% have both | 20% of systems pay a stipend per meeting Average = \$27.50** 60% pay an annual stipend Average = \$655** 0% do not compensate or did not divulge 20% pay both |

| | # of Trustees | Elected or Appointed | Payment ** |
|---|--|---|---|
| Facilities with 1201+ Water & Wastewater Connections | 27% have 3 trustees 37% have 5 trustees 9% have 6 trustees 9% have 7 trustees 18% have 11 trustees | 64% of systems have elected 36% have appointed | 82% pay a stipend per meeting Average = \$61.43** 18% pay a stipend annually Average = \$500** |

* Indicates insufficient data for calculation

** Excludes additional officer stipends

JOINT FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 0-1200 Water & Wastewater Connections

Total of 8

| | | | |
|---------------------|---------------------------------|---|--|
| General Info | Average # of Connections | Average # of Full Time Employees | Average # of Part Time and 3/4 Time Employees |
| | 767 | 3 | 1 |

| | | | | | | | | |
|-----------------------------------|---|---|---|---|---|--|--------------------------------------|-----------------------------------|
| Insurance & Retirement | 87.5% Offer Health Insurance | | 75% Offer Dental Insurance | | 100% Offer Retirement | 75% Offer Short Term Disability | 0% Offer Long Term Disability | 87.5% 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 |
| | 91% | 57% | 63% | 46% | 5.8% | 67% | 0% | 71% |

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) |
| 474 | 100% | 72% | 100% | 100% | * | 100% | ** | 10% | MSRS |
| 625 | 100% | 50% | 0% | 0% | * | 0% | ** | 3% | IRS/SEP |
| 720 | 100% | 50% | 100% | 0% | * | 0% | ** | 3% | SIMPLE IRA |
| 739 | 75% | 75% | 75% | 75% | * | 100% | 200% | 6% | 401A |
| 750 | 100% | 0% | 100% | 100% | * | 100% | 100% | 6% | MPERS |
| 832 | * | * | * | * | * | * | * | 10% | MSRS |
| 869 | 70% | 70% | 0% | 0% | * | 100% | 100% | \$1,000 | 457 |
| 1180 | 100% | 80% | * | * | * | * | 100% | 10% | MSRS |

* Indicates no plan offered

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

JOINT FACILITIES' BENEFITS & INSURANCE SUMMARY

Facilities with 1201+ Water & Wastewater Connections

Total of 10

| | | | |
|---------------------|---------------------------------|---|--|
| General Info | Average # of Connections | Average # of Full Time Employees | Average # of Part Time and 3/4 Time Employees |
| | 8,702 | 16.9 | 0.8 |

| | | | | | | | | |
|-----------------------------------|--|--|--|--|--|--|--|--|
| Insurance & Retirement | 100% Offer Health Insurance | | 82% Offer Dental Insurance | | 100% Offer Retirement | 82% Offer Short Term Disability | 45% Offer Long Term Disability | 90% 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% | 67% | 71% | 52% | 7.3% | 22% | 40% | 75% |

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) |
| 1202 | 100% | 60% | 100% | 50% | * | 0% | 100% | 4.0% | MSRS |
| 1215 | 85% | 85% | 100% | 100% | * | 100% | 100% | 10.0% | ROTH IRA |
| 1269 | 90% | 90% | 100% | 0% | * | * | * | 10.0% | SEP IRA |
| 1554 | 95% | * | 0% | 0% | 0 | 0% | 0 | 9.5% | MSRS |
| 1852 | 100% | 50% | 0% | 0% | 0 | * | 100% | 6.0% | 457 |
| 2107 | 100% | 80% | 100% | 80% | * | 100% | 0 | 10.0% | 457 |
| 2361 | 83% | 83% | 100% | 100% | * | 0% | 100% | 8.9% | MSRS |
| 3800 | 100% | 50% | * | * | 0 | 0% | 100% | 5.0% | 401A,457 |
| 4650 | 100% | 50% | * | * | * | 0% | 0 | 6.0% | 401K,457 |
| 23710 | 93% | 93% | 70% | 70% | 100% | 0% | 50% | 4.5-6.75% | 457 |
| 52000 | 93% | 93% | 70% | 70% | 100% | 0% | 200% | 4.5-6.75% | 457 |

* Indicates no plan offered

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

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 |
| 474 | * | * | Earned Time | * | Yes | * |
| 625 | * | 2 hrs | * | * | No | * |
| 700 | \$50/week | 1 hr | * | * | * | * |
| 720 | \$50/week | 3 hrs | * | * | * | * |
| 739 | * | * | * | * | * | * |
| 832 | 13 hrs | 1 hr | * | * | Yes | * |
| 869 | * | 2 hrs | * | * | Yes | * |
| 1180 | 108 | * | 4 hrs | * | * | * |
| 1202 | ** | * | ** | * | Yes | * |
| 1215 | 6 hours st. time | 2 hrs | * | * | Yes | * |
| 1269 | \$50/week | 2 hrs/call out | * | * | Yes | * |
| 1554 | * | 2 hrs | * | * | * | * |
| 1852 | ** | 2 hrs | * | * | * | * |
| 2107 | ** | 3 hrs | * | * | * | * |
| 2361 | 4 hrs/ week | 2 hrs | * | * | Yes | Yes |
| 3800 | 4 hrs/ week | * | * | * | Yes | * |
| 4650 | 8 hrs | 2 hrs | * | * | Yes | * |
| 23710 | ** | Note 1 | * | * | Yes | Yes, .535 |
| 52000 | ** | Note 1 | * | * | Yes | yes, .535 |

* Indicates not offered

** Indicates offered but no compensation information provided

Note 1: 3 hours minimum with company car, 4 hours minimum with own car