

Part Two, Salary & Benefits Survey										
Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes	
When ranges are given, as noted in the "Other Answers" column, the figure in the "Salaries Provided" column is the middle of the range. Hourly rates were converted uniformly into annual salaries based on a 35-hour work week. If a text answer was given with no salary figure, the text answers are listed in the "Other Answers" column, on the bottom lines for each position. When a response included a salary figure and a text answer, they are shown on the same row.										
Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes	
Operator	31	1		22,660	52,503	51,231	22,660	101,766		
				31,905					We have employees with various stages of licensing we call operators. Currently we have several with 5-2 licenses but no 5-3's which WPC Operator III, Entry Rate	
				33,000						
				33,816						
				36,382						
				37,586					Two utility workers make 40,394 and 34,777 respectively.	
				39,100					31,200.00 - 47,000.00	
				39,822						
				40,426					Varies based on treatment license. Salary listed is average	
				42,442					Hourly Rates range from \$19.38 Per Hour to \$24.77 Per Hour	
				42,000						
				42,000					17 operators salary range 28,000- 56,000	
				43,680					\$24 per hour	
				44,717						
				46,264						
				46,350						
				47,138						
				48,500					\$42,000 - \$55,000	
				50,960					Sr. Repair Person Operator and Operator: \$43,888.00 and \$8032, respectively.	
				51,075					depends on license held, position held (Operator 1,2,3,4,5,6) 39,770- 62,379	
				51,387					for 7 positions	
				52,300						
				52,390					\$39,780-\$65,000 ; salary range depends on how many licenses held, experience, and knowledge.	
				53,745					\$29.53/hr	
				54,263					29.87 per hour	
				58,000					Water Repairer/Maintenance Repairer \$47,000 to \$68,999	
				58,000					We have four, each at this salary.	
				59,740						
				63,500					62000-65000	
				63,727						
				64,527					As long as they have been working here at least 2 years, plus additional for licenses.	
				65,000					Average; Several Operators	
				66,705						
				67,714					Salary ranges from \$ 65,020 per year to \$ 70,408 per year	
				68,136						
				70,000						
				75,358					Eight positions at this rate.	
				75,663						
				80,000					Top Operator Salary	
				101,766						
Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes	
Truck Driver	31	23	0	25,881	46,116	55,000	25,881	66,705		
				27,494					\$11.00 to \$17.44 per hour	
				55,000					Driver Entry Rate	
				55,500					Average	
				66,705					Laborer/Driver \$45 to \$66,000/yr; Union	
									*See Laborer	
									Supervisor of Jet Truck Operations; \$3,000	
									Most of the employees have cdli licenses and can drive heavier equipment.	
Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes	
Safety director/inspector	31	17	0	26,255	63,271	60,000	26,255	110,000		
				32,100					Safety/Regulatory	
				45,000					Our Safety Coordinator is one of our operators who receives \$4,500 a year, as part of his salary.	
				46,685					Safety & Risk Coordinator; Entry Rate	
				47,320					Inspector \$26.05/hr.	
				58,000					Program Coordinator - Health, Safety and Security; Exempt; \$47 to \$71,000/yr	
				61,000						
				73,251						
				83,562						
				90,719						
				98,688						
				110,000					Annual salary	
									One of our operators mainly does inspections if needed.	
									I serve as Safety Coordinator as part of my roles.	
									Superintendent acts as the Safety director.	
									Plant Superintendent is Safety Director	
									Included with Staff Engineer	
Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes	
Equipment operator	31	25	0	30,012	48,583	58,500	30,012	63,000		
				31,404					Equipment Operator II, Entry Rate:\$30,012	
				58,500					\$11.00 to \$23.51 per hour	
				60,000					Equipment Operator \$48 to \$69,000/yr Union	
				63,000					As part of the maintenance staff role - \$60,000.00	
									Average \$63,000	
									See above for truck drivers	
Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes	
Heavy Equipment Operator	31		26	30,012	48,583	46,506	30,012	63,000		
				31,404					EQUIPMENT OPERATOR II Entry Rate	
				58,500					\$11.00 to \$23.51 per hour	
				60,000					Equipment Operator \$48 to \$69,000/yr Union	
				63,000					As part of the maintenance staff role	
									Average	
									See above for truck drivers	

Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes
Electrician	31	20	0		62,966	66,940	34,000	78,000	
				34,000					Electrician II Rate
				56,784					\$31.20 per hour
				59,150					\$32.50 per hour
				62,113					
				66,940					\$36.78 per hour
				67,849					
				70,856					
				71,000					Average
				78,000					We go out to bid for this position. An outside vendor currently has it.
									We do have 2 electricians who are considered operators.
									See Mechanic
									Our tech ops dept head is a certified journeyman and can perform and supervise others doing electric work. Tech ops head salary is \$90,600, our systems integrator salary (can perform some electric work) is \$62,000, and we have an operator who receives a \$2,500 annual stipend, as part of his salary, to perform some electrical work.
Maintenance worker	31	14	0		50,759	50,363	22,472	75,358	
				22,472					MAINTENANCE PERSON Entry Rate\$22,472
				27,400					\$11.00 to 19.11 range
				36,890					Average
				44,000					33,500.00 - 55,000.00/year
				49,000					
				49,031					\$26.94/hr.
				49,725					Four, each at this salary
				51,000					Average
				54,363					29.87 per hour
				57,999					Water Repairer/Maintenance Repairer \$47 to \$68,999/yr; Union
				58,000					
				64,527					After two years, plus additional for licenses
				70,856					Four, each at this salary
				75,358					See Mechanic
Mechanic	31	12			59,451	61,194	30,012	77,000	
				30,012					MECHANIC III Entry Rate
				41,004					Two of our employees are Mechanics. The 2015 starting salary for each is:
									Mechanic A \$25.95
									Mechanic B \$24.57 They may also have additional licenses
				42,226					
				48,100					
				48,230					\$26.50 per hour
				55,929					30.73 per hour
				57,999					Mechanic \$47 to \$68,999/yr
				59,860					\$32.89/hr.
				60,000					
				60,388					\$33.18 per hour
				63,419					
				65,666					Depends on position held (Mechanic 1,2,3,4); 57,990- 73,34
				70,391					Long time employee: starting salary for new employee would be \$45,000+ depending on experience
				70,856					
				71,000					Average
				72,686					Salary ranges from \$ 70,387 per year to \$ 74,984 per year
				75,358					Two at that salary each
				77,000					
									Ass't Maintenance Foreman position NOT in this survey (\$76,968)
									Our Maintenance workers are also mechanics. See #23 above.

Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes
Meter reader	31	27	0	N/a	N/A	N/A	N/A	N/A	
				25,528					Meter Reader \$44 to \$64,000/yr Union
				54,000					We have approx. 600 secondary meters that get read for summer sprinklers. These get read mainly once per year and our safety inspector reads them.
									Meter Reading duties are completed by the Operators
									Most of our meters are integrated into our AMR, therefore, the traditional meter reader is not a position we have any longer. But, this would be an entry level position of \$13-\$14 per hour.
Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes
Weigh master	31	29	0						
									SCALEMASTER Entry Rate: \$30,088
Position	Number of Responses	Do not have Position	Position Vacant	Actual Answers	Average	Median	Lowest	Highest	Other answers/notes
Laborer	31	17			39,672	40,344	21,206	58,406	
				21,206					Entry Rate
				24,644					\$11.00 to \$23.51 range
				25,480					\$13-\$15 per hour depending on skills
				31,404					
				32,640					
				33,365					Truck Driver Laborer: \$28,080.00; Truck Driver Laborer: \$31,761.60; Truck Driver Laborer: \$31,761.60; Repair Person: \$50,710.40; Repair Person: \$34,968.00; *Job duties include (Electrician, Maintenance Worker, Mechanic, etc.)
				40,344					Minimum \$33,282; Maximum \$50,405
				48,448					24.62 per hour
				49,031					\$26.94/hr
				50,000					Laborer \$41 to \$59,000/yr Union
				50,002					
				50,769					Starts at this level
				58,406					Salary ranges from \$ 56,284 per year to \$ 60,528 per year
									See the Laborer/Pump Station Operator description above.
									Duties are completed by the Operators

Benefits		Number	Percentage of Respondents
Please tell us about your medical benefits by checking off those that apply.			
State Health Benefits Plan		27	87
Other Insurance Plan (Blue Cross Blue Shield, HMO, Healthcare Exchange)		4	13
Prescription Plan		21	68
Dental Coverage		25	81
Vision Care		15	48
Dependent Health Benefits		20	65
Flu, Tetanus or Hepatitis Shots		12	39
Annual Physical		6	19
Other		2	6
LTD and Group Travel & Accident			
Central Jersey Health Insurance Fund			
Dental and vision - staff pay portion			
We shop for the best rates on an annual basis.			
Rx included with SHBP			
Vision care is an annual allowance per family at \$300			
12% covered by State Health Benefits Plan, 88% by Other Insurance Plan			
We have an annual reimbursement plan of \$600. for eye and dental expenses.			
Medical (Qualicare), Prescription and Dental (Delta Dental) Coverage are provided through			
On dental and vision we have a joint allowance of \$1800 per year			

What retirement-related benefits do you provide? Check all that apply and please add any that may not be listed in the space provided.		Number	Percentage of Respondents
P.E.R.S.		31	100
Other Retirement Plan (401k)		2	6
Portion of Accumulated Sick Days Paid at Retirement		20	65
Deferred Compensation/Employee Paid		13	42
Health Benefits After Retirement		18	58
Life Insurance		17	55
Payroll Deduction Savings Plan		2	6
Other		4	13
403b			
Partial reimbursement of Health benefits			
SACT			
457B Plan			
Comments			
PERS provides a small amount of paid up life insurance upon retirement.			
Life insurance is provided through PERS. Authority has also established a voluntary 457 Plan (file a 401a). Sick State annuity plan under SAC			

What paid holidays do you offer? Please check all that apply.		Number	Percentage of Respondents
	New Year's Day	31	100%
	MUK's Birthday	25	80.6%
	President's Day	31	100.00%
	Good Friday	29	93.50%
	Memorial Day	31	100.00%
	Independence Day	31	100.00%
	Labor Day	31	100.00%
	Columbus Day	27	87.00%
	Election Day	15	48.30%
	Thanksgiving Day	30	96.70%
	Day after Thanksgiving	28	90.30%
	Christmas Eve	12	38.70%
	Christmas Day	31	100.00%
	New Year's Eve	12	38.70%
	Other	12	38.70%
	Two respondents added that they offer 2		
	Four respondents added Veteran's Day		
	Three respondents added Lincoln's		
	Lincoln's bday and Veteran's day		
	2 floating holidays allowed to be taken in		
	1 hr increments to provide for flexibility		
	The clerical staff and administrative		
	management get half a paid day off for		
	Choice of one of the following: MUK's		
	If you have more than 12 that is trouble		
	The number of holidays varies from		
	administration to those working under a		
	Employees working under a CBA and		
	hired after 01/01/11 receive two less		

What other time and time-off benefits do you offer? Please check all that apply.		Number	Percentage of Respondents
	Paid overtime	31	100
	Recreation Days	30	97
	Holiday rate	24	77
	Time-and-a-Half/ Double-Time	29	94
	Sick Day Accumulation	29	94
	Paid Call-out or Call-Back	22	71
	Night Shift Differential Rate	18	58
	Other Shift Differential	10	32
	Pay to Attend Evening Meetings	5	16
	Compensatory Time Off	19	61
	Unused Sick Day Bonus Paid Annually	13	42
	Longevity Day	13	42
	Time off as Performance Bonus	0	0
	Payment as Performance Bonus	3	96
	Contributory Life Insurance	18	58
	Disability (Temporary or Long-term)	18	58
	Other (View all)	2	6
	Opt-out bonus		
	One Call stipend		
	One person has longevity		
	We are allowed to accumulate sick days		
	and each 6 month period with no sick		
	days used =250.00 sick bonus. Upon 10		
	years and retirement the payout is 35.00		
	per day for 30 days only. If a plant		
	employee gets called in for something		
	after hours, even if they are there for 15		
	Paid safety bonus day		
	Contributory Life Insurance through		
	Disability through State Fund		
	None		

Please indicate which travel and meal-related benefits you offer. Check whichever may apply and/or use the space provided to indicate any others not listed.		Number	Percentage of Respondents
	Paid Mileage for Business Use of Employee Car	29	94
	Meal Allowance	22	71
	Other (View all)	4	13
	Reimbursement of business travel expenses		
	Management car allowance		
	Take Home Vehicles		
	On call employees have cars		
	Follow GSA guidelines for reimbursement for travel		
	Meals when traveling where overnight stay is required.		
	At current IRS rate		
	IRS mileage rate		
	Use of FT MUA vehicle for job related duties		
	Employees will be compensated as per IRS rate table for		
	using personal vehicles for work purposes. The		
	Executive Director, Superintendent, Assistant Foreman		
	and the On-Call employees have take home vehicles		
	Mileage paid at IRS standard mileage rate; meal		
	allowance is maximum of \$65 per day. Receipt must be		

Please check the safety and clothing benefits you offer. Use the space provided to include any comments or list any safety/clothing-related benefits not listed.		Number	Percentage of Respondents
	Eye, Ear and Head Protection	31	100
	Work/Safety Shoes	29	94
	Winter Clothing	30	97
	Uniform Service	24	77
	Hand Tools	23	74
	Clothing Allowance	9	29
	Other (View all)	3	10
	Provide uniforms and cleaning		
	Logo Shirts and Outerwear		
	Boot allowance		
	We define the PPE and pay for it. We define uniform requirements and vendor and provide an annual		
	We provide uniforms for all seasons.		
	We do not provide an allowance, we purchase clothing for our operational employees.		
	\$300/year Clothing Allowance to cover Pants and shoes		
	CSA employees are limited to \$335 per year		
	Boot allowance: maximum of \$102 per year. Receipt must be presented prior to reimbursement.		

Professional Development/Continuing Education Benefits		Number	Percentage of Respondents
	Tuition Reimbursement	27	87
	Wage Incentive for operator's licenses	27	87
	Other (View all)	5	16
	Boiler Operator Licenses		
	Continuing ed for license requirement		
	TCH fees and training		
	Membership Reimbursement/CEUs		
	Conferences		
	We are in the process of updating job titles, salary and incentives		
	CSA pays upfront for any work related classes attended by plant employees		
	Seminars, conferences, etc.		
	Authority pays for membership and CEUs through wastewater associations.		
	Reimbursement for courses related to this field.		
	Attendance at NWEA and WEFTEC		
	\$5 per hour raise for T-1 license. \$1,000 for every license obtained thereafter.		

Do you offer a credit union benefit?		Number	Percentage of Respondents
	Yes	13	42
	No	18	48
	Comment		
	NJBIA		

Is there a benefit not mentioned already in any previous question? If yes, please list it in the space provided.		Number	Percentage of Respondents
	Yes	5	16
	No	26	84
	We have a lot of strong leaders at the management level who place a lot of effort into developing their team.		
	457B plan/only employee contribution		
	Altaac Plans		
	Nationwide 457B Plan		
	Sick, vacation, personal days		
	Eye glasses		