

AEA 2015 Salary and Benefits Survey, Part I Results

The names of respondents and their organizations will not be provided. The total number of respondents: 52. However, not all respondents answered all questions. 14 or 27% reported having under 20 employees; 20 respondents or 38% reported having 20-50; four respondents or 8% reported having 51-100; two or 4% reported having 101-200 employees; and one reported having more than 200. Half (or 27) of the total respondents (52) reported being from a county, regional or municipal utilities authority. 15 respondents reported coming under the category "Municipal Member (Water/sewer/solid waste department or utility that is within a municipal government)." However, respondents from municipal utilities authorities may have chosen this category as well. 11 did not answer this question.

Respondants by County (17 did not provide any response to this question; three answers that were given were irrelevant and are not listed.)

Atlantic: 2	Cape May: 1	Gloucester: 1	Hunterdon: 1	Monmouth: 8	Ocean: 5	Union: 2	Morris/Sussex: 1		
Camden: 1	Cumberland: 1	Hudson: 1	Mercer: 3	Morris: 2	Somerset: 1	Warren: 1	Morris/Passaic: 1		

1. What is your most recent total operating budget, minus debt service?

**Highest and lowest values were not included in Average and Median for this question.*

Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	Notes
36	16	0	0		9,319,530	6,641,504	52,000,000	1,365,300	
				1,365,300					
				2,500,000					
				2,646,777					
				3,000,000					
				3,000,000					
				3,500,000					
				3,534,500					
				3,671,900					
				3,938,326					
				4,000,000					
				4,257,750					
				4,694,416					
				4,812,528					
				4,864,706					
				4,933,227					
				5,858,215					
				5,954,398					
				6,500,000					
				6,783,007					
				6,942,490					
				7,000,000					
				8,411,867					
				8,500,000					
				\$9,602,972					
				10,608,334					
				11,720,000					
				11,769,181					
				13,041,954					
				13,390,613					
				13,552,372					
				14,263,765					
				18,581,000					
				20,231,755					
				23,385,963					
				47,412,000					
				52,000,000					

2. How Many Employees?										
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	Notes
	36	16	1	0		36	26	258	5	
					5					
					7					
					8					
					8					
					9					
					10					
					12					
					13					
					13					
					13					
					15					
					15					
					19					
					19					
					20					
					21					
					21					
					21					
					22					
					24					
					27					
					28					
					39					
					40					
					41					
					44					
				46 in budget: 45 presently filled	45					
					45					
					45					
					47					
					47					
					50					
					54					
					56					
					61					
					77					
					121					
					165					
					258					
				None						

3. Part-time and/or Seasonal									
<i>*Highest and lowest values not included in Average and Median.</i>									
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*
	39	13	16			4	3	28	1
					1				
					1				
					1				
					1				
					1				
					1				
					1				
					1				
					1				
					2				
					2				
					3				
					3				
					3				
					3				
				1 current; 2-3 seasonal	4				
					4				
					6				
					9				
				10 Seasonals-Summer Only	10				
				9 Part-time; 5 Seasonal	14				
					28				
				5 Board Members					

4. Salary of Chair									
<i>*Highest and Lowest values not included in Average and Median. However, Average and Median are calculated OF THOSE WHO ARE PAID.</i>									
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*
	35	17	7			2,579	2,500	7,550	100
									Seven respondents (20%) reported that they do not pay board members. 33% of the total number of respondents did not answer this question.
					100				
					500				
					500				
					700				
					1,000				
					1,000				
					1,000				
					1,500				
					1,500				
					1,500				
					2,000				
					2,000				
					2,500				
					2,500				
					2,500				
					2,600				
					3,000				
					3,500				
					4,000				
					4,064				
					4,350				
					4,500				
					5,000				
					5,000				
					5,270				
					7,550				

5. Salary of Board Member										*Highest and Lowest Values not included in Average and Median. However, Average and Median are calculated OF THOSE WHO ARE PAID.
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value	Lowest Value	
	35	17	7			2,496	2,250	7,300	100	
										24% of those who responded to this question reported that they do not pay their board members. If the "No pay" responses are factored into the average as zeros, that brings the average down to \$1,897. However, if the question is asked, what is the average pay of the chair or board member?, then the more accurate number, we feel, would be the \$2,579.
										34% of the total number of respondents did not answer this question. In these cases it is not clear whether they skipped the question because they do not pay or they chose not to provide that information.
					100					
					500					
					500					
					500					
					900					
					1000					
					1000					
					1200					
					1500					
					1500					
					2000					
					2000					
					2000					
					2000					
					2500					
					2500					
					2500					
					2600					
					3000					
					3500					
					4000					
					4064					
					4350					
					4500					
					4770					
					5000					
					5000					
					7300					

6. Salary of Executive Director										
	Number who answered this question out of total of 52	Did Not Answer This Question	Non-Numeric Answers	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	Notes
	36	16	2*	**See notes at right		130,786	131,699	174,678	14,900	
					14,900					
					59,613					
					98,000					
					104,640					
					105,015					
					109,850					
					110,000					
					111,727					
					119,974					
					122,500					
					123,684					
					125,000					
					125,366					
					129,000					
					130,898					
					132,500					
					132,600					
					136,500					
					140,749					
					141,500					
					146,000					
					150,161					
					151,000					
					153,750					
					155,000					
					159,000					
					160,452					
					163,500					
					164,029					
					174,678					
										*One response was that Admin was (\$105,015.05) and Plant was (\$111,726.87); another response, \$14,900, is assumed to be part-time and is not calculated in columns H-K
										**One respondent indicated the position was unfilled at the time the survey was answered; another respondent said the service is contracted out.

8. Salary of Assistant Executive Director *Highest and Lowest Value*s were not included in the Average and Median for this answer.

	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	
	32	20	23			93,346	105,500	148,000	43,000	
					43,000					
					45,000					
					50,687					
					91,707					
					105,000					
					106,560					Respondent indicated position open
					118,048					
					123,768					Also is Chief Engineer
					148,000					

9. Salary of CFO/Business Manager *Highest and Lowest Values not included in Average and Median.

	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	
	36	17	12			86,587	89,000	140,193	47,430	
					47,430					
					56,000					
					59,000					
					60,000					
					64,000					Position is part-time
					65,000					
					71,635					
					72,164					
					73,000					
					75,000					
					85,604					
					89,000					
					89,473					
					91,800					
					96,279					
					97,708					
					100,841					
					105,077					
					109,000					
					110,145					
					112,000					
					135,600					
					140,193					

10. Salary of Staff Attorney

	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value	Lowest Value	
	34	18	32			N/A	N/A	N/A	N/A	
					\$125.00 per hour					
					\$6,000.00 per year					
					52,756 (contracted)					
					119,000					
					Paid hourly by monthly invoice (RFP professional)					

11. Salary of Chief Engineer (on Staff)										
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value	Lowest Value	
	35	17	18		85,000	108,689	104,544	132,500	85,000	
					96,040					
					96,319					
					98,500					
					104,544					
					114,000					
					121,811					
					129,609					
					132,500					
				75,000 (contracted)						
				Included in Exec Dir salary						
				ED is the Chief Engineer						
				ED acts as Chief Engineer						
				Chief Engineer salary is shown under Assistant ED						
				140.00 per hour						
					6,000					
				Paid under (RFP professional)						
12. Salary of Assistant Chief Engineer (on Staff)										
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value	Lowest Value	
	33	19	30		65,456	95,707	104,544	121,267	65,456	
					73,538					
					104,276					
					121,267					

13. Salary of General Superintendent	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	*Highest and Lowest Value*s not included in Average and Median.	
	37	15	7			104,161	102,621	135,212	75,000
				Chief Operator	75,000				
				Have 2 employees \$82,778 & \$81,464	79,100				
					88,000				
					93,890				
					94,000				
					94,000				
					94,942				
					95,281				
					96,000				
					96,363				
					96,970				
					100,000				
					100,980				
					101,200				
					104,041				
					107,189				
					107,625				
					108,164				
					109,000				
					109,746				
					113,700				
					114,000				
					115,000				
					117,312				
					118,183				
					125,500				
					128,000				
					135,212				
				The position is vacant					

14. Salary of Assistant Superintendent										
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	<i>*Highest and Lowest Value*s not included in Average and Median.</i>
	35	17	13			87,239	86,000	110,000	51,314	
				Have 2 - \$75,601 & \$67,196	51,314					
					64,776					
					65,000					
					65,774					
					78,000					
					78,900					
					80,466					
					82,500					
					84,260					
					85,139					
					87,500					
					86,000					
					89,760					
					91,000					
					94,732					
					100,677					
					104,928					
					105,636					
					106,000					
					106,500					
					110,000					
15. Salary of Executive Secretary										
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	<i>Highest and Lowest (\$35,000) were not calculated as part of Average and Median.</i>
	35	17	18			57,836	58,344	86,780	35,000	
				Part-time at estimated \$20/hr	4700*					*Assuming this is part-time; not calculated as part of average/median
					35,000					
				Admin Asst (2) - \$56,086 & \$49,259	43,050					
					47,429					
					48,922					
					54,567					
					56,500					
					58,262					
					58,425					
					58,825					
					63,476					
					64,000					
					69,615					
					70,967					
					86,780					
16. Salary of Office Manager										
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	<i>Highest and Lowest values were not calculated as part of Average and Median.</i>
	33	19	21			61,009	64,798	77,000	31,000	
				Administrative assistant	31,000					
					38,636					
				Office Coordinator	48,000					
					64,000					
					64,596					
					64,999					
					65,000					
					68,000					
					74,842					
					77,000					
				ED acts as office manager						
				Same position as Exec Secretary						

18. Salary of Human Resources Manager										
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	<i>Highest and Lowest values were not calculated as part of Average and Median.</i>
	37	15	21			77,661	83,408	108,200	42,469	
				(mainly clerical position)	42,469					
					48,856					
					59,900					
				Also serves as administrator	72,870					
					83,408					
					85,000					
					92,390					
				N/A \$42,468.86 (mainly clerical p	101,200					
					108,000					
				HR handled by ED/Chief Engineer and Director of Fi						
				Finance Officer/ED act as HR Manager						
				Same person as No. 11						
				See Office Mgr						

19. Salary of Purchasing Agent										
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	<i>*Highest and Lowest values were not calculated as part of Average and Median.</i>
	34	18	18			63,191	67,000	108,000	33,321	
					33,321					
					36,145					
				Assistant P.A.	38,000					
					52,631					
				RPPS	58,167					
					66,500					
					67,000					
					72,870					
					74000					
					74,748					
					75,459					
					79,579					
				HR/Purchasing & Safety Dir one job	108,000					
				QPA is held by the Director of Finance less than 15000 annually						
				See Office Manager response						

20. Salary of IT Manager										
	Number who answered this question out of total of 52	Did Not Answer This Question	Answers that were "0" or "N/A"	Other Answers	Individual Answers	Average	Median	Highest Value*	Lowest Value*	<i>*Highest and Lowest Values were not calculated as part of Average and Median.</i>
	34	18	20			83,032	79,900	120,089	48,503	
					48,503					
					65,500					
					65,500					
					73,584					
				Asset / Project Manager	\$75,786					
					79,900					
				Also a t-1 operator & tech ops head)	90600					
					90,700					
					94,651					
					96,128					
					116,000					
					120,089					
				QPA is part time at 6,000 annual						

