

Salary
Survey

Bulletin

2006 WRWA SALARY AND BENEFIT SURVEY RESULTS

This past July, Rural Water sent out a statewide Salary Survey to water and wastewater systems. We received back 673 individual responses.

We would like to thank those of you who completed and returned your surveys to us. With your assistance, we were able to compile the information and make it available to all.

On page 2, the statewide benefits by population are listed. Also included is a map of the Rural Water districts to help in locating specific districts.

On page 3, the wage survey by Rural Water districts, population and statewide averages are listed.

Any questions, please call our office at (715) 344 - 7778, or e-mail: wrwa@wrwa.org



MARK YOUR CALENDARS NOW!

2006 WRWA Management Conference

November 29th & 30th, 2006

At the New Holiday Inn

1001 Amber Ave

Stevens Point, WI

2007 WRWA Technical Conference

March 27 - 30, 2007

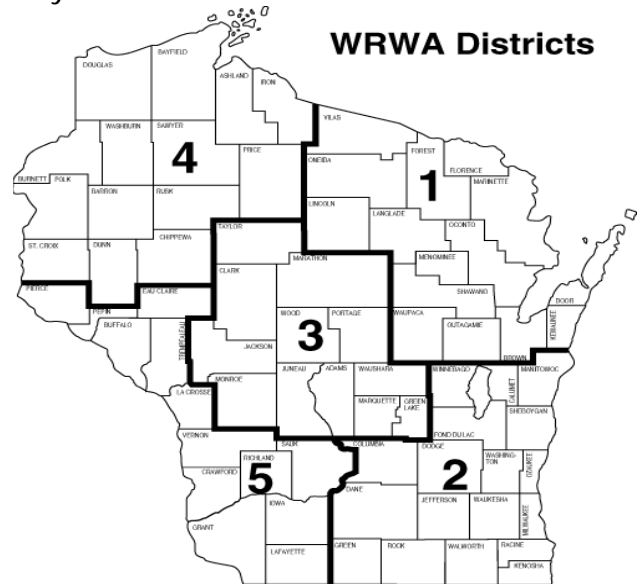
At the Regency Suites / KI Center

333 Main St

Green Bay, WI

2006
Benefit Survey

<u>Population</u>	<u># Employees</u>
0 – 1500	2.12
1501 – 3000	3.77
3001 – 5000	4.74
5001 and up	8.18
All number above include: Clerks/Office, Operators/Laborers and DPW/Superintendents.	



Benefits By System Size

Clerical

Population	On-Call	Union	Overtime	Medical	Dental	Eye	Life	Retirement	Clothing
0-1500	0%	10%	35%	40%	13%	10%	31%	73%	10%
1501-3000	0%	10%	50%	80%	43%	27%	73%	90%	13%
3001-5000	0%	0%	23%	92%	69%	8%	92%	100%	8%
Over 5000	9%	38%	72%	88%	63%	34%	81%	100%	22%

Benefits By System Size

Operators/Laborers

Population	On-Call	Union	Overtime	Medical	Dental	Eye	Life	Retirement	Clothing
0-1500	30%	19%	64%	68%	33%	25%	38%	75%	47%
1501-3000	39%	37%	78%	85%	46%	34%	66%	86%	63%
3001-5000	50%	42%	77%	92%	69%	35%	88%	92%	54%
Over 5000	57%	89%	90%	61%	52%	86%	91%	66%	66%

Benefits By System Size

DPW/Superintendent

Population	On-Call	Union	Overtime	Medical	Dental	Eye	Life	Retirement	Clothing
0-1500	27%	8%	69%	88%	34%	23%	50%	97%	57%
1501-3000	19%	0%	59%	100%	56%	41%	84%	97%	66%
3001-5000	18%	24%	41%	100%	65%	47%	94%	100%	53%
Over 5000	25%	0%	38%	100%	75%	46%	96%	99%	55%

2006
Wage Survey
By WRWA Districts

OPERATORS

	High	Average	Low
<i>0 - 1500 (population)</i>			
District 1	21.58	17.27	13.33
District 2	22.62	17.07	12.75
District 3	18.00	15.21	11.25
District 4	20.02	16.81	13.29
District 5	19.82	15.39	9.75
State Wide Average 16.12			
<i>1501 - 3000 (population)</i>			
District 1	19.13	17.02	14.50
District 2	22.49	18.72	13.06
District 3	21.15	17.36	15.44
District 4	25.00	19.91	17.24
District 5	24.51	19.31	15.75
State Wide Average 18.22			
<i>3001 - 5000 (population)</i>			
District 1	19.96	19.96	19.96
District 2	24.00	20.97	16.00
District 3	21.48	21.11	20.73
District 4	19.69	19.69	19.69
District 5	20.18	18.97	17.40
State Wide Average 20.43			
<i>Over 5000 (population)</i>			
District 1	25.91	19.35	17.88
District 2	26.15	20.93	16.00
District 3	21.15	18.21	15.04
District 4	23.74	20.59	16.81
District 5	20.89	18.35	16.20
State Wide Average 19.96			

SUPERINTENDENTS / DPW / MGRS

	High	Average	Low
<i>0 - 1500 (population)</i>			
District 1	27.65	19.10	15.69
District 2	28.25	20.55	14.95
District 3	21.63	16.93	13.37
District 4	21.13	18.04	14.80
District 5	20.90	16.92	11.79
State Wide Average 18.56			
<i>1501 - 3000 (population)</i>			
District 1	24.88	22.10	18.75
District 2	25.87	22.53	18.10
District 3	23.69	22.04	20.67
District 4	35.59	25.18	18.00
District 5	26.87	23.43	21.19
State Wide Average 22.95			
<i>3001 - 5000 (population)</i>			
District 1	26.80	26.80	26.80
District 2	33.69	27.26	20.08
District 3	25.14	25.07	25.00
District 4	20.35	19.29	18.22
District 5	27.40	27.40	27.40
State Wide Average 26.02			
<i>Over 5000 (population)</i>			
District 1	40.38	27.94	19.38
District 2	46.00	30.71	19.40
District 3	31.00	25.96	20.40
District 4	32.89	28.60	21.22
District 5	39.00	29.22	22.10
State Wide Average 29.66			

CLERKS

	High	Average	Low
<i>0 - 1500 (population)</i>			
District 1	14.76	13.63	13.00
District 2	21.02	15.32	11.00
District 3	15.73	14.05	12.00
District 4	18.47	15.33	11.14
District 5	18.41	15.04	12.25
State Wide Average 14.88			
<i>1501 - 3000 (population)</i>			
District 1	17.17	14.73	12.05
District 2	22.00	16.17	11.77
District 3	35.15	18.82	13.00
District 4	16.78	15.03	13.27
District 5	20.30	16.69	13.09
State Wide Average 16.51			
<i>3001 - 5000 (population)</i>			
District 1	25.15	21.32	15.75
District 2	20.65	15.59	10.82
District 3	-----	-----	-----
District 4	-----	-----	-----
District 5	18.62	15.79	12.95
State Wide Average 17.84			
<i>Over 5000 (population)</i>			
District 1	17.35	16.05	15.31
District 2	19.77	16.95	12.40
District 3	16.01	14.91	13.80
District 4	24.79	19.52	16.02
District 5	14.45	14.45	14.45
State Wide Average 16.95			

Part-Time Statewide Averages:
Clerk - \$11.84 Operators - \$12.55

Seasonal Statewide Averages:
Clerk - \$13.00 Operators - \$10.00

This survey was sent to 671 systems
673 individuals returned responses

* ----- Indicates no responses for this category

