



2576 Bell Road Montgomery, AL 36117  
(334) 396-5511 e-mail: [arwa@alruralwater.com](mailto:arwa@alruralwater.com) Fax: (334) 396-7090

**Salary and Employee Benefits Survey**  
**Attention: Deadline Extension July 13, 2007**

The Alabama Rural Water Association has maintained a database of water and wastewater utility salary information for many years. Many of you contact us throughout the year to request a copy of the Salary information which not only compares salary levels of similar positions but also provides a comparison with similar type employer operations and benefits. Earlier this year a request for assistance in updating the ARWA salary database was mailed to your utility. To date, we have not received your current salary/benefit information. For this reason, we are extending the deadline for submittal to allow more time for your response. We want all water and wastewater utilities to have the opportunity to participate. We would greatly appreciate you completing the survey below and returning to the ARWA by July 13, 2007 so that an accurate updated Salary Database may be completed.

To participate please complete the following survey questionnaire. All salaries should be shown as annual amounts excluding benefits and overtime. Also, please indicate whether the employee is full time or part time. If a position is part-time, please indicate the number of hours worked per week. If you have more than one full time or part time employee, in the same position (for example several operators,) make sure the years of service is recorded so that a more realistic average salary may be calculated. If a benefit package is offered to employees, please complete the benefit package information at the end of this survey. However, this information will not be added to the salary figures for purposes of this survey.

- I. Type of System:
    - A. Water (circle the item that is most representative of water sold to your customers)
      - a. Purchase
      - b. Wells
      - c. Surface Plant
    - B. Wastewater
      - a. Collection System only
      - b. Lagoon
      - c. Treatment Plant
  - II. Both water and wastewater operations are one entity
  - III. Governed by:
    - A. City Council
    - B. Board of Directors
  - IV. County: \_\_\_\_\_  
(List the County in which the utility is incorporated)
- System Name \_\_\_\_\_

- V. Number of customers:  
 A. Water \_\_\_\_\_  
 B. Wastewater \_\_\_\_\_
- VI. Average amount of water produced/purchased in millions of gallons per day: \_\_\_\_\_
- VII. Population served \_\_\_\_\_
- VIII. Manager gross annual salary excluding benefits:  
 Yrs Service (Please circle one)  
 A. Water \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 B. Wastewater \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 C. Both Water / Wastewater \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 D. Municipal \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.
- IX. Superintendent gross annual salary excluding benefits  
 Yrs Service (Please circle one)  
 A. Water \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 B. Wastewater \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 C. Both \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 D. Municipal \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.
- X. Supervisor gross annual salary excluding benefits:  
 Yrs Service (Please circle one)  
 A. Water \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 B. Wastewater \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 C. Both \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.
- XI. Chief plant operator gross annual salary excluding benefits:  
 Yrs Service (Please circle one)  
 A. Water \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 B. Wastewater \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 C. Both \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.
- XII. Operator trainee gross annual salary excluding benefits:  
 Yrs Service (Please circle one)  
 A. Water \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 B. Wastewater \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 C. Both \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.
- XIII. Plant laborer gross annual salary excluding benefits:  
 Yrs Service (Please circle one)  
 A. Water \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.  
 B. Wastewater \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.
- XIV. Distribution System Operator gross annual salary excluding benefits  
 Yrs Service (Please circle one)  
 \$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.



XXIV. Truck Driver gross annual salary excluding benefits:

Yrs Service (Please circle one)  
\$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.

XXV. Equipment Operator gross annual salary excluding benefits:

Yrs Service (Please circle one)  
\$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.

XXVI. Shop Mechanic gross annual salary excluding benefits:

Yrs Service (Please circle one)  
\$ \_\_\_\_\_ full time part time \_\_\_\_\_ hrs.

XXVII. Benefits offered to employees:

A. Retirement \_\_\_\_\_ Percentage Paid by System \_\_\_\_\_%

i. State \_\_\_\_\_

ii. Other \_\_\_\_\_

B. Health Insurance \_\_\_\_\_ Percentage Paid by System \_\_\_\_\_%

i. Employee coverage only \_\_\_\_\_

ii. Family coverage \_\_\_\_\_

iii. Both \_\_\_\_\_

C. Dental Insurance \_\_\_\_\_

i. Employee coverage only \_\_\_\_\_

ii. Family coverage only \_\_\_\_\_

iii. Both \_\_\_\_\_

D. Vision Insurance \_\_\_\_\_

i. Employee coverage only \_\_\_\_\_

ii. Family coverage \_\_\_\_\_

iii. Both \_\_\_\_\_

E. Life Insurance \_\_\_\_\_

i. Amount \_\_\_\_\_

F. Days of annual leave offered per year \_\_\_\_\_

G. Sick leave offered per year \_\_\_\_\_

H. Compensation time offered salaried employees \_\_\_\_\_

I. Number of holidays offered per year \_\_\_\_\_

J. Company vehicle \_\_\_\_\_

K. Overtime paid for hours worked over 40 \_\_\_\_\_

You may participate with this survey by completing and returning it to the ARWA, 2576 Bell Road, Montgomery, AL 36117, by July 13, 2007. If you have any questions, please call the ARWA Office at (334) 396-5511. Thank you for your interest and participation.