



Alabama Rural Water Association Salary and Employee Benefits Survey

Due to numerous requests for updated Salary information of Alabama Water and Wastewater Utility Personnel, the ARWA is conducting the following Salary and Employee Benefits Survey. We would greatly appreciate your participation in providing current information so that an accurate database of water and wastewater utility personnel salaries can be developed. This data collection will be helpful in comparing salaries of water and wastewater employees in similar positions and employed by similar operations.

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 (check the item that is most representative of water sold to your customers)

- Purchase
- Wells
- Surface Plant

B. Wastewater

- Collection System only
- Lagoon
- Treatment Plant

II. Both water and wastewater operations are one entity

III. Governed by:

- City Council
- Board of Directors

IV. County: _____

(List the County in which the utility is incorporated)

System Name _____

V. Number of customers:

Water _____

Wastewater _____

VI. Average amount of water produced/purchased: _____ millions of gallons per day

VII. Population served _____

VIII. Manager gross annual salary excluding benefits:

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
Water	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Wastewater	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Both W/WW	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Municipal	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.

IX. Superintendent gross annual salary excluding benefits

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
Water	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Wastewater	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Both W/WW	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Municipal	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.

X. Supervisor gross annual salary excluding benefits:

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
Water	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Wastewater	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Both W/WW	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.

XI. Chief plant operator gross annual salary excluding benefits:

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
Water	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Wastewater	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Both W/WW	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.

XII. Operator trainee gross annual salary excluding benefits:

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
Water	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Wastewater	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Both W/WW	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.

XIII. Plant laborer gross annual salary excluding benefits:

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
Water	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.
Wastewater	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.

XIV. Distribution System Operator gross annual salary excluding benefits

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____ hrs.

XV. Maintenance gross annual salary excluding benefits:

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
Water	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.
Wastewater	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.

XVI. Electrician gross annual salary excluding benefits:

Salary	Yrs Service	(Check full or part time, est. part time hours)	
\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.

XVII. Laboratory Technician gross annual salary excluding benefits:

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
Water	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.
Wastewater	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.
Both W/WW	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.

XVIII. Meter Reader gross annual salary excluding benefits:

Salary	Yrs Service	(Check full or part time, est. part time hours)	
\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.

XIX. Collection System Operator gross annual salary excluding benefits:

Salary	Yrs Service	(Check full or part time, est. part time hours)	
\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.

XX. Office Manager gross annual salary excluding benefits:

	Salary	Yrs Service	(Check full or part time, est. part time hours)	
Water	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.
Wastewater	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.
Both W/WW	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.
Municipal	\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.

XXI. City Clerk gross annual salary excluding benefits:

Salary	Yrs Service	(Check full or part time, est. part time hours)	
\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.

XXII. Water Clerk gross annual salary excluding benefits:

Salary	Yrs Service	(Check full or part time, est. part time hours)	
\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.

XXIII. City Laborer gross annual salary excluding benefits:

Salary	Yrs Service	(Check full or part time, est. part time hours)	
\$ _____	_____	<input type="checkbox"/> full time	<input type="checkbox"/> part time _____hrs.

XXIV. Truck Driver gross annual salary excluding benefits:

Salary Yrs Service (Check full or part time, est. part time hours)
\$ _____ Yrs Service (Check full or part time, est. part time hours)
 full time part time _____ hrs.

XXV. Equipment Operator gross annual salary excluding benefits:

Salary Yrs Service (Check full or part time, est. part time hours)
\$ _____ Yrs Service (Check full or part time, est. part time hours)
 full time part time _____ hrs.

XXVI. Shop Mechanic gross annual salary excluding benefits:

Salary Yrs Service (Check full or part time, est. part time hours)
\$ _____ Yrs Service (Check full or part time, est. part time hours)
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 _____
A. 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. You may also fax to 334-396-7090 or email to arwa@alruralwater.com. If you have any questions, please call the ARWA Office at (334) 396-5511. Thank you for your interest and participation.