

## 2010 Wage and Salary Survey

### Information Page

The following survey contains questions regarding wage and benefit information for your city. It will be the only survey you will receive this year from the Kentucky League of Cities regarding compensation. Please fill out all information pertaining to your city as completely and accurately as possible. There are guidelines included to help you complete the survey. **Please direct questions to Joseph Coleman at the Kentucky League of Cities at 1-800-876-4552 or [jcoleman@klc.org](mailto:jcoleman@klc.org).**

It is recommended you retain a copy of the completed survey for your records. When the results of the survey are complete, the 2010 Wage and Salary Survey of Kentucky Cities report will be generated and sent to each city for your use in budgeting purposes. Those cities that complete and submit this survey will receive **a free copy of the report and will be allowed to generate their own queries online.**

Please return this packet to the following address:

**Kentucky League of Cities  
Wage and Salary Survey  
100 East Vine Street, Suite 800  
Lexington, KY 40507-3700**

### Contact Information

City Name: \_\_\_\_\_

Contact Person\*: \_\_\_\_\_

Mailing Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Contact Title: \_\_\_\_\_

Contact Phone: \_\_\_\_\_

Contact Fax: \_\_\_\_\_

Contact Email: \_\_\_\_\_

\* *The contact person listed will be used for follow up questions.*

Please return all 12 pages to:

Kentucky League of Cities  
Wage and Salary Survey  
100 East Vine Street, Suite 800  
Lexington, KY 40507-3700  
Fax: 859-977-3703  
Email: [jcoleman@klc.org](mailto:jcoleman@klc.org)



## 2010 Wage and Salary Survey

### Benefits

#### Paid Leave

1. Please list the number of paid vacation, sick, holiday and personal days offered to full-time employees based on the employee's years of service as indicated in the chart below:

Employee Years of Service	# of Vacation Days	# of Sick Days	# of Holidays	# of Personal Days
1				
5				
10				

2. Can unused **vacation** days be carried over to the following year?
- \_\_\_ Yes ➔ What is the maximum number of days, if any? \_\_\_\_\_
- \_\_\_ No
3. Upon termination, does the city pay the employee for accumulated but unused **vacation** leave?
- \_\_\_ Yes ➔ What is the maximum number of days, if any? \_\_\_\_\_
- \_\_\_ No
4. Can unused **sick** days be carried over to the following year?
- \_\_\_ Yes ➔ What is the maximum number of days, if any? \_\_\_\_\_
- \_\_\_ No
5. Upon termination, does the city pay the employee for accumulated but unused **sick** leave?
- \_\_\_ Yes ➔ What is the maximum number of days, if any? \_\_\_\_\_
- \_\_\_ No
6. Does the city participate in the County Employees Retirement System (CERS) **sick leave plan**?
- \_\_\_ Yes, the standard plan
- \_\_\_ Yes, the alternate plan
- \_\_\_ No

## 2010 Wage and Salary Survey

### Benefits

#### Retirement

7. What **retirement accounts** are offered in the city? Check (✓) which account(s) the city contributes to and which account(s) employees contribute to, even if they are optional. Example: If city employees are in CERS, then check both boxes because the city and the employee both contribute to the plan. If the city has an optional IRA that is available to employees even though the city does not contribute to it, check (✓) only "employee contributes."

Retirement Account	City Contributes	Employee Contributes
County Employees Retirement System (CERS)		
401K Account		
457 Account		
IRA (Simple or Roth)		
State Deferred Compensation		
Other, please list:		

#### Insurance

8. Please indicate which type of health insurance plan is **sponsored** by the city for employees:

- Traditional (i.e. co-pays)  
 High deductible health plan (i.e. must reach single minimum deductible before plan pays)  
 No health insurance plan is provided

9. Please indicate which of the following are **available** through the city-sponsored health insurance plan:  
(check all that apply)

- Health savings account (HSA)  
 Health reimbursement account (HRA)  
 Flexible spending account (FSA)  
 No health accounts are available

10. Do you allow **legislative body members** (council or commission) to participate in the health insurance coverage provided through the city-sponsored plan, even if they individually elect not to participate?

- Yes  
 No

## 2010 Wage and Salary Survey

### Benefits

#### Insurance (cont'd)

11. For the following types of **insurance coverage** provided to your employees, please list the monthly premiums and percentage paid and/or flat dollar amount paid by the city for all of the coverages listed. If the city uses more than one carrier, please list only the carrier that provides insurance for the majority of city employees. If no insurance coverage is provided by the city, please check (✓) the appropriate box(es) below.

**Health Insurance** [  No health insurance coverage is provided by the city]

Plan Type	Monthly Premium	% Paid by City	\$ Amount Paid by City
Employee	\$	%	\$
Employee/Child	\$	%	\$
Employee/Spouse	\$	%	\$
Family	\$	%	\$

**Dental Insurance** [  No dental insurance coverage is provided by the city]

Plan Type	Monthly Premium	% Paid by City	\$ Amount Paid by City
Employee	\$	%	\$
Family	\$	%	\$

**Life Insurance** [  No life insurance coverage is provided by the city]

Plan Type	Monthly Premium	% Paid by City	\$ Amount Paid by City
Employee	\$	%	\$

#### Automobile Reimbursement

12. What is the rate of reimbursement, per mile, for employees/officials who use their own vehicle while **traveling** in conjunction with city work?

- Automatically adjusts to the state rate (currently 41 cents per mile)
- Automatically adjusts to the federal rate (currently 55 cents per mile)
- Specifically set by ordinance, please specify: \_\_\_\_\_ cents per mile
- The city has no provision for mileage reimbursement

## 2010 Wage and Salary Survey

### Wage and Salary Instructions

Please fill out the table on the following pages. Below are titles and descriptions of each column in the order in which they appear in the table:

**Position Title and Description** – Capsule job descriptions are provided for all job classifications listed. These descriptions are brief and based on average job performances with this title. If job titles do not precisely match titles of your employees, please determine which positions, if any, best match the job description included. When an employee performs more than one function, please list the salary under the major function only. **However, if the employee is paid by jointly funded payroll (i.e. – the city pays for a portion of the employee’s payroll and another portion is paid elsewhere), please report the employee’s total combined annual salary.**

**Number of Employees in this Position** – Please list the total number of persons with this job **as of July 1, 2009**. If you have more than one person in a given position, please average their salaries and report the average in the “Current Salaries” columns.

**Hours Worked Per Week** – Please list the hours each position works in a typical week (i.e. 40, 37.5, 35, etc.). If the hours vary by employee, please estimate the typical number of hours worked by an employee in this job. **DO NOT report a range of hours worked.** To allow for better pay comparison the salaries of part-time employees will be converted into annual amounts.

**Weeks Worked Per Year** – Please check (✓) how many weeks the average employee in each position works in a year. For year-round positions, check “52 weeks” per year. If this position works less than year-round, please check “other” and specify how many weeks a year this position works. In the case of contract employees (i.e. city attorney), write “contract” in this column.

**Current Salaries (Hourly/Annual)** – Please list the average salary for this position in both hourly and annual rates. If more than one employee is included in one position (i.e. police officer), please report the average salary paid. Average salary is calculated by adding all salaries and dividing by the total number of employees per each position. When averaging employee salaries, please make sure all employee salaries are in equal terms. For instance, if one police officer works 40 hours per week and one officer works 20, please double the salary of the second officer before averaging them together. **Do not include overtime, special bonuses or the value of subsistence paid. Police and fire supplemental pay programs are considered to be state training bonuses and should not be reported in the survey.**

If a certain position in your city is volunteer, please write “volunteer” in the annual salary column along with any compensation they receive from the city, if applicable.

*If necessary and/or preferred, attach additional information or salary reports to the end of this survey.  
Thank you very much for participating in this very important survey!*

## 2010 Wage and Salary Survey

Position Title and Description	Number in this position	Hours worked per week	Weeks worked per year (Check one)	Current Salaries	
				Hourly	Annual
<b>Administration</b>					
<b>Mayor</b> - Chief elected official of the city government			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Council Member/Commissioner</b> - Elected member of the legislative branch of the city government <i>(If pay is made on a per meeting basis, please indicate the regular number of meetings in a year and how much is paid per meeting.)</i>			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____ <input type="checkbox"/> Per mtg ____	\$ _____/hr \$ ____/mtg	\$ _____
<b>City Manager/Administrator</b> - Chief administrative official of the city government			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Assistant City Manager/Administrator</b> - Principal professional assistant to City Manager/Administrator			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>City Clerk</b> - Directs operations of City Clerk's office; Clerk of governing body and custodian of records			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>City Clerk/Treasurer</b> - Performs duties of both City Clerk and City Treasurer			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Assistant City Clerk</b> - Principal assistant to City Clerk in performing duties of the office of the City Clerk			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Finance Director</b> - Chief Financial Officer of the city			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>City Treasurer</b> - Responsibilities include management of city finances (accounts payable and receivable), management of budget			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Accountant</b> - Performs routine bookkeeping and related accounting work			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Collections Clerk</b> - Performs as cashier in collecting money for city services and performs other clerical duties			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Purchasing Agent</b> - Directs the purchase of all city materials and supplies			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>City Attorney</b> - Chief legal counsel of the city (full-time or on retainer)			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____

## 2010 Wage and Salary Survey

Position Title and Description	Number in this position	Hours worked per week	Weeks worked per year (Check one)	Current Salaries	
				Hourly	Annual
<b>Administration (cont'd)</b>					
<b>City Engineer</b> - Must be a registered professional engineer: plans, administers and coordinates design and construction of public facilities			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Planning Director/City Planner</b> - Directs the development and enforcement of land use plans			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Building/Zoning Inspector</b> - Obtains compliance with building and zoning codes (see also Code Enforcement Officer on page 8)			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Personnel Director</b> - Develops and administers personnel policies and programs			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Public Works Director</b> - Engineering background not required: plans and directs city public works dept.; includes street maintenance and may include refuse collection			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Information Systems Director</b> - Plans and directs city's management information system(s); may include computer programming responsibilities			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Economic/Community Development Director</b> - Directs economic/business development initiatives for city and/or directs administration of urban renewal and housing authority functions			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Mainstreet Manager/Grant Administrator</b> - Coordinates downtown redevelopment projects, writes and administers grants			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Parks and Recreation Director</b> - Plans and directs the programs provided by the parks and recreation department			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Administrative Assistant/Receptionist</b> - Performs a variety of secretarial and administrative activities; may operate phone system; may perform other clerical duties			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Data Entry Clerk</b> - Performs secretarial and support duties of moderate to considerable difficulty; requires extensive typing and data entry skills and experience			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Administration Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Administration Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____

## 2010 Wage and Salary Survey

Position Title and Description	Number in this position	Hours worked per week	Weeks worked per year (Check one)	Current Salaries	
				Hourly	Annual
<b>Public Safety: General</b>					
<b>Dispatcher</b> - Processes emergency requests for service; coordinates dispatching of emergency police, fire and/or other public safety equipment by receiving and transmitting radio calls			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Code Enforcement Officer</b> - Issues permits; conducts building, zoning and land use inspections; enforces municipal zoning ordinances (see also <i>Building/Zoning Inspector on page 7</i> )			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Positions excluding Police, Fire, EMS</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Public Safety: Police</b>					
<b>Police Chief</b> - Plans and directs the overall activities of the police department			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Assistant Police Chief</b> - Supervises the operations of one or more divisions composed of several units of employees			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Police Captain</b> - Supervises the operations of two or more divisions composed of several units of employees			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Police Lieutenant</b> - Supervises the activities of one or more divisions composed of several units or employees			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Police Sergeant</b> - Oversees activities of a small unit of employees during an assigned shift			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Police Detective (if separate from Police Officer)</b> - Investigates crimes, collects evidence, interrogates suspects, interviews witnesses, performs related work			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Police Officer</b> - Maintains law and order, makes patrols and investigations, directs traffic, makes arrests, appears in court			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Police Clerk</b> - Performs secretarial and support duties of considerable difficulty for the police department; requires extensive typing and data entry skills and experience			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Police Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Police Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____

## 2010 Wage and Salary Survey

Position Title and Description	Number in this position	Hours worked per week	Weeks worked per year ( <i>Check one</i> )	Current Salaries	
				Hourly	Annual
<b>Public Safety: Fire/Emergency Services</b>					
<b>Fire Chief</b> - Plans and directs the overall activities of the Fire Department			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Assistant Fire Chief</b> - Supervises the operations of one or more divisions composed of several units of employees			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Fire Battalion Chief</b> - Oversees multiple units of employees; reports to Chief or Asst. Chief			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Fire Captain</b> - Oversees activities of a small unit of employees during an assigned shift (functions as Company Commander)			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Fire Lieutenant</b> - Performs first line supervision of fire fighting work			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Fire Fighter</b> - Combats and extinguishes fires, rides equipment to fires			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Fire Fighter/Paramedic</b> - Performs duties of both the Fire Fighter and EMT/Paramedic.			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Fire Fighter/EMT</b> - Performs duties of both the Fire Fighter and Emergency Medical Technician			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Emergency Medical Technician/Paramedic</b> - Treats sick and injured, provides life support services, requires advanced certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Emergency Medical Technician (EMT)</b> - Treats and transports the sick and injured, requires certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Fire/Emergency Services Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Fire/Emergency Services Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____

## 2010 Wage and Salary Survey

Position Title and Description	Number in this position	Hours worked per week	Weeks worked per year (Check one)	Current Salaries	
				Hourly	Annual
<b>Maintenance Services</b>					
<b>Public Works Foreman</b> - Supervises field street maintenance and other operations; directs crew leader and crew			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Crew Leader</b> - Provides first line supervision of a small unit of workers on an assigned shift			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Laborer</b> - Performs semiskilled and skilled labor in a wide variety of public works duties			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Heavy Equipment Operator</b> - Operates large, heavy construction equipment such as D8 sized caterpillars, road graders and other large road construction equipment			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Medium Sized Equipment Operator/Truck Driver</b> - Operates large dump trucks carrying men, equipment and material; may operate front end loaders, backhoes and other equipment			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Refuse Collection Worker</b> - Collects garbage from residents and businesses and loads into truck for disposal			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>City Mechanic</b> - Principal person responsible for maintenance of city vehicles			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Maintenance Worker</b> - Performs a variety of semiskilled maintenance work and operates a variety of equipment			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Custodian</b> - Performs cleaning, custodial and minor maintenance work as needed			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Groundskeeper</b> - Maintains park or golf course facilities, does mowing and other upkeep			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Maintenance Services Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Maintenance Services Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____

## 2010 Wage and Salary Survey

Position Title and Description	Number in this position	Hours worked per week	Weeks worked per year (Check one)	Current Salaries	
				Hourly	Annual
<b>Utilities</b>					
<b>Utilities Director</b> - Directs operation and maintenance of water distribution/treatment system and/or sewage treatment system			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Water Plant Superintendent</b> - Oversees operations of Water Treatment Plant and Pump Stations			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Water Plant Operator I</b> - Tends machines and observes operations at plant; has Class I State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Water Plant Operator II</b> - Tends machines and observes operations at plant; has Class II State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Water Plant Operator III</b> - Tends machines and observes operations at plant; has Class III State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Water Plant Operator IV</b> - Tends machines and observes operations at plant; has Class IV State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Water Distribution System Operator I</b> - Conducts maintenance of distribution system apparatus; has Class I State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Water Distribution System Operator II</b> - Conducts maintenance of distribution system apparatus; has Class II State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Water Distribution System Operator III</b> - Conducts maintenance of distribution system apparatus; has Class III State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Water Distribution System Operator IV</b> - Conducts maintenance of distribution system apparatus; has Class IV State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Wastewater Plant Superintendent</b> - Oversees operation of Wastewater Treatment Plant and Pump Stations			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Wastewater Plant Operator I</b> - Tends machines and observes operations at plant; has Class I State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Wastewater Plant Operator II</b> - Tends machines and observes operations at plant; has Class II State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____

## 2010 Wage and Salary Survey

Position Title and Description	Number in this position	Hours worked per week	Weeks worked per year (Check one)	Current Salaries	
				Hourly	Annual
<b>Utilities (cont'd)</b>					
<b>Wastewater Plant Operator III</b> - Tends machines and observes operations at plant; has Class III State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Wastewater Plant Operator IV</b> - Tends machines and observes operations at plant; has Class IV State Certification			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Wastewater Collections System Operator</b> - Conducts maintenance of wastewater collection system			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Utility Clerk</b> - Performs routine clerical work in collecting and distributing materials and products to appropriate destinations and provides support service, data entry and simple bookkeeping			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Meter Reader</b> - Reads and repairs water, electric, or other utility meters			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Utility Crew Foreman</b> - Provides first line supervision of a small unit of utility workers on an assigned shift			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Utilities Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____
<b>Other Utilities Positions</b> - Title: _____			<input type="checkbox"/> 52 weeks <input type="checkbox"/> Other _____	\$ _____/hr	\$ _____

Thank you for participating in the 2010 Wage and Salary Survey! This information will be used by hundreds of cities across the state, and you will have round-the-clock access to this data.

If you have any questions, please contact Joseph Coleman at 1-800-876-4552 or jcoleman@klc.org.

