

Schedule DS-2

Table 1 – Timber Creek Annual Salaries

Name	Title	2007	2008	2009	2010	% Change 2007 -2010
Derek Sherry	General Manager	\$70,000	\$72,450	\$72,450	\$72,450	3.50%
Emma Farris	Office Manager*	\$38,984	\$40,349	\$40,349	\$40,349	3.50%
Jeff Jochim	Operations Manager Class A Operator License	\$76,000	\$78,660	\$78,660	\$78,660	3.50%
Stephen Smiley	Plant and Collection System Operator Class B Operators License	\$39,595	\$40,980	\$40,980	\$40,980	3.50%
Salary Total		\$244,579	\$252,439	\$252,439	\$252,439	3.50%

*Office Manager worked part time for first 3 months of 2007 - actual salary \$38,855, annualized salary \$38,984

Table 2 – MERIC Salary Information

Timber Creek Title	MERIC Salary Survey Title	Mean	Entry	Experienced	Median
General Manager	Management Occupations	\$97,035	\$51,021	\$120,041	\$86,798
Office Manager	Executive Secretary / Admin Assistant	\$42,971	\$32,054	\$48,429	\$41,425
Operations Manager Class A Operator License	<i>(comparable position not found in MERIC)</i>	-	-	-	-
Plant and Collection System Operator	Water and Liquid Waste Treatment Plant and System Operator	\$42,569	\$30,176	\$48,765	\$43,234

Table 3 – AWWA Salary Study 2009

Timber Creek Title	AWWA Water Utility Salary Survey	2009 Salary
General Manager	TOP O&M Manager	\$94,467
Office Manager	<i>(not included in AWWA Survey)</i>	
Operations Manager Class A Operator License	Water Operations Manager	\$69,316
Plant and Collection System Operator	Wastewater Treatment Plant Operator	\$43,550

Table 4 General Manager – Comparable Positions in Kansas City Region

Employer	Position Title	Salary
Wyandotte County, KS	Director – Wastewater	\$92,976
Platte County Regional Sewer District	Director	\$83,500
Average		\$88,238

Table 5 Office Manager – Comparable Positions in Kansas City Region

Employer	Position Title	Salary
Platte County	Office Manager – Karla Wigman	\$40,590
Jackson County	Office Administrator – Diane Brown	\$42,140
Jackson County	Office Administrator – Debbie Bruckmeier	\$39,769
Jackson County	Office Administrator – Rose Mary Carter	\$43,638
Jackson County	Office Administrator – Sandra Custard	\$45,638
Jackson County	Office Administrator – Darlene Dobbins	\$38,452
Jackson County	Office Administrator – Debra Johnson	\$38,084
Jackson County	Office Administrator – Kathleen Liles	\$35,484
Jackson County	Office Administrator – Carol Lillis	\$36,045
Jackson County	Office Administrator – Karen Puhr	\$46,966
Jackson County	Office Administrator – Karey Schulze	\$36,795
Jackson County	Office Administrator – Marily Scothorne	\$46,966
Johnson County	Administrative Office Manager – Hart Beckie	\$41,600
Johnson County	Administrative Office Manager – Kern Cheri	\$54,436
Johnson County	Administrative Office Manager – Sandoval Roezelda	\$48,303
Johnson County	Office Manager – Jacqueline Eatinger	\$61,494
Johnson County	Office Manager – Christine Loomis-Nay	\$46,062
Johnson County	Office Manager – Nancy McCamish	\$57,009
Johnson County	Office Manager – Ruth Pfeifer	\$64,043
Johnson County	Office Manager – Michelle Rankin	\$37,440
Johnson County	Office Manager – Teri Supica	\$50,384
Average		\$45,101

Table 6 Operations Manager – Comparable Positions in Kansas City Region

Employer	Position Title	Salary
Johnson County, KS	Wastewater Superintendent – Mary Pegg	\$73,615
Johnson County, KS	Wastewater Superintendent – Donald Kirkpatrick	\$77,259
Johnson County, KS	Wastewater Superintendent – Curtis Norris	\$62,296
Johnson County, KS	Wastewater Superintendent – Scott Jacobs	\$67,213
Wyandotte County, KS	Wastewater Asst Plant Manager – Naser Bahadori	\$68,890
Wyandotte County, KS	Wastewater Asst Plant Manager – Mahmood Kamyab	\$77,438
Average		\$71,119

Table 7 Plant and Collection Systems Operator – Comparable Positions in Kansas City Region

Employer	Position Title	Salary
Wyandotte County, KS	Plant Operator I – Paul Hernandez	\$42,546
Wyandotte County, KS	Plant Operator I – Ronald Wittkopp	\$43,628
Wyandotte County, KS	Plant Operator II – Delbert Bremenkamp	\$50,904
Wyandotte County, KS	Plant Operator II – Mark Chase	\$51,085
Wyandotte County, KS	Plant Operator II – William Cigich	\$50,305
Wyandotte County, KS	Plant Operator II – Henry Hernandez	\$50,665
Wyandotte County, KS	Plant Operator II – Marquis Holmes	\$50,665
Wyandotte County, KS	Plant Operator II – Rodger Huskey	\$50,665
Wyandotte County, KS	Plant Operator II – Michael Johnson	\$50,904
Wyandotte County, KS	Plant Operator II – Robert Magill	\$50,665
Wyandotte County, KS	Plant Operator II – William Martin	\$50,665
Wyandotte County, KS	Plant Operator II – Joseph Novogradic	\$49,344
Wyandotte County, KS	Plant Operator II – Steven Rogers	\$50,665
Wyandotte County, KS	Plant Operator II – James White	\$50,665
Wyandotte County, KS	Plant Operator II – Walter Williams	\$50,904
Wyandotte County, KS	Plant Operator II – Daniel Wilson	\$50,305
Average		\$49,661

Table 8 – Timber Creek’s 2009 Market Salary Basis Summary

	General Manager	Office Manager	Operations Manager	Plant and Collection System Operator	Total Salaries
MERIC (median)	\$86,798	\$41,425	(no data)	\$43,234	
AWWA	\$94,467	(no data)	\$69,316	\$43,550	
Average of Market Data	\$88,238	\$45,101	\$71,119	\$49,661	
Average	\$89,834	\$43,263	\$70,218	\$45,482	\$248,797