

**Maine WasteWater Control Association**  
**2002 Wastewater Salary Survey**  
**Report**

**August 2003**

The Maine WasteWater Control Association (MWWCA) is pleased to submit the 2002 Wastewater Salary Survey Report. This report is a compilation of wage and employee benefits data reported by Maine wastewater control facilities in response to the 2002 Salary Survey. The survey was mailed to 110 wastewater facilities. A total of 60 facilities responded to the survey, resulting in an overall response rate of 55%. This information is current as of July 2002.

Thank you for participating in this year's survey. Your time and cooperation have made this publication possible. If you have any comments concerning the survey or report, please do not hesitate to contact Nancy Sargent, MWWCA at 800-452-8786 or Al Jellison, Bangor Wastewater Treatment Plant at 942-4111.

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## Facility Characteristics

Facility	Population Served	Type of Facility	Plant Grade	MGD Design	MGD Actual
Ashland Water & Sewer District	800	District	2	0.3	0.23
Bangor	50,000	Municipal	5	18	8
Bath		Municipal	4		
Bethel Wastewater Treatment Plant	471	Municipal	2	0.34	0.096
Biddeford	21,000	Municipal	5	6.5	4
Bingham	425	Municipal	2	0.2	0.065
Boothbay Harbor Sewer District	3,000	District	3	0.64	300
Brewer	9,100	Municipal	5	5.2	2.8
Brownville Water & Sewer Department	1,500	Municipal	2	0.1	0.029739
Bucksport		Municipal	2	0.46	0.72
Camden Wastewater Department	5,100	Municipal	3	1.21	
Corinna Sewer District	324	District	3	1.2	
Dover-Foxcroft	3,070	Municipal	2	0.8	0.37
Eagle Lake Water & Sewer	900	District	2		0.143
East Machais	1,298	Municipal			
Ellsworth Pollution Control Facility	1,300	Municipal	3	0.85	0.55
Falmouth		Municipal	3		
Farmington Wastewater Pollution Control	4,000	Municipal	1	2.1	0.35
Fort Fairfield Utilities District	2,800	District	4	0.6	0.35
Fort Kent Water & Wastewater Department	4,338	Municipal	3		0.46
Freeport Sewer District	7,300	District	3	0.75	0.35
Gardiner WWTP	12,000	Municipal	4	4.5	1.2
Jackman Utility District	1,000	District	2		
Jay Sewer District	2,500	District	2	0.06	0.03
Kennebec Sanitary Treatment	32,478	District	5	127	8
Kennebunkport	3,720				
Kingfield Wastewater System	975	Municipal			
Kittery	6,000		4		
Kittery WPCF	6,000	Municipal	4	2.4	1.2
Limestone Water & Sewer District	2,100	Municipal	2	300000	
Lincoln Sanitary District	5,000	District	3	1.7	0.5
Madawaska Pollution Control	4,500	Municipal	3	2.5	0.6
Mars Hill Utility District	1,600	District	2	270000	100000
Mechanic Falls Sanitary District	788	District	3	0.49	0.35
Milo Water District	2,600	District	2		0.39
NASB GWETS					
North Anson Sewer	250	Municipal			
North Haven Sewer Department	200	Municipal		0.04	
Ogunquit Wastewater Treatment Facility	35,000	District	3	1.28	0.9

## Facility Characteristics

Facility	Population Served	Type of Facility	Plant Grade	MGD Design	MGD Actual
Orono Water Pollution Control	10,000	Municipal	4	1.84	1.04
Paris Utility District	2,300	District	3	1	0.35
Passamquoddy	950		2	0.35	0.125
Portland Water District		District			19.8
Richmond Utilities District	1,500	District	2	0.3	0.12
Rockport	1,500	Municipal			
Rumford-Mexico Sewerage District	11,000	District	4	2.65	0.95
Sabattus Sanitary District	1,200	District	2	0.12	0.08
Scarborough Sanitary District	11,500	District	4	1.8	1.45
Searsport Wastewater Treatment Plant	1,500	Municipal	1	0.2	0.08
Stonington Sanitary	500	District			
Thomaston Pollution Control Department	800	Municipal	3	0.427	0.24
Topsham Sewage District	5,000	District			
Van Buren Wastewater Department	2,300	Municipal	3	0.56	0.23
Veazie Sewer District	2,000	District	3	0.35	0.2
Veterans Administration		Federal	2	0.237	0.1
Water Resource Protection	25,000	Municipal	5	9.3	6.5
Wells Sanitary District	2,900	District			
Winterport Sewer District	325	District	2	0.11	0.045
Winthrop Utilities District	2,500	District			
Wiscasset Wastewater	850	Municipal	3	0.62	0.175
Yarmouth	6,000	Municipal	3	1.31	0.8

## Salaries

Facility	Minimum Annual Salary/ Hourly Rate	Maximum Annual Salary/ Hourly Rate	Current Annual Salary/ Hourly Rate	Years to Maximum Pay	Hours
<b>General Manager</b>					
Fort Fairfield Utilities District			12.30		40
Jackman Utility District			13.00		40
Limestone Water & Sewer District		12.35			40
Paris Utility District	19.70	27.00	22.50		45
<b>Superintendent</b>					
Bangor	21.66	29.10	29.10	7	42
Bath			23.49		40
Bethel Wastewater Treatment Plant		15.40		22	40+
Biddeford	22.56	33.18			40
Bingham			24,000		
Brownville Water & Sewer Department			14.42		10
Bucksport	19.23				40
Camden Wastewater Department	20.38	25.81		20	40
Eagle Lake Water & Sewer			20.73		40+
Ellsworth Pollution Control Facility			18.25		40
Falmouth	43,680	58,240			
Farmington Wastewater Pollution Control		17.52			45
Freeport Sewer District			27.80		40
Gardiner WWTP	19.95	21.37			42
Jay Sewer District	18.40	22.08	20.07	12	44
Kennebec Sanitary Treatment	27.60		27.60		40
Kennebunkport			56,524		
Kittery	50,388	57,442	57,442		
Kittery WPCF	24.23	24.23	24.23		40
Lincoln Sanitary District			27.45	22	45
Mars Hill Utility District	14.42		15.87		
Mechanic Falls Sanitary District		21.84	21.84	19	40
Milo Water District			19.23		20+
Ogunquit Wastewater Treatment Facility		28.00	28.00		45
Orono Water Pollution Control	20.95	25.48	25.48		40
Passamquoddy			45,000		
Portland Water District	24.62	36.92	28.00		40
Richmond Utilities District	16.00	20.00			42
Sabattus Sanitary District	12.00		16.54		42
Scarborough Sanitary District			31.82		40
Thomaston Pollution Control Department	20.00	20.00	20.00		20

## Salaries

Facility	Minimum Annual Salary/ Hourly Rate	Maximum Annual Salary/ Hourly Rate	Current Annual Salary/ Hourly Rate	Years to Maximum Pay	Hours
<b>Superintendent (cont.)</b>					
Topsham Sewage District	30.17				22.5
Van Buren Wastewater Department	14.85				41
Veazie Sewer District	15.00		21.00		40
Wells Sanitary District			31.25		40
Winterport Water and Sewer District	15.93	15.39	15.39		40+
Winthrop Utilities District	21.63	31.25			50-60
Wiscasset Wastewater		16.00			
Yarmouth	19.76	20.18	20.18	15	40
<b>Assistant Superintendent</b>					
Bangor	17.40	23.37	23.37	7	40
Richmond Utilities District	14.00	18.00			42
<b>Engineer</b>					
Yarmouth	30.28	30.28	30.28		50+
<b>Chief Operator</b>					
Ashland Water & Sewer District	8.00	14.00	14.00	7	42
Bangor	18.86	25.34	25.34	7	40
Bath	14.20	15.47			40
Brewer		22.18	46,135.00	1	40
Brownville Water & Sewer Department			12.11		42
Dover-Foxcroft	14.42	19.23	18.75		45
Falmouth	39,520.00	49,920.00			
Freeport Sewer District			20.14		40
Jackman Utility District			14.00		40
Kennebec Sanitary Treatment	21.30		21.30		40
Kennebunkport			46,308.00		
Kittery			18.50 & OT		
Kittery WPCF	16.65	18.50	18.50		40
Limestone Water & Sewer District	10.63	12.00		9	40
Mars Hill Utility District	7.00		11.00		
Milo Water District			12.50		20+
Ogunquit Wastewater Treatment Facility	16.00	20.00			42
Orono Water Pollution Control	16.10	19.56	19.56		40
Paris Utility District	13.13	18.50	17.95		40
Portland Water District	20.51	30.82	23.73		40
Rumford-Mexico Sewerage District	15.50	18.00	18.00	7	45

## Salaries

Facility	Minimum Annual Salary/ Hourly Rate	Maximum Annual Salary/ Hourly Rate	Current Annual Salary/ Hourly Rate	Years to Maximum Pay	Hours
<b>Chief Operator (cont.)</b>					
Sabattus Sanitary District	9.00		11.35		42
Scarborough Sanitary District			26.80		40
Searsport Wastewater Treatment Plant	13.25		13.25		42
Stonington Sanitary	15.00	15.00	15.00		
Thomaston Pollution Control Department	14.89	16.61	16.28	20	40
Wells Sanitary District			21.35		40
Winthrop Utilities District	10.50	17.00			42
Yarmouth	18.07	18.49	18.43	15	40
<b>Senior Operator</b>					
Bangor	12.27	16.48	15.69	7	42
Camden Wastewater Department	13.14	16.64		20	40
Farmington Wastewater Pollution Control		14.65			42
Jackman Utility District			12.50		40
Kittery WPCF	14.39	15.97	15.97		40
Portland Water District	18.82	19.79	19.79		40
Rumford-Mexico Sewerage District	12.70	15.20	13.80	7	25
Scarborough Sanitary District			21.30		40
Stonington Sanitary	15.00	15.00	15.00		
Wells Sanitary District			19.50		40
Yarmouth	17.13	17.55	17.27	15	40
<b>IPT / Compliance Coordinator</b>					
Bangor	15.92	21.39	21.39	7	40
Biddeford	18.34	23.78			40
Kennebec Sanitary Treatment	18.08		18.08		40
Portland Water District	20.51	30.82	24.55		40
<b>Scientist</b>					
Bangor	13.69	18.39	18.39	7	42
Portland Water District	17.75	18.67	18.67		40
<b>Maintenance Manager</b>					
Bangor	13.69	18.39	17.95	7	42
Bath	14.72	16.39			40
Biddeford	15.02	21.08			40
Camden Wastewater Department	13.14	16.64		20	40
Eagle Lake Water & Sewer			11.38		40+
Falmouth	15.00	19.00	17.15		



## Salaries

Facility	Minimum Annual Salary/ Hourly Rate	Maximum Annual Salary/ Hourly Rate	Current Annual Salary/ Hourly Rate	Years to Maximum Pay	Hours
<b>Maintenance Manager (cont.)</b>					
Gardiner WWTP	11.91	14.08		15	40
Kennebec Sanitary Treatment	16.58		16.58		40
Kennebunkport			17.75		
Ogunquit Wastewater Treatment Facility	15.00	22.00			42
Orono Water Pollution Control	13.91	16.90	16.90		40
Portland Water District	16.75	20.99	17.61		40
Rumford-Mexico Sewerage District	14.12	16.61	14.65	7	45
Scarborough Sanitary District			18.04		40
Thomaston Pollution Control Department	12.74	14.20	13.92	20	40
Wells Sanitary District			19.00		40
<b>Lab Technician</b>					
Bangor	15.92	21.39	21.39	7	40
Brewer			17.25	2	40
Dover-Foxcroft	10.50	14.00	12.40		20
Gardiner WWTP	12.30	14.34		15	40
Kennebec Sanitary Treatment	14.02		14.02		40
Kittery WPCF	12.80	14.22	14.22		40
Paris Utility District	10.45	17.00	14.75		40
Scarborough Sanitary District			17.50		40
<b>Collection Systems Operator</b>					
Bangor	10.84	14.56	14.56	7	40
Brewer			13.44	1	
Camden Wastewater Department	10.77	13.64		20	40
Freeport Sewer District			21.22		40
Gardiner WWTP	10.81	12.75		10	40
Kittery WPCF	12.78	14.20	14.20		40
Scarborough Sanitary District			15.62		40
<b>Plant Operator</b>					
Bangor	10.84	14.56	12.25	7	42
Bath	12.32	13.59			40
Biddeford	11.69	18.37			40
Brewer			14.81		40
Camden Wastewater Department	11.35	14.38		20	40
Corinna Sewer District	12.00	12.35			44
Dover-Foxcroft	10.00	14.00			40
Ellsworth Pollution Control Facility			13.71		40

## Salaries

Facility	Minimum Annual Salary/ Hourly Rate	Maximum Annual Salary/ Hourly Rate	Current Annual Salary/ Hourly Rate	Years to Maximum Pay	Hours
<b>Plant Operator (cont.)</b>					
Falmouth	15.00	19.00	17.15		
Farmington Wastewater Pollution Control		11.90			42
Fort Fairfield Utilities District			11.78		43
Gardiner WWTP	11.39	13.54		15	40
Jackman Utility District					
Jay Sewer District	13.99	13.99	13.99	26	42
Kennebec Sanitary Treatment	15.60		15.60		42
Kennebunkport	14.44	16.26			
Kittery	14.20	15.87			
Kittery WPCF	12.78	14.20	14.20		40
Lincoln Sanitary District	13.48	16.46			
NASB GWETS		17.60			40
Ogunquit Wastewater Treatment Facility	12.00	15.00			42
Orono Water Pollution Control	12.61	15.33	13.58		40
Passamquoddy			30,000.00		
Portland Water District	14.90	15.68	15.68		40
Rumford-Mexico Sewerage District	10.76	13.25	11.75	7	45
Scarborough Sanitary District			16.26		40
Searsport Wastewater Treatment Pt	11.25		11.25		42
Veazie Sewer District	9.00		12.00		40
Veterans Administration	15.45	18.02	18.02	6	40
Yarmouth	15.55	15.97	15.69	15	40
<b>Assistant Operator</b>					
Bethel Waste Water Treatment Plant			11.59	5	40
Bucksport	13.88				40
Brewer			12.60	2-vacant	
Dover-Foxcroft	8.50	10.50	9.50		40
Eagle Lake Water & Sewer			12.38		40+
Falmouth	12.50	15.55	14.35		
Fort Fairfield Utilities District			13.27		43
Fort Kent Water & Wastewater Department	10.11	12.11	11.11		44
Gardiner WWTP	10.03	11.39			26
Kennebec Sanitary Treatment	14.02		14.02		42
Mechanic Falls Sanitary District		15.08	15.08	13	40
Paris Utility District	12.25	16.00	14.00		20
Rumford-Mexico Sewerage District	9.08	11.57	10.17	7	40
Sabattus Sanitary District	9.00		10.60		42
Wells Sanitary District			15.35		40

## Salaries

Facility	Minimum Annual Salary/ Hourly Rate	Maximum Annual Salary/ Hourly Rate	Current Annual Salary/ Hourly Rate	Years to Maximum Pay	Hours
<b>Assistant Operator (cont.)</b>					
Winterport Sewer District	12.00		12.00		40+
Yarmouth	14.12	14.56		15	
<b>Driver</b>					
Fort Fairfield Utilities District			10.08		45
Kennebec Sanitary Treatment	14.02		14.02		40
<b>Laborer</b>					
Ashland Water & Sewer District	8.00	8.00	8.00		20
Bangor	8.02	10.70	8.42	7	40
Bath	10.70	12.20			40
Bingham			7.50		
Brewer			10.30	2-vacant	
Dover-Foxcroft	6.50	10.00	8.00		25
Falmouth	11.50	14.00	13.00		
Farmington Wastewater Pollution Control		7.69			25
Fort Kent Water & Wastewater Department	8.20	10.20	8.70		44
Jackman Utility District			9.00		
Kennebec Sanitary Treatment	14.02		14.02		40
Kittery WPCF	10.60	11.78	11.78		40
Ogunquit Wastewater Treatment Facility	10.00	13.00			40
Paris Utility District	9.50	12.00	10.00		
Winthrop Utilities District	9.00	12.00			42
Wiscasset Wastewater		14.34			
<b>Administrative Assistant</b>					
Ashland Water & Sewer District	8.00	14.00	14.00	9	40
Bangor	11.71	15.73	15.73	7	40
Boothbay Harbor Sewer District	9.00	10.82	10.00		20
Brownville Water & Sewer Department			10.93		24
Corinna Sewer District	10.00	13.00			10
Dover-Foxcroft	10.00	14.00	14.00		20
Eagle Lake Water & Sewer			12.52		22.5
Farmington Wastewater Pollution Control		14.07			40
Freeport Sewer District		21.65			25
Jackman Utility District			10.00		24
Kennebec Sanitary Treatment	16.22		16.22		40
Kittery WPCF	14.33	15.92	15.92		40

## Salaries

Facility	Minimum Annual Salary/ Hourly Rate	Maximum Annual Salary/ Hourly Rate	Current Annual Salary/ Hourly Rate	Years to Maximum Pay	Hours
<b>Administrative Assistant (cont.)</b>					
Limestone Water & Sewer District	9.79	11.13		9	40
Lincoln Sanitary District	11.50	16.46	14.84		
Mars Hill Utility District	7.00		10.00		
Mechanic Falls Sanitary District		11.38	11.38	17	25
Milo Water District			13.85		20+
Ogunquit Wastewater Treatment Facility	15.00	18.00			40
Rumford-Mexico Sewerage District	12.70	15.20	13.80	7	20
Sabattus Sanitary District	7.50		11.98		32
Scarborough Sanitary District			23.04		40
Thomaston Pollution Control Department	10.50	10.80	10.50		25
Topsham Sewage District	16.54				35
Van Buren Wastewater Department	10.75				40
Veazie Sewer District	11.00		12.50		20
Wells Sanitary District	11.25	17.50			40
Winthrop Utilities District	13.00	20.00			32
<b>Secretary</b>					
Bangor	9.71	13.05	13.05	7	40
Bucksport	13.69				20
Camden Wastewater Department	11.35	14.38		20	20
Ellsworth Pollution Control Facility			10.05		40
Fort Fairfield Utilities District			6.78		40
Fort Kent Water & Wastewater Department	6.49	8.49	7.49		40
Freeport Sewer District			14.54		35
Kennebec Sanitary Treatment	14.44		14.44		40
Portland Water District	12.50	13.16	13.16		40
Sabattus Sanitary District	6.50		9.00		28
Scarborough Sanitary District			14.40		40
Stonington Sanitary	10.00	10.00	10.00		
Van Buren Wastewater Department	9.00				40
Winterport Water and Sewer Districts	12.00				26
Winthrop Utilities District	9.50	13.00			32

## Vacation, Holidays and Sick Leave

Facility	Earned Vacation Days	Years Employed	Earned Vacation Days	Years Employed	Earned Vacation Days	Years Employed	Earned Vacation Days	Years Employed	Earned Vacation Days	Years Employed	# Holidays Per Year	Holiday Pay Rate	Sick Days Per Year	Maximum # of Sick Days Accumulated
Ashland Water & Sewer District											11	1.5	6	120
Bangor	10	1	15	7	20	16	25	21			12	1.5	15	120
Bethel Wastewater Treatment Plant	10	1	10	2	12	6	15	10	20	16	11	1.5	12	30
Biddeford	14	1	19	5	24	10							12	45
Bingham	10	1	15	15							12	1.0	5	
Boothbay Harbor Sewer District	5	1	10	2	15	6	20	12			11	1.5	12	60
Brewer	10	1	15	7	20	15	25	20			11	1.5	12	120
Brownville Water & Sewer Department			5	2	10	3	15	10			11	2.0	12	90
Bucksport	10	1	15	8	20	15	25	20			12	1.5	15	90
Camden Wastewater Department	10	1	15	7	20	15	25	20			12	1.5	12	90
Corinna Sewer District	15	3									12	1.5	12	
Dover-Foxcroft	5	1	10	2	15	10	20	15			11	2.0	12	30
Eagle Lake Water & Sewer			5	1	10	2	15	11	20	16		1.0	5	
Ellsworth Pollution Control Facility	5	1									12	1.5		
Falmouth			10	1	12	6	18	11	21	16	12			
Farmington Wastewater Pollution Control	10	1	12	5	18	10	20	18			12	1.5	12	90
Fort Fairfield Utilities District	5	1	10	2	15	8	20	15			11	1.5	12	72
Fort Kent Water & Wastewater Department	10	1	15	5	20	15					10	1.5	13	120
Freeport Sewer District	10	1	15	6	20	10					12	1.0	12	180
Gardiner WWTP	12	1	15	5	18	10	21	15	24	20	12	1.5	12	180
Jackman Utility District	5	1	10	3	15	6	20	20			11	1.5	8	8
Jay Sewer District			5	2	10	3	15	7	20	12	12	1.5		
Kennebec Sanitary Treatment	10	1	15	7	20	12	25	20	26	21	12	1.5	12	100
Kennebunkport	9	1	13	2	18	5					13		12	120
Kittery WPCF	5	1	10	2	15	7	20	15			12	1.5	12	150
Limestone Water & Sewer District											12	1.5	12	100
Lincoln Sanitary District			10	2	15	6	20	13			12	1.5	12	120
Madawaska Pollution Control	5	1	10	5	15	10	20	15	25	20	11	1.5	12	90
Mars Hill Utility District	5	1	10	2	15	6	20	16			12	1.5	12	
Mechanic Falls Sanitary District	7	1	14	2	21	7	28	13			11	1.5	12	60
Milo Water District	5	1	10	2	15	8	20	20					12	45
NASB GWETS	10	1									6		9	18
Ogunquit Wastewater Treatment Facility	5	1	10	2	15	6	20	12	25	20	11	1.5	12	120
Orono Water Pollution Control	5	1	10	6	25	25					12	2.0	15	120
Paris Utility District	5	1	10	3	15	10					12	1.5	12	90
Passamaquoddy	5	1	10	3	15	6					12	1.0	12	

## Vacation, Holidays and Sick Leave

Facility	Earned		Earned		Earned		Earned		Earned		# Holidays Per Year	Holiday Pay Rate	Sick Days Per Year	Maximum # of Sick Days Accumulated
	Vacation Days	Years Employed	Vacation Days	Years Employed	Vacation Days	Years Employed	Vacation Days	Years Employed	Vacation Days	Years Employed				
Portland Water District	10	1	10	5	15	6	20	10	25	20	11		12	120
Richmond Utilities District	10	1	11	5	12	10	13	12	15	15	13	1.5	12	90
Rockport	10	1	15	5	20	10					11	1.0		
Rumford-Mexico Sewerage District	12	1	18	6	21	11	24	16			11	1.5	12	105
Sabattus Sanitary District	5	1	10	2	15	7					12	1.5	12	150
Scarborough Sanitary District			10	2	15	6	20	11	25	21	12	1.5	12	120
Searsport Wastewater Treatment Plant			5	2	10	5	15	10	20	15	10	2.0	15	120
Stonington Sanitary	5	1	10	2	15	8	20	15			12			
Thomaston Pollution Control Department			10	2	15	8	20	15			12	1.0	12	90
Topsham Sewage District	10	1	15	6	20	10	25	15	30	20	12	1.0	Unlimited	
Van Buren Wastewater Department	8	1	8	3	10	4	15	8	20	15	11.5	1.5	12	60
Veazie Sewer District	10	1	15	5	20	10					12	1.5	15	120
Veterans Administration			13	1	19.5	3	26	15			10	1.5	13	
Water Resource Protection	10	1	15	6	20	12	25	20			11	1.0	15	
Wells Sanitary District	10	1	11	3	13	4	15	5	16	6	11	1.5	15	200
Winthrop Utilities District	8	1	10	6.5	15	7	15.5	8	16	9			5	150
Winterport Water and Sewer Districts	10	1	15	6	20	16					9	1.5	0	0
Wiscasset Wastewater	5	1	10	2	11	5					9	1.5	9	
Yarmouth	10	1	15	7	20	13	25	20			12	1.5	12	60

# Insurance

Facility	Health Single			Health Family			Dental Single			Dental Family		
	Monthly	%	%	Monthly	%	%	Monthly	%	%	Monthly	%	%
	Premium	Employer	Employee	Premium	Employer	Employee	Premium	Employer	Employee	Premium	Employer	Employee
Ashland Water & Sewer District	419	100		941	100		27	100				
Bethel Wastewater Treatment Plant	419	96	4	941	96	4						
Boothbay Harbor Sewer District	465	100		873	100		52	100		83	100	
Brewer	285	100		640	60	40						
Brownville Water & Sewer Department	350	100		875	90	10						
Bucksport	476	92	8	1,069	89	11						
Camden Wastewater Department	446	100		1,001	100							
Corinna Sewer District	429	100										
Dover-Foxcroft	391	90	10	1,143	90	10						
Eagle Lake Water & Sewer	419	100		941	75	25	46	100		87	100	
Ellsworth Pollution Control Facility	419	100		941	100							
Farmington Wastewater Pollution Control	476	100		1,069			38		100	109		100
Fort Fairfield Utilities District	419	100		941	87	13						
Fort Kent Water & Wastewater Department	503	90	10	1,087	80	20						
Gardiner WWTP	730	100										
Jay Sewer District		100		1,015	87	13						
Kennebec Sanitary Treatment	476	90	10	1,069	90	10	27		100	87		100
Kittery WPCF	369	85	15	974	85	15		80	20		80	20
Limestone Water & Sewer District	300	100		1,191	50	50						
Madawaska Pollution Control	385	85	15	628	85	15						
Mars Hill Utility District				1,069	100		32		100			
Mechanic Falls Sanitary District				941	95	5	27		100	46		100
Milo Water District	419	100		941	100							
Ogunquit Wastewater Treatment Facility	342	100		1,026	100		36	100		103	100	
Orono Water Pollution Control	476	100		592	80	20	37		100	106		100
Paris Utility District	500	100		1,100	100		27	100		45	100	
Portland Water District	402	80	20	1,005	80	20	37		100	108		100
Richmond Utilities District	476	100		1,069	100							
Sabattus Sanitary District	419	100		941	80	20						
Scarborough Sanitary District	373	100		1,118	100							
Searsport Wastewater Treatment Plant	490	100		750	100							
Thomaston Pollution Control Department	369	100		1,137	100							
Topsham Sewage District				946	50	50				87	100	
Van Buren Wastewater Department	507	100		1,137	94	6						
Veazie Sewer District	476	100		592	100							
Veterans Administration	140	25	75	285	25	75						
Water Resource Protection	404	100		906	86	14						
Wells Sanitary District	778	100		1,112	100					87	100	
Winterport Sewer District	458	100										
Winthrop Utilities District	300	100		776	75	25	30	100		55	75	25
Yarmouth	419	100		941	60	40	27	100		87	30	70

# Insurance

Facility	Short-term Disability			Long-term Disability			Life Insurance		
	Monthly	%	%	Monthly	%	%	Monthly	%	%
	Premium	Employer	Employee	Premium	Employer	Employee	Premium	Employer	Employee
Ashland Water & Sewer District	32		100						
Boothbay Harbor Sewer District	56		100				10		100
Eagle Lake Water & Sewer	112	100							
Kennebec Sanitary Treatment	614	100							
Limestone Water & Sewer District	54		100						
Paris Utility District	Varies		100				Varies	100	
Thomaston Pollution Control Department	31		100						
Veazie Sewer District							Varies	100	
Wells Sanitary District				45	100		12	100	
Winterport Sewer District									
Winthrop Utilities District	11	100					30	100	
Yarmouth	Varies		100				0.11/1000	100	



## Retirement - Employer Contribution

Facility	Maine State Retirement % Employer	401 (A) % Employer	457 % Employer	IRA % Employer	Other % Employer
Ashland Water & Sewer District			3		
Bangor	6.5	8			
Bethel Wastewater Treatment Plant	2.8				
Brewer					
Biddeford		1			
Boothbay Harbor Sewer District			5		
Brownville Water & Sewer Department					3
Bucksport	1.5				1.45
Camden Wastewater Department	2.8				
Corinna Sewer District	1.5				
Dover-Foxcroft					
Eagle Lake Water & Sewer	2.8				
Ellsworth Pollution Control Facility			8		
Falmouth		8	4		
Farmington Wastewater Pollution Control	9		9		
Fort Fairfield Utilities District	2.8				
Fort Kent Water & Wastewater Department			80 per month		
Freeport Sewer District		8			
Gardiner WWTP	6				
Jackman Utility District	2.8				1.45
Jay Sewer District	7.8		5		
Kennebec Sanitary Treatment	7.9				
Kennebunkport	6.5				
Kittery WPCF	6.5		6		
Limestone Water & Sewer District					
Lincoln Sanitary District	2.8		4		
Madawaska Pollution Control	2.8				
Mars Hill Utility District	2.8				
Mechanic Falls Sanitary District	4.9				
Milo Water District					
NASB GWETS	6				
Orono Water Pollution Control	2.8				
Paris Utility District	6.5				
Richmond Utilities District	1.5				
Rockport		4			
Rumford-Mexico Sewerage District	8		5		
Scarborough Sanitary District					
Searsport Wastewater Treatment Plant	6.5				
Van Buren Wastewater Department	6.5				
Veazie Sewer District					5
Veterans Administration		5			

## Retirement - Employer Contribution

Facility	Maine State Retirement % Employer	401 (A) % Employer	457 % Employer	IRA % Employer	Other % Employer
Water Resource Protection		8	8		
Winterport Sewer District					
Winthrop Utilities District			3		
Wiscasset Wastewater		6			
Yarmouth	2.8	6			