



Four Rivers Sanitation Authority
Public Act 97-0609 Re: Open Meeting Act Amendment
Employee Total Compensation Report
Fiscal Year 2023-24

Name	Position Title	Department Description	Budgeted Salary	IMRF	FICA	Health	Dental	Life	Grand Total Salaries & Benefits	Vacation Days	Sick Days
Adam, Warren	Project Engineer III	Engineering	\$ 124,862	\$ 9,137	\$ 9,943	\$ 27,103	\$ 1,775	\$ 139	\$ 172,959	26	12
Adolphson, Diane	Customer Service Representative	Customer Service	\$ 60,268	\$ 4,305	\$ 4,685	\$ 9,773	\$ 895	\$ 139	\$ 80,066	22	12
Baer, Christopher	Director of Engineering	Engineering	\$ 172,120	\$ 12,547	\$ 13,653	\$ 24,625	\$ 1,775	\$ 139	\$ 224,859	17	12
Barber, Scott	Vactor Flusher Operator	Sewer Maintenance	\$ 76,669	\$ 5,704	\$ 6,207	\$ 16,585	\$ 895	\$ 139	\$ 106,199	21	12
Barrett, Nickolas	Treatment Plant Operator	Plant Operations	\$ 83,907	\$ 6,540	\$ 7,117	\$ 9,773	\$ 473	\$ 139	\$ 107,950	11	12
Bernard, Ashley	Assist Director Plant Ops/Cust Svc	Pretreatment and Industrial	\$ 138,507	\$ 9,737	\$ 10,596	\$ 16,585	\$ 895	\$ 139	\$ 176,459	16	12
Bolden, Charles	Utility Technician	Sewer Maintenance	\$ 58,739	\$ 4,837	\$ 5,264	\$ 16,585	\$ 895	\$ 139	\$ 86,459	11	12
Borcherts, Dakota	Utility Technician	Sewer Maintenance	\$ 63,461	\$ 5,169	\$ 5,625	\$ 24,625	\$ 1,775	\$ 139	\$ 100,794	11	12
Brock, Brandon	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 84,344	\$ 6,357	\$ 6,918	\$ 9,773	\$ 1,775	\$ 139	\$ 109,306	17	12
Brooks, Ricky	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 84,344	\$ 6,602	\$ 7,185	\$ 27,103	\$ 1,775	\$ 139	\$ 127,148	25	12
Busker, Meghan	Lab Analyst II	Laboratory	\$ 80,371	\$ 5,691	\$ 6,193	\$ 24,625	\$ 1,775	\$ 139	\$ 118,794	17	12
Calvin, Kwame	Assistant Director of Internal Services	Internal Services	\$ 138,507	\$ 9,737	\$ 10,596	\$ 24,625	\$ 1,775	\$ 139	\$ 185,379	15	12
Campbell, Matthew	Senior Civil Engineer-PM	Engineering	\$ 128,856	\$ 9,393	\$ 10,221	\$ 24,625	\$ 1,775	\$ 139	\$ 175,010	18	12
Cassaro, Greg	Director of Plant Operations	Plant Operations Administration	\$ 172,120	\$ 12,547	\$ 13,653	\$ 24,625	\$ 1,775	\$ 139	\$ 224,859	16	12
Christensen, Michael	Assistant Director of Plant Operations	Plant & Lift Station Maintenance	\$ 138,507	\$ 9,737	\$ 10,596	\$ 16,585	\$ 895	\$ 139	\$ 176,459	15	12
Christiansen, Benjamin	Survey & Field Operations Manager	Engineering	\$ 128,856	\$ 9,059	\$ 9,857	\$ 24,625	\$ 1,775	\$ 139	\$ 174,311	17	12
Cox, Courtney	Customer Service Representative	Customer Service	\$ 60,268	\$ 4,391	\$ 4,778	\$ -	\$ 1,775	\$ 139	\$ 71,351	17	12
Cox, Craig	Treatment Plant Operator	Plant Operations	\$ 84,344	\$ 6,793	\$ 7,392	\$ 24,625	\$ -	\$ 139	\$ 123,293	21	12
Daily, Michael	Programmer/Analyst	Internal Services	\$ 103,709	\$ 7,560	\$ 8,227	\$ -	\$ -	\$ 139	\$ 119,634	21	12
Dameier, William	Eng Technologist-Designer	Engineering	\$ 111,488	\$ 8,219	\$ 8,944	\$ 17,517	\$ 1,775	\$ 139	\$ 148,082	26	12
Daughenbaugh, David	District Fleet & Inventory Manager	Vehicle Maintenance	\$ 108,056	\$ 7,887	\$ 8,583	\$ 16,585	\$ 895	\$ 139	\$ 142,145	22	12
Derry, Riley S	Utility Technician	Sewer Maintenance	\$ 60,247	\$ 4,943	\$ 5,379	\$ 9,773	\$ 473	\$ 139	\$ 80,955	11	12
Deters, Korey	Sewer Const Lead Person	Sewer Maintenance	\$ 85,894	\$ 7,025	\$ 7,644	\$ 27,103	\$ 1,775	\$ 139	\$ 129,579	18	12
Etchin, Rosetta	Inventory Clerk	Collection Systems	\$ 55,432	\$ 4,108	\$ 4,470	\$ 9,773	\$ 473	\$ 139	\$ 74,395	21	12
Farmer, John	Programmer/Analyst	Internal Services	\$ 103,709	\$ 7,570	\$ 8,238	\$ 16,275	\$ 895	\$ 139	\$ 136,826	22	12
Fischer, Warren	Equipment Operator	Sewer Maintenance	\$ 73,746	\$ 6,039	\$ 6,572	\$ 9,773	\$ 473	\$ 139	\$ 96,744	16	12
Fitzgerald, Edward	General Counsel/Director of Internal Services	Legal	\$ 172,120	\$ 12,100	\$ 13,167	\$ 16,585	\$ 895	\$ 139	\$ 215,006	15	12
Freeman, Charles	Utility Tech Locator	Sewer Maintenance	\$ 69,742	\$ 5,261	\$ 5,725	\$ 18,254	\$ 895	\$ 139	\$ 100,015	21	12
Frerichs, David	Network Administrator	Internal Services	\$ 103,709	\$ 7,560	\$ 8,227	\$ 9,773	\$ 473	\$ 139	\$ 129,881	18	12
Fritz, Roger	Maintenance Electrician	Plant & Lift Station Maintenance	\$ 84,344	\$ 6,357	\$ 6,918	\$ 16,585	\$ 895	\$ 139	\$ 115,238	16	12
Fry, Dean	Plant Operations Maint Div Manager	Plant & Lift Station Maintenance	\$ 116,168	\$ 8,167	\$ 8,887	\$ 9,773	\$ 1,775	\$ 139	\$ 144,909	15	12
Gilbert, Christy	Supporting Serv Coordinator	Collection Systems	\$ 80,371	\$ 6,473	\$ 7,044	\$ 24,625	\$ 1,775	\$ 139	\$ 120,428	21	12
Glowa, Dena	Accountant	Finance	\$ 97,240	\$ 6,836	\$ 7,439	\$ 24,625	\$ 1,775	\$ 139	\$ 138,054	11	12
Good, Angela	Engineering Administrator	Engineering	\$ 72,218	\$ 5,814	\$ 6,326	\$ 10,525	\$ 473	\$ 139	\$ 95,495	20	12
Graceffa, Brian	Maintenance Electrician	Plant & Lift Station Maintenance	\$ 84,344	\$ 6,576	\$ 7,156	\$ 27,103	\$ 1,775	\$ 139	\$ 127,092	20	12
Graham, Daniel	IWP Compliance Tech	Pretreatment and Industrial	\$ 84,344	\$ 6,280	\$ 6,834	\$ 16,275	\$ 895	\$ 139	\$ 114,766	24	12
Gruhn, Kyle	Eng Technologist-Designer	Engineering	\$ 111,488	\$ 8,692	\$ 9,459	\$ 24,625	\$ 1,775	\$ 139	\$ 156,178	20	12
Hackett, Ryan	Utility Technician	Sewer Maintenance	\$ 60,975	\$ 4,994	\$ 5,435	\$ 9,773	\$ 473	\$ 139	\$ 81,790	11	12
Halvorson, Luke	Sewer Const Lead Person	Sewer Maintenance	\$ 83,158	\$ 6,832	\$ 7,435	\$ 24,625	\$ 1,775	\$ 139	\$ 123,964	16	12
Hanson, Timothy	Executive Director	Administration	\$ 183,290	\$ 13,183	\$ 14,345	\$ 16,585	\$ 895	\$ 139	\$ 228,436	17	12
Harshbarger, Michael Isaac	Treatment Plant Operator	Plant Operations	\$ 82,826	\$ 6,464	\$ 7,034	\$ 16,275	\$ 895	\$ 139	\$ 113,632	11	12
Hauser, Kurt	Sewer Const Lead Person	Sewer Maintenance	\$ 88,421	\$ 7,227	\$ 7,864	\$ 27,103	\$ 1,775	\$ 139	\$ 132,528	24	12
Hochkammer, Adam	Utility Tech Locator	Sewer Maintenance	\$ 69,742	\$ 5,080	\$ 5,528	\$ 9,773	\$ 473	\$ 139	\$ 90,735	18	12
Hyser, Garrett	Treatment Plant Operator	Plant Operations	\$ 79,082	\$ 6,201	\$ 6,748	\$ 9,773	\$ 473	\$ 139	\$ 102,416	11	12
Janczak, Lucas	Treatment Plant Operator	Plant Operations	\$ 84,344	\$ 6,571	\$ 7,150	\$ 9,773	\$ 473	\$ 139	\$ 108,451	16	12
Jimenez, Veronica	Bilingual Customer Service Representative	Customer Service	\$ 60,268	\$ 4,391	\$ 4,778	\$ 9,773	\$ 473	\$ 139	\$ 79,823	11	12
Johnson, Jhaunia	Plant Oper Tech Clerk	Pretreatment and Industrial	\$ 66,622	\$ 4,969	\$ 5,407	\$ 16,585	\$ 895	\$ 139	\$ 94,617	25	12
Juliano, Paul	Eng Construction Tech II	Engineering	\$ 89,835	\$ 7,232	\$ 7,870	\$ 24,625	\$ 1,775	\$ 139	\$ 131,476	20	12
Karr, Ryan	Maintenance Electrician	Plant & Lift Station Maintenance	\$ 81,370	\$ 6,148	\$ 6,690	\$ 27,103	\$ 1,775	\$ 139	\$ 123,224	16	12
King, Jeremy	Tech Eqpt Operator/TV Truck	Sewer Maintenance	\$ 82,430	\$ 6,190	\$ 6,736	\$ 27,103	\$ 1,775	\$ 139	\$ 124,373	19	12
Kink, Caitlin	GIS Coordinator-Cons Clk	Collection Systems	\$ 80,371	\$ 6,261	\$ 6,813	\$ -	\$ -	\$ 139	\$ 93,585	16	12



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Kink, Justin	GIS Coordinator/Drafter	Engineering	\$ 80,371	\$ 5,691	\$ 6,193	\$ 24,625	\$ 1,775	\$ 139	\$ 118,794	16	12
Kittoe, Fay	Customer Service Representative	Customer Service	\$ 60,268	\$ 4,391	\$ 4,778	\$ -	\$ 1,775	\$ 139	\$ 71,351	11	12
Kluesner, Zachery	Utility Technician	Sewer Maintenance	\$ 58,022	\$ 4,787	\$ 5,209	\$ 9,773	\$ 473	\$ 139	\$ 78,403	11	12
Krumwiede, Catherine	Lab Analyst I	Laboratory	\$ 69,025	\$ 4,888	\$ 5,319	\$ 24,625	\$ 895	\$ 139	\$ 104,890	11	12
Krutz, Brittany	Human Resources Generalist	Human Resources	\$ 100,506	\$ 7,066	\$ 7,689	\$ 9,773	\$ 473	\$ 139	\$ 125,646	15	12
Ladd, Brett	Pretreatment Prog Coordinator	Pretreatment and Industrial	\$ 81,349	\$ 6,036	\$ 6,569	\$ 16,585	\$ 895	\$ 139	\$ 111,573	11	12
Larson, Frank	Financial Services Coord	Finance	\$ 89,835	\$ 7,036	\$ 7,656	\$ 27,103	\$ 1,775	\$ 139	\$ 133,544	25	12
Leonard, Michael	Treatment Plant Operator	Plant Operations	\$ 79,082	\$ 6,201	\$ 6,748	\$ 9,773	\$ 473	\$ 139	\$ 102,416	11	12
Lyons, Michael	Treatment Plant Operator	Plant Operations	\$ 84,344	\$ 6,790	\$ 7,389	\$ 24,625	\$ 1,775	\$ 139	\$ 125,061	19	12
Maldonado, Jose	Vactor Flusher Operator	Sewer Maintenance	\$ 73,746	\$ 5,495	\$ 5,980	\$ 24,625	\$ 1,775	\$ 139	\$ 111,761	11	12
Mandujano, Alejandro	Customer Service Manager	Customer Service	\$ 106,850	\$ 7,512	\$ 8,174	\$ 24,625	\$ 1,775	\$ 139	\$ 149,074	15	12
Markgraf, Brian	Collection Systems Construction Division Mana	Collection Systems	\$ 116,168	\$ 8,503	\$ 9,253	\$ 24,625	\$ 1,775	\$ 139	\$ 160,464	26	12
Marner, Andrew	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 84,344	\$ 6,322	\$ 6,879	\$ 9,773	\$ 473	\$ 139	\$ 107,931	16	12
McIntyre, Jamie Lynne	Treatment Plant Operator	Plant Operations	\$ 79,030	\$ 6,197	\$ 6,744	\$ -	\$ 895	\$ 139	\$ 93,004	11	12
McRae, Randy	Senior Bldg Repair Tech	Buildings and Grounds	\$ 89,835	\$ 7,039	\$ 7,660	\$ 18,254	\$ 895	\$ 139	\$ 123,822	26	12
Midtsem, Erin	Lab Coordinator	Laboratory	\$ 89,835	\$ 6,594	\$ 7,176	\$ 9,773	\$ 473	\$ 139	\$ 113,991	18	12
Mittel, Lisa	Assistant Director of Mgmt Svcs	Finance	\$ 137,498	\$ 9,666	\$ 10,519	\$ 24,625	\$ 1,775	\$ 139	\$ 184,222	16	12
Monigold, Brett	Equipment Operator	Sewer Maintenance	\$ 76,669	\$ 6,469	\$ 7,039	\$ 24,625	\$ 1,775	\$ 139	\$ 116,715	24	12
Montana, Michael	Eng GIS Permit Clerk	Engineering	\$ 83,512	\$ 6,040	\$ 6,573	\$ 24,625	\$ 1,775	\$ 139	\$ 122,664	17	12
Morrow, Greg	Diesel Mechanic	Vehicle Maintenance	\$ 83,169	\$ 6,274	\$ 6,828	\$ -	\$ -	\$ 139	\$ 96,410	11	12
Nelson, Christopher	Eng Technologist-Surveyor	Engineering	\$ 103,709	\$ 7,501	\$ 8,163	\$ 9,773	\$ 473	\$ 139	\$ 129,758	11	12
Nelson, Tyler	Senior Civil Engineer-PM	Engineering	\$ 128,856	\$ 9,064	\$ 9,863	\$ 24,625	\$ 1,775	\$ 139	\$ 174,322	17	12
Opsahl, Donovan	Utility Technician	Sewer Maintenance	\$ 58,739	\$ 4,837	\$ 5,264	\$ 9,773	\$ 473	\$ 139	\$ 79,226	11	12
Ostrander, Charles	Treatment Plant Operator	Plant Operations	\$ 84,344	\$ 6,571	\$ 7,150	\$ 16,585	\$ 895	\$ 139	\$ 115,684	11	12
Overman, Melanie	Plant Operations Admin Coordinator	Plant Operations	\$ 80,371	\$ 5,830	\$ 6,344	\$ 16,585	\$ 895	\$ 139	\$ 110,164	16	12
Pentecoff, Monica	Accounting Technician	Finance	\$ 73,216	\$ 5,518	\$ 6,005	\$ 9,773	\$ 473	\$ 139	\$ 95,125	11	12
Peterson, Stephen	Wastewater Quality Compliance Division Mana	Pretreatment and Industrial	\$ 124,862	\$ 9,102	\$ 9,905	\$ 24,625	\$ 1,775	\$ 139	\$ 170,408	20	12
Pollard, Daniel	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 84,344	\$ 6,296	\$ 6,851	\$ 18,254	\$ 895	\$ 139	\$ 116,779	24	12
Pope, Steven	IWP Compliance Tech	Pretreatment and Industrial	\$ 84,344	\$ 6,241	\$ 6,791	\$ 9,773	\$ -	\$ 139	\$ 107,288	22	12
Purington, Zachary	Maintenance Mechanic	Plant & Lift Station Maintenance	\$ 84,344	\$ 6,250	\$ 6,801	\$ 24,625	\$ 1,775	\$ 139	\$ 123,934	17	12
Quinones, Aurora	Inventory Clerk	Vehicle Maintenance	\$ 55,432	\$ 4,108	\$ 4,470	\$ 24,625	\$ 1,775	\$ 139	\$ 90,549	11	12
Rafferty, Jay	Tech Eqpt Operator/TV Truck	Sewer Maintenance	\$ 84,344	\$ 6,490	\$ 7,063	\$ 18,254	\$ 895	\$ 139	\$ 117,185	18	12
Rafferty, Jonah	Utility Technician	Sewer Maintenance	\$ 64,688	\$ 5,269	\$ 5,734	\$ 10,525	\$ 473	\$ 139	\$ 86,828	16	12
Reader, James	Director of Collection Systems	Collection Systems	\$ 172,120	\$ 12,582	\$ 13,692	\$ 16,585	\$ 895	\$ 139	\$ 216,013	26	12
Reeverts, Gary	Treatment Plant Operator	Plant Operations	\$ 84,344	\$ 6,825	\$ 7,427	\$ 24,625	\$ 1,775	\$ 139	\$ 125,135	26	12
Roach, Melinda	Procurement Coordinator	Finance	\$ 71,833	\$ 5,333	\$ 5,803	\$ 9,773	\$ 473	\$ 139	\$ 93,354	18	12
Ross, Brandon	Utility Technician	Sewer Maintenance	\$ 61,225	\$ 5,012	\$ 5,454	\$ 16,275	\$ 895	\$ 139	\$ 88,999	11	12
Schmidt, Christopher	Treatment Plant Operator	Plant Operations	\$ 84,344	\$ 6,790	\$ 7,389	\$ 16,585	\$ 895	\$ 139	\$ 116,141	18	12
Scott-Valdez, Julia	Director of Management Services	Human Resources	\$ 172,120	\$ 12,100	\$ 13,167	\$ 16,585	\$ 895	\$ 139	\$ 215,006	15	12
Shurmack, Sandra	Network Administrator	Internal Services	\$ 95,711	\$ 6,729	\$ 7,322	\$ 17,517	\$ 895	\$ 139	\$ 128,313	11	12
Skinner, Susan	Executive Services Coord	Administration	\$ 90,418	\$ 6,356	\$ 6,917	\$ 9,773	\$ 473	\$ 139	\$ 114,077	17	12
Slocum, Kyle	Vactor Flusher Operator	Sewer Maintenance	\$ 84,344	\$ 6,870	\$ 7,476	\$ 9,773	\$ 473	\$ 139	\$ 109,076	11	12
Smith, Lee	Container/Garbage Tr Oper	Sewer Maintenance	\$ 66,622	\$ 5,462	\$ 5,943	\$ 24,625	\$ 1,775	\$ 139	\$ 104,567	26	12
Smith, Noah	Sewer Const Lead Person	Sewer Maintenance	\$ 87,745	\$ 7,155	\$ 7,786	\$ 24,625	\$ 895	\$ 139	\$ 128,343	19	12
Squires, Thomas	Vactor Flusher Operator	Sewer Maintenance	\$ 76,669	\$ 5,701	\$ 6,204	\$ 10,525	\$ 473	\$ 139	\$ 99,711	16	12
Stahl, Warren	Eng Construction Tech II	Engineering	\$ 89,835	\$ 7,454	\$ 8,111	\$ 24,625	\$ 1,775	\$ 139	\$ 131,940	17	12
Stoll, Terry	Collection Systems Maintenance Division Mana	Collection Systems	\$ 116,168	\$ 8,482	\$ 9,230	\$ 16,585	\$ 895	\$ 139	\$ 151,499	23	12
Storey, David	Diesel Mechanic	Vehicle Maintenance	\$ 84,344	\$ 6,539	\$ 7,116	\$ 27,103	\$ 1,775	\$ 139	\$ 127,016	17	12
Strassburg, Scot	Senior Civil Engineer-PM	Engineering	\$ 128,856	\$ 9,393	\$ 10,221	\$ 18,254	\$ 895	\$ 139	\$ 167,758	20	12
Strom, Greg	Treatment Plant Operator	Plant Operations	\$ 84,344	\$ 6,793	\$ 7,392	\$ -	\$ -	\$ 139	\$ 98,668	21	12
Sweet, Jason	Surveyor Technician	Engineering	\$ 89,835	\$ 6,628	\$ 7,212	\$ 16,585	\$ 895	\$ 139	\$ 121,294	16	12



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Synove, Nikelle	Eng Construction Tech II	Engineering	\$ 79,446	\$ 5,837	\$ 6,352	\$ -	\$ -	\$ 139	\$ 91,774	11	12
Tassoni, David	Plant Operations Division Manager	Plant Operations	\$ 116,168	\$ 8,167	\$ 8,887	\$ 16,275	\$ 895	\$ 139	\$ 150,530	16	12
Toepfer, Timothy	Process Systems Engineer	Plant Operations	\$ 128,856	\$ 9,428	\$ 10,260	\$ 27,103	\$ 1,775	\$ 139	\$ 177,561	26	12
Ubiparipovic, Mladen	Treatment Plant Operator	Plant Operations	\$ 84,344	\$ 6,790	\$ 7,389	\$ 16,585	\$ 895	\$ 139	\$ 116,141	18	12
Vacant	Customer Service Representative	Customer Service	\$ 60,268	\$ 4,391	\$ 4,778	\$ 24,625	\$ 1,775	\$ 139	\$ 95,976	11	12
Vacant	Customer Service Representative	Customer Service	\$ 60,268	\$ 4,391	\$ 4,778	\$ 24,625	\$ 1,775	\$ 139	\$ 95,976	11	12
Vacant	Utility Technician	Sewer Maintenance	\$ 58,022	\$ 4,787	\$ 5,209	\$ 16,275	\$ 1,775	\$ 139	\$ 86,206	11	12
Vacant	Utility Technician	Sewer Maintenance	\$ 59,093	\$ 4,862	\$ 5,291	\$ 24,625	\$ 1,775	\$ 139	\$ 95,785	11	12
Vacant	Vactor Flusher Operator	Sewer Maintenance	\$ 84,344	\$ 6,271	\$ 6,825	\$ 24,625	\$ 1,775	\$ 139	\$ 123,979	11	12
Vacant	Process Control Systems Technician	Plant Operations	\$ 80,371	\$ 6,261	\$ 6,813	\$ 24,625	\$ 1,775	\$ 139	\$ 119,985	11	12
Vasquez, Benjamin	Utility Technician	Sewer Maintenance	\$ 57,304	\$ 4,736	\$ 5,154	\$ 9,773	\$ 473	\$ 139	\$ 77,580	11	12
Vecchione, Damion	Utility Technician	Sewer Maintenance	\$ 57,304	\$ 4,736	\$ 5,154	\$ -	\$ -	\$ 139	\$ 67,333	11	12
Von Arx, Joseph	Assistant Director of Engineering	Engineering	\$ 138,507	\$ 10,132	\$ 11,025	\$ 24,625	\$ 1,775	\$ 139	\$ 186,203	26	12
Walling, Teresa	Lab Analyst I	Laboratory	\$ 69,742	\$ 4,973	\$ 5,412	\$ 24,625	\$ 1,775	\$ 139	\$ 106,667	26	12
White, Gerard	Sr Financial Analyst	Finance/Customer Service	\$ 103,917	\$ 7,305	\$ 7,950	\$ 24,625	\$ 1,775	\$ 139	\$ 145,711	15	12
Wigget, Kyle	Equipment Operator	Sewer Maintenance	\$ 73,538	\$ 6,025	\$ 6,556	\$ 24,625	\$ 1,775	\$ 139	\$ 112,659	11	12