

**Midway City Sanitary District's Compensation Report for Calendar Year 2023**  
 Compensation & Benefits Disclosure

Line #	Elected Official	Department	Classification/Position	Name	Annual Salary Minimum	Annual Salary Maximum	Regular Base Wages	Overtime & Doubletime Pay	Sick Leave Buy Back in Lieu of Time Off	Vacation Buy Back in Lieu of Time Off	Comp Time Buy Back in Lieu of Time Off	On-Call Pay	Other Pay *	CalPERS Defined Benefit Pension Formula	CalPERS Defined Benefit Plan: Employees' Share Paid By the District	CalPERS Defined Benefit Plan: Employer's Share	Deferred Compensation/Contribution Plan Paid By the District	Health, Dental, Vision, HRA, Life & AD&D Paid by the District	Total Compensation Plus Benefits	
1	Yes	Governing Body	President	Tyler Diep		21,600	21,000							N/A				14,779	\$ 35,779	
2	Yes	Governing Body	President Pro tem	Chi Charlie Nguyen		21,600	18,436							N/A				24,978	\$ 43,414	
3	Yes	Governing Body	Secretary	Andrew Nguyen		21,600	21,600							N/A				16,008	\$ 37,608	
4	Yes	Governing Body	Treasurer	Sergio Contreras		21,600	21,600							N/A				14,824	\$ 36,424	
5	Yes	Governing Body	Director	Mark Nguyen		21,600	19,620							N/A				24,978	\$ 44,598	
6		Administration	General Manager	Robert Housley	195,000	195,000	189,829		7,500					200	3% @ 60		31,287	25,448	\$ 254,264	
7		Administration	Director of Finance and Human Resources	Siamlu Cox <sup>(1)</sup>	129,875	180,045	91,939							200	2% @ 62		7,057	6,611	\$ 105,806	
8		Administration	Director of Operations and Safety	Nick Castro	124,365	165,500	149,901	10,625	7,639					200	3% @ 60		24,354	25,448	\$ 218,167	
9		Administration	Director of Services & Program Development	Ashley Davies <sup>(2)</sup>	103,000	133,910	30,659							200	2% @ 62		2,404	7,054	\$ 40,316	
10		Administration	District Engineer	Hossein Ebrahimi <sup>(3)</sup>	103,000	133,910	90,318	4,696						200	2% @ 62			6,989	21,481	\$ 123,684
11		Administration	Executive/Board Secretary	Loan Olsder	82,139	104,478	81,720	5,468						200	3% @ 60			6,357	25,336	\$ 119,081
12		Administration	Admin Secretary/Accountant	Daveta Kelly-Bishop <sup>(4)</sup>	66,248	84,302	35,705	623	131	1,659				200	2% @ 62			2,676	14,568	\$ 55,362
13		Administration	Admin Secretary/Accountant	Mariana Sanchez <sup>(5)</sup>	66,248	84,302	5,543	16						200	2% @ 62			109	0	\$ 5,867
14		Administration	Admin Secretary/Receptionist	Shannon Frost	66,248	84,302	68,310	782						200	2% @ 62			5,193	13,057	\$ 87,542
15		Administration	Admin Secretary/Human Resources Coordinator	Sang Luu	66,248	84,302	77,279	1,164						200	2% @ 62			5,945	25,302	\$ 109,891
16		Sewer	Lead Sewer Maintenance Worker	Randy Griffith	69,347	96,138	94,993	2,066	2,958			390	4,635	200	3% @ 60			15,712	23,916	\$ 144,871
17		Sewer	Pump Station Mechanic	Miguel Jimenez	63,149	80,954	76,852	1,245	3,736	1,849				200	3% @ 60			23,812	23,812	\$ 126,696
18		Sewer	Sewer Maintenance Worker	Robert Cruz	56,014	73,861	62,020	551						200	2% @ 62			4,886	23,701	\$ 96,965
19		Sewer	Sewer Maintenance Worker	Alejandro Gonzalez	54,392	71,718	71,329	897	1,452			823	4,929	200	3% @ 60			11,556	20,563	\$ 111,749
20		Sewer	Sewer Maintenance Worker	Cody Ranslem	54,392	71,718	68,930	625	2,075					200	3% @ 60			11,555	23,752	\$ 111,477
21		Solid Waste	Lead Solid Waste Worker	Sergio Gonzalez	67,330	93,330	74,436	17,069	3,572					200	2% @ 55			8,687	20,943	\$ 125,661
22		Solid Waste	Solid Waste Driver	Juan Contreras	53,394	63,669	62,543	1,983	1,607					200	2% @ 62			4,754	2,183	\$ 73,270
23		Solid Waste	Solid Waste Driver	Phillip Mariscal	53,394	63,669	65,582	5,992	2,694					200	3% @ 60			10,264	21,429	\$ 106,235
24		Solid Waste	Solid Waste Driver	Robert Mayfield	53,394	63,669	60,425	4,124		2,413				200	3% @ 60			10,263	23,698	\$ 101,124
25		Solid Waste	Solid Waste Driver	Dennis Solano Sr.	53,394	63,669	60,230	2,774						200	2% @ 62			4,754	23,698	\$ 91,656
26		Solid Waste	Solid Waste Driver	Dennis Solano Jr.	53,394	63,669	58,352	3,143						200	2% @ 62			4,549	23,681	\$ 89,925
27		Solid Waste	Relief Driver/Utility Worker	Armando Alatorre	54,995	65,582	56,237	4,708	698					400	2% @ 62			4,429	23,661	\$ 90,133
28		Solid Waste	Relief Driver/Utility Worker	Juan M. Arvizu Jr.	53,394	63,669	52,763	2,019						200	2% @ 62			4,028	11,391	\$ 70,401
29		Solid Waste	Relief Driver/Utility Worker	Juan M. Arvizu Sr.	53,394	63,669	39,955	2,173						200	2% @ 62			3,124	21,964	\$ 67,416
30		Solid Waste	Relief Driver/Utility Worker	Shannan Clarke	53,394	63,669	62,743	2,649						200	2% @ 62			4,754	13,328	\$ 83,674
31		Solid Waste	Relief Driver/Utility Worker	Miguel A. Jimenez-Sanchez	54,995	65,582	56,582	3,201						200	2% @ 62			4,527	23,669	\$ 88,835
32		Solid Waste	Relief Driver/Utility Worker	Rudy Oregel	53,394	63,669	56,342	5,653						200	2% @ 62			4,272	19,825	\$ 86,292
33		Solid Waste	Relief Driver/Utility Worker	Roberto Rojas	53,394	63,669	54,447	2,337						200	2% @ 62			4,313	23,660	\$ 84,957
34		Solid Waste	Relief Driver/Utility Worker	Erick Steele	53,394	63,669	61,325	5,278		1,179				200	2% @ 62			4,350	19,832	\$ 92,164
35		Solid Waste	Relief Driver/Utility Worker	Armando Anthony Torres-Gomez	53,394	63,669	53,721	3,706						200	2% @ 62			4,099	10,243	\$ 71,969
36		Fleet Maintenance	Lead Fleet Maintenance Mechanic	Raul Martinez Cruz	67,330	93,330	90,690	6,494	3,808	3,590				200	3% @ 60			15,015	23,896	\$ 143,692
37		Fleet Maintenance	Mechanic	Gustavo Carrera	61,318	78,603	71,214	6,976	2,052	2,931				200	3% @ 60			11,994	23,769	\$ 119,135
38		Fleet Maintenance	Mechanic	Carlos Gomez	61,318	78,603	65,268	6,706	2,804					200	3% @ 60			4,912	20,546	\$ 100,440
39		Fleet Maintenance	Mechanic	Michael LaFreniere	61,318	78,603	75,591	4,927	2,419	3,023				200	3% @ 60			12,654	23,799	\$ 122,613
					2,368,997	3,070,101	\$ 2,476,034	\$ 120,668	\$ 45,143	\$ 16,644	\$ 3,973	\$ 24,000	\$ 6,800		\$ -	\$ 275,063	\$ -	750,832	\$ 3,719,156	

\* Other Pay Includes Incentives, Safety Awards, Confined Space, Stipends, and Additional Compensation

1,983,762  
492,272

65,760

30,800

- (1) New Hire June-2023
- (2) New Hire Sept-2023
- (3) New Hire March-2023
- (4) Separated July-2023
- (5) Employee is part-time

**CalPERS**

**Defined Benefit Pension Plan(s)**

3% @ 60 Tier 1 "Classic" (closed group as of 2009)

2% @ 55 Tier 2 "Classic" (implemented in 2009)

2% @ 62 Tier 3 "PEPRA" (implemented in 2013) - The California "Public Employees' Pension Reform Act"