

**Midway City Sanitary District's Compensation Report for Calendar Year 2025**  
 Compensation & Benefits Disclosure

Line #	Elected Official	Department	Classification/Position	Name	Annual Salary Minimum	Annual Salary Maximum	Hide This Column	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
							2021 W-2 Box 5 Wages													
1	Yes	Governing Body	President	Sergio Contreras		21,600	22,890	22,890							N/A				16,399	\$ 16,399
2	Yes	Governing Body	President Pro tem	Chi Charlie Nguyen		21,600	23,210	23,210							N/A				30,087	\$ 30,087
3	Yes	Governing Body	Secretary	Mark Nguyen		21,600	23,455	23,455							N/A				29,960	\$ 29,960
4	Yes	Governing Body	Treasurer	Andrew Nguyen		21,600	23,625	23,625							N/A				18,116	\$ 18,116
5	Yes	Governing Body	Secretary/Treasurer Pro tem	Tyler Diep		21,600	23,625	23,625							N/A				17,703	\$ 17,703
6		Administration	General Manager	Robert Housley	235,000	235,000	248,399	237,354		10,845				200	3% @ 60		40,296		30,558	\$ 81,899
7		Administration	Director of Finance	Gordon Copley	134,421	186,346	175,758	175,558						200	2% @ 62		13,818		17,722	\$ 31,740
8		Administration	Director of Operations and Safety	Nicolas Castro	137,736	183,238	194,083	176,110		8,459		9,314		200	3% @ 60		31,365		30,558	\$ 79,896
9		Administration	Director of Services & Program Development	Ashley Davies	114,077	148,306	130,491	130,291						200	2% @ 62		10,681		30,558	\$ 41,439
10		Administration	District Engineer	Hossein Ebrahimi	114,077	148,306	143,272	141,492		1,579				200	2% @ 62		11,498		30,558	\$ 43,835
11		Administration	Engineering Technician	Maria Gountoumas <sup>(1)</sup>	73,362	93,371	50,853	50,113	540					200	2% @ 62		3,993		10,272	\$ 14,465
12		Administration	Executive/Board Secretary	Loan Olsder	90,956	115,713	108,901	100,301	7,007	1,393				200	3% @ 60		8,268		30,558	\$ 40,419
13		Administration	Accountant	Mariana Sanchez	86,456	108,028	111,182	102,585	8,397					200	2% @ 62		8,133		15,753	\$ 24,086
14		Administration	Human Resources Coordinator	Sang Luu	86,456	108,028	94,120	88,625	5,295					200	2% @ 62		7,025		27,862	\$ 35,087
15		Administration	Admin Secretary/Receptionist	Shannon Frost	73,362	93,371	88,392	83,802	4,140					450	2% @ 62		6,670		15,688	\$ 22,808
16		Administration	Admin Secretary/Receptionist	Thuy Ha Nguyen <sup>(3)</sup>	73,362	93,371	15,061	13,908	953					200	2% @ 62		1,123		2,492	\$ 3,815
17		Sewer	Lead Sewer Maintenance Worker	Randy Griffith <sup>(5)</sup>	76,814	106,454	78,671	52,821	1,918	9,827	10,322	1,254	2,027	500	3% @ 60		9,909		20,664	\$ 54,504
18		Sewer	Pump Station Mechanic	Miguel Jimenez <sup>(4)</sup>	69,992	89,690	122,596	90,917	5,174	9,874	9,486	732	6,214	200	3% @ 60		15,886		25,140	\$ 67,532
19		Sewer	Sewer Maintenance Worker	Robert Cruz	62,046	81,806	80,364	68,467	3,350		1,140			200	2% @ 62		5,706		17,429	\$ 41,681
20		Sewer	Sewer Maintenance Worker	Alejandro Gonzalez	60,237	79,414	90,564	78,971	2,133	2,360		1,734	5,167	200	3% @ 60		13,607		21,722	\$ 44,790
21		Sewer	Sewer Maintenance Worker	Cody Ranslem	60,237	79,414	91,975	78,973	4,811	1,548		7	6,436	200	3% @ 60		13,660		27,412	\$ 49,263
22		Solid Waste	Lead Solid Waste Worker	Sergio Gonzalez	74,568	103,355	136,384	99,083	27,204	4,770	3,975	1,152		200	2% @ 55		12,862		27,558	\$ 50,518
23		Solid Waste	Solid Waste Driver	Juan Contreras	59,134	70,512	79,734	69,116	5,808	1,898	2,712			200	2% @ 62		5,487		2,254	\$ 12,551
24		Solid Waste	Solid Waste Driver	Phillip Mariscal	59,134	70,512	84,279	68,917	11,975	2,983		204		200	3% @ 60		12,156		23,829	\$ 39,372
25		Solid Waste	Solid Waste Driver	Dennis Solano Sr.	59,134	70,512	71,865	65,345	5,557			763		200	2% @ 62		5,487		27,355	\$ 33,805
26		Solid Waste	Solid Waste Driver	Dennis Solano Jr.	59,134	70,512	74,327	67,907	6,115			105		200	2% @ 62		5,466		27,355	\$ 33,126
27		Solid Waste	Relief Driver/Utility Worker	Armando Alatorre	65,333	77,917	82,075	72,202	5,311	3,596		766		200	2% @ 62		6,285		27,399	\$ 38,246
28		Solid Waste	Relief Driver/Utility Worker	Juan M. Arvizu Jr.	59,134	70,512	69,069	65,229	3,640					200	2% @ 62		5,195		25,091	\$ 30,486
29		Solid Waste	Relief Driver/Utility Worker	Juan M. Arvizu Sr.	59,134	70,512	63,057	60,112	2,745					200	2% @ 62		5,041		27,314	\$ 32,554
30		Solid Waste	Relief Driver/Utility Worker	Shannan Clarke	62,670	74,755	78,177	73,992	3,677				308	200	2% @ 62		6,093		16,340	\$ 22,941
31		Solid Waste	Relief Driver/Utility Worker	Miguel A. Jimenez-Sanchez	59,134	72,634	81,829	71,243	6,783	2,794		809		200	2% @ 62		5,732		24,931	\$ 34,466
32		Solid Waste	Relief Driver/Utility Worker	Octavio Leon	59,134	70,512	58,006	55,009	2,643			354		-	2% @ 62		4,375		27,285	\$ 32,014
33		Solid Waste	Relief Driver/Utility Worker	Rodolfo Oregel	59,134	70,512	82,552	69,027	10,885	2,441				200	2% @ 62		5,487		24,446	\$ 32,574
34		Solid Waste	Relief Driver/Utility Worker	Raymond Ornelas <sup>(2)</sup>	59,134	70,512	26,640	22,790	3,650					200	2% @ 62		1,973		13,072	\$ 15,245
35		Solid Waste	Relief Driver/Utility Worker	Roberto Rojas	59,134	70,512	70,311	67,054	3,058					200	2% @ 62		5,340		13,768	\$ 19,308
36		Solid Waste	Relief Driver/Utility Worker	Erick Steele	59,134	70,512	74,448	64,274	7,940		2,034			200	2% @ 62		5,116		24,446	\$ 31,796
37		Solid Waste	Relief Driver/Utility Worker	Armando Anthony Torres-Gomez	59,134	70,512	63,332	59,259	3,872					200	2% @ 62		5,049		27,311	\$ 32,560
38		Solid Waste	Utility Worker/Building Facilities	Juan Angel Castro	49,026	63,482	71,308	61,499	9,252			357		200	2% @ 62		4,885		1,200	\$ 6,643
39		Fleet Maintenance	Lead Fleet Maintenance Mechanic	Raul Martinez Cruz	74,568	103,355	123,887	100,447	14,341	4,770	3,975	155		200	3% @ 60		17,752		27,558	\$ 54,410
40		Fleet Maintenance	Mechanic	Gustavo Carrera	67,891	87,069	101,549	81,718	13,059	3,014	3,349	209		200	3% @ 60		14,997		27,465	\$ 49,234
41		Fleet Maintenance	Mechanic	Carlos Gomez	67,891	87,069	92,923	79,481	8,975	3,458		809		200	3% @ 60		6,324		25,184	\$ 35,975
42		Fleet Maintenance	Mechanic	Michael LaFreniere	67,891	87,069	100,069	84,601	9,360	2,558	3,349			200	3% @ 60		14,975		27,465	\$ 48,547
					\$ 2,847,176	\$ 3,660,706	\$ 3,627,309	\$ 3,245,399	\$ 209,566	\$ 78,166	\$ 40,342	\$ 18,725	\$ 27,360	\$ 7,750		\$ -	\$ 357,713	\$ -	945,837	\$ 1,475,894

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

137,234

35,110

- (1) New Hire April-2025
- (2) New Hire July-2025
- (3) New Hire October-2025
- (4) Retired in December 2025
- (5) Retired in July 2025

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"