

Great Lakes Water Authority  
Supplemental Analysis - Personnel  
FY 2026 & FY 2027 Biennial Budget and Five  
Year Plan (FY 2026 through FY 2030)  
As of February 13, 2025

Worker Type / Area	FY 2024 FTE Requested	FY 2024 Total Requested Compensation (July 1, 2023 Wage Rate)	Increase from FY 2024 to FY 2025	FY 2025 FTE Requested	FY 2025 Total Requested Compensation (Reflects Compensation Study)	Increase from FY 2025 to FY 2026	FY 2026 FTE Requested	FY 2026 Total Requested Compensation	Increase from FY 2026 to FY 2027	FY 2027 FTE Requested	FY 2027 Total Requested Compensation	Increase from FY 2027 to FY 2028	FY 2028 FTE Requested	FY 2028 Total Requested Compensation	Increase from FY 2028 to FY 2029	FY 2029 FTE Requested	FY 2029 Total Requested Compensation	Increase from FY 2029 to FY 2030	FY 2030 FTE Requested	FY 2030 Total Requested Compensation
<b>Chief Operating Officer Water Operations</b>	<b>373</b>	<b>38,545,906</b>	<b>2,569,499</b>	<b>393</b>	<b>41,115,405</b>	<b>2,230,894</b>	<b>387</b>	<b>43,346,299</b>	<b>3,150,415</b>	<b>420</b>	<b>46,496,714</b>	<b>4,618,204</b>	<b>461</b>	<b>51,114,918</b>	<b>542,848</b>	<b>465</b>	<b>51,657,766</b>	<b>96,962</b>	<b>465</b>	<b>51,754,728</b>
<b>A Water System Operations</b>	<b>231</b>	<b>23,295,056</b>	<b>2,398,984</b>	<b>252</b>	<b>25,694,039</b>	<b>1,327,606</b>	<b>248</b>	<b>27,021,645</b>	<b>2,425,106</b>	<b>273</b>	<b>29,446,751</b>	<b>3,062,007</b>	<b>298</b>	<b>32,508,758</b>	<b>335,178</b>	<b>301</b>	<b>32,843,936</b>	<b>63,394</b>	<b>301</b>	<b>32,907,330</b>
882001 COO - Water Operations & Field Services	5	844,961	235,588	7	1,080,549	162,240	8	1,242,789	37,200	9	1,279,989	73,316	9	1,353,305	1,924	9	1,355,230	1,924	9	1,357,154
882101 Water Director	11	1,355,612	411,323	13	1,766,936	227,982	16	1,994,918	119,445	17	2,114,363	95,615	18	2,209,978	3,742	18	2,213,720	3,742	18	2,217,461
882111 Water Engineering	24	3,101,548	462,531	26	3,564,079	(326,232)	23	3,237,847	827,482	29	4,065,330	1,947,403	43	6,012,733	220,347	44	6,233,080	9,194	44	6,242,274
882121 Water Quality	25	1,989,233	302,181	29	2,291,414	95,813	29	2,387,227	98,480	30	2,485,706	160,308	31	2,646,015	6,628	31	2,652,643	6,628	31	2,659,271
882131 Water Works Park	35	3,361,042	248,207	37	3,609,249	384,875	37	3,994,123	394,106	43	4,388,230	217,359	45	4,605,588	9,194	45	4,614,782	9,194	45	4,623,976
882141 Springwells Water Plant	34	3,311,041	132,334	35	3,443,375	420,913	35	3,864,288	241,785	38	4,106,074	150,566	40	4,256,640	8,552	40	4,265,192	8,552	40	4,273,744
882151 Northeast Water Plant	32	3,186,573	143,500	35	3,330,073	393,823	35	3,723,896	139,829	36	3,863,725	117,954	37	3,981,679	68,755	38	4,050,434	8,125	38	4,058,559
882161 Southwest Water Plant	32	3,092,751	275,579	36	3,368,330	(240,283)	31	3,128,047	336,549	35	3,464,596	198,252	37	3,662,848	7,911	37	3,670,759	7,911	37	3,678,670
882171 Lake Huron Water Plant	35	3,052,295	187,741	35	3,240,035	208,474	35	3,448,510	230,228	38	3,678,738	101,234	39	3,779,972	8,125	39	3,788,097	8,125	39	3,796,222
<b>C Centralized Services</b>	<b>142</b>	<b>15,250,850</b>	<b>170,516</b>	<b>141</b>	<b>15,421,366</b>	<b>903,288</b>	<b>139</b>	<b>16,324,654</b>	<b>725,310</b>	<b>147</b>	<b>17,049,964</b>	<b>1,556,197</b>	<b>163</b>	<b>18,606,161</b>	<b>207,670</b>	<b>165</b>	<b>18,813,830</b>	<b>33,568</b>	<b>165</b>	<b>18,847,398</b>
882301 Systems Operations Control	40	4,866,743	147,400	40	5,014,143	193,058	39	5,207,201	256,699	42	5,463,900	429,527	45	5,893,427	9,621	45	5,903,048	9,621	45	5,912,670
882421 Facility Operations	18	1,810,770	157,913	19	1,968,682	(68,032)	16	1,900,651	105,868	17	2,006,518	343,189	22	2,349,708	43,701	22	2,393,409	4,704	22	2,398,113
882422 Fleet Operations	6	617,980	28,291	6	646,271	70,240	6	716,511	17,657	7	734,168	34,349	7	768,517	1,497	7	770,014	1,497	7	771,510
882431 Field Service Operations	66	6,267,349	463,293	68	6,730,642	436,763	64	7,167,405	257,785	66	7,425,190	612,316	73	8,037,506	15,608	73	8,053,114	15,608	73	8,068,722
882501 Energy, Research & Innovation	8	981,941	(311,794)	5	670,147	251,342	12	921,489	86,660	13	1,008,148	136,174	14	1,144,322	136,601	15	1,280,923	1,497	15	1,282,420
882511 Transformation	5	706,068	(314,587)	3	391,481	19,917	3	411,398	641	3	412,039	641	3	412,680	641	3	413,322	641	3	413,963
<b>Chief Operating Officer Wastewater Operations</b>	<b>390</b>	<b>39,725,182</b>	<b>2,753,574</b>	<b>398</b>	<b>42,478,756</b>	<b>1,798,051</b>	<b>387</b>	<b>44,276,807</b>	<b>3,278,410</b>	<b>425</b>	<b>47,555,217</b>	<b>5,069,681</b>	<b>479</b>	<b>52,624,897</b>	<b>412,530</b>	<b>481</b>	<b>53,037,427</b>	<b>91,724</b>	<b>481</b>	<b>53,129,151</b>
<b>B Wastewater System Operations</b>	<b>390</b>	<b>39,725,182</b>	<b>2,753,574</b>	<b>398</b>	<b>42,478,756</b>	<b>1,798,051</b>	<b>387</b>	<b>44,276,807</b>	<b>3,278,410</b>	<b>425</b>	<b>47,555,217</b>	<b>5,069,681</b>	<b>479</b>	<b>52,624,897</b>	<b>412,530</b>	<b>481</b>	<b>53,037,427</b>	<b>91,724</b>	<b>481</b>	<b>53,129,151</b>
892001 Chief Operating Officer Wastewater	12	1,608,164	570,814	15	2,178,979	112,105	15	2,291,083	163,243	16	2,454,326	328,171	19	2,782,498	4,062	19	2,786,560	4,062	19	2,790,622
892201 Wastewater Director	46	5,381,641	121,195	46	5,502,836	123,668	43	5,626,504	487,880	49	6,114,384	647,444	56	6,761,828	8,766	56	6,770,594	8,766	56	6,779,360
892211 Wastewater Engineering	30	3,342,278	1,044,594	34	4,386,872	(633,982)	27	3,752,890	752,009	33	4,504,900	1,375,264	44	5,880,163	330,214	46	6,210,377	9,408	46	6,219,785
892221 Wastewater Operations	13	1,442,544	471,158	17	1,913,702	10,429	17	1,924,131	177,122	20	2,101,253	292,529	23	2,393,782	4,704	23	2,398,486	4,704	23	2,403,189
892222 Wastewater Process Control	21	2,469,965	(122,947)	21	2,347,018	50,330	19	2,397,348	352,853	22	2,750,201	562,356	27	3,312,557	5,773	27	3,318,329	5,773	27	3,324,102
892223 Wastewater Primary Process	45	4,395,375	81,581	43	4,476,956	99,370	43	4,576,326	360,609	48	4,936,936	277,691	52	5,214,626	10,049	52	5,224,675	10,049	52	5,234,724
892224 Wastewater Secondary Process	43	4,166,805	250,009	44	4,416,813	595,931	44	5,012,744	160,684	46	5,173,428	224,123	49	5,397,551	8,980	49	5,406,531	8,980	49	5,415,511
892225 Wastewater Dewatering Process	37	3,393,787	8,762	37	3,402,548	430,563	38	3,833,111	174,398	41	4,007,509	194,365	43	4,201,874	7,697	43	4,209,571	7,697	43	4,217,268
892226 Wastewater Incineration Process	47	4,296,079	318,912	48	4,614,991	227,431	47	4,842,421	259,173	51	5,101,595	455,781	57	5,557,375	10,263	57	5,567,638	10,263	57	5,577,901
892227 BDF, COF & Hauling	8	796,191	9,493	8	805,684	(12,690)	7	792,995	855	7	793,850	855	7	794,705	855	7	795,560	855	7	796,415
892231 Industrial Waste Control	26	2,249,268	51,027	25	2,300,296	267,717	27	2,568,013	79,957	29	2,647,970	98,376	30	2,746,346	6,200	30	2,752,546	6,200	30	2,758,747
892235 Wastewater Laboratories	33	3,241,585	65,002	33	3,306,586	(17,803)	31	3,288,783	266,469	34	3,555,252	532,014	40	4,087,266	8,339	40	4,095,604	8,339	40	4,103,943
892270 Combined Sewer Overflow	30	2,941,499	(116,025)	29	2,825,474	544,984	31	3,370,457	43,156	31	3,413,614	80,713	32	3,494,327	6,628	32	3,500,955	6,628	32	3,507,583
<b>Chief Planning Officer</b>	<b>59</b>	<b>7,000,923</b>	<b>23,006</b>	<b>61</b>	<b>7,023,929</b>	<b>1,103,321</b>	<b>70</b>	<b>8,127,250</b>	<b>479,248</b>	<b>74</b>	<b>8,606,498</b>	<b>695,508</b>	<b>80</b>	<b>9,302,006</b>	<b>14,753</b>	<b>80</b>	<b>9,316,759</b>	<b>14,753</b>	<b>80</b>	<b>9,331,511</b>
886001 Chief Planning Officer	2	303,971	16,911	2	320,882	20,266	2	341,148	428	2	341,576	428	2	342,004	428	2	342,431	428	2	342,859
886100 Systems Planning & Development	3	478,992	(114,599)	3	364,393	(364,393)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
886100 Wastewater Analytics, Planning & Metering	-	-	-	-	589,842	589,842	4	589,842	855	4	590,698	855	4	591,553	855	4	592,408	855	4	593,263
886101 Member Services	-	-	-	-	429,298	429,298	3	429,298	30,650	3	459,948	90,031	4	549,979	855	4	550,834	855	4	551,689
886101 Systems Planning	4	455,926	65,232	4	521,158	(521,158)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
886201 Asset Management	7	896,326	(21,376)	7	874,950	434,427	13	1,309,377	90,622	14	1,399,999	181,128	15	1,581,127	2,352	15	1,583,479	2,352	15	1,585,831
886401 Systems Analytics	35	3,715,488	42,832	37	3,758,320	(3,758,320)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
886401 Water Analytics, Planning & Improvement	-	-	-	-	3,981,885	3,981,885	36	3,981,885	153,653	38	4,135,538	303,462	40	4,439,000	7,483	40	4,446,483	7,483	40	4,453,966
886601 Capital Improvement Planning	9	1,150,220	34,006	9	1,184,226	291,472	12	1,475,699	203,041	14	1,678,739	119,604	15	1,798,343	2,780	15	1,801,123	2,780	15	1,803,902
<b>Chief Administration &amp; Compliance</b>	<b>129</b>	<b>15,117,032</b>	<b>1,091,354</b>	<b>131</b>	<b>16,208,386</b>	<b>1,979,250</b>	<b>139</b>	<b>18,187,636</b>	<b>611,847</b>	<b>143</b>	<b>18,799,483</b>	<b>1,206,502</b>	<b>152</b>	<b>20,005,985</b>	<b>30,165</b>	<b>152</b>	<b>20,036,150</b>	<b>31,430</b>	<b>152</b>	<b>20,067,580</b>
<b>C Centralized Services</b>	<b>72</b>	<b>8,429,074</b>	<b>621,590</b>	<b>72</b>	<b>9,050,663</b>	<b>1,295,257</b>	<b>77</b>	<b>10,345,921</b>	<b>192,653</b>	<b>79</b>	<b>10,538,574</b>	<b>372,604</b>	<b>81</b>	<b>10,911,178</b>	<b>16,891</b>	<b>81</b>	<b>10,928,068</b>	<b>16,891</b>		

Worker Type / Area	FY 2024 FTE Requested	FY 2024 Total Requested Compensation (July 1, 2023 Wage Rate)	Increase from FY 2024 to FY 2025	FY 2025 FTE Requested	FY 2025 Total Requested Compensation (Reflects Compensation Study)	Increase from FY 2025 to FY 2026	FY 2026 FTE Requested	FY 2026 Total Requested Compensation	Increase from FY 2026 to FY 2027	FY 2027 FTE Requested	FY 2027 Total Requested Compensation	Increase from FY 2027 to FY 2028	FY 2028 FTE Requested	FY 2028 Total Requested Compensation	Increase from FY 2028 to FY 2029	FY 2029 FTE Requested	FY 2029 Total Requested Compensation	Increase from FY 2029 to FY 2030	FY 2030 FTE Requested	FY 2030 Total Requested Compensation
883351 Info Technology Enterprise Asset Mgmt Systems	16	1,906,809	62,116	16	1,968,925	323,198	18	2,292,124	3,635	18	2,295,758	3,635	18	2,299,393	3,635	18	2,303,028	3,635	18	2,306,662
883361 Info Technology Security & Risk	2	292,034	159,689	3	451,723	168,830	4	620,553	855	4	621,408	855	4	622,264	855	4	623,119	855	4	623,974
<b>D Administrative &amp; Other Services</b>	<b>57</b>	<b>6,687,958</b>	<b>469,764</b>	<b>60</b>	<b>7,157,722</b>	<b>683,993</b>	<b>61</b>	<b>7,841,715</b>	<b>419,194</b>	<b>65</b>	<b>8,260,909</b>	<b>833,898</b>	<b>71</b>	<b>9,094,807</b>	<b>13,274</b>	<b>71</b>	<b>9,108,081</b>	<b>14,539</b>	<b>71</b>	<b>9,122,620</b>
883001 Chief Administrative Officer	5	712,746	70,061	5	782,808	57,058	5	839,866	121,664	6	961,530	244,583	7	1,206,113	232	7	1,206,345	1,497	7	1,207,842
883101 General Counsel	8	1,131,090	144,240	8	1,275,330	80,667	8	1,355,997	42,706	9	1,398,703	84,633	9	1,483,336	1,710	9	1,485,046	1,710	9	1,486,757
883201 Organizational Development Administration	4	524,843	93,246	5	618,089	22,741	4	640,830	16,937	5	657,768	33,332	5	691,100	1,069	5	692,169	1,069	5	693,238
883211 Organizational Development Talent Management	23	2,400,695	(155,000)	22	2,245,695	293,813	23	2,539,507	157,014	24	2,696,521	312,266	27	3,008,787	5,559	27	3,014,346	5,559	27	3,019,905
883231 Organizational Development	13	1,323,055	106,375	14	1,429,429	115,889	14	1,545,318	20,608	14	1,565,927	38,779	15	1,604,705	2,993	15	1,607,699	2,993	15	1,610,692
883401 Enterprise Risk Management and Safety	6	595,529	210,842	7	806,372	113,824	8	920,196	60,264	8	980,461	120,305	9	1,100,765	1,710	9	1,102,476	1,710	9	1,104,186
<b>Chief Financial Officer</b>	<b>115</b>	<b>12,822,396</b>	<b>909,206</b>	<b>121</b>	<b>13,731,602</b>	<b>922,453</b>	<b>122</b>	<b>14,654,055</b>	<b>342,414</b>	<b>125</b>	<b>14,996,469</b>	<b>728,008</b>	<b>130</b>	<b>15,724,477</b>	<b>113,066</b>	<b>131</b>	<b>15,837,543</b>	<b>27,261</b>	<b>131</b>	<b>15,864,804</b>
<b>C Centralized Services</b>	<b>23</b>	<b>1,906,454</b>	<b>182,777</b>	<b>25</b>	<b>2,089,231</b>	<b>116,839</b>	<b>25</b>	<b>2,206,070</b>	<b>20,691</b>	<b>25</b>	<b>2,226,762</b>	<b>36,554</b>	<b>26</b>	<b>2,263,315</b>	<b>5,345</b>	<b>26</b>	<b>2,268,661</b>	<b>5,345</b>	<b>26</b>	<b>2,274,006</b>
884124 Logistics and Materials	23	1,906,454	182,777	25	2,089,231	116,839	25	2,206,070	20,691	25	2,226,762	36,554	26	2,263,315	5,345	26	2,268,661	5,345	26	2,274,006
<b>D Administrative &amp; Other Services</b>	<b>92</b>	<b>10,915,942</b>	<b>726,428</b>	<b>96</b>	<b>11,642,370</b>	<b>805,614</b>	<b>97</b>	<b>12,447,984</b>	<b>321,723</b>	<b>99</b>	<b>12,769,707</b>	<b>691,454</b>	<b>104</b>	<b>13,461,162</b>	<b>107,721</b>	<b>105</b>	<b>13,568,883</b>	<b>21,915</b>	<b>105</b>	<b>13,590,798</b>
884001 Chief Financial Officer	4	614,678	139,126	5	753,804	409,753	7	1,163,558	1,497	7	1,165,054	1,497	7	1,166,551	1,497	7	1,168,048	1,497	7	1,169,544
884111 Financial Reporting & Accounting	27	3,107,832	9,566	27	3,117,397	66,498	26	3,183,895	76,634	26	3,260,529	149,126	27	3,409,655	5,559	27	3,415,214	5,559	27	3,420,773
884113 Financial Management & Planning	11	1,391,203	218,057	12	1,609,260	(77,396)	11	1,531,864	2,352	11	1,534,216	31,224	11	1,565,440	88,371	12	1,653,811	2,566	12	1,656,377
884121 Procurement Director	33	3,707,448	(43,738)	31	3,663,710	316,152	32	3,979,862	132,335	33	4,112,197	260,284	35	4,372,481	7,483	35	4,379,965	7,483	35	4,387,448
884131 Treasury	3	320,560	53,040	3	373,599	7,949	3	381,549	641	3	382,190	641	3	382,831	641	3	383,473	641	3	384,114
884141 CFO Services	16	1,774,221	350,378	18	2,124,599	82,658	19	2,207,257	108,264	20	2,315,522	248,682	22	2,564,203	4,169	22	2,568,373	4,169	22	2,572,542
<b>Chief Executive Officer</b>	<b>89</b>	<b>7,490,657</b>	<b>1,953,616</b>	<b>101</b>	<b>9,444,273</b>	<b>868,969</b>	<b>106</b>	<b>10,313,242</b>	<b>123,463</b>	<b>107</b>	<b>10,436,705</b>	<b>226,972</b>	<b>109</b>	<b>10,663,676</b>	<b>22,664</b>	<b>109</b>	<b>10,686,340</b>	<b>22,664</b>	<b>109</b>	<b>10,709,004</b>
<b>C Centralized Services</b>	<b>79</b>	<b>6,126,822</b>	<b>1,904,043</b>	<b>90</b>	<b>8,030,865</b>	<b>542,279</b>	<b>94</b>	<b>8,573,144</b>	<b>97,327</b>	<b>95</b>	<b>8,670,470</b>	<b>176,614</b>	<b>97</b>	<b>8,847,084</b>	<b>20,098</b>	<b>97</b>	<b>8,867,182</b>	<b>20,098</b>	<b>97</b>	<b>8,887,280</b>
881201 Security and Integrity	58	4,216,049	522,733	60	4,738,782	438,667	65	5,177,449	57,380	65	5,234,829	102,541	66	5,337,369	13,470	66	5,350,839	13,470	66	5,364,309
881202 HazMat	19	1,581,627	171,374	20	1,753,001	56,010	20	1,809,011	4,276	20	1,813,287	4,276	20	1,817,564	4,276	20	1,821,840	4,276	20	1,826,116
881203 Office of Emergency Preparedness	3	329,146	49,054	3	378,200	25,276	3	403,477	641	3	404,118	641	3	404,760	641	3	405,401	641	3	406,042
881301 System Resiliency			1,160,881	7	1,160,881	22,326	7	1,183,207	35,029	7	1,218,236	69,156	8	1,287,392	1,710	8	1,289,102	1,710	8	1,290,813
<b>D Administrative &amp; Other Services</b>	<b>10</b>	<b>1,363,835</b>	<b>49,573</b>	<b>11</b>	<b>1,413,409</b>	<b>326,690</b>	<b>11</b>	<b>1,740,098</b>	<b>26,136</b>	<b>12</b>	<b>1,766,234</b>	<b>50,358</b>	<b>12</b>	<b>1,816,592</b>	<b>2,566</b>	<b>12</b>	<b>1,819,158</b>	<b>2,566</b>	<b>12</b>	<b>1,821,724</b>
881001 Chief Executive Officer	2	429,612	4,957	2	434,569	16,343	2	450,912	428	2	451,340	428	2	451,767	428	2	452,195	428	2	452,622
881101 Public Affairs	8	934,223	44,617	9	978,840	159,146	9	1,137,986	25,709	10	1,163,695	49,930	10	1,213,625	2,138	10	1,215,763	2,138	10	1,217,901
881151 Board of Directors			-		151,200	-	-	151,200	-	-	151,200	-	-	151,200	-	-	151,200	-	-	151,200
<b>Grand Total</b>	<b>1,153</b>	<b>\$ 120,702,095</b>	<b>\$ 9,300,255</b>	<b>1,204</b>	<b>\$ 130,002,350</b>	<b>\$ 8,902,938</b>	<b>1,210</b>	<b>\$ 138,905,288</b>	<b>\$ 7,985,797</b>	<b>1,293</b>	<b>\$ 146,891,085</b>	<b>\$ 12,544,875</b>	<b>1,410</b>	<b>\$ 159,435,960</b>	<b>\$ 1,136,025</b>	<b>1,417</b>	<b>\$ 160,571,985</b>	<b>\$ 284,793</b>	<b>1,417</b>	<b>\$ 160,856,777</b>