Hardin County Water District No. 1

Serving Radcliff and Hardin County for Over 60 Years

1400 Rogersville Road Radcliff, KY. 40160

November 19, 2013

Mr. Jeff Derouen Executive Director - Kentucky Public Service Commission 211 Sower Blvd. P.O. Box 615 Frankfort, KY 40620-0615



SUBJECT:

Filing of Response to Data Request No. 4

Case 2013-00050

Dear Director Derouen,

Enclosed please find an original and eight copies of our responses to the Commission's fourth data request for the above general rate case filing.

The deadline for this response was November 20, 2013, as set forth in the Commission's order requesting its fourth data request, dated November 1, 2013.

If you have any questions, please do not hesitate to call me or our attorney, Mr. David Wilson II (Phone: 270-351-4404).

Sincerely,

Jim Bruce, General Manager

Cf; Mr. David Wilson II, HCWD1 Attorney

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Encl.

VERIFICATION

The undersigned, Mr. James S. Bruce, General Manager of the Hardin County Water District No.1, hereby verifies that he has personal knowledge of the matters set forth in the response to Data Request No. 4, to PSC General Rate Case 2013-00050, and that he is duly designated by the Board of Commissioners of the Hardin County Water District No. 1 to sign and submit this information its behalf.

Hardin County Water District No. 1

James S. Bruce, General Manager

CERTIFICATION

This is to certify that a true and correct copy of the foregoing was delivered on or about the 20th day of November, 2013 to Mr. Jeff Derouen, Executive Director, Kentucky Public Service Commission, 211 Sower Boulevard, Frankfort, KY. 40601-8204 and to Hon. Gregory T. Dutton, Assistant Attorney General, 1024 Capital Center Drive, Suite 200, Frankfort, KY. 40601-8204

Mr. David T. Wilson II, ESQ.

Attorney for Hardin County Water District No. 1

STATE OF KENTUCKY COUNTY OF HARDIN

I, the undersigned, a Notary Public, do hereby certify that on this 20 to day of November, 2013, personally appeared before me, James S. Bruce and David T. Wilson, II, who being by me first sworn, subscribed to and acknowledged that they both represent the Hardin County Water District No. 1, a Kentucky Corporation, that they have signed the foregoing document as General Manager and Attorney of the Corporation.

NOTARY PUBLIC, STATE OF KENTUCKY

My Commission Expires; 10/12/2015

- 1. Refer to Hardin District's Responses to the Commission Staff's First Request For Information ("Commission's First Request"), Item 8(a)(2), and to the Commission Staff's Third Request For Information ("Commission's Third Request"), Item 4(b), Exhibit 3, Revised Schedule 16.c.
 - a. Provide a copy of the comparison chart referenced in the October 16, 2012
 Board of Commissioner's regular meeting minutes.
 - b. The Board of Commissioners authorized a 3 percent total wage increase that was to become effective on February 1, 2013, with 1.3 percent being added to all pay grades and 1.7 percent available for performance-based raises. For each employee included in Exhibit 3, Revised Schedule 16.c, pages 7-13, provide the information requested in Table 1.

		Table 1		
Employee Position	1.3% Fixed Wage Increase	Performance Based Increase	Total 2013 Hourly Wage Rate	2012 Hourly Rates Exhibit 3; Revised Schedule 16.c
Administration				
Customer Service				
Collection System				

- c. Included in the Revised Schedule 16.c is an allowance for the workers' compensation premium calculated by employee. For each employee listed on the schedules, explain in detail how Hardin District arrived at the allocated workers' compensation premium.
- d. Provide vendor invoices to support Hardin District's workers' compensation premiums for calendar year 2012 and 2013.

ANSWER 1:

- a. The table titled "Local Wage Adjustment Survey" is attached as Exhibit 1.
- b. Exhibit 2, titled Employee 2013 Raises provides the requested information, in table format, for the raises effective February 1, 2013.
- c. Hardin District is required to provide Total Estimated Labor Dollars by workers compensation employee classification code to the Kentucky Employers' Mutual Insurance (KEMI) in June of each year for the coming plan year (July of the current year through June of the following year). KEMI then calculates the estimated annual premium based upon these estimated labor dollars.

Hardin District takes the estimated annual premium and allocates the premium dollars by employee estimated labor, by department. At the end of the KEMI Fiscal Year (June 30) Hardin District is required to provide actual total labor dollars paid to each employee during the last 12 months (July 1 previous year through June 30 current year) for the Worker's Compensation audit.

Once KEMI has determined the surplus/deficit of Worker's Compensation premiums, it will bill/credit Hardin District for the difference. Hardin District will allocate the overage/credit in the same manner – by employee dollars, by department.

Hardin District allocates the Worker's Compensation charges to other funds as part of total labor dollars and benefits as described in Data Request 2, response 1.a through 1.j.

It was determined that the revised Schedules 16a through 16f (Exhibit 3 - submitted in responses to Data Request 3) reflected information on Worker's Compensation that did not include the KEMI reconciliation as described above. As such, Hardin District has prepared another revision to Schedule 16.a through 16f (Exhibit 3) to accompany our response to Data Request 4, which provides actual worker's compensation dollars by employee, reconciled to the KEMI adjustments for the test year, 2012.

d. Hardin District is supplying the estimated and annual premium invoices from KEMI for 2011, 2012 and the estimated annual premium invoice for 2013 as Exhibit 4. Hardin District will not receive the audited 2013 through 2014 premium invoice until late 2014.

WITNESS: Mr. Scott Schmuck, HCWD1 Finance & Accounting Manager

Mr. Bart Kreps, Rate Consultant

Local Wage Adjustment Survey

	COMMENT	Merit is case by case, no set amount approved	Merit is case by case, no set amount approved	COLA is \$0.35/hour for each employee - % shown is HCWD1 equiv	No COLA, all based on performance / merit	No COLA, all based on performance / merit	Have not approved final amount yet, did start providing family health ins in 2012		No merit / performance increases	Merit is actually step increase based on years experience	All performance based. Union employees by bargained contract	CPI - All Items Urban Consumers - Jul 11 ~ Aug 12 Change	CPI - All Items Urban Consumers - Jul 11 " Aug 12 Change	Jul 10~Jul 12 Change	l Sources Sources	South Urban) (D2)
	DATE EFF	Jul-12	Jul-12	Jul-12	Jul-12	Jan-13	Jan-13	Jul-12	Jul-12	Jul-12	Apr-13				Average of All Sources Median of All Sources	Lowest (CPI, South Urban) Highest (HCWD2)
	# FIE's	8	132	47	16	14	=======================================	253	1,500	2,500	218					
	TOTAL %	3.0%	2.0%	5.8%	2.5%	2.0%	I	2.0%	2.5%	3.0%	3.0%	1.7%	1.6%	1.7%	2.6%	1.6% 5.8%
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(By; HCWD1)		City of Etown	City of Raddiff	HCWD2	Veolia FK	Veolia Radcliff	MCWD	Hardin County Gvt	Hardin Memortal Health	Hardin County School Board	LWC - Non-Union Employees	BLS - CPI	BLS - CPI / South Urban	BLS Emp Cost Index		·

Staff Recommendation - Use 1/2 way between HCWD2 and median of all or a total of 4% with 1.7% for COLA (added to pay grades) and 2.3% for performance based increases

ALLOCATED EMPLOYEES ALLOCATED EMPLOYEES ADM Accountant ADM Accountant ADM Accountant ADM General Manage ADM General Manage ADM PT - Finance & Accountant ADM PT - GIS Infam ADM PT - GIS Infam ADM ANDMARSHENDER ADMARSHENDER A	TITLE TOYLES Accountant Accountant Accountant Specialst Accountant Specialst Accountant Specialst Accountant Specialst Accounts Specialst Executive Assistant General Manager PT - Finance & Accountry Manager PT - Finance & Accountry Intern Operations Manager WOulMessurement Specialst Project Coordinator Project Coordinator Project Coordinator Project Coordinator Project Coordinator Project Coordinator	2013 Employee Rasea Effective February 1, 2013 2012 2012 RRATE \$21.47 \$118.02 \$18.02 \$18.15 \$18.15 \$10.07 \$0.00	13% Fixed Wage Increase			
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Note 1 Rep	Replacement Distribution Operator I . Il replaced on 06/03/13 at a lower starting labor rate	06/03/13 at a lower sta	rting labor rate			

NCWDL - Radelief Utility PSC Cam

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	2012 Hourly.	House per Year (1)	Tan Fee (3)	Adustants	2013 Hourly Rates	Rate Tear	% Captainad	Net Od 14	16 Allocation	\$ Alfocation
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Dist. System GIS/Planning Specialist			• •	• •		\$ -	\$0.0%	• -	42.5%	
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General Manager			\$ 12,723		1	\$ 12,491	28 0%		25.0%	\$ 2,491
Figure & Accounting Manager			\$ 4,485			\$ 4,488				
Engineering Manager Executive Assistant			\$ 4,452	\$.		\$ 4,481			19 3%	
Operations Manager			\$ 6,304	\$ 231		\$ 4,535				
WQ / Measurement Specialist			8 6,304	\$ 231		\$ 6,535				
Dest. System CIS/Flanning Specialist			\$ 6,504	\$ 231		\$ 6,533	30.0%	\$ 3,264	423%	3 (,384
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Operations Manager			\$ 522	i .		\$ 322	\$0.0%	\$ 161	15.0%	\$ 24
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Finance & Accounting Manager			\$ 277	\$ 11		3 261	25.0%		25 0%	
Engineering Manager			\$ 277	\$ 11		\$ 264	100.0%	s -	19.8%	s -
Executive Assistant Operations Manager			\$ 361	8 11		\$ 372	8 0%			
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Life & LTD			3 494	1 40		\$ 570	25 0%	\$ 434	33 0%	\$ 152
PT Salaries (F&A Admin Intern)			; ".	; ·		•	50.0%	\$	35 6%	s .
PT Salaries (Auto Cad Deafter)			\$ -	\$ -		•	50 0%	s .		
PT Salanna (GIS Intern) Accounting Specialist			\$ 420	3 4		\$. \$ 424	50 0% 23 6%		42.3% 25 0%	
Project Coordinator			\$ 509	\$ 75		\$ 584	23.0%	\$ 391	31.0%	\$ 121
General Manague			\$ 1,000	\$ 114		\$ 1,614	20.8%		25.0%	
Finance & Accounting Manager Engineering Manager			\$ 744 \$ 749	\$ 114 \$ 118		\$ 858 \$ 867	25.6% 100.0%		25 0% 19 8%	
Executive Assistant			\$ 420	\$ 44		\$ 410	0.0%	\$ 488	32.0%	\$ 156
Operations Manager WQ / Measurement Specialist			\$ 742 \$ 621	\$ 110		\$ 892 \$ 717	30.0% 0.0%			
Dist. System OTS Pleasing Specialist			\$ 572			\$ 813	58.0%			\$ 173

a) Administration	3	839,163	Œ	55,766 (13,37) of to Resk-Helf	*	203,969	3	561,252		139,122 23.9%
Dist, System (ITS-Planning Specialist	\$	4,294	\$	•	\$	4,290	50 FT \$	4,949	42.5% \$	1,100
WQ / Measurement Specialist	•	10,750		•		10,750	30% \$	10,730	00% \$	• • • • • • • • • • • • • • • • • • • •
Operations Manager	\$	13,440		•		13,680	J0.0% S	6,840	15 8% \$	1,826
Executive Assistant	\$	7,380		•	\$	7,3110	80% \$	7,330	32 8% \$	1,362
Engineering Manager	\$	12,961		•	3	12,968	100 0% \$		19.8% \$	
Finance & Accounting Manager	\$	12,874		•	\$	12,874	25 0% \$	9,655	25 0% \$	2,414
General Manager	3	21,780		•	1	21,780	20 0% 8	17,424	25 0% \$	4,336
Project Coordinator	5	6,838		•	\$	8,836	\$3.0% \$	5,921	31.0% \$	1,436
Accepting Specialist	\$	7,469		•	\$	7,429	25 0% \$	5,617	25.0% \$	1,404
PT Salanes (CIIS Inters)	\$	•		•	s	•	50.0% S	•	42.5% S	•
PT Salaries (Auto Cud Drafter)	\$			•	\$	•	\$0.0% \$	•	30.0% \$	•
PT Salaries (F&A Admin Intern)	5	-	8	•	\$	•	50 em \$	•	33.0% \$	•
Accountant	\$	1,653		•		2,653	25 0% \$	6,490	35 0% \$	2,272
President										
Dist. System GIS/Planning Specialist	\$	1,932	8	118	\$	4,050	50.0% \$	2,025	42.5% \$	\$61
WQ / Measurement Specialist	\$	4,270		128		4,302	8.0% \$	4,398	8.0% \$	•
Operations Manager	\$	5,434		163	5	5,597	50.0% \$	2,79%	15 0% \$	420
Executive Assistant	8	2,932		22	\$	3,020	8.0% \$	3,020	32 8% \$	966
Engineering Munager	5	5,131		135	8	5,396	100 0% \$	•	19 3% \$	•
Firston & Accounting Manager	\$	5,114		153	\$	5,267	25 0% \$	3,950	25.8% \$	942
General Mazegor	\$	R.451		911	\$	9,562	20.0% \$	7,650	25 0% \$	1,412
Project Coordinator	\$	3,510		105	\$	3,616	33 0% \$	2,422	31 0% \$	751
Accounting Specialist	\$	2,975		89	\$	3.064	25 0% \$	2,298	25 0% \$	575
PT Salaries (GIS Letern)	\$		1	333	\$	339	30 0% \$	166	42.5% \$	71
PT Salaries (Auto Cad Drafter)	\$		1	1,193	8	3,193	50.0% \$	997	30.0% \$	179
PT Salarios (FAA Admin Satern)	\$			262	\$	262	50.0% \$	137	35 0% \$	46
Acemantant	\$	3,437	8	103	5	3,548	25.0% \$	2,655	35 0% 3	924
CASDI										

⁽¹⁾ Actual costs incurred in 2012.
(2) Blacel or 2013 bridgeted hours.
(3) Arthal dollass per pay roll (lactudes oversions).
(4) Arthal donnal house (lactudes oversions).
(5) Actual 2012 workman componention costs including KEMI adjusters.

RCWD1 - Radebil Colley	
PSC Com	

Scholule 16h

					2013	1								Alleration to	Radelliff Ctillity
	20		Bows per	-	Yes (1)	Adju	e language		Housey	R.	ate Year	% Capital had	Ka O&M	% Allocation	S Altocation
Subrice and Wages		Rate	You						tates						
Constitutioner (3)	5	57.69	104	\$	6,000	8			57.69	8	6,800	9.6%	\$ 6,000	32.0%	\$ 1,920
Commissioner	i	59 62	104	3	6,200	\$		\$	54 £2	\$	6,200	0.0%	\$ 6,200	32.0%	\$ 1,964
Commissioner (4)	3	57 69	104	\$	6,000	8		8	27 49	8	6,000	0.0%		32.0%	
Commissioner		57 64	104	\$	6,000				57.60		6,800	8.0%			
Communicator	\$	57 60	104	\$	6,000	\$	•	8	37 <i>4</i> 4	5	6,800	6.0%	\$ 6,000	32 0%	\$ 1,926
Overtime															
Communicate (3)				3		3				\$		0.0%			
Communicator				3		5					-	8.0%		32.8%	
Communicator (4)				8		1	•			3	•	8.8%		32.0%	
Commissioner				8		8	•			\$	•	0.0%		24.0 0	
Commissioner				8	•	\$	•			\$	•	8.0%		52.0%	•
Ficulth															
Commission (3)				3	1,696		4,855			8	6,535	8.0%		32 P%	
Commissioner				3	10,636		•			\$	10,436	0.0%		32 0%	
Communioner (4)				\$	1,620		•			\$	1,630	6.0%			
County mission				\$	1,680		•				1,440	9.0%			
Comen: mioner				1	4,143	8	•			\$	9,143	6 0%	\$ 9,143	32.4%	\$ 2,936
₩_Comp (2)															
Communicater (3)				8	10		•				10	\$ 0°6			
Communicate				3	10		•				16	9 2%			
Communicate (4)				*	10		-			:	10 10	40%			
Commissioner				3	10 10		:			1	10	10%			
Communicator				,	10	3	•			•	10		• 10	244	• •
Dental & Vision															
Commissioner (3)				8	361		- 11			1	372	9.0%		32.0%	
Commissioner				8	361		- 11			\$	372	88%		32 0%	
Cumulaioner (4)				\$	361 AG		(361)			\$	172	0.0% 0.0%		32.0% 11.0%	
Commissioner Commissioner				2	551 141		11			1	372	8.0%			
Caracanactura				•	,361	•	"			•	212		• •	22474	• ,,,
LIA & LTD													_		_
Corond micros (3)				8		8	•			\$	•	6 0%		32.0%	
Communicaer						\$	•			3	•	8.0%		32.0%	
Communicate (4)				8		\$	•			3	:	0.0% 0.0%		32.0% 32.0%	
Commissioner				3		Š	:			\$:	8.0%			
				-		-				•			-		•
Commissioner (3)				3	277		182			5	459	8.0%	1 450	32.0%	\$ 147
Commissioner				š	474		'			ŝ	474	8.0%		32.0%	
Commissioner (4)				1	306		151			i	459	0.0%		32.8%	
Commissioner				š	459	š	•			š	459	80%	\$ 459	32.0%	\$ 147
Commissioner				\$	459	\$				\$	459	8 0%	E 459	32 0%	\$ 147
Persion															
Commissioner (3)				\$	1,155	5					1,155	8 8%	\$ 1,135	32 0%	\$ 370
Commissioner				\$	1,194	\$				Š	1,194	D 0%		32.0%	
Commission (4)				6	1,155		-			\$	L,153	4.8%		32 0%	
Commissioner				\$	1,155		•			\$	7,155	8 8%		32 0%	
Commissions				\$	1,135	\$	•			£	1,155	8.8%	\$ 1,155	32 9%	\$ 370
otal Cammindoners				\$	64,665	3_	4,971			3	69,536		\$ 69,536		\$ 22,251
						<u> </u>	1,539	1							32.0%
					A	-	us Raki	45							

⁽¹⁾ Actual delians per pay roll.
(2) Actual delians per pay roll.
(3) Personnel cents in 2012 are issued on sectual costs increased. Personnel cents in 2013 are based on projected new employee explacement custs.
The explacement constantions related to recover bankfs in actual. The explacement costs in 2013 represent Randin District's Sectible benefits.
(3) Personnel costs in 2012 are based on actual cross incurred. Personnel costs in 2013 represent Randin District's Sectible benefits.
The explacement commissioner elected to not sective dental and vision inturance.

				_	2012	ı							Allocation to \$	odeliff Calliny
	201	1 Hourty	House	7.0	Year (4)	14	names	2013 Hourly Rates	Γ	ResTor	% Capital and	Na O&M	% Affocation	3 Allecatina
Salaries and Wages		<u>Kata</u>	Year (5)	_		_								
Customer Service Representative Customer Service Manager	3	15.9E 28.61	2,064 2,060	1	33,915 60,314	1	1,017	\$ 16.42 \$ 29.52	1	34.933 62,124	0 0% 5		47.0% 46.8%	\$ 16,412 \$ 25,577
Consumer Service Representative (Yacum) (2)	٠	34 81		\$		\$			- \$		0.0%	•	47 8%	5 -
CSR Intern (1) Cautemar Service Representative (Temp1 (3)	2	11.50	350	1	10,879	1	3,430 (8,930)	\$ 936	3	2,430 1,949	8 0% 1 0.0% 1	3,430 1,949	47.0% 47.0%	
Castenna Service Representative (19mp) (3)	;	11.30	1,774	;	24,438	ì	733	\$ 13.09	\$	29,171	aori s	25,171	47 8%	\$ 11,830
Contorner Service Representative	\$	16 54	1,311	2	21,960	\$		\$ 17.04		22,639	6.0%		47.0%	\$ 10,640
Conomer Service Representative Delity Balling Specialist	•	14,18	2,090 2,880	3	29,934 40,520	\$		\$ 14.67 \$ 19.36		30,832 41,735	9 0% 1 9 0% 1		47.0%	
• •	•			•	*****	•	,,210	• ,	•	******				.,,
Overtime Contorner Service Representative				1		•	_		5		6.0%	٠.	47.6%	٠ .
Contoner Service Representative				ŝ	:		:		i		0.0%		46.0%	
Centomer Service Representative (Vacant) (2)				5	:	\$	•		3	•	8.0%		47.0% 47.0%	
CSR Admin'Intern (1) Coutomer Service Representative (Temp) (3)				1	:	;	:		;	:	80%		47 0%	
Customer Service Repersentative				\$	•		•		3	•	8.0% 1 8.0% 1		47.0% 47.0%	
Chalomer Service Representative Chalomer Service Representative				\$:	\$:		8	:	80%		47.0%	s -
Unitry Billing Specialist				\$		\$	•		\$		8 0% 3		46,0%	.
Resilh														
Contorner Service Representative				8	4,483		-		3	4.418	0.0%		47.0%	
Contorner Service Manager				\$	6,304	\$	231		:	6,535	8.0%		46 0% 47 0%	\$ 1,006 \$ •
Customer Service Representative (Variet) (2) CSR Admin/Intern (1)				;	:	•	:		i	:	8.0%		47.0%	
Customer Service Representative (Temp) (3)				\$		\$	_:		3		9.0%		47 0% 47 0%	
Contomer Service Representative Contomer Service Representative				1	6,304 4.698	3	231		3	4,535 4,412	0 0% 1 0 0% 1		47.8%	
Customer Service Representative				\$	6,304	8	231		8	6,533	4.0%	6,535	47 8%	\$ 3,871
Utility Belling Specialist				8	6,304	\$	231		*	4,535	8.0%	4,535	46.0%	\$ 1,006
W_Camp (6)														
Customer Service Representative				\$	53 97		•		1	55 97	8.0%		47.0% 44.0%	
Contomer Service Manager Contomer Service Representative (Vacunt) (2)				1	•	S	:		;	•	ans:		47.0%	
CSR Admin/Intern (1)				\$		\$	•		\$		0.0%		47 8%	\$.
Customer Service Representative (Temp) (3) Customer Service Representative				i	11. 39	\$	(1.5)		\$	1 39	9 0% 3		47 0% 47 0%	
Costomer Service Representative				i	35	8			i	15	80%	15	47 8%	\$ 17
Customer Service Representative				1	44 63	1	:		\$	44 61	8.0% 1 9.0% 1		47.0% 46.0%	S 23 S 30
Utility Bulkag Specialist				•	•	•	•		•	•1	W 076		40.076	• ~
Dental & Vision				_	• • • •	_						1 172	47 0%	s 175
Customer Service Representative Customer Service Manager				\$	361 361	;	11 11		3	37 <u>2</u> 372	8.0% 1 6.0% 1		46 0%	
Contemer Service Representative (Vacant) (2)				8	•	\$	•		8	•	00%		47.0%	
CSR Admin*Imera (*) Customer Service Representative (Temp) (3)				1	•	\$	•		8	:	8 0% 1 8 0% 1		47 8% 47 8%	
Customer Service Representative				8	361	\$	11	•	i		8.0%	372	47.0%	\$ 175
Customer Service Representative Customer Service Representative				3	116 361	S	(116) 11		\$	372	90%	372	47.0% 47.0%	
Utility Billing Specialist				ī	361	ŝ	ii		i		00%	372	46 9%	
Life & LTD Contener Service Representative				\$	373	\$				429	0.0%	429	47.8%	
Customer Service Manager				1	666	\$	•		5	771	0.0%		46.0% 47.0%	
Customer Service Represented ve (Vacant) (2) CSR Admin/Imem (1)				3	:	\$:		\$:	9.0% 1 8.0% 1		47.0%	
Customer Service Representative (Temp) (3)				\$. •	8	•				8 0%		47.0%	<u> </u>
Contomer Service Representative Contomer Service Representative				3	300 336	\$:		•	363 445	8.0% S		47.8% 47.8%	
Contomer Service Representative				8	331	\$			\$	313	0.0%	313	47.0%	\$ 180
Citiny Bulling Specialist				\$	431	3	•		8	503	0.0%	\$ 503	44 8%	\$ 232
OASDI														
Costomer Service Representative				3	2,595		79 138		:	2,672 4,752	8.0% :	2,672 4,732	47.6% 46.6%	\$ 1,254 \$ 2,186
Customer Service Manager Cassomer Service Representative (Vacant) (2)				\$	4,614	\$	138		\$	4,732	6.0%		47 0%	s ·
CSR Admin/Intern (1)				3	•	\$	42		\$	12	6.0%	0	47.8%	
Customer Service Representative (Temp) (3) Customer Service Representative				1	1.170	\$	(683) 56		1	149 1,926	60% : 60% :	149 1,926	47.0% 47.0%	
Contorner Service Representative				3	1,681	\$	50		\$	1,732	0.0% 2	1,732	47,0%	\$ 814
Contamor Service Representative				•	2,290 3,100	\$	69 93		\$	2,339 1,193	80% 1		47 0% 46.0%	\$ 1,109 \$ 1,469
Uniting Billing Specialist				•	2,00	•	*3		•	A.173	200	,,,,,,	411.07.0	- 1,-17
Ponsion Contonner Service Representative				\$	6,532				3	6,532	9.0%	4,512	47.8%	\$ 3,870
Customer Service Representative Customer Service Manager				•	11,617		:		;	11,617	0.0%	11,617	44.0%	\$ 1,344
Contemer Service Representative (Vacant) (2)				\$			•		•	•	8.0%		47 6% 47.6%	s .
CSR Admortation (1) Customer Service Representative (Temp) (3)				\$:	\$:		1	:	6.0% : 6.0% :		47.0%	š .
Cautomer Service Representative				š	4,719	š	•		8	4,710	0.0%		47.8%	
Customer Service Representative Customer Service Representative				3	6,200 3,765	\$:		5	4,290 5,765	0.0%	4,200 5,765	47.0% 47.0%	\$ 1,974 \$ 2,710
Utility Billing Specialist				i	7,804	i			i	7,864	8.0%	7,804	46.0%	
Fotal Customer Service				3	318,573	•	1,525		1	329.499	,	328,496		8 149,144
				-		Ċ	710	_	•	-3	•			46.3%
					41		ذخما والمارات							

⁽¹⁾ No south wore incurred for this position in 2012. Actual heavily rate in 2013 is \$9.80.

⁽²⁾ No come were securing for this position in (0) 2. This passion was not account in law (0) 2 program.

(3) This position incurred costs in 2012. Conta included in 2013 are based on actual dollars. Additional costs are not expected.

⁽⁴⁾ Actual dulture per pay roll (includes everture

⁽⁵⁾ Actual 2012 workings compensation outs lactuding EEMI adjustments

EICWO1 - RadeBill Unitry PSC Core Collection System

Behalah 164

														Rodellit Colley
	2 Hoorly Bate	Hours our. Year (2)	Tes	(Tew (1)	44	-	2013 E		Rav 1	***	% Capital land	Na Od H	% Affocation	\$ Allocation
Salaries and Wages			Ч				-							
Distribution Operator - 117	\$ 1715	2,130	3		8	1,140		17 60		34,131	0.0%		47.0%	
Distribution Operator - 1 or 11	\$ 13 97	2,213	8	30,993	8	930	8	14.34		\$1 922	0.0%		47.0%	
Distribution Operator - 1 or 11	\$ 17.55	2,147	\$		\$		\$	18.21		34,777	0.0%		47.0%	
Distribution Operator - E or II	\$ 16.65	3,261	3	37,814		1,134		17.07		31,94R	0.0%		47.0%	
Dustribution Operator - I or II (2) Distribution Supervisor	\$ 13 00 27.52	1,920 1,920	5	23,936 50,379		(15) 1,511		11.51 28.34		23,941 51,891	0 0% 0.0%		47.0% 1.9%	
Overlina														
Describution Operator - III			8	•		•			3	•	2.0%		47.0%	
Distribution Operator - I ar II			8	-		•			\$	•	0.0%		47,0%	
Distribution Operator • For II			8		\$	•			\$	•	0.0%		47.0%	
Distribution Operator - T or 11			\$		\$	•			\$ 1	•	0.0%	•	47.0% 47.0%	
Distribution Operator - I or II (2) Destribution Supervisor			3	:	\$:			\$:	8.0%		1.5%	
lies#6														
Distribution Operator - III			•	4,304		231			8	4,535	8 0%		47.0%	
Distribution Operator - I or II			3	6,304		23 1			\$	6.535	0.0%		47.0%	
Duttibution Operator - E or II			8		•	231			S	8,535	0.0%		47.0%	
Distribution Operator - I or II			3	6,304		231			8	6,535	0.0%		47 0%	\$ 3,071
Destribution (Spensor - 1 or II (2) Distribution Supervisor			\$	5,254 5,254	1	1,281			s s	6.535 6.535	9.0%		47.0% 1.5%	
W_Comp (1)			Ī		•				•					
Distribution Operator - III			5	667	1				\$	667	80%	\$ 667	47.0%	\$ 314
Distribution Operator - 1 or II			í	344		:			i	544	0.0%		47,0%	
Destributes Operator - 1 de 11			i	678					i	678	0.0%		47.0%	
Distribution Operator - I or II			š	664					š	664	00%		47,0%	
Destribution Operator - For If (2)			i	620	i				ī	420	0.0%		47.0%	
Distribution Supervisor			3	484	š	•			•	884	0.0%		1.5%	
Deutsi & Vision					_				_					\$ 175
Distribution Operator - ITI			\$	361 361		11			3 \$	372 372	0.0%		47.0% 47.0%	
Distribution Operator - I or II			\$	361		11			Š	372	90%		47.0%	
Distribution Operator • f or II			\$	361 361		11			3 5	372	0.0%		47.0%	
Distribution Operator - I or II			i	301		71			;	372	8.0%		47.0%	
Distribution Operator • f or II (2) Distribution Supervisor			i	301	i	71			š	372	0.0%		1.5%	
Lik & LTD														
Distribution Operator - (11			\$	401		52			\$	450	8.0%		47.0%	
Distribution Operator - I or II			\$	313		62			\$	375	8 0%		47 0%	
Distribution Operator - I as II			8	409					\$	475	0.0%		47 8%	
Distribution Operator - I or II			\$	367		79			\$	446	2.0%	\$ 446	47 0%	
Distribution Operator + I at II (2) Distribution Supervisor			\$	256 561	•	190			\$ \$	300 741	8 0% 6.0%		47 8% 1.5%	
QASDI														
Distribution Operator - III			1	2,906	3	87			S	2,995	8.0%		47 6%	
Distribution Operator - T or fl			š	2,371	š	71			\$	2,442	8 9%		47.0%	
Distribution Operator - For II				2,054		89			1	3.043	9.0%		47.0%	
Distribution Operator - I or I!			\$	2,893		87			\$	2,980	0.0%	\$ 2,960	47 6%	
Distribution Operator - I or II (2)				1,273		954				1,831	***		47.0%	
Distribution Supervisor			3	3,854	8	114			\$	3,970	8.0%	\$ 3,970	1 5%	\$ 60
Possion Possion Courses III			5	7,322					\$	7.322	0.0%	\$ 7,322	47.0%	\$ 1,441
Distribution Operator - III			3	1,322					3	1,322	8.0%		47.0%	
Distribution Operator - I or II Distribution Operator - I or II			3	7.435		:			3	7.435	0.0%		47.8%	
Distribution Operator • Lor II Distribution Operator • Lor II			3	7,433 7,286		•			•	7,433	80%		47,976	
Distribution Operator - 1 or II (2)			i	4.625		(20)			i	4 601	0.0%		47.0%	
Distribution Supervisor			i		i				i	9,729	9.0%		1.5%	
ini Collection System			8		豇	11,004 4,059			3 33	13,329		8 133,29		¥ 122,946 34 9*

⁽¹⁾ Actual 2012 warkman compensation each including KEMI adjustments

⁽²⁾ Personnel cours in 2012 are based on accust costs secured. Personnel costs in 2013 are based on projected new comployer replacement costs

HCWD1 - RadeRE Utility PSC Com

Allocation to RadeNT USBy
Handy. Hours per.

Test Four (1) Adjustmone 2013 Routy Rate Four % Capitalized Nat Oct M % Allocation S Allocation

SICWD1 - BadeBif Utility PSC Com

Schodule 16

			$\overline{}$		1								
			*	112	Ì							Allocation in	Redchill Calley
	2012 Hourly.	Hounger Yes (2)	Fase 1	(1)	Adjustmen		3 Howly Rairs	4	tau Tear	% Cupitalized	Na O4 M	% Allocation	3 Allnomian
Solarise and Wages Maint. & Control Specialist	\$ 2545	2276.75	\$	60,523	\$ 1,81	6 \$	26 17	\$	62,130	0.0%	\$ 62,339	8.0%	\$ -
Overame Maint, & Control Specialist			s		\$	-		5	•	0 0%	٠ .	0.0%	s .
Hesta Maint. & Control Speculist			\$	6,3 04	\$ 23	ı		\$	4,535	0.0%	\$ 6,535	0 0%	.
W_Comp (3) Maint. & Control Specialist			5	1,062	\$	•		\$	1,062	0.0%	\$ 1,062	8.0%	.
Dertal & Vision Maint, & Control Specialist			5	36'		1		s	372	0 0%	\$ 372	4.0%	s .
1 life & LTD Manni, & Central Specialist				392	•			5	643	0.0%	\$ 40	9.0%	s .
OASD1 Maint. & Control Specialist			\$	4,630	\$ 13	•		\$	4,769	0.0%	\$ 4,769	0.0%	.
Pension Maint, & Control Speculial			\$	11,662	•			\$	11,663	0 0%	\$ 11,662	9,0%	
Total Maintenana			•	85,134	9 2,19	7		3	87,413		\$ 67,612		8 0%

⁽¹⁾ Actual dations per new soil riectures avertime

⁽²⁾ Actual annual hours (includes overtime).

⁽³⁾ Actual 2012 workstan componenties must including KEMI adjustments



July 1, 2011

INFORMATION PAGES FOR POLICY NUMBER = 317899

KEMI 007

1.A. Policyholder:

RADCLIFF KY 40160-9343

Hardin Co Water District #1 1400 Rogersville Rd

Radcliff, KY 40160

B. Agent:

Agency ID: 661

North Hardin Insurance Agency Inc

PO Box 790

Radcliff, KY 40159

Federal ID: 616010729 Entity type: Other

2. Policy Period: Telluling Consensus to the property and the control of the cont

Effective:

Expires:

12:01 AM

07/01/2011

12:01 AM

07/01/2012

3. Coverage, Limits and Endorsements:

- A. Part One of this policy applies only to the Workers' Compensation Laws of the Commonwealth of Kentucky.
- B. Part Two of this policy (Employers' Liability Insurance) is subject to the limits of our liability listed below:

Bodily Injury by Accident	\$1,000,000	each accident
Bodily Injury by Disease	\$1,000,000	policy limit
Bodily Injury by Disease	\$1,000,000	each employee

kem' ^^~

This policy includes these endorsements:

ENDORSEMENT CODE	ENDORSEMENT DESCRIPTION
KEMI_001_02	Tax Assessment
KEMI_002_03	Schedule of Additional Locations
KEMI_006_02	Premium Due Date Endorsement
KEMI_012_02	Premium Discount Endorsement
KEMI_034_02	Experience Rating for Modification Factor Endorsement
KEMI_036_03	Notification of Change in Ownership Endorsement
KEMI_041	Kentucky Cancelation and NonRenewal Endorsement
KEMI_042_02	Kentucky Part One Workers Compensation Insurance Endorsement
KEMI_044_02	Terrorism Risk Insurance Program reauthorization Act Disclosure
	Endorsement
KEMI_045	Catastrophe (Other than Certified Acts of Terrorism)Endorsement

4. Classifications

7520-000	Waterworks Operation & Drivers
7580-000	Sewage Disposal Plant Operation & Drivers
8742-000	Salesmen Collectors or Messengers - Outside
8810-000	Clerical Office Employees NOC
8820-000	Attorney - All Employees & Clerical, Messengers, Drivers

CLASS RATING AND MANUAL PREMIUM DETAIL	EXPOSURE	RATE		PREMIUM
Hardin Co Water District #1				
07/01/2011 - 07/01/2012				
7520-000	812,60	32	2.56	\$20,805.00
8810-000	585,6	71	.18	\$1,054.00
8820-000	20,3:	56	.19	\$39.00
7580-000		0	3.07	\$.00
8742-000	130,2	36	.54	\$703.00

Total Manual Premium: \$22,601.00

PREMIUM CALCULATION DETAIL	TYPE	FACTOR	AMOUNT
07/01/2011 - 07/01/2012	Total Manual Premium		\$22,601.00
	Employers Liability Limits	.040	\$904.00
	Total Subject Premium		\$23,505.00
	Experience Modification Premium	.810	-\$4,466.00
	Total Modified Premium		\$19,039.00

kemi_007

PREMIUM CALCULATION DETAIL	TYPE .	FACTOR	AMOUNT
	Schedule Rating Premium	.900	-\$1,904.00
Final Estimate	Total Standard Premium		\$17,135.00
	Premium Discount		-\$1,323.00
	Expense Constant		\$240.00
	Estimated Annual Premium		\$16,052.00
	Kentucky Special Fund		\$1,043.38
	Assessment		
	Total Amount Due		\$17,095.38

Please contact Center for Assistance at 859-425-7800 or 800-640-5364 with any questions.

The INFORMATION PAGES and all the forms and endorsements listed on it and included with it complete this policy. Coverage under this policy is provided by the Company named on the INFORMATION PAGES. In witness whereof we have executed and attested this policy.

Roger Dries

	WO	RKERS C	OMP ALLOCATIO	DN		
			11 - 06/30/2012			<u> </u>
	T					
Nama	- Dont	U	7/01/11-6/30/12	Tota W/C Cost		
<u>Name</u>	<u>Dept</u>		REG	<u>w/c cost</u>		
Cecil, John	11	7520	\$38,521.60	\$745.94		
Clark, Phil	11	7520	\$56,256.20	\$1,089.35		
Ellington, Steve	11	7520	\$44,865.60	\$868.78		
Lepping, Melissa	11	7520	\$31,491.20	\$609.80		
McKinley, Michael	11	7520	\$39,312.00	\$761.24		
Thomas, John	11	7520	\$44,470.40	\$861.13		
Underhill, Donald	11	7520	\$41,121.60	\$796.28		
Barnes, Richard	14	7520	\$26,603.20	\$515.15		
Bowman, Tim	14	7520	\$34,299.20	\$664.17		
Davis, Jay	14	7520	\$37,918.40	\$734.26		
Gray, James	14	7520	\$36,025.60	\$697.60		
Howard, Greg	14	7520	\$34,923.20	\$676.26		
Mancik, John	14	7520	\$34,860.80	\$675.05		
Matttingly, Adam	14	7520	\$6,000.00	\$116.18		
McCoy, Jerry	14	7520	\$43,160.00	\$835.76		
McKenzie, Marvin	14	7520	\$30,035.20	\$581.61		
Moseley, Michael	14	7520	\$35,484.80	\$687.13		
Stranahan, Richard	14	7520	\$55,524.04	\$1,075.17		-
Walker, Tim	14	7520	\$31,304.00	\$606.17		
Pickerell, Curt	16	7520	\$51,500.80	\$997.27		
Crews, Larry	19	7520	\$6,000.00	\$116.18		
Spalding, Amanda	19	7520	\$53,004.12	\$1,026.38		
Sub-total			\$812,681.96	\$15,736.88	\$15,736.88	
			400 000	40-0		
Pyles, Brett	19	8742	\$68,232.06	\$278.59		
Pendley, Preston	19	8742	\$62,004.02	\$253.16	A	
Sub-total	-		\$130,236.08	\$531.75	\$531.75	
Gossett, William	1	8810	\$6,200.04	\$8.44		
Hockman, Ronald	1	8810	\$6,000.00	\$8.17		-
Rissel, William	1	8810	\$6,000.00	\$8.17		
Tindall Jr, John	1	8810	\$6,000.00	\$8.17		
Walton, Steven	1	8810	\$6,000.00	\$8.17		=
Campbell, Christie	15	8810	\$28,912.00	\$39.36		
Easter, Charlene	15	8810	\$57,500.04	\$78.27		
King, Lynn	15	8810	\$35,672.00	\$48.56		
Thompson, Linda	15	8810	\$38,084.80	\$51.84		

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Williams, Charles	15	8810		\$44.57	
Wittstock, Susanna	15	8810	\$33,217.60	\$45.22	
Bruce, Jim	19	8810	\$100,787.96	\$137.20	
Clifford, Daniel	19	8810	\$49,332.14	\$67.15	
Morrison, Karen	19	8810	\$36,358.40	\$49.49	
Palmer, Andrea	19	8810	\$35,152.00	\$47.85	
Schmuck, Scott	19	8810	\$64,476.10	\$87.77	
Strange, Stephanie	19	8810	\$43,239.04	\$58.86	
Sub-total	•		\$585,671.32	\$797.25	\$797.25
Wilson, David	19	8820	\$20,355.72	\$29.50	
Sub-total			\$20,355.72	\$29.50	\$29.50
			•		
Totals			\$1,548,945.08	\$17,095.38	\$17,095.38
Commisioners	19	8810	\$41.11		
Pirtle	11	7520	\$5,732.53	\$477.71	10.11.6580500
Distribution	14	7520	\$7,864.52	\$655.38	10.14.6580500
Customer Service	15	8810	\$307.82	\$25.65	10.15.6580500
Maintenance	16	7520	\$997.27	\$83.11	10.16.6580500
Admin	19	7520	\$1,142.56		.]
Admin	19	8810	\$448.32	\$182.77	10.19.6580500
Outside Sales	19	8742	\$531.75		
Lawyer	19	8820	\$29.50		
			\$17,095.38	61 424 62	
			317,033.38	\$1,424.62	L



July 18, 2012

000354**009**005***ALL FOR AADC 400 HARDIN CO WATER DISTRICT #1 1400 ROGERSVILLE RD RADCLIFF KY 40160-9343

Final Audit Summary

Policy:

317899

366

Policy Name:

Hardin Co Water District #1

Agent: Policy Period: North Hardin Insurance Agency Inc

Days in Force:

07/01/2011 - 07/01/2012

Audit Date:

07/18/2012

Audit Type:

Online Audit

Marie Control of the Marie Additional Control	SS DESCRIPTIO	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	******	*************	*********	Market Control of the
7520 Water	works Operation	& Drivers	\$9	02,310.00	193 \$2.56	\$23,099.00
	ge Disposal Plant wers	Operation		\$0.00	\$3.07	\$0.00
8742 Salesi Messo	men Collectors or engers - Outside		\$1	36,478.00	\$0,54	\$737.00
8810 Cleric	al Office Employ	ecs NOC	\$6	10,274,00	\$0.18	\$1,098.00
8820 Attori	ney - All Employe al, Messengers, D	es & rivers	\$	20,356.00	\$0.19	\$39.00

Total Manual Premium	\$24,973.00
Employers Liability Limits	4% \$999.00
Experience Modification Premium	.81 -\$4,935.00
07/01/2011-07/01/2012	
Schedule Rating Premium	9 -52,104.00
Premium Discount	-\$1,519.00
Expense Constant	\$240.00
Total Premium	\$17,654.00
Kentucky Special Fund Assessment	6.5% \$1,147.51
Grand Total	\$18,801.51

Cash Applied:

-\$17,095.38

Other Credits:

\$.00

17:50.01

Additional Premium/Return Premium:

\$1,706.13

THIS IS NOT A BILL

Any premium adjustment will be invoiced on your next statement.

plcy_fnl_audt_sum_06

HARDIN COUNTY WATER DIST No 1 WORKERS COMP AUDIT 07/01/2011 - 06/30/2012

		·	. <u></u>					7	۲.	·									/										
		\$789.16	\$1,044.52	\$151.02	\$736.43	\$623.54	\$800.61	\$771.34	\$557.62	\$710.10	\$807.72	\$172.18	\$265.70	\$682.78	\$714.72	\$692,65	\$361.34	\$642.32	\$180,31						A CANALINA	\$1,072.29	\$895.84	\$108.27	\$970.32
. ~!	티	\$1,906.40	\$0.00	\$0.00	\$1,384.65	\$952.91	\$1,477.98	\$385.53	\$1,622.85	\$2,079.56	\$3,032.09	\$297.00	\$1,254.00	\$845.27	\$3,203.94	\$1,033.92	\$0.00	\$1,480.96	\$230.04	\$494.16	\$3,301.12	\$908.19	\$2,639.97	\$0.00	\$0.00	\$3,613.01	\$0.00		\$0.00
Totals 2011-12	REG	\$42,616.63	\$58,930.02	\$8,520.15	\$40,163.19	\$34,226.11	\$43,690.85	\$43,131.89	\$29,837.11	\$37,983.05	\$42,538.25	\$9,417.00	\$13,736.50	\$37,676.05	\$37,119.20	\$38,044.19	\$20,386.20	\$34,757.36	\$9,942.64	\$10,513.28	\$41,271.80	\$25,858.87	\$47,196.59	\$57,577.42	\$15,591.86	\$56,883.50	\$50,541.47	\$6,108.27	\$54,743.55
6/30 <u>2</u>	티	\$1,184.12			\$1,150.83	\$862.07	\$1,166.13	\$59.32	\$826.65	\$1,114.89	\$1,473.42	\$297.00	\$1,254.00	\$348.75	\$1,698.57	\$829.19		\$927.84	\$230.04	\$494.16	\$1,550.73	\$559.14	\$1,270.46			\$2,238.83			
01/01-6/30 201 <u>2</u>	REG	\$21,488.19	\$29,078.96		\$20,737.17	\$17,537.51	\$22,181.32	\$21,161.56	\$14,903.09	\$18,835.28	\$21,009.45	\$9,417.00	\$13,736.50	\$18,523.08	\$18,501.42	\$19,493.39	\$20,386.20	\$18,031.69	\$9,942.64	\$10,513.28	\$20,507.04	\$13,688.39	\$23,487.14	\$28,821.46	\$15,591.86	\$28,892.94	\$25,303.86		\$27,566.53
.2/31 <u>I</u>	Ы	\$722.28			\$233.82	\$90.84	\$311.85	\$326.21	\$796.20	\$964.67	\$1,558.67			\$496.52	\$1,505.37	\$204.73		\$553.12			\$1,750.39	\$349.05	\$1,369.51			\$1,374.18			
07/01-12/31 2011	REG	\$21,128.44	\$29,851.06	\$8,520.15	\$19,426.02	\$16,688.60	\$21,509.53	\$21,970.33	\$14,934.02	\$19,147.77	\$21,528.80			\$19,152.97	\$18,617.78	\$18,550.80		\$16,725.67		٠	\$20,764.76	\$12,170.48	\$23,709.45	\$28,755.96		\$27,990.56	\$25,237.61	\$6,108.27	\$27,177.02
		7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520	7520
	Name	Cecil, John	Clark, Phil	Ellington, Steve	Gray, James	Hartman, Melissa	McKinley, Michael	Underhill, Donald	Barnes, Richard	Bowman, Tim	Davis, Jay	Dennis, Donald	Hardcastle, Grady	Mancik, John	McKenzie, Marvin	Moseley, Michael	Osborne, Timothy	Walker, Tim	Whitworth, Franklin	Gunning, David	Howard, Greg	Mattingly, Adam	McCoy, Jerry	Stranahan, Richard	Wood, Todd	Pickerell, Curt	Clifford, Daniel	Crews, Larry	Spalding, Amanda

State Stat))				١
STATE STAT		ı	\$439,666.05	\$12,607.41	\$509,336.95	\$19,536.14	\$949,003.00	\$32,143.55	\$17,390.61	17390.61
Self-120.81 \$568,120.81 \$0.00 \$68,356.99 \$0.00 \$5136,477.80 \$5.00 \$5554.87 \$5.00 \$	reston t	8742 8742	\$32,940.89 \$35,179.92		\$33,276.48 \$35,080.51		\$66,217.37 \$70,260.43	\$0.00	\$269.22 \$285.65	
8310 \$3,100.02 \$3,000.00 \$6,	!	ı	\$68,120.81	\$0.00	\$68,356.99	\$0.00	\$136,477.80	\$0.00	\$554.87	554.87
8310 \$3,000.00 \$6,000.00 \$0.00 8311 \$3,000.00 \$3,000.00 \$6,000.00 \$0.00 8310 \$3,000.00 \$3,000.00 \$0.00 \$0.00 8310 \$3,000.00 \$3,000.00 \$0.00 \$0.00 8310 \$3,000.00 \$0.00 \$0.00 \$0.00 8310 \$31,793.48 \$39.21 \$9,885.56 \$21,679.04 \$39.21 \$20,000 8310 \$21,793.48 \$30.00 \$20,000 \$0.00 \$0.00 \$0.00 8310 \$21,793.48 \$31,738.73 \$20,503.73 \$30.00 \$20,00 \$20,00 8310 \$21,094.39 \$29,503.84 \$32,503.83 \$30.00 \$20,00 \$20,00 8310 \$21,045.30 \$4,213.46 \$429.83 \$53,502.73 \$33,502.4 \$34,213 \$40.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 \$30.00 <	filliam	8810	\$3,100.02		\$3,100.02		\$6,200.04	\$0.00		
8810 \$3,000.00 \$5,000.00 \$0.00 \$0.00 8810 \$3,000.00 \$3,000.00 \$0.00 \$0.00 \$0.00 8810 \$3,000.00 \$3,000.00 \$0.00 \$0.00 \$0.00 8810 \$3,000.00 \$3,000.00 \$0.00 \$0.00 \$0.00 8810 \$11,793.48 \$39.21 \$9,885.56 \$20,732.35 \$137.40 \$90.28 8810 \$14,993.57 \$105.49 \$14,738.78 \$31.91 \$29,732.35 \$137.40 \$10.00 8810 \$24,484.39 \$22,503.84 \$23,907.33 \$10.00	Ronald	8810	\$3,000.00		\$3,000.00		\$6,000.00	\$0.00		
810 \$11,793.48 \$39.21 \$9,885.56 \$31.91 \$5,000.00 \$6,000.00 \$0.00 \$6,000.00 \$0.00 \$2,000.00 \$810.00 \$1,093.57 \$105.49 \$14,738.78 \$31.91 \$5,000.00 \$1,000.00 \$	iam Jahn	8810	\$3,000.00		\$3,000.00		\$6,000.00	\$0.00		
8810 \$11,793.48 \$39.21 \$9,885.56 \$21,679.04 \$39.21 \$79.78 8810 \$14,993.57 \$105.49 \$14,738.78 \$31.91 \$29,732.35 \$137.40 \$79.78 8810 \$29,484.39 \$19,25.46 \$429.83 \$59,873.35 \$19,87 \$79.78 8810 \$19,945.37 \$332.89 \$19,925.46 \$429.83 \$3402.13 \$6.00 \$79.78 8810 \$17,065.91 \$47.23 \$16,610.97 \$53.25 \$3402.13 \$6.00 \$74.93 8810 \$17,065.90 \$1.68 \$16,610.97 \$53.25 \$340.04 \$74.93 \$44.84 8810 \$17,065.90 \$1.00.44 \$33.295 \$10.04 \$44.84 \$55.66 \$6.00 \$6.0	even	8810	\$3,000.00		\$3,000.00		\$6,000.00	\$0.00		
8810 \$14,993.57 \$105.49 \$14,738.78 \$31.91 \$29,732.35 \$137.40 \$20,00 \$70.08 8810 \$29,484.39 \$6.43 \$29,503.84 \$31.01 \$54,021.3 \$6.43 \$70.00 \$70.08 8810 \$34,02.13 \$6.43 \$19,925.46 \$429.83 \$53,9870.83 \$50.00 \$70.04	Isea	8810	\$11,793.48	\$39.21	\$9,885.56		\$21,679.04	\$39.21	1611678	
8810 \$29,484.39 \$29,503.84 \$58,988.23 \$0.00 \$590.78 8810 \$3,402.13 \$6.43 \$29,503.84 \$3,402.13 \$6.43 \$5,88 8810 \$1,9045.37 \$332.89 \$19,252.46 \$429.83 \$59,87.72 \$58,89 8810 \$17,065.80 \$16,610.97 \$53.21 \$33,680.88 \$100.44 \$34,517.86 8810 \$17,045.80 \$1.68 \$16,510.94 \$33,559.24 \$34,00 \$151.78 8810 \$47,13.46 \$55,622.73 \$12,099.13 \$0.00 \$55.66 8810 \$42,13.46 \$19,194.67 \$592.11 \$38,517.36 \$10.00 \$55.66 8810 \$42,13.46 \$10,00 \$51.66 \$50.00 \$51.79 \$51.70 \$51.70 8810 \$42,13.46 \$10,00 \$52.66 \$44,123.38 \$0.00 \$51.70 \$51.70 \$51.70 \$51.70 \$52.70 \$52.70 \$52.70 \$52.70 \$52.70 \$52.70 \$52.70 \$52.70 \$52.70 \$52.70 <	Christie	8810	\$14,993.57	\$105.49	\$14,738.78	\$31.91	\$29,732.35	\$137.40	540.45	٠
8810 \$3,402.13 \$6.43 \$4,588 8810 \$19,945.37 \$332.89 \$19,925.46 \$429.83 \$39,870.83 \$762.72 \$456.01 8810 \$17,069.91 \$47.23 \$16,610.97 \$533.53 \$33,590.44 \$34,921.33 \$456.01	Easter, Charlene	8810	\$29,484.39		\$29,503.84		\$58,988.23	\$0.00	\$ 579.28	
8810 \$19,945.37 \$332.89 \$19,925.46 \$429.83 \$39,870.83 \$762.72 \$454.00 8810 \$17,069.91 \$47,23 \$16,610.97 \$53.21 \$33,680.88 \$100.44 \$150.00 \$150.00 \$150.00 \$150.00 \$150.00 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$151.78 \$150.00 \$150.00 \$151.78 \$150.00	King, Deidre	8810	\$3,402.13	\$6.43			\$3,402.13	\$6.43	\$4.58	
8810 \$17,069.01 \$47.23 \$16,610.97 \$53.21 \$33,680.88 \$100.44 \$34,93 \$34,94 8810 \$17,045.80 \$1.65.13.44 \$33.25 \$33,559.24 \$34.93 \$35,647.78 8810 \$57,306.40 \$1.65.13.44 \$33.25 \$33,559.24 \$34.93 \$35,617.78 8810 \$47.213.46 \$55,622.73 \$520.96 \$50.00 \$50.07 \$50.97 8810 \$4,213.46 \$199.22.2 \$293.32 \$37,334.56 \$60.00 \$51.29 8810 \$43,213.46 \$529.64 \$18,992.22 \$293.32 \$37,334.56 \$50.00 \$51.29 8810 \$43,23.34 \$529.64 \$11.39 \$44,223.38 \$0.00 \$51.29 8810 \$22,862.70 \$22,570.78 \$111.39 \$111.39 \$111.39 \$11.66 \$30.42 \$30.42 \$30.42 \$45.66 \$40.66 \$40.66 \$40.66 \$40.66 \$40.66 \$40.66 \$40.66 \$40.66 \$40.66 \$40.66 \$40.66 \$40.66 \$40.66<	Thompson, Linda	8810	\$19,945.37	\$332.89	\$19,925.46	\$429.83	\$39,870.83	\$762.72	\$54.61	
8810 \$17,045.80 \$1.68 \$16,513.44 \$33.25 \$33,559.24 \$34.93 \$26,517.8 8810 \$57,306.40 \$1.68 \$16,513.44 \$33.25 \$112,929.13 \$0.00 \$151.78 8810 \$4,213.46 \$420.96 \$0.00 \$151.78 \$0.00 \$151.78 8810 \$4,213.46 \$19,194.67 \$592.11 \$38,517.36 \$10.06.86 \$53.15 8810 \$4,213.46 \$18,992.22 \$293.32 \$37,334.56 \$820.29 \$55.06 8810 \$32,892.14 \$529.64 \$22,90.20 \$65,862.94 \$0.00 \$59.44 8810 \$22,072.01 \$22,151.37 \$44,223.38 \$0.00 \$50.44 8810 \$22,862.70 \$11,661.39 \$111.39 \$111.39 \$111.39 \$20.00 \$50.44 8820 \$10,177.86 \$0.00 \$3,042.34 \$30.00 \$29.37 \$820,177.86 \$0.00 \$20,000 \$20,000 \$20.30 \$20.33 \$10,177.86 \$0.00 \$20,000	Williams, Charles	8810	\$17,069.91	\$47.23	\$16,610.97	\$53.21	\$33,680.88	\$100.44	\$45.40	
8810 \$57,306.40 \$55,622.73 \$112,929.13 \$0.00 \$151.78 8810 \$4,213.46 \$720.96 \$0.00 \$0.97 \$0.97 8810 \$4,213.46 \$0.00 \$0.97 \$0.97 \$0.97 8810 \$4,213.46 \$0.00 \$0.90 \$0.97 \$0.99 8810 \$1932.26 \$19,194.67 \$593.32 \$37,334.56 \$0.00 \$5.66 8810 \$18,342.34 \$529.64 \$18,992.22 \$293.32 \$65,862.94 \$0.00 \$88.52 8810 \$22,072.01 \$22,151.37 \$44,223.38 \$0.00 \$59.44 8810 \$22,862.70 \$11,661.39 \$	Wittstock, Susanna	8810	\$17,045.80	\$1.68	\$16,513,44	\$33.25	\$33,559.24	\$34.93	\$ \$45.15	
8810 \$4,213.46 \$0.00 \$0.00 \$0.97 8810 \$4,213.46 \$0.00 \$5.66 8810 \$19,322.69 \$434.75 \$19,194.67 \$592.11 \$38,517.36 \$0.00 \$5.66 8810 \$18,342.34 \$529.64 \$18,992.22 \$293.32 \$37,334.56 \$822.96 \$51.29 8810 \$22,072.01 \$22,151.37 \$44,223.38 \$0.00 \$88.52 8810 \$22,862.70 \$22,570.78 \$44,223.38 \$0.00 \$59.44 8810 \$22,862.70 \$11,661.39 \$11,661.39 \$11,661.39 \$11,661.39 \$11,661.39 \$11,661.39 \$21,000.09 \$61.06 \$62.06	Bruce, Jim	8810	\$57,306.40		\$55,622.73		\$112,929.13	\$0.00	\$151.78	
8810 \$4,213.46 \$0.00 \$5.66 8810 \$4,213.46 \$0.00 \$5.66 8810 \$19,322.69 \$434.75 \$19,194.67 \$529.11 \$38,517.36 \$1,026.86 \$53.15 8810 \$18,342.34 \$529.64 \$18,992.22 \$293.32 \$37,334.56 \$80.00 \$88.52 8810 \$22,072.01 \$22,151.37 \$44,223.38 \$0.00 \$59.44 8810 \$22,862.70 \$22,570.78 \$44,223.38 \$0.00 \$59.44 8810 \$22,862.70 \$11,661.39 \$111.39 \$111.39 \$20.00 \$59.44 8810 \$22,862.70 \$11,661.39 \$11,661.39 \$11,661.39 \$11,661.39 \$11,661.39 \$11,661.39 \$21,661.39 \$	r, Joshua	8810			\$720.96		\$720.96	\$0.00	\$0.97	
8810 \$19,322.69 \$434.75 \$19,194.67 \$592.11 \$38,517.36 \$1,026.86 \$53.15 8810 \$18,342.34 \$529.64 \$18,992.22 \$293.32 \$37,334.56 \$822.96 \$51.29 8810 \$32,892.14 \$22,90.80 \$65,862.94 \$0.00 \$88.52 8810 \$22,072.01 \$22,570.78 \$44,223.38 \$0.00 \$59.44 8810 \$22,862.70 \$22,570.78 \$44,223.38 \$0.00 \$61.06 8810 \$22,862.70 \$11,661.39 \$111.39 \$111.39 \$111.39 8810 \$20,862.70 \$306,162.99 \$1,545.02 \$612,009.40 \$3,042.34 \$826.66 8820 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$29.37 \$823,811.13 \$14,104.73 \$894,034.79 \$21,081.16 \$1,717,845.92 \$35,185.89	rles	8810	\$4,213.46				\$4,213.46	\$0.00	\$5.66	
8810 \$18,342.34 \$529.64 \$18,992.22 \$293.32 \$37,334.56 \$822.96 \$51.29 8810 \$32,892.14 \$32,970.80 \$65,862.94 \$0.00 \$88.52 8810 \$22,072.01 \$22,151.37 \$44,223.38 \$0.00 \$59.44 8810 \$22,072.01 \$22,570.78 \$44,223.38 \$0.00 \$59.44 8810 \$22,862.70 \$11,661.39 \$111.39 \$111.39 \$61.06 8810 \$22,862.70 \$11,661.39 \$11,661.39 \$11,661.39 \$11.39 \$61.06 8810 \$1,497.32 \$306,162.99 \$1,545.02 \$612,009.40 \$3,042.34 \$826.66 8820 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$29.37 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$29.37 \$823,811.13 \$14,104.73 \$894,034.79 \$21,081.16 \$1,717,845.92 \$35,185.89	Karen	8810	\$19,322.69	\$434.75	\$19,194.67	\$592.11	\$38,517.36	\$1,026.86	\$53.15	
8810 \$32,92.14 \$32,970.80 \$65,862.94 \$0.00 \$88.52 8810 \$22,072.01 \$22,151.37 \$44,223.38 \$0.00 \$59.44 8810 \$22,862.70 \$22,570.78 \$44,223.38 \$0.00 \$61.06 8810 \$22,862.70 \$11,661.39 \$111.39 \$111.39 \$61.06 8810 \$1,497.32 \$306,162.99 \$1,545.02 \$612,009.40 \$3,042.34 \$826.66 8820 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$29.37 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$29.37 \$223,811.13 \$14,104.73 \$894,034.79 \$21,081.16 \$1,717,845.92 \$35,185.89	ıdrea	8810	\$18,342.34	\$529.64	\$18,992.22	\$293.32	\$37,334.56	\$822.96	\$51.29	
8810 \$22,072.01 \$22,151.37 \$44,223.38 \$0.00 \$59.44 8810 \$22,862.70 \$22,570.78 \$45,433.48 \$0.00 \$61.06 8810 \$22,862.70 \$11,661.39 \$111.39 \$11,661.39 \$11.39 8810 \$22,862.70 \$11,661.39 \$11,661.39 \$111.39 \$111.39 8810 \$305,846.41 \$1,497.32 \$306,162.99 \$1,545.02 \$612,009.40 \$3,042.34 \$826.66 8 8820 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$29.37 \$10,177.84 \$10,177.86 \$10,177.86 \$1,717,845.92 \$35,185.89 \$18,80	Scott	8810	\$32,892.14		\$32,970.80		\$65,862.94	\$0.00	\$88.52	
S810 \$22,862.70 \$22,570.78 \$45,433.48 \$0.00 \$61.06 \$11,661.39 \$11,661.39 \$11,661.39 \$111.39 \$1	ephanie	8810	\$22,072.01		\$22,151.37		\$44,223.38	\$0.00	\$59.44	
\$305,846.41 \$1,497.32	ohn	8810	\$22,862.70		\$22,570.78		\$45,433.48	\$0.00	\$61.06	
\$305,846.41 \$1,497.32 \$306,162.99 \$1,545.02 \$612,009.40 \$3,042.34 \$826.66 8 8820 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$29.37 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$20.35 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$20.35 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$20.35 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$20.35 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$20.35 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$20.35 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$20.35 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$20.35 \$18,80 \$0.00 \$0.	, Leslie	8810			\$11,661.39	\$111.39	\$11,661.39	\$111.39		
8820 \$10,177.86 \$10,177.86 \$0.00 \$29.37 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$29.37 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$29.37 \$823,811.13 \$14,104.73 \$894,034.79 \$21,081.16 \$1,717,845.92 \$35,185.89 \$18,80			\$305,846.41	\$1,497.32	\$306,162.99	\$1,545.02	\$612,009.40	\$3,042.34	\$826.66	826.66
\$0.00 \$10,177.86 \$0.00 \$20,355.72 \$0.00 \$14,104.73 \$894,034.79 \$21,081.16 \$1,717,845.92 \$35,185.89	avid	8820	\$10,177.86		\$10,177.86		\$20,355.72	\$0.00	\$29.37	29.37
\$14,104.73 \$894,034.79 \$21,081.16 \$1,717,845.92 \$35,185.89			\$10,177.86	\$0.00	\$10,177.86	\$0.00	\$20,355.72	\$0.00		٠
		٠.	\$823,811.13	\$14,104.73	\$894,034.79	\$21,081.16	\$1,717,845.92	\$35,185.89		\$18,801.51

	Adjustment	. (\$815.90)	(\$2,077.06)	(\$9.43)	\$74.97	\$807.94	\$40.58	\$29.37	\$3,655.67 - 647.40	\$1,706.13 /, 00 23/00)	102,500 1.00.54201
Per	Allocation	\$4,916.62×	·· \$5,787.44 2	\$298.37	\$1,072.29	\$3,001.18	\$40.58	\$29.37	\$3,655.67	\$18,801.51	
<u>٥</u>		\$5,732.52	\$7,864.56	\$307.80	\$997.32	\$2,193.24	\$0.00	\$0.00	\$647.80	\$17,743.24	
	g/r	1.02.65800	1.03.65800	1.04.65800	1.05.65800	1.06.65800	1.06.65800	1.06.65800	5.03.65800		

87751L

VN0803206



250 West Main Street, Suite 900 Lexington, KY 40507-1724 859-425-7800 www.kemi.com

INVOICE

AGENT: NORTH HARDIN INSURANCE AGENCY INC (270)351-4431

Current Transactions

	•	_	Period	
Explanation		From	То	Amount
Reverse Premium Installment		07/01/2012	- 07/01/2013	-\$3,872.00
Reverse Special Fund Assmt Installment	t ·	07/01/2012	- 07/01/2013	-\$243.16
Premium Installment	#1	07/01/2012	- 07/01/2013	\$3,872.00
Special Fund Assessment Installment	#1	07/01/2012	- 07/01/2013	\$243.16
1.02.65800 388.97	1.07.65800	2,70	rent Charges	\$0.00
1.04.65800 28.61	5.03.65800	356.80	2 (9.18	
1.06.67800 262.64		0.16201	316.80	
Previous Balance Rayment S4,115.16 S0.0		\$0.00	=	\$4,115.16



June 18, 2012

000217** HARDIN CO WATER DISTRICT #1 1400 ROGERSVILLE RD **RADCLIFF KY 40160-9343**

> **Kentucky Employers Mutual Insurance** 250 W Main Street, Suite 900 Lexington, KY 40507 www.kemi.com 859-425-7800 / 800-640-5364

> > Quote Date: June 18, 2012

Legal Entity:

Other

Prospective Insured:

FEIN:

616010729

Name: Hardin Co Water District #1

Address: 1400 Rogersville Rd Radcliff, KY 40160 City:

North Hardin Insurance Agency Inc

Agency: Agent Number:

Address:

PO Box 790

City:

Radcliff, KY 40159

Phone:

(270)351-4431<>

Renewal Quote for Workers Compensation Coverage 317899-07/01/2012-07/01/2013

Proposed Effective Date: 07/01/2012

Proposed Expiration Date: 07/01/2013

Employer's Liability Limits:

(3.B)

Bodily Injury by Accident

Bodily Injury by Disease Bodily Injury by Disease

\$1,000,000 each accident \$1,000,000 policy limit \$1,000,000 each employee

PLCY 317899 RECIP: In p010 32000 CRES: m AGMT 105718 Page 1

plcy_rnw_quot_12

Quote for Workers Compensation Coverage 317899-- 07/01/2012-07/01/2013

7520-000	Waterworks Operation & Drivers
7580-000	Sewage Disposal Plant Operation & Drivers
8742-000	Salesmen Collectors or Messengers - Outside
8810-000	Clerical Office Employees NOC
8820-000	Attorney - All Employees & Clerical, Messengers, Drivers

CLASS RATING AND MANUAL PREMIUM DETAIL	EXPOSURE	RATE	PREMIUM
Hardin Co Water District #1			
07/01/2012 - 07/01/2013	1		
7580-000	0	3.07	\$.00
8820-000	20,356	.22	\$45.00
8742-000	140,785	.6	\$845,00
8810-000	635,067	.2	\$1,270.00
7520-000	1,042,652	2.4	\$25,024.00

31,0° 640.09 36-37 17,911.5

PREMIUM CALCULATION DETAIL	ТҮРЕ	FACTOR	AMOUNT
07/01/2012 - 07/01/2013	Total Manual Premium		\$27,184.00
	Employers Liability Limits	.040	\$1,087.00
	Total Subject Premium		\$28,271.00
	Experience Modification Premium	.820	-\$5,089.00
	Total Modified Premium		\$23,182.00
	Schedule Rating Premium	.900	-\$2,318.00
Final Estimate	Total Standard Premium		\$20,864.00
	Premium Discount		-\$1,729.00
	Expense Constant		\$240.00
	Estimated Annual Premium		\$19,375.00
	Kentucky Special Fund Assessment		\$1,216.75
	Total Amount Due		\$20,591.75

TOTAL ESTIMATED ANNUAL POLICY PREMIUM

\$20,591.75

Payment Plan Eligibility: Ten-Payment Plan

Required Initial Installment Premium:

	171/98
BILLING SCHEDULE BILL DATE	BILLING SCHEDULE BILL AMOUNT
06/01/2012	\$4,115.16
08/01/2012	\$1,832.11
	/ - 4

MOUNT \$4,115.16 \$1,832.11 \$1,832.11 \$1,70.66

PLCY 317899 RECIP: In p010 32000 CRES: m AGHT 105710 Page 2

plcy_rnw_quot_12

HARDIN COUNTY WATER DIST No 1 WORKERS COMP ALLOCATION 07/01/2012 - 06/30/2013

Name .	<u>Dept</u>		REG	W/C Cost	
Cecil, John	102	7520	\$39,395.20	\$737.32	
Clark, Phil	102	7520	\$57,761.60	\$1,081.07	
Gray, James	102	7520	\$37,211.20	\$696.45	
Lepping, Melissa	102	7520	\$32,905.60	\$615.86	
McKinley, Michael	102	7520	\$40,185.60	\$752.12	
Underhill, Donald	102	7520	\$41,932.80	\$784.82	
Barnes, Richard	103	7520	\$27,497.60	\$514.65	
Bowman, Tim	103	7520	\$35,172.80	\$658.30	
Davis, Jay	103	7520	\$38,916.80	\$728.37	
Dennis, Donald	103	7520	\$24,960.00	\$467.15	
Hardcastle, Grady	103	7520	\$39,520.00	\$739.66	
Mancik, John	103	7520	\$35,672.00	\$667.64	
McKenzie, Marvin	103	7520	\$30,950.40	\$579.27	
Moseley, Michael	103	7520	\$36,504.00	\$683.21	
Osborne, Tim	103	7520	\$53,019.20	\$992.31	
Walker, Tim	103	7520	\$32,219.20	\$603.02	
Whitworth, Frankli	103	7520	\$23,628.80	\$442.24	
Gunning, David	503	7520	\$23,628.80	\$442.24	
Howard, Greg	503	7520	\$36,025.60	\$674.26	
Matttingly, Adam	503	7520	\$26,582.40	·\$497 . 52	
McCoy, Jerry	503	7520	\$44,137.60	\$826.08	
Stranahan, Richard	503	7520	\$57,304.00	\$1,072.51	
Wood, Todd	503	7520	\$38,251.20	\$715.91	
Pickerell, Curt	105	7520	\$52,936.00	\$990.76	
Clifford, Daniel	106	7520	\$51,022.40	\$954.94	
Spalding, Amanda	106	7520	\$55,452.80	\$1,037.86	
Sub-total		-	\$1,012,793.60	\$18,955.55	\$18,955.55
					-
Pyles, Brett	106	8742	\$69,763.20	\$326.52	
Pendley, Preston	106	8742	\$66,996.80	\$313.57	
Sub-total		_	\$136,760.00	\$640.09	\$640.09
Daugharty Laslia	503	QQ1A	\$34,320.00	¢52 1 <i>1</i>	
Daugherty, Leslie Bragg, Chelsea	104	8810 8810		\$53.14 \$43.70	
Campbell, Christie	104		\$28,225.60 \$29,494.40	\$43.70 \$45.67	
Easter, Charlene	104	8810 8810	\$29,494.40 \$59,509.80	\$43.67 \$92.15	
McGinty, Denise	104	8810	\$9,200.00	\$92.15 \$14.25	
Micounty, Demse	104	0010	⊅ 7,∠UU.UU	Φ14.Z3	

Thompson, Linda	104	8810	\$39,145.60	\$60.61	
Williams, Charles	104	8810	\$33,238.40	\$51.47	
Wittstock, Susanna	104	8810	\$22,935.47	\$35.51	
Bruce, Jim	106	8810	\$103,334.40	\$160.00	
Morrison, Karen	106	8810	\$37,481.60	\$58.04	
Palmer, Andrea	106	8810	\$37,752.00	\$58.46	
Schmuck, Scott	106	8810	\$66,435.20	\$102.87	
Strange, Stephanie	106	8810	\$44,657.60	\$69.15	
Thomas, John	106	8810	\$45,364.80	\$70.24	
Gossett, William	107	8810	\$6,200.04	\$9.60	
Hockman, Ronald	107	8810	\$6,000.00	\$9.29	,
Rissel, William	107	8810	\$6,000.00	\$9.29	
Tindall Jr, John	107	8810	\$6,000.00	\$9.29	
Walton, Steven	107	8810	\$6,000.00	\$9.29	
Sub-total		-	\$621,294.91	\$962.02	\$962.02
			•		
Wilson, David	108	8820	\$20,355.72	\$34.09	
Sub-total			\$20,355.72	\$34.09	\$34.09
			•		
Totals		-	\$1,791,204.23	\$20,591.75	\$20,591.75
					•
Pirtle	102	7520	\$4,667.65	\$388.97	1.02.65800
Distribution	103	7520	\$7,075.89	\$589.66	1.03.65800
Distribution	503	7520	\$4,228.49	\$356.80	5.03.65800
Maintenance .	105	7520	\$990.76	\$82.56	1.05.65800
Admin	106	7520	\$1,992.80	\$262.64	1.06.65800
Outside Sales	106	8742	\$640.09		-
Distribution	503	7520	\$53.11		
Customer Service	104	8810	\$343.36	\$28.61	1.04.65800
Admin	106	8810	\$518.76		
Commisioners	107	8810	\$46.76	\$3.90	1.07.65800
Lawyer	108	8820	\$34.09	\$2.84	1.08.65800
•		•			
			\$20,591.75	\$1,715.98	

August 7, 2013

000062 HARDIN CO WATER DISTRICT #1 1400 ROGERSVILLE RD RADCLIFF KY 40160

Final Audit Summary

Policy:

317899

Policy Name:

Hardin Co Water District #1

Agent:

North Hardin Insurance Agency Inc

Policy Period:

07/01/2012 - 07/01/2013

Audit Date:

08/07/2013

Days in Force: 365

365

Audit Type:

Online Audit

CODE CLASS DESCRIPTION	REMUNER/	ATION RATE/S100	PREMIUM
7520 Waterworks Operation & Dri			
7580 Sewage Disposal Plant Opera & Drivers			
8742 Salesmen Collectors or	\$140	0,293.00 \$0.60	B \$842.00
Messengers - Outside		0,688,00 \$0,20	ering in the little in the lit
8810 Clerical Office Employees N 8820 Attorney - All Employees &		0,467.00 \$0.22	Z \$1,361.00
Clerical, Messengers, Drivers	\$ - 4 - 5 - 1 - 2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1		

19.15975=AIR.
639.47=EIE
1030.40=CIE
34.08-CIE
20861.70

Total Manual Premium		\$27,555.00
Employers Liability Lin	nits 4%	\$1,102.00
Experience Modification		
07/01/2012-07/01/2013		
Schedule Rating Premi	ran contractor and annual contractor and annual contractor contrac	-\$2,350.00
Premium Discount		-\$1,760.00
Expense Constant	*** ****** * *****	\$240.00
Total Premium		
Kentucky Special Fund	6.28%	\$6000000000000000000000000000000000000
Assessment	ammananan kaseli kale	***************************************
Grand Total		\$20,861.70

Cash Applied:
Other Credits:

-\$20,591.75

Additional Premium/Return Premium:

\$.00 \$269.95

THIS IS NOT A BILL

Any premium adjustment will be invoiced on your next statement.

plcy_fnl_audt_sum_06

HARDIN COUNTY WATER DIST No 1 WORKERS COMP AUDIT 07/01/2012 - 06/30/2013

		07/01-:	12/31	01/01-	-6/30	Total	ls	
		<u>201</u>	<u>2</u>	<u>201</u>	<u>3</u>	2012-	<u>13</u>	
<u>Name</u>		<u>reg</u>	<u>ot</u>	REG	<u>ot</u>	REG	<u>0T</u>	
Cecil, John	7520	\$19,975.00	\$568.20	\$20,911.84	\$159.98	\$40,886.84	\$728.18	\$720,78
Clark, Phil	7520	\$30,634.65		\$29,795.19		\$60,429.84	\$0.00	\$1,046.66
Ellington, Steve	7 520			\$154.23		\$154.23	\$0.00	\$2.67
Gray, James	7520	\$18,977.82	\$536.72	\$20,139.18	\$455.46	\$39,117.00	\$992.18	\$694.70
Hartman, Melissa	7520	\$16,514.17	\$688.17	\$17,563.84	\$283.44	\$34,078.01	\$971.61	\$607.07
McKinley, Michael	7520	\$20,500.15	\$724.50	\$21,437.24	\$724.21	\$41,937.39	\$1,448.71	\$751.46
Underhill, Donald	7520	\$21,698.44	\$30.24	\$21,743.28	\$229.95	\$43,441.72	\$260.19	\$756.93
Barnes, Richard	7520	\$14,326.86	\$936.03	\$15,328.28	\$651.41	\$29,655.14	\$1,587.44	\$541.13
Bowman, Tim	7520	\$17,068.38	\$1,001.92	\$17,947.36	\$156.07	\$35,015.74	\$1,157.99	4S626.54
Clark, Jeremy	7520	\$6,341.30	\$64.88	\$18,535.98	\$531.99	\$24,877.28	\$596.87	\$441:22
Davis, Jay	7520	\$18,989.45	\$2,294.34	\$20,552.71	\$458.33	\$39,542.16	\$2,752.67	\$732.56
Dennis, Donald	7520	\$14,426.17	\$2,064.39	\$14,694.60	\$486.14	\$29,120.77	\$2,550.53	\$548.56
Fields, Jeremy	7 520			\$1,058.40		\$1,058.40	\$0.00	\$18.33
Hardcastle, Grady	7520	\$8,455.00	\$783.75			\$8,455.00	\$783.75	\$160.02
Maier, Jason	7520			\$920.80		\$920.80	\$0.00	\$15.95
cik, John	7520	\$18,559.85	\$578.83	\$18,589.55	\$240.99	\$37,149.40	\$819.82	\$657,64
mekenzie, Marvin	7520	\$15,842.30	\$1,685.16	\$16,745.68	\$611.46	\$32,587.98	\$2,296.62	\$604.21
Moseley, Michael	7520	\$17,913.95	\$381.73	\$18,758.88	\$163.40	\$36,672.83	\$545.13	\$644.63
Osborne, Timothy	7520	\$29,991.93		\$29,285.88		\$59,277.81	\$0.00	-\$1,026,71
Walker, Tim	7520	\$17,274.52	\$1,579.95	\$19,163.49	\$1,097.35	\$36,438.01	\$2,677.30	\$677.49
Whitworth, Franklin	7520	\$13,580.13	\$203.52	\$8,209.64	\$9.75	\$21,789.77	\$213.27	\$381.10
Gunning, David	7520	\$14,442.21	\$1,318.60	\$14,923.72	\$1,122.35	\$29,365.93	\$2,440.95	\$550.90
Hare, James	7520			\$8,280.24	\$501.19	\$8,280.24	\$501.19	\$152:10
Howard, Greg	7520	\$18,346.33	\$2,523.36	\$20,027.75	\$1,372.20	\$38,374.08	\$3,895.56	\$732.12
Mattingly, Adam	7520	\$13,739.89	\$1,399.44	\$13,758.16	\$322.93	\$27,498.05	\$1,722.37	\$506.11
McCoy, Jerry	7520	\$21,794.66	\$2,435.03	\$23,026.34	\$1,721.25	\$44,821.00	\$4,156.28	\$848.30
Stranahan, Richard	7520	\$29,650.13		\$29,727.70		\$59,377.83	\$0.00	\$1,028.44
Wood, Todd	7520	\$21,828.54		\$22,256.80		\$44,085.34	\$0.00	\$763.57
Pickerell, Curt	7520	\$25,697.67	\$3,693.48	\$27,242.00	\$2,010.33	\$52,939.67	\$5,703.81	\$1,015.72
Clifford, Daniel	7520	\$26,092.65		\$26,158.96		\$52,251.61	\$0.00	- SON Fire
Diebel, Trevor	7520			\$1,204.01		\$1,204.01	\$0.00	38 820 85
Spalding, Amanda	7520	\$28,255.01		\$28,340.32		\$56,595.33	\$0.00	698025
Sub-total	•	\$520,917.16	\$25,492.24	\$546,482.05	\$13,310.18	\$1,067,399.21	\$38,802.42	\$19,159.75
Pendley, Preston	8742	\$34,060.23		\$34,264.57	•	\$68,324.80	\$0.00	SF \$310.46
Pyles, Brett	8742	\$35,950.99	•	\$36,016.91		\$71,967.90	\$0.00	\$524.01
Sub-total	-, ·, ·	\$70,011.22	\$0.00	\$70,281.48	\$0.00	\$140,292.70	\$0.00	\$637.47
		4/*	¥2.23	÷ ; • •	¥	- •		
Gossett, William	8810	\$3,100.02		\$3,033.34		\$6,133.36	\$0.00	- 10 m
Hockman, Ronald	8810	\$3,000.00		\$3,000.00		\$6,000.00	\$0.00	THE SERVICE

			•					•
el, William	8810	\$3,000.00		\$1,500.00		\$4,500.00	\$0.00	ct: \$7.10
ali Jr, John	8810	\$3,000.00		\$3,066.68		\$6,066.68	\$0.00	\$9.57
Walton, Steven	8810	\$3,000.00		\$3,000.00		\$6,000.00	\$0.00	\$9.46
Williams, Howard	8810			\$1,500.00		\$1,500.00	\$0.00	¥ 5 237
Bragg, Chelsea	8810	\$14,537.16	\$15.27	\$14,358.57	\$31.02	\$28,895.73	\$46.29	\$45.64
Campbell, Christie	8810	\$15,147.64	\$15.95	\$15,138.21	\$26.77	\$30,285.85	\$42.72	****547.83
Easter, Charlene	8810	\$30,810.52		\$30,451.56		\$61,262.08	\$0.00	\$96.61
Powers, Mason	8810			\$1,019.20		\$1,019.20	\$0.00	\$1,61
Thompson, Linda	8810	\$19,750.96	\$413.57	\$20,040.37	\$415.17	\$39,791.33	\$828.74	£64:06
Williams, Charles	8810	\$17,218.89	\$32.12	\$16,973.54		\$34,192.43	\$32.12	\$59.97
Wittstock, Susanna	8810	\$5,432.93	\$0.00	\$17,169.22	\$63.15	\$22,602.15	\$63.15	\$35,74
Bruce, Jim	8810	\$57,464.65	•	\$60,412.17		\$117,876.82	\$0.00	± \$185.89
Durrett, Stephen	8810			\$525.00		\$525.00	\$0.00	50.83
Morrison, Karen	8810	\$19,046.80	\$54.07	\$19,163.22	\$117.77	\$38,210.02	\$171.84	\$ \$60.53
Palmer, Andrea	8810	\$18,786.63	\$250.48	\$16,326.56	\$262.09	\$35,113.19	\$512.57	- 556.18
Schmuck, Scott	8810	\$33,874.96		\$33,945.52		\$67,820.48	\$0.00	\$106.95
Strange, Stephanie	8810	\$22,780.41		\$22,841.90	•	\$45,622.31	\$0.00	3 571.95
Thomas, John	8810	\$23,315.08		\$23,114.27		\$46,429.35	\$0.00	\$73.22
Vasquez, Ashley	8810			\$1,053.50	•	\$1,053.50	\$0.00	57, 61.66
Daugherty, Leslie	8810	\$18,226.76	\$289.45	\$19,359.20	\$83.48	\$37,585.96	\$372.93	
McGinty, Denise	8810	\$10,844.50	\$34.50	\$1,932.00	\$17.25	\$12,776.50	\$51.75	\$20,23
Sub-total		\$322,337.91	\$1,105.41	\$328,924.03	\$1,016.70	\$651,261.94	\$2,122.11	\$1,030.40
								•
Wilson, David	8820	\$10,060.75		\$10,289.39	·	\$20,350.14	\$0.00	
Sub-total		\$10,060.75	\$0.00	\$10,289.39	\$0.00	\$20,350.14	\$0.00	
								<u>.</u> .
Totals		\$923,327.04	\$26,597.65	\$955,976.95	\$14,326.88	\$1,879,303.99	\$40,924.53	\$20,861.70
				Per				
		G/L		Allocation	٠	Adjustment		
		1.02.65800	\$4,667.64	\$4,580.28		(\$87.36)		
		1.03.65800	\$7,075.91	\$7,076.08		\$0.17		
		1.04.65800	\$343.32	\$345.46		\$2.14		•
		1.05.65800	\$990.72	\$1,015.72		\$25.00		
		1.06.65800	\$3,232.56	\$3,100.80		(\$131.76)		
		1.06.65800	\$0.00	- 27/63		\$47.63		
		1.06.65800	\$0.00			\$34.08		
		5.03.65800	\$4,281.60	\$4,661.64		\$380.04		
•								
			\$20,591.75	\$20,861.70		\$269.95		



INVOICE 1,00.16201 340679 5,00.16201 1017.17 D61213 HARDIN CO WATER DISTRICT #1 June 3, 2013 1400 ROGERSVILLE RD RADCLIFF KY 40160 Invoice Number 1811056 Policy Number 317899 Due Date Current Balance \$4,423.91 06/26/2013

AGENT: NORTH HARDIN INSURANCE AGENCY INC (270)351-4431

000218

Current Transactions

		Poli	cy Period	
Explanation		Fre	от То	Amount
Premium Installment	#1	07/01/201	3 - 07/01/2014	\$4,162.50
Special Fund Assessment Installment	#1	07/01/201	13 - 07/01/2014	\$261.41
T7s		C	urrent Charges	\$4,423.91
1.02.65800 319.06 1.03.65800 499.43 1.01 65800 25.01			.f	
1.03.65800 499.43			(A)	1
1.01 65800 25.01			1)62	fo, 1/201
1.05.65800 67.67 1.06.65800 224.43 <.017 5.03.65800 339.04			X	1///
1.06.63800 224.43	_	1.17	\ \	<i>\</i>
1.06.65800 224.43 <.01/ 5.03.65800 339.04 100/6201 11 500/6201 3	35,60	(017		
500 [b 201 3	39.04	The second of the second of the second		arrier days warrany yestemana.
Previous Balance Payment Re	cerved	Current Charg		rrent Balance
\$0.00 \$0.00		+ \$4,423.91		\$4,423.91



Date: June 3, 2013

000218 HARDIN CO WATER DISTRICT #1 1400 ROGERSVILLE RD RADCLIFF KY 40160

RE: Policy# 317899 – Hardin Co Water District #1 Renewal Policy Period: 07/01/2013-07/01/2014

Dear Policyholder:

Kentucky Employers' Mutual Insurance, (KEMI), has partnered with the Kentucky Chamber, effective 7/1/13, to provide a premium discount to Kentucky Chamber members who meet specific qualifications. This discount reduced your annual premium estimate by \$2,108.60.

If you have any questions regarding your quote or the alliance between KEMI and the Kentucky Chamber, please feel free to call me at (859) 425-7800 or visit our website at www.kemi.com.

Sincerely, Thomas Wong



June 3, 2013

000218 HARDIN CO WATER DISTRICT #1 1400 ROGERSVILLE RD RADCLIFF KY 40160

> Kentucky Employers Mutual Insurance 250 W Main Street, Suite 900 Lexington, KY 40507 www.kemi.com 859-425-7800 / 800-640-5364

> > Quote Date: June 3, 2013

Legal Entity:

FEIN:

Municipality 616010729

Prospective Insured:

Name: Hardin Co Water District #1

Address: 1400 Rogersville Rd City: Radcliff, KY 40160

Agency:

North Hardin Insurance Agency Inc

Agent Number:

661

Address:

PO Box 790

City:

Radcliff, KY 40159

Phone:

(270)351-4431<>

Renewal Quote for Workers Compensation Coverage 317899-07/01/2013-07/01/2014

Proposed Effective Date: 07/01/2013

Proposed Expiration Date: 07/01/2014

Employer's Liability Limits:

(3.B)

Bodily Injury by Accident

Bodily Injury by Disease

Bodily Injury by Disease

\$1,000,000 each accident \$1,000,000 policy limit

\$1,000,000 each employee

Quote for Workers Compensation Coverage 317899-- 07/01/2013-07/01/2014

7520-000	Waterworks Operation & Drivers
7580-000	Sewage Disposal Plant Operation & Drivers
8742-000	Salesmen Collectors or Messengers - Outside
8810-000	Clerical Office Employees NOC
8820-000	Attorney - All Employees & Clerical, Messengers, Drivers

CLASS RATING AND MANUAL PREMIUM DETAIL	EXPOSURE	RATE		PREMIUM
Hardin Co Water District #1				
07/01/2013 - 07/01/2014	1			
7520-000	1,042,652		2.4	\$25,024.00
7580-000	0		3.75	\$.00
8810-000	635,067		.2	\$1,270.00
8742-000	140,785		.6	\$845.00
8820-000	20,356		.2	\$41.00

1,838,8600

27180.

PREMIUM CALCULATION DETAIL	ТҮРЕ	FACTOR	AMOUNT
07/01/2013 - 07/01/2014	Total Manual Premium		\$27,180.00
	Employers Liability Limits	.011	\$299.00
	Total Subject Premium		\$27,479.00
	Experience Modification Premium	.810	-\$5,221.00
	Total Modified Premium]	\$22,258.00
	Schedule Rating Premium	.800	-\$4,452.00
Final Estimate	Total Standard Premium		\$17,806.00
	Premium Discount		-\$1,396.00
	Expense Constant		\$240.00
	Estimated Annual Premium		\$16,650.00
	Kentucky Special Fund Assessment		\$1,045.62
	Total Amount Due		\$17,695.62

TOTAL ESTIMATED ANNUAL POLICY PREMIUM

\$17,695.62

Payment Plan Eligibility: Ten-Payment Plan

Required Initial Installment Premium:

BILLING SCHEDULE BILL DATE	BILLING SCHEDULE BILL AMOUNT
06/01/2013	\$4,423.91
08/01/2013	\$1,475.81
09/01/2013	\$1,475.81
10/01/2013	\$1,475.81

PLCY 317899 RECIP: In BOSE 32000 CRES: m AGRT 105718 Page 2

plcy_rnw_quot_15

BILLING SCHEDULE BILL DATE	BILLING SCHEDULE BILL AMOUNT
11/01/2013	\$1,474.05
12/01/2013	\$1,474.05
01/01/2014	\$1,474.05
02/01/2014	\$1,474.05
03/01/2014	\$1,474.05
04/01/2014	\$1,474.03

This renewal quote includes a discount because you are a member of the Kentucky Chamber and meet the qualifications for KEMI's premium discount.

This renewal quotation is based on the information provided by the expiring policy. Any changes in this information unknown at the time of this quotation could change the policy premium. Notify KEMI immediately of any and all changes. If not paid by the renewal date, coverage will expire.

cc: North Hardin Insurance Agency Inc

HARDIN COU	NTY WA	TER DIST	No.1							
Worker's Comp										
	2013			Т	1					
•		i			<u> </u>					
<u>Name</u>	Dept	<u>Hourly</u>	<u>Annual</u>		Class					
Cecil, John	2	19.49	\$40,539.20		7520					
Clark, Phil	2	28.46	\$59,196.80		7520					
Gray, James	2	18.54	\$38,563.20		7520					
Hartman, Melissa	2	16.56	\$34,444.80		7520					
McKinley, Michael	2	19.77	\$41,121.60		7520					
Underhill, Donald	2	20.58	\$42,806.40		7520					
Barnes, Richard	3	14.39	\$29,931.20		7520					
Bowman, Tim	3	17.38	\$36,150.40		7520					
Clark, Jeremy	3	17.30	\$35,984.00		7520					
Davis, Clifford Jay	3	19.70	\$40,976.00		7520					
Dennis, Donald	3	13.97	\$29,057.60		7520					
Maier, Jason	3	11.51	\$23,940.80		7520					
Mancik, John	3	17.60	\$36,608.00	L	7520					
McKenzie, Marvin_	3	15.37	\$31,969.60		7520					
Moseley, Michael	3	18.21	\$37,876.80		7520					
Osborne, Tim	3	28.39	\$59,051.20		7520					1
Walker, Tim	3	17.07	\$35,505.60		7520					
Pickerell, Curt	5	26.17	\$54,433.60		7520]
Clifford, Daniel	6	25.38	\$52,790.40		7520					
Spalding, Amanda	6	27.46	\$57,116.80		7520					
Gunning, David	5.03	13.87	\$28,849.60		7520					
Hare, James	5.03	12.15	\$25,272.00		7520					
Howard, Greg	5.03	19.03	\$39,582.40	_	7520					
Mattingly, Adam	5.03	13.20	\$27,456.00		7520					
McCoy, Jerry	5.03	21.73	\$45,198.40		7520					
Stranahan, Richard	5.03	28.44	\$59,155.20		7520					
Wood, Todd	5.03	21.09	\$43,867.20		7520	\$1,087,444.80				<u></u>
				L		•			<u> </u> ,	
Bragg, Chelsea	4	13.89	\$28,891.20		8810					
Campbell, Christie	4	14.67	\$30,513.60	<u> </u>	8810					
Easter, Genia Charlene	4	29.52	\$61,401.60	Ĺ	8810					
Powers, Mason	4	9.80	\$4,704.00		8810					
Thompson, Linda	4	19.36	\$40,268.80	L	8810				ļ <u></u>	
Williams, Charles	4	16.42	\$34,153.60	乚	8810					
Wittstock, Susanna	4	17.04	\$35,443.20	L	8810					
Bruce, Jim	6	60.10	\$125,008.00	L	8810			ļ		ļ
Diebel, Trevor	6	10.75	\$5,160.00	L	8810				ļ	
Fields, Jeremy	6	9.80	\$4,704.00	L	8810	·		ļ	<u> </u>	
Morrison, Karen	6	18.57	\$38,625.60	L	8810			 	 	<u> </u>
Palmer, Andrea	6	18.74	\$38,979.20	L	8810			<u> </u>	<u> </u>	ļ
Schmuck, Scott	6	32.89	\$68,411.20	<u> </u>	8810			ļ		
Strange, Stephanie	6	22.14	\$46,051.20	_	8810	·			<u> </u>	ļ
Thomas, John	6	22.37	\$46,529.60	上	8810		ļ	ļ	<u> </u>	
Vasquez, Ashley	6	9.80	\$4,704.00	<u> </u>	8810			<u> </u>	<u> </u>	ļ
Daugherty, Leslie	5.03	18.85	\$39,208.00	L	8810	\$652,756.80		ļ	 	ļ
		ļ		L	L				<u> </u>	ļ <u> </u>
Pendley, Preston	6	33.21	\$69,076.80	_	8742			ļ		ļ
Pyles, Aaron Brett	6	34.52	\$71,801.60	<u> </u>	8742	\$140,878.40				
				L						
Total Annual Cost		<u> </u>		<u>L</u>	<u> </u>	\$1,881,080.00	ļ		ļ	
1	1	1	1	1	i	1	i	i	1	

						1	
				•		11 Mo.	1 Mo
Pirtle	102	\$256,672.00	7520	\$2,414.55	1.02.65800	\$201.21	-0.06
Distribution	103	\$397,051.20	7520	\$3,735.12	1.03.65800	\$311.26	
Distribution	503	\$39,208.00	8810	\$2,902.94	5.03.65800	\$241.91	
Distribution	503	\$269,380.80	7520				
Customer Service	104	\$235,376.00	8810	\$2,214.22	1.04.65800	\$184.52	
Maintenance '	105	\$54,433.60	7520	\$512.07	1.05.65800	\$42.67	
Admin .	106	\$109,907.20	7520	\$5,916.71	1.06.65800	\$493.06	
Outside Sales	106	\$140,878.40	8742				
Admin	106	\$378,172.80	8810				
-		\$1.881.080.00	1	\$17.695.62		\$1,474,64	1474.58

- 2. Refer to Hardin District's Responses to the Commission's First Request, Item 22, and to the Commissions Third Request, Item 4(b), Exhibit 3, revised Schedule 16.c.
 - a. In Item 22, Hardin District states that two members of its Board of Commissioners and a Distribution Operator I or II were replaced in 2013. Provide a schedule similar to Exhibit 3, Revised Schedule 16.c showing how Hardin District calculates the terminated employee cost of \$65,934 and the new employee cost of \$62,030.
 - b. Has Hardin District included the employee cost differential resulting from the replacement of its three employees in 2013 in Exhibit 3, Revised Schedule 16.c that was provided in its response to item 4(b)?

ANSWER 2:

a. It was determined the revised Schedule 16c and Schedule 16d (Exhibit 3

 submitted in response to Data Request 3) needed to be revised to
 reflect the cost differential between the terminated and replacement
 employees noted in Hardin District's responses to the Commission's First
 Request, Item 22.

As noted above, Hardin District prepared another revised version of Schedule 16a and Schedule 16d (Exhibit 3, which can be found behind tab 1) reflecting the expected differences in costs for these positions in the Rate Year, 2013.

Specifically, the cost difference for one replacement on the Board of Commission, which is identified with footnote (3) in revised Schedule 16b (Exhibit 3, which can be found behind tab 1), reflects an increase in health care expense since the replacement Board member elected to receive health insurance while the terminated member did not. The cost difference for the other Board of Commission replacement, which is identified with footnote (4) in revised Schedule 16b (Exhibit 3, which can be found behind tab 1), reflects a decrease in dental and vision insurance since the replacement Board member elected not to receive coverage while the terminated employee received those coverages. A full year of OASDI is also reflected for both replacement Board members.

Similarly, the cost differential for the Distribution Operator I / II replaced in 2013 is presented in the revised Schedule 16d (Exhibit 3, which can be

- found behind tab 1). The primary differences reflect a lower salary and increased health care costs in the rate year, 2013.
- b. Hardin District did not include the employee cost differential resulting from the replacement of its three employees in 2013 in Exhibit 3, Revised Schedule 16c that was provided in response to item 4b in Data Request 3. Hardin District has submitted an updated version of Revised Schedules 16b and 16d included within Exhibit 3, which can be found behind tab 1.

As noted in Hardin District's response to Question 5a in the Commission's Third Request for Data, the net impact of all personnel adjustments decreased pro forma changes for salaries and benefits by \$555. With the additional adjustments identified above in our response to Question 1c and Question 2a, the revised net impact of all changes increases pro forma adjustments for salaries and benefits from \$19,387 to \$20,263 or by \$876.

	Su	Submitted		Revised		Change
Increase in Wages and Benefits for Collection System Employees Increase in Wages and Benefits for Customer Service Employees	\$	3,145 4,014	\$	4,059 710	\$	914 (3,305)
Increase in Wages and Benefits for Administrative Employees		12,227		15,495		3,267
Total	\$	19,387	\$	20,263	\$	876

WITNESS: Mr. Bart Kreps, Rate Consultant

- 3. Refer to Hardin District's responses to Commission's First Request, Item 21(a).

 According to the employee schedule, the General Manager's hourly wage rate increased from \$49.69 in 2012 to \$60.09 in 2013, an increase of approximately 20.93 percent. The October 16, 2012 Board of Commissioners regular minutes, provided in Hardin District's Response to Item 8(b)(2) of the Commission's First Request, does not reference a 20.93 percent increase in the General Manager's wages.
 - a. Provide the minutes of the Hardin District's Board of Commissioners meeting authorizing the General Manager's wage increase in 2013.
 - b. Explain in detail why the General Manager was granted a wage increase of this magnitude.

ANSWER 3:

- a. Minutes for the April 16 and March 19 (2013) where votes were taken at each meeting approving the contract are attached as Exhibit 5.
- b. The discussion for determining the wage increase was held in closed session as a personnel matter. Mr. Bruce was not part of or in the room during these discussions, so a detailed explanation has not been documented.

Over the last 19 years, each time the General Manager's employment contract was expiring, Mr. Bruce was asked to provide the Board with a list of accomplishments since his last evaluation / contract, as well as comparable salary amounts. Prior to the new March 2013 contract, the previous contract and salary had been agreed to in March, 2008. Over that five year period, Mr. Bruce's salary increased by only the "cost of living" or approved overall pay scale increases (applied to all pay grades) and there was no increase provided between contract periods based on a performance evaluation.

The packet of information Mr. Bruce provided to the Board for their discussion at the March 19, 2013 meeting is attached as Exhibit 6.

WITNESS: Mr. Jim Bruce, HCWD1 General Manager

Hardin County Water District No. 1 - Board of Commissioners Minutes of Special Meeting March 19, 2013

Continued

Commissioner Hockman made a motion to accept Basham Constructions' request to withdraw from their contract for the Godman Army Airfield Drainage project without penalty and to award the bid to Bischoff Brothers Excavating for their bid of \$1,067,838.39. Secretary Walton seconded the motion and motion passed.

Commissioner Rissel made a motion to increase the General Manager's annual salary to \$125,000, authorize five weeks of paid vacation per year and not using more than two weeks consecutively and authorize him the right of refusal for option to purchase the 2007 Honda Ridgeline or the vehicle he would be currently using (with a cap of the purchase price to not exceed \$35,000) at 75% of the then Kelly Blue Book trade-in value using the "Good Condition" rating. All other terms of the existing contract shall be incorporated into the new contract which will be effective April 1, 2013 for a period of 5 years. Treasurer Tindall seconded the motion and motion passed.

<u>Adjourn:</u> Being no further business before the Board, Commissioner Hockman made a motion to adjourn at 3:30 PM. Motion was seconded by Treasurer Tindall and motion passed.

(Minutes submitted by Andrea Palmer, Executive Assistant)

APPROVAL OF MINUTES

I hereby certify that the foregoing minutes were duly approved by the Board of Commissioners of the Hardin County Water District No. 1 at a meeting held on the date shown below:

HARDIN COUNTY WATER DISTRICT No.1

Mr. Steve Walton, Secretary

april 16, 2013

Date Approved

Mr. Pendley presented the Engineering Manager's Report. There was discussion regarding Park Valley Mobile Home Community and the inflow and infiltration of storm water entering into the sanitary sewer system. Mr. Bruce explained there were no residents living in the MHP and it was currently abandoned, so plugging the lateral line at the manhole would have no adverse affect to customers. Mr. Pendley also said the pipe could be reconnected in the future if needed, but there might also be an opportunity to require the private lines be replaced, before allowing a reconnection to the public system.

<u>Polyblend Mixing Unit:</u> Treasurer Tindall made a motion to authorize staff to replace both Polyblend Mixing Units at the Fort Knox Wastewater Treatment Plant, utilizing additional Government funding secured, and to increase the 2013 Capital Budget item 12 approved amount to \$19,000. Secretary Walton seconded the motion and motion passed.

<u>Winter Quarter Billing:</u> Treasurer Tindall provided his reasons for asking that this option be considered again. After discussion among the Board a consensus was reached that this rate option could be dropped from any further consideration and there was no need to review the information provided for the agenda item.

Joint Water District Meeting Scheduling: Chairman Gossett noted that he prefers the joint gathering be held in a private location as opposed to a restaurant. Commissioner Hockman added that staff should ask the Judge Executive for his availability and schedule around those dates, and Secretary Walton requested that staff plan for September or October for the gathering. Mr. Bruce said staff would contact the Judge and poll Board members for possible dates and report back to the Board.

Execution of General Manager Employment Contract: Treasurer Tindall made a motion to authorize the Chairman to execute the revised employment contract for the General Manager with the changes approved at the March 19, 2013 meeting. Commissioner Howard-seconded the motion and motion passed.

Adjourn: Being no further business before the Board, Commissioner Hockman made a motion to adjourn at 1:55 PM. Motion was seconded by Secretary Walton and motion passed.

(Minutes submitted by Andrea Palmer, Executive Assistant)

APPROVAL OF MINUTES

I hereby certify that the foregoing minutes were duly approved by the Board of Commissioners of the Hardin County Water District No. 1 at a meeting held on the date shown below:

Mr. Steve Walton, Secretary

May 21, 20/3

Date Approved

HARDIN COUNTY WATER DISTRICT No. 1

Executive Session Information Item

DATE:

March 14, 2013

TO:

Mr. William Gossett, HCWD1 Chairman HCWD#1 Board of Commissioners Mr. David Wilson II. HCWD1 Attorney

ITEM:

General Manager's Employment Contract

SUBMITTED BY:

Jim Bruce, General Manager

Chairman Gossett & Board;

Per the terms of our latest employment contract, dated March 3, 2008 (enclosed), my current employment contract expired on March 3, 2013. Prior to my current contract being approved in 2008 the Board provided a review of my performance and accomplishments, before extending a new five year contract. The contract also provided annual salary increases, equal to the amount percent afforded to other employees.

With the 2008 contract revision, the Board approved a salary of \$95,000 + other benefits. Over the last five years, using the pay grade shifts approved by the Board, my salary is now \$103,324 (+ 8.7% since 2008), plus benefits. This calculates to an annual change of 1.7% over the same period.

A summary of my total current compensation package costs are in table below;

Item/Cost	Current Cost
Annual Salary (effective 2/1/2012)	\$103,324 / year
Value of Annual Vacation Leave - 4 weeks per year (Not included in total at bottom)	\$7.948 / year
Life Insurance (\$300k term policy. All employees now provided x3 annual salary in term life insurance) and Long Term Disability Policy	\$1,176 / year
Dental / Vision / Insurance	\$372 / year
Flexible Benefit / 401k Deferred Comp (same as other employees)	\$1,680 / year
CERS Pension Contribution (now 19.55% - employee contributes 5%)	\$20,200 / year
Employee + Spouse Health Insurance Costs (reimburse to spouse, JB on HCSB plan, still lower than HCWD1 plan, but may change in 2013 so would switch back to HCWD1 plan if lower)	\$6,918 / year
Worker's Compensation (required by law)	\$165 / year
TOTAL COMPENSATION VALUE >	. \$133,835 / year

GM Employment Contract Discussion
March 19, 2013 - HCWD1 Board of Commissioner Meeting
Executive Session Item

Continued

The District also provides a vehicle for work and personal use. With the last contract change, the GM is authorized to purchase a new vehicle every three years. In April 2011 purchased a used 2008 Toyota Tundra 4x2 1/2T, 4DR for \$19,998. If new contract has same term for vehicle, would be replaced in April, 2014.

I have included some charts showing changes at HCWD1 since 2007 and since 1990 (total revenue growth) as well as a list of accomplishments we have achieved over the most recent contract period. As you can see on these, over the last five years, our net assets have increased 71% and operating revenues by 50%.

At the beginning of March I will have completed 18 years and five months employment for the Board and District. I still continue to enjoy and appreciate working for this Board and the District, especially with my staff. Some of the challenges and opportunities I believe we have in the future are:

- ✓ Getting permits, easements and approvals to proceed with construction of the new Louisville Water Interconnect project
- ✓ Converting Pirtle Spring WTP to chloramines, within the \$4.5M BRAC grant for the LWC Interconnect Project
- Filing the Radcliff Sewer rate case with the PSC, and working through the long process of answering future data requests, hearings and responding to any intervenors
- ✓ Updating water and Radcliff sewer tariff through PSC, especially to update ten year old non-recurring water charges and fees (last updated in 2001)
- Continuing to refine and identify Capital Improvement Plans for each utility, with 5 year pro-forma funding needs and plans to raise capital for these needed projects
- ✓ Funding to replace aging water and sewer assets in Radcliff
- ✓ Finding funding or capital for completing County Water Expansion on remaining 28 roads
- Finish update and publication of Employee Personnel Handbook with updates and changes approved by Board during 2013 (many sections not updated since 1991)
- ✓ Where needed, continue to adopt and update policies for both Board, employees and District.
- ✓ Develop programs, interns and other activities to promote existing or find new employees to replace the many seasoned, key employees that will be retiring in next five years.
- Future revenue needs / increases for County Water (not adjusted since 2007), FK Sewer (planned to propose new increase for Oct, 2014) and maybe Radcliff sewer in few years depending on how much PSC approves, and future Veolia fee increases.

The non-salary changes I would like to propose to my current contract language are;

- 1. Extend new employment contract for another five years, through March 1, 2018
- 2. Should I choose to retire during this next contract term, during the last 12 months of my employment, provide six weeks of paid leave / vacation, using no more than two weeks consecutively.

GM Employment Contract Discussion

March 19, 2013 - HCWD1 Board of Commissioner Meeting

Executive Session Item

Continued

- 3. If I retired within contract term, add provision that I would have right of refusal for option to purchase the 2007 Honda Ridgeline, or the vehicle I would be currently using, at 75% of the then Kelly Blue Book trade-in value, using "Good" condition rating
- 4. All other terms of existing employment contract stay the same

As for any salary change I have provided an attached comparison using several market surveys. These include data from the 2010 AWWA National Salary Survey, the 2012 Kentucky League of Cities Wage & Salary Survey and the latest KRWA Wage and Benefit Survey (2012 data) for General Managers or top executives of water & sewer utilities of similar size, or organizations with similar size budgets and asset management.

The KRWA is the most specific to water districts, but I do not believe is representative of HCWD1's size and scope. See note at bottom of comparison table. As you know, we now have 5 different utility systems, 5 treatment plants, oversee 3 large contract operators and have 2 different Government privatization contracts. I do not know of any other Water District's in Kentucky that have a similar scope of responsibility, and very few have revenues similar to ours.

After reviewing the survey salary ranges, and the increased size and scope of the General Manager's responsibilities, I would say that an annual salary of \$125,000 would be comparable. I would also be open to diverting part of any increase direct into my Kentucky Deferred Compensation account (401/457) instead of a direct salary increase, if that is allowable under tax code.

As you always have in past, I am confident you will give serious consideration to these requests as well as provide a fair and commensurate salary. I look forward to working together providing quality service to our customers and maintaining strong and viable utility services to our retail customers and the U.S. Government. Please feel free to call me if you have any questions, or I would be glad to meet with anyone individually to discuss this proposal.

Thank You!

Encl: Previous Contract, March 3, 2008 Summary of Salary Comparables

Accomplishment list during latest contract period

Charts showing HCWD1 financial changes since 2008

Comparable Salary Data / Surveys For - Employment Contract Negotiation, Jim Bruce

Comparable / Source	Size Range	Comment	Min	Mid	Max
Boone County Water, GM Current Job Advertisement	24,000 accounts (KRWA lists having 24,300 water and 4,120 WW	Minimum salary in ad To get Mid and Max used	\$87,000	\$117,450	\$147,900
General Manager	\$10.5M Ops Budget	Same lange % s as nowo!			
	Z/ FIE'S				
Jan 2012 KY League of Cities Wage & Salary Survey Title in survey "City Manager / Administrator"	12 Cities reported with population 20k - 99k	HCWD1 GM has similar duties to City Administrator which includes HR, benefits, investments, working for Board / Council, policy development, budget admin, regulatory compliance and organizational management	\$81,459	\$94,129	\$143,641
KRWA Compensation and Benefits Survey Title in survey "Manager/Superintendent" June 2012	Over 6,000 connections (Only 48% of these have W+S, which is about 7% of all KRWA member systems) (See note at bottom)	2012 survey only had 35% response rate of all KRWA membership (which membership is not mandatory)	\$50,076	<i>\$73</i> 26	\$103,334

Mid	\$127,124 \$152,516			·	\$105,790 \$147,771	\$103,324					
Min	\$101,731			. 1	\$84,230						
Comment	KY survey provided Min and Max - Mid calculated from data provided				Median of Survey Amounts >>>>	(Jim Bruce HCWD1 GM for 18+ years. Years experience	win was unities is 31 years continuous)				
Size Range	14 KENTUCKY utilities reporting, any size				Ме	10,000 water accounts 8,900 sewer accounts	+ Ft. Knox Water, Sanitary sewer and storm water funds	For regulatory reporting, we estimate population served = 35,000 which includes Radcliff, VG, part of Meade County and FK on post population	43 FTE's	2013 Ops Budget = \$13.694M	2013 Cap Budget = \$12.040M
Comparable / Source	AWWA National Water Utility Compensation Survey	Title in survey "Top Executive"	June, 2010	(To adjust to 2012 used BLS Employment Cost Index from 6/2010 to 12/2012 which added 3.4% to survey amounts)		HCWD1 Current GM	(Last salary cnange, red 1, 2012)				

NOTE: KRWA membership includes 360 utilities in Kentucky. Of those, only about 125 (35%) submit salary information. There are 54 members (15%) that have 6,000 or more connections. Of those 54, only 26 (7% of total membership, 48% of >6k connections) have both water and sewer systems. Of the 26 with sewer systems, the median number of sewer connections is 5,790. (HCWD1 currently has 10,000 water and 8,900 sewer accounts, plus the 3 Ft. Knox systems).

2008 ~ 2013 Accomplishments (03/08 ~ 03/13); (By, J. Bruce, Source - Board Minutes)

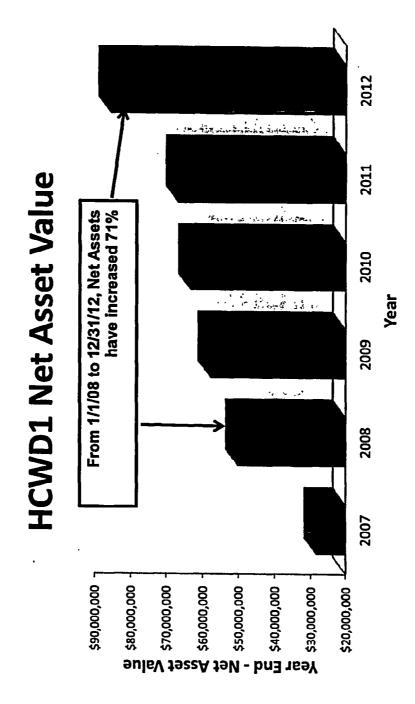
2008 - March 2013 Items	GM Project / Task	Commission Action
During this 5 year period, Board approves and staff completes design, bidding and construequipment procurement valued at over \$22,640,000 with no rate increases or loans or bore.	action of 76 capital constru d sales required to fund th	ction and major lese projects
Had approved and installed new Fixed Asset / Depreciation SQL system to replace spreadsheet based records for same, as recommended by CPA firm	х	х
Negotiated and approved new Franchise Agreement with City of Radcliff for 3% of sanitary sewer revenues		х
Negotiated and approved new sewer service area boundaries between HCWD1 and HCWD2		×
Authorized HDR to complete a study of Radcliff sewer system in Pearman / Wilma neighborhood	X .	×
Negotiated and approved partnership agreement with LWC setting forth roles and costs for pursuing Ft. Knox Water System Privatization contract	х	×
Approved 8.75% Ft. Knox Sewer fee amount to present to FK (was approved by FK and implemented)	×	х
Authorized staff to Issue Notice to Proceed to the Judy / HDR design-build team for \$5.7 million for the Pirtle Spring WTP Re-construction project	х	×
Authorized staff to issue Notice to Proceed to Jenkins-Essex for a design-build project up to \$160,000 for Ft. Knox WWTP office renovation / expansion	х .	×
Authorized staff / attorney to submit interim rate adjustment to water rates of 2.1% to PSC at earliest convenience (later determined PSC would not allow unless submitting full cost of service study / rate case, so did not proceed with a filing)	X	х
Provided orientation and tour for new Board member, Mr. Steve Walton	х	
Held public hearing attended by MHP owners to get their input on proposed tariff changes related to leaking water and sewer pipes inside MHP's		x
Approved amendment to Veolia / FK contract to add annual lateral sewer pipe lining of 3,600 If at fixed price of \$106,258 / year providing savings compared to recent bids for same work	х	х
Held second public hearing with slide presentation for MHP owners to attend to present problems related to meters inside MHP's		×
Board approves GM proposed new policy on Gifts & Gratuities for employees		х
After January 2009 ice storm, Board approves \$61,000 to install quick connect generator transfer switch at Pirtle Spring WTP. This was compared to Judy Construction proposal to install on-site generator for \$255,600	х	х
After approval in 2009 Budget, GM advertises for, interviews and selects Mr. Scott Schmuck for new position of Finance & Accounting Manager	х	
Board approves resolutions needed to submit claim to FEMA for 2009 Ice Storm added expenses		х
Board authorizes staff to complete a study and analysis of the Airview Sewer System with direct costs NTE \$1,250	х	Х
Board approves staff's recommendation for revising Radcliff sewer tariff as needed to re- write Special Discharge Permits and local limits and submit to PSC for approval (was approved by PSC, Standard Register issued first new permit)	X	х
Board approves hiring rate consultant to proceed with Cost of Service Rate Study for Radcliff sewer rates	х	х
Board approves entering into 30% Design-Build contract to finalize maximum price for Service Center expansion, to Willoughby & Sons		х

2008 - March 2013 Items	GM Project / Task	Commission Action
Board approves Inter-fund loan policy (No. 415) to allow for temporary loans between funds (First loan of \$250,000 also approved from FK Storm to FK Sanitary Sewer fund for 12 months)		X
Board authorizes staff to spend up to \$8,800 monthly for Ad-hoc Engineering Services with report back to Board in six months		x
Board approves 2.64% fee increase to Veolia for operating the Ft. Knox sewer systems		Х
Approves hiring Cannon & Cannon to complete plans and design of 1882/144 Water Transmission Main project		×
Board votes to accept "BRAC" grants from Economic Development Cabinet of \$2.5M for Pirtle WTP reconstruction project and \$3.75M for Radcliff Sewer Improvements		×
Board approves amendment to Veolia / FK Operations agreement that Veolia cannot add new staff or leased equipment without first gaining HCWD1 approval		×
Board approves change to Radcliff local limits for Cadmium and revised tariff to submit to PSC (approved by PSC)		x
Board approves GM recommendation to solicit proposals for HCWD1 Liability insurance	x	Х
After major piping leak (9/12/2009) at the Pirtle WTP during the reconstruction project, Board agrees with staff to require 3 rd party inspection and certification of all major building and project components and to notify Judy/HDR of same	x	X
Board votes to accept additional "BRAC" grants from Economic Development Cabinet of \$2.5M for Pirtle WTP reconstruction project, \$1.5M for Radcliff I&I reduction and \$2.250M for Radcliff Sewer Lift Station upgrades		х
Board approves Willoughby & Sons NTE design-build estimate of \$250,000 to complete Service Center Expansion project	х	х
Board consents to proceeding with joint study with HCWD2 to study mixing options and impacts for using chloramine treated water from LWC into both HCWD1 and HCWD2 systems	х	×
After mediation with MHP owner's and their attorney, Board votes to accept terms of settlement and revised tariff submittal to PSC for consideration which would change how MHP's are billed (Agreement and revised tariff later approved by PSC and implemented)	х	х
Board adopts resolution recognizing Ms. Karen Brown's 20 years of service as Accounting Specialist and other previous positions (Karen's vacancy filled by Karen Morrison, who had been already hiring in anticipation of Karen B's retirement)		x
Board approves amendment to Veolia / Radcliff Operations contract to increase fee 2.84%		х
Board approves resolution to accept proposal from Cecilia Bank and FHLB to replace Chase as the provider of a Letter of Credit which provides security and collateral for the 2002 Variable Rate Water Bonds, which fee for LOC was lower than Chase fee	х	x
Board approves \$40,000 study to QK4 Engineering to complete a Lift Station Elimination study for the Radciiff sewer system	х	х
Board approves Joint Resolution J1-2010 to work together with LWC and HCWD2 and share information on further studies on best disinfection methods and sharing information between districts on negotiations with LWC for future purchased water agreement		х
Board adopts new policy (410-7, 9.a.vii) for Board Governance Manual regarding approving construction change orders		х
Board attends Joint Board meeting with HCWD2 Board (March 31, 2010)	х	х
Board adopts new policy on paying for easements for water and sewer construction projects, authorizing GM to negotiate and pay within policy	х	х
Board approves early call / pay-off of 1998 Water Revenue Bond issue		х
Board approves Pirtle Spring WTP Re-Dedication event budget (June 12, 2010). Staff executes the event	×	×
Board approves new web payment fee of \$1.20 to submit to PSC for approval (approved	1	×

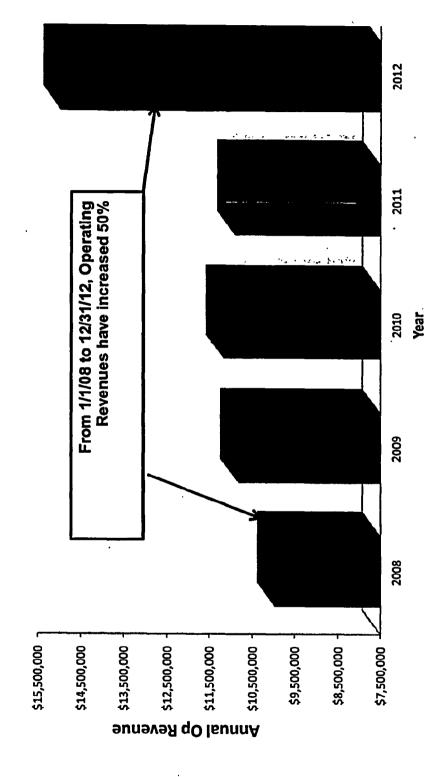
2008 - March 2013 Items	GM Project / Task	Commission Action
After reviewing three proposals received and scored by staff, Board authorizes changing all HCWD1 commercial banking from Chase to Cecilia Bank	х	×
Board approves \$133,800 for new Financial / Accounting / General Ledger System (Microsoft / Great Plains)	х	х
Board approves staff recommended Surplus / Scrap disposal policy to add to Board Governance Manual (No. 412-1) authorizing GM to dispose of items in accordance with new policy		Х
Board approves staff applying for \$4M KY Revolving Loan program to fund new water tank and associated water mains (loan later approved but application process later withdrawn due to timing and funding constraints)		х
After two Board long range planning sessions (9/29 and 10/11 2010) Board approves goals developed by the Board and directs staff to begin implementation of same	x	×
Board approves purchase of iCall Phone System enhancement which will provide outbound calling to customers in emergency event and to remind them of payment deadline before cut off	x	х
After review of four proposals submitted, Board approves staff recommendation to change District's liability insurance provider from North Hardin Insurance to Curneal & Hignite	х	×.
Board approves new Utility Services Agreement with Vine Grove to provide water turn off for past due VG sewer customers		· x
After cost comparison presentation by staff showing yard repair and mowing costs between contracting or in-house, Board approves contract to Bart's Lawn Service for mowing and yard repairs	x	х
Board authorizes staff to spend up to \$7,000 monthly for continued use of Ad-hoc Engineering Services with report back to Board In six months	х	×
Board approves Veolia / Ft. Knox operations contract fee adjustment of 2.6%		×
Board approved new Vehicle Replacement Policy guidelines		X.
After approval in 2011 Budget, GM advertises for, interviews and selects Mr. Preston Pendley, P.E., for new position of Engineering Manager	х	
GM provides review and presentation as requested by Board of the HCWD1 Pay Plan and Evaluation system	х	×
GM provides final accounting of Pirtle WTP Reconstruction Project. Final D/B Construction contract 1% less than contract amount, less than PSC approved for construction contract. Total final all-in project cost is \$6,698,127 with all but \$69,942 (1%) provided by grant funding.	x	
Facility wins three awards from industry associations in first two years		
Board directs staff to begin using new guidelines to collect past due payments by MHP owner's for leaked water bills	. X	×
Board approves 2.3% fee increase to Ft. Knox for the sewer system fee (approved by Govt and PSC)	х	×
Board approves new monthly Engineer Manager's Report to be included as monthly Board monitoring report		×
Board approves 2.84% fee Increase for Veolia / Radcliff Operations contract .	х	Х
After approval in 2011 Budget, GM advertises for, interviews and selects Ms. Amanda Spalding for new position of Water Quality / Measurement Specialist	х	
After approval in 2011 Budget, GM advertises for, interviews and selects Ms. Andrea Palmer for reclassified position of Executive Assistant	х	
Board approves request of \$40,000 for list of laboratory equipment and supplies to outfit the Bacteriological Lab at the Pirtle Spring WTP (Ms. Spalding later has the lab certified for Bac-T tests by the Kentucky Division of Water)	×	X
Board approves GM recommendations for cost saving measures due to a water revenue shortfall due to excessive rainfall during 2011	×	х

2008 - March 2013 Items	GM Project / Task	Commission Action
Board approves an agreement and fees to present to the City of Vine Grove to provide sewer billing services (Vine Grove never signs the agreement)		x
Board approves an agreement to provide the City of Vine Grove leased equipment and personnel for sludge hauling and treatment (City signs agreement and has used several times)		х
After reviewing bids, Board approves staff recommendation to award Janitorial & Cleaning services to Corvus and terminate existing contract with INTEC	х	х
Board approves modification to Board Governance Policy 200-2, 2.c stating that meetings should be held on a regular basis, from a monthly basis		×
Staff provides overview and slide presentation of the Radcliff sewer system, how it operates, what are current problems, future projects planned to address problems	х	
Board authorizes staff to spend up to \$7,000 monthly for continued use of Ad-hoc Engineering Services with report back to Board in August, 2012, and to also expand use for other service providers to include field data collection, design and construction QA/QC	x	x
Board authorizes staff to submit request to PSC for a Purchased Water Adjustment which would raise water rates about 0.8% (PSC rejects amount calculated by staff and then approves lower amount which increases rates about 0.13% instead)	X	х
After three years of negotiations and three revised proposals, and upon hearing from US Govt / DLA that a contract could be offered by the end of September, the Board authorizes staff to execute the contract which would award HCWD1 a 50 Year, Utility Privalization Contract to own and operate the Ft. Knox Water System with initial contract value of \$253,843,146	х	х
Board revises approval for staff to spend up to \$3,000 for completion of the Airview Sewer System study and estimates	X	х
Board approves new fee structure for HCWD1 to charge for services by its Pirtle Spring WTP Bacteriological Lab	X	х
After GM presents recommended new organizational chart and staffing plan for the new Ft. Knox Water Utility, Board approves the plan authorizing the GM to proceed with advertising and filling seven new positions in time for the planned start up of operations on February 1, 2012	X	х
After Operations Manager presents recommended list of new equipment and vehicles needed the new Ft. Knox Water Utility and Distribution Department, Board approves spending up to \$350,000 to purchase the equipment, using competitive bidding as required, and to authorize the GM to draw on the Cecilia Bank line of credit if needed to make purchases until Government payments begin after start-up	х	х
Board approves proposed agreement with CH2M HILL to provide Technical Services & Engineering for the first year, for services related to start up and operations of the Ft. Knox Water Utility	×	х
Board approves a new Temporary Services Agreement to provide assistance to the City of West Point with a fixed monthly fee and reimbursement of added work and services (Board later approves two extensions)	x	х
After staff receiving competitive proposals, Board authorizes approval of contract to Mac Construction / Heritage Engineering for Design-Build project to build new Radcliff Primary Treatment Building at the WWTP for cost not to exceed \$500,000	x	х
After several months of negotiations and GM & attorney drafting of proposed agreement, Board approves new Contract Operations Agreement with LWC to provide Water Quality, Raw Water System and Treatment Plant Operations for the new Ft. Knox Water System	х	Х
Board approves operations contract amendment of 0.85% to Veolia / Radcliff agreement (after GM negotiated lower amount than original)	×	×
GM & staff complete advertising, reviewing, Interviewing and selecting all 7 new employees required for Ft. Knox Water System	×	
Board approves authorizing staff to proceed with plans and design to convert Pirtle WTP to chloramine disinfection and bring back final cost estimate when available	x	×
GM reports results of an Employee Satisfaction Survey, which was one of Board's adopted long term goals	x	

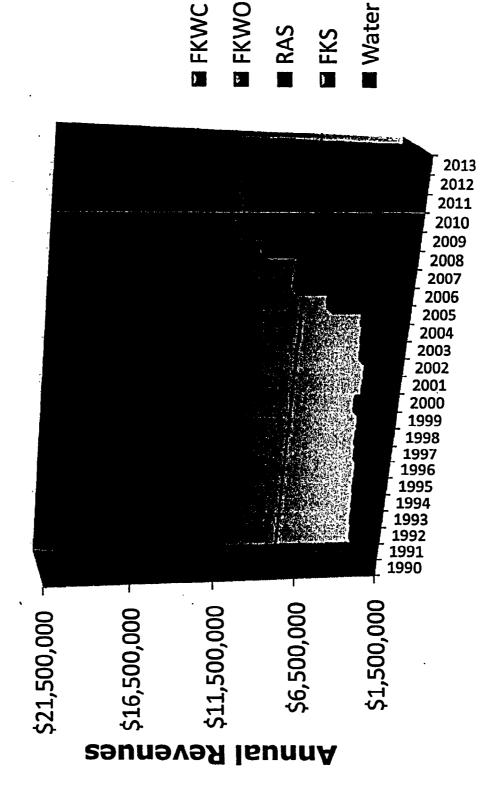
2008 - March 2013 Items	GM Project / Task	Commission Action
After 3 years of negotiations and draft versions, GM and attorney present final negotiated water purchase agreement with LWC to provide up to 3.5 mg/d of purchased water for a 40 year term and the current rates to apply. Board approves the final version	×	x
Board changes regular meeting time to 11:30AM, third Tuesday of each month (5/15/2012)		x
Board approves budget for HCWD1 60th Anniversary / Water Festival event for \$7,000 (staff executes successful event in August, 2012)	х	х
Board approves new Payment Disbursement Policy (401.8.d) adding and changing Board Governance policies and authorizes staff to begin implementation	х	X -
After previous meeting with Mayor of City of Radcliff, Board approves increasing Storm Water Billing fee from \$0.11 to \$0.35 per bill immediately with future increases over next rive years until reaches \$0.60, or the actual rate at that time	х	х
Staff and consultant present revised rate study for Radcliff sewer. During public comment, Mayor and Council members from City of Radcliff provide comments. Board approves a rate case application to proceed, submitting to PSC a general rate case application at the soonest convenience (8/7/2012)	· х	х
After reviewing staff estimates to repair Airview Sewer System, Board votes to stop any further study and notify system owners that HCWD1 is no longer interested in acquiring the system (no direct expenses incurred)	х	х
Board approves staff recommendation, after receiving and scoring four proposals, to hire HDR Engineers to complete design on the LWC Interconnect Project	х	. X
Board attends Joint Board Meeting with HCWD2 Board		Х
After presentation of numerous options, Board selects final rate design to be included with future rate increase application for Raddiff Sewer	х	×
Board approves 2% fee increase to Veolia for Radcliff Operations Services contract and a fee increase of 1.24% to the base services for Veolia / Ft. Knox sewer operating contract	х	×
After approval in 2013 Budget, GM advertises, interviews and hires James Hare as newest Distribution System Operator for Ft. Knox Water Distribution department	X.	
Board approves staff recommendation to change corporate purchasing cards to First Citizens Bank from Bank of America, after comparing features of three different banks / cards	х	x



Operating Revenue Change 2008 ~ 2012



HCWD1 Revenues 1990~2013.



- In responding to Item 5(a) of the Commission's Third Request, Hardin District states that "no costs were included for three part-time administrative personnel positions (F&A Admin Intern, Auto Cad Drafter, and GIS Intern) in the test year 2012. However, these positions were included in the 2013 Radcliff Utility Budget and now identified as an adjustment to the test year."
 - a. Has Hardin District filled the three part-time positions identified in its response?
 - b. If the response to item 4.a. is yes, provide the date was position was filled.
 - c. If the response to item 4.a. is no, state Hardin District's efforts to fill the position and the anticipated hire date.
 - d. Does Hardin District anticipate a need for these part-time positions in calendar years 2014-2016?

ANSWER 4:

- a. Yes. Please refer to Exhibit 11, response 5.b of data request two.
- b. Please refer to Exhibit 11, response 5.b, pages 79 through 82 of data request two.
- c. Not Applicable
- d. Yes. Over the last several years, the Hardin District's Board has been concerned about the number of employees approaching retirement. In 2010 the Board held two long range planning sessions. As a result of this effort, the Board adopted long range planning goals for the General Manager and staff to work toward and execute (see attached Exhibit 7). Goal 5.c establishes an Intern Program.

This year (2013) the program was developed after numerous meetings with faculty with a local high school and community college. Attached Exhibit 8 is a newspaper article explaining the program and the first interns hired. Recently (October 2013) one of Hardin District's long time employees retired. One of the summer interns (Jeremy Fields) applied and tested for the vacant position of Distribution Operator I/II. He was selected as the best qualified and experienced.

For the foreseeable future, staff will include budgeted funds for interns each budget year. The 2014 Budget has not been completed or approved by the Board, but should be approved before the end of the year at which time Hardin District would know the actual budgeted amount for intern positions for 2014.

WITNESS:

Mr. Scott Schmuck, HCWD1 Finance & Accounting Manager

Mr. Jim Bruce, HCWD1 General Manager

Long Range Planning Goals

Board of Commissioners - Hardin County Water District No. 1
October, 2010



The Board of Commissioners met on two sessions (September 29 and October 11, 2010) for four hours each. Public notice of these meetings was made to the media as required for special meetings. The first session was with the General Manager and staff Dept Managers / Supervisors. The second session was with the General Manager. All Commissioners attended the sessions.

The purpose of the sessions was to develop long range planning goals, with an outcome of these goals to improve HCWD1 in the next 5 to 10 years, and provide direction for the General Manager and staff as to what direction the Board would like HCWD1 to pursue, and improvements that could be made in the future. The following list of goals were set as a result of these sessions. Staff and the General Manager were directed to adjust internal goals and objectives, budget requests, recommendations and work planning as needed to work toward these goals and to prioritize these goals as needed and practical.

If additional resources are needed, staff is to bring those needs to the Board so the Board can decide whether to provide those resources to accomplish these goals, or to adjust or drop the goals. These goals have been formally adopted by the Board, but are subject to change and revisions in the future as the Board decides;

1. Technology improvements;

: , 3

- a. 100% Automated Meter Reading Conversion (Decide whether to continue with drive-by radio or move to fixed based reading)
- b. Select best practices, water treatment processes for improved water quality
- Select best practices, wastewater treatment processes for meeting future regulation requirements
- d. Consider and Investigate electronic (paperless) billing for customers

2. Quality Customer Service;

- a. Develop alternative or off-site bill paying options
- b. Develop succession program for key employees
- c. Create a broad based future employee supply source (both for internal and outside persons)
- Promote public relations which would highlight water quality, achievements, consumer confidence and improved public image

3. Best Business Practices;

- a. Develop annual Capital Improvement Programs & planning for all utilities
- Study and evaluation of best way to perform on-going maintenance and replacement of system assets using self-sustaining or in-house methods
- Develop or obtain a second water source to have in place (of good quality, continuous, drought tolerant source / supply)
- Aggressively pursue ways to expand service areas for water and wastewater both for retail and wholesale customers

- e. Actively engage State & Federal delegations or officials to obtain grants for programs and infrastructure
- f. Become active in trade and industry associations
- g. Board will develop succession plan for future Board of Commissioners, suggest candidates for appointment with valuable characteristics

4. Financially Sound;

- a. Develop key ratios for Board to adopt that would signal when a change is needed, or rate review, staff changes or additional efficiencies, etc are needed (example; reserve levels, % system reinvestment, % depreciation funding used, months operating reserves, turnover ratios, net operating income)
- b. Aggressively structure debt & invested reserves to benefit of HCWD1 (so as to maximize net income and minimize expense)

5. Human Resources;

- a. Every three years complete anonymous Employee Attitude Survey for Board to use to evaluate numerous morale, benefits, and general employee attitudes
- Increase training and cross training opportunities for succession of key employees (including developing more employees to support emergency operations / events)
- c. Develop employee internship program which will foster;
 - i. Entry level employees
 - ii. Intermediate employees
 - lii. Use of HCWD1 Degree & Training programs
 - iv. Increase awareness of jobs and careers available
- d. Each three years compare pay grades and benefits to market and recommend adjustments needed to stay competitive with market

CERTIFICATION

I, the undersigned, hereby certify that I am the duly elected Secretary of the Hardin
County Water District No. 1 Board of Commissioners; that the foregoing Long Range
Planning Goals were adopted by the District's Board of Commissioners at a meeting duly
held on 19 2 20/0; that a quorum was present at said meeting and that
the action was approved by a majority of the Board in attendance at that meeting.

By Secretary, Board of Commissioners.

19 Of 20/0

Mr. John Tindall, Secretary

Date

SHARDIN COUNTY WATER DISTRICT NO JE

Water District welcomes interns

When Hardin County Water District No. I General Manager Jim Bruce looks at his roster of current employees, he sees a wealth of experience. But he also sees a long list of managers and seasoned employees getting closer to retirement. A few years ago the district Board discussed this concern and deliveloped a list of long range goals for Bruce and staff to pursue.

has set a goal to develop an employee internship program as a way to interest young people to look at working for a water and sewer utility as a career choice. The program also would give interns advanced training and exposure to the various types of jobs available at the distinct so they might be immediately qualified for future job openings.

For 2013 four intern positions were approved, funded mostly for the summer. These positions include interns for engineering, accounting, customer service and the distribution field crew. A total of 15 candidates were interviewed and the final four chosen were. North Hardin senior Ashley Vasquez; accounting, North Hardin senior Mason. Powers, customer service. Brecking High School graduate Jeremy Fields, distribution, and Elizabethtown.



Summer Interns for the Hardin County
Water District No. 1 include Ashley
Vasquez, Mason Powers, Jeremy Fields and
Trevor Diebel.

Community and Technical College sophomore Trevor Diebel, engineering

The internship program already has one success story. An employee with the distribution field crew worked for the district for several summers during high school and college and has accepted a full-time position with the Fort-Knox Water Distribution Field Crew.

For information on the internship program contact Jim Bruce, general manager, Hardin County Water District No. 1 at jbruce@hcwd. com.

5. In an Excel spreadsheet, provide a billing analysis showing actual customer usage for the 2012 test year.

ANSWER 5: Exhibit 9 provides actual bills and customer usage for the 2012

test year. This represents raw data from the billing system which has not been adjusted. Schedule 1 provides monthly bills and

Schedule 2 provides monthly consumption. We have also included

a billing analysis based on the 2012 data (Schedule 3).

WITNESS: Mr. Bart Kreps, Rate Consultant

Total

8,762

8,824

8,817

8,809

8,876

8,843

9,685

8,003

9,107

8,962

8,938

		ı	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	12 Month
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Total 40,904,800 38,236,600 40,051,800 41,356,200 43,520,000 45,730,200 50,447,900 51,190,700 41,309,700 42,317,900 41,246,000 39,823,200 516,135,000

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714.600

722,700

HCWD1 - Radeliff Utility Billing Analysis - Existing Tariff Structure (2012 Billing Data - Unadjusted)

Exhibit 2 (Schedule 3)

Proc. To Uses			4	r		1 3000			Calculated	Calculate Revenue	
0 99 500 103 1230 1230 1211 \$	From	To	Average Ukage	Accounts	Bills	Minimum Charge (1)	Volume Charge	Monthly Charge			Calculated Total
0 999 500 1033 12390 \$ 1711 \$ -\$ 1711 \$ 211 \$ 12193 \$ -\$ 5 172 \$ 1900 \$ 2,000 1299 2,500 1476 17706 \$ 1711 \$ 1270 \$ 1900 \$ 300,300 \$ -\$ 5 3 3 2,000 \$ 2,999 2,500 1476 17706 \$ 1711 \$ 1270 \$ 1900 \$ 300,300 \$ 1 2,991 \$ 2,000 1476 17706 \$ 1711 \$ 1270 \$ 1900 \$ 300,300 \$ 2 2,999 4,500 \$ 938 11,490 \$ 1711 \$ 1309 \$ 3 11,60 \$ 195,60 \$	لـــــا						<u> </u>				
1,000 1,999 1,300 1464 17,664 \$ 12,11 \$	-		-							-	
2,000 2,999 2,300 1476 17,706 \$ 17,11 \$ 2,79 \$ 193.0 \$ 230,794 \$ 190.01 \$ 34,000 \$ 3,000 1285 13,414 \$ 17,11 \$ 13,95 \$ 31,06 \$ 195,304 \$ 120,105 \$ 3,000 \$ 3,000 \$ 3,000 \$ 3,000 \$ 11,400 \$ 17,11 \$ 13,05 \$ 3 1,06 \$ 195,304 \$ 120,105 \$ 3,000 \$ 3,000 \$ 10,599 \$ 5,000 \$ 10,590 \$ 5,000 \$ 10,590 \$ 5,000 \$ 10,500 \$ 10,700 \$ 7,673 \$ 17,11 \$ 1,000 \$ 1,000 \$ 2,000 \$ 2,000 \$ 2,000 \$ 2,000 \$ 1,000 \$ 2,000 \$	-									-	
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	8,831	105,975	\$	1,8	13,232	\$	1,770,664	\$	3,583,896
(1) includes first 2,000 gallons of flow.			Test ?	Year l	Revenue			\$	3,371,082
(-)			Base	e Cha ume (from Bil erge Charge	ling Aı	nalysis	\$ 3	1,813,232 1,770,664 583,895.91
			Error	in Bi	illing An	alysis			6.3%

- 6. Refer to Hardin District's response to the Commission's Third Request, Item 1, Exhibit 1.
 - a. Why is it appropriate to make an adjustment aligning customer accounts more closely with actual revenue?
 - b. Why are the customer accounts out of alignment, requiring an adjustment to reflect actual revenues?
 - c. Does Hardin District have the information to determine revenues without having to adjust customer accounts to reflect the actual revenues?
 - d. Why were accounts adjusted from 2011 to align more closely with actual revenues when the test year should be 2012?

ANSWER 6:

a. As noted in our response to Question 13b in the Commission's First Data Request, prior to filing an application for this rate case the test year was updated multiple times (2009 – 2011) with a bill frequency analysis developed in each occurrence. Each time the billing frequency analysis was developed it was necessary to adjust the account and billable flow data to ensure the revenue calculated was consistent with revenue reported on the respective financial statements. Since there has been limited fluctuation in demand over the past several years, and since 2011 consumption was very close to the 3-year average (2010 – 2012), it was determined that 2011 was a reasonable representation of billing units for the test year (refer to Application, Exhibit E, Page 89, Wastewater Rate and Cost of Service Study).

It is always important to review the reasonableness of the raw billing data, to increase confidence that projected rates and charges will generate revenue consistent with expectations. In the case of Hardin District, the raw billing data overstates revenue collection due to adjustments (irrigation credits, deduct meters, etc.), delinquencies, and other anomalies that are not removed from the raw data. However, these adjustments are credited to customers which reduces revenue. In our experience, and based on the reasons identified above, it is common for wastewater utility billing systems to overstate accounts and consumption when used to calculate revenue, and the practice of adjusting billing units to reconcile with actual results is typical. Since Hardin District generates a significant portion of its revenue through a minimum charge assessed on

- a per customer basis, it is appropriate to adjust customer accounts to align with actual revenue to have confidence in the underlying billing data, as this data drives both rate calculations and revenue in rate model.
- b. It is common for raw customer account data to be slightly out of alignment when compared to the calculated number of accounts based on actual revenue. Typical reasons include, for example, bill frequency reports aggregating inactive accounts or temporary accounts, which are not charged or where a credit is ultimately provided to the customer. As noted in Hardin District's response to the Commission's First Data Request, Question 13b, test year customer accounts were decreased by 1.5% to align more closely with actual revenue from the minimum charge.
- c. Yes. Exhibit 2 provides raw bills and customer usage for the 2012 test year and includes a billing analysis. Assuming average usage per consumption block, 2012 bills (unadjusted) calculate user charge revenue of \$3,583,895.91, which is approximately 6.3% higher than test year revenues of \$3,371,082. If this data was used to set rates, there is a significant risk that unit costs would be set too low, resulting in a revenue shortfall.
- d. Total unadjusted bills in 2011 were 105,740. As noted above in response to Question 6b, test year customer accounts were decreased by 1.5% to align more closely with actual test year revenue, which resulted in adjusted test year bills of 104,159 (rounding to the nearest bill) (see Exhibit 1 in response to the Commission's Third Request for Data). Total unadjusted bills in 2012 were 105,975 (Exhibit 2). If 2012 unadjusted bills and corresponding consumption was used as test year billing units, we would suggest a similar process of adjusting billing units to ensure that calculated revenue aligned with actual revenue to avoid a potential shortfall. In either case, the resulting billing units for the test year submitted with this filing would be very close and consistent with reported revenue. Hardin District believes the billing units submitted with this rate filing provide a reasonable basis for rate setting purposes.

WITNESS: Mr. Bart Kreps, Rate Consultant

7. Provide a copy of the current contract and all amendments between Jim Bruce and Hardin District.

ANSWER 7: The requested contract has been attached as Exhibit 10.

WITNESS: Mr. Jim Bruce, HCWD1 General Manager

EMPLOYMENT CONTRACT

THIS EMPLOYMENT CONTRACT is made on this 15 day of ARIV 2013 by and between the HARDIN COUNTY WATER DISTRICT No. 1, BOARD OF COMMISSIONERS, ("Employer") located at 1400 Rogersville Road, Radcliff, Kentucky 40160, and JAMES S. BRUCE ("Employee") of Vine Grove, Kentucky.

WHEREAS:

- A. Employer is engaged in business as a public water purveyor organized pursuant to the provision of Chapter 74 of the Kentucky revised statutes.
- B. Employer desires to retain the services of Employee.
- C. Employee is willing to be employed by Employer;

NOW THEREFORE, the parties agree as follows:

- 1. EMPLOYMENT: Employer shall employ the Employee as a General Manager to direct and oversee all operations of the Employer under the general direction and authority of the Employer. Employee accepts and agrees to such employment, subject to the general supervision, advice and direction of the Employer. Employee shall also perform: (i) such other duties are customarily performed by and employee in a similar position, and (ii) such other and unrelated services and duties as may be assigned to Employee from time to time by Employer.
- 2. **RESPONSIBILITIES:** Employee agrees that he will at all times faithfully, industriously, and to the best of his ability, experiences and talents, perform all of the duties that may be required of and from him pursuant to the express and

- implicit terms hereto, to the reasonable satisfaction of Employer. Such duties shall be rendered at Radcliff, Kentucky, and at such other place or places as Employer shall in good faith require or as the interest, needs, business or opportunity of Employer shall require.
- 3. COMPENSATION OF EMPLOYEE: As compensation for the services provided by Employee under this Contract, Employer will pay Employee \$125,000.00 gross salary per year effective with first payroll after the execution date of agreement. This amount shall be paid in accordance with the Employer's usual payroll procedures. Employee shall be entitled to an annual pay increase in an amount comparable to pay increases afforded all other employees of the Employer. Said pay increases, if any, will be effective in same month as other employees for duration of this contract.
- 4. REIMBURSEMENT FOR EXPENSES: The Employer will reimburse

 Employee for the following "out-of-pocket" expenses:
 - a. Pre-approved travel, lodging and conference registration expenses;
 - b. Meals paid for by the Employee while on business of as required for meetings
 or entertainment if so directed by the Employer;
 - c. Professional dues and expenses up to \$200 per year;
 - d. Cost of pre-approved job related education, if course work is successfully completed, and, if applicable, with a grade of "C" or better.
- 5. VACATION: Upon employment Employee shall be entitled to twenty-five (25) paid vacation days per year, said vacation days shall not accumulate.

- 6. **LEAVE:** Employee shall be entitled to sick leave and other leave as provided in the Employer's Personal Policy and Procedures Handbook.
- 7. HOLIDAYS: Employee shall be entitled to certain paid days off during the calendar year which are declared holidays by the Employer.

8. AUTOMOBILE, PHONE AND OTHER MISCELLANEOUS

EQUIPMENT: The Employer shall provide the Employee with all tools and equipment required to perform the services hereby described which shall include but are not limited to the following:

- a. Portable Cellular Telephone including payment for all activation fees and monthly business related charges;
- b. Employee shall be entitled to a replacement late model vehicle in 2014 and every three (3) years thereafter so long as he continues to be employed by Employer. The cost of the vehicle shall not exceed \$35,000. Employee shall be authorized to use the vehicle for personal use, provided the Employee agrees to reimburse the Employer for any fuel used for personal trips taken outside Hardin County, Kentucky or a county contiguous to Hardin County, Kentucky. The Employee shall procure at his sole expense additional insurance coverage for liability and property damage while the vehicle is used by Employer or Employee's family for personal use. The Employer shall be responsible for all other operating costs.
- c. If Employee retires within the term of the Contract, the Employee shall be entitled to purchase the 2007 Honda Ridgeline presently owned by Employer, assuming said 2007 Honda Ridgeline is owned by Employer at the time of

- retirement or, in the alternative, the automobile then being operated by

 Employee pursuant to this agreement at a price equal to 75% of the then Kelly

 Blue Book trade-in value using a "good" condition rating.
- 9. HEALTH INSURANCE BENEFITS: Family health insurance shall be provided for Employee at no monthly premium costs to the Employee and shall be for the benefit of the Employee and his family members. The health insurance and retirement benefits provided to Employee shall be the same as provided to the current Hardin County Water District No. 1 employees. Alternatively, in lieu of employer's family health insurance premium, Employee may elect to obtain family health insurance from an alternative source, such as his spouse's employment. The Employee reserves the right at his sole discretion to make the determination as to which health insurance benefit from some other source, the District agrees to reimburse Employee for the cost of said health insurance provided the cost of the alternative health insurance does not exceed the cost a similar policy provided by the Employer. This provision and 9(a) is subject to clause 9(b). As of the date of this Agreement, Employee and his family members receive health insurance benefits through the Hardin County Board of Education.
 - a. Benefit Credit Account: Employer will provide a monthly payment into a Benefit Credit Account for the benefit of Employee in the amount of \$234 per month. This payment shall comply with all tax regulations of the Internal Revenue Service, Section 125 or other regulations requiring uses of payments which are tax exempt. The Employer will provide a program administrator for all its employees who will administer the program and approve

- improvements from the account in accordance with IRS and the Employer's program guidelines. The employee understands that if he does not have proper and acceptable claims for out of pocket health insurance claims, that amount paid into the account shall revert to the Employer.
- b. The Employer shall retain the right to stop any reimbursement payments to the Employee and require the Employee to again enroll with the Employer's group health insurance plan and the Employer will again pay for this benefit directly to the health insurance provider. Likewise, Employer agrees that if Employee's spouse or employer, then the Employer will allow the Employee to again enroll in the Employer's health insurance plan and agree to pay the premiums of both the Employee and his family.
- c. The Employee agrees that if his dependents no longer require health insurance, or by health insurance company policies or law are no longer eligible to receive health insurance, or if he no longer needs to cover his spouse and family, that he will notify the Employer as soon as this change takes affect and that amount paid into the account by the Employer will be reduced accordingly, or the Employer may choose to require enrollment by the Employee to the Employer's plan as provided to other employees of the Employer.
- 10. OTHER BENEFITS: As of the execution of this Contract, Employee provided various benefits to all of its employees including life insurance in an amount . equal to three times the employee's annual income. Employer will provide the same life insurance benefit to employee. Additionally, to the extent Employer

provides additional benefits to all District employees of a type and in a manner not otherwise mentioned within this Employment Contract, then James S. Bruce shall also be entitled to receive the same benefit provided to other employees of Hardin County Water District No. 1.

11. TERM: Employee's employment under this Contract shall be five (5) years commencing on the 1st day of April, 2013 and terminating the 31st day of March, 2018. If the Employer terminates employment of the Employee prior to this term expiring without just cause, the Employer agrees to pay all compensation equal to what would have been paid during the ensuing six months. The Employer agrees to provide the Employee with written notice no less than seven (7) days prior to termination of the contract. If the Employee terminates prior to expiration of the contract, he agrees to provide at least forty-five (45) days notice prior to termination. Notwithstanding any other provision of this Contact, the Employee is guilty of dishonesty, malfeasance of misfeasance in the performance of his duties for the Employer, if the Employee refuses and/or fails, except through illness or other disability, to devote his entire time and attention to the performance of his duties for the Employer under this agreement; if the Employee commits acts or conduct of a nature detrimental to the reputation and integrity of the Employer which reflects upon the integrity and image of the employer. Upon termination for any of the aforementioned reasons, Employer shall have no liability thereafter for salary or any other benefits hereunder. If Employee is terminated from his position with Employer for any reason other than as set out in the preceding paragraph during any term of this Contract, the Employer shall,

nevertheless, be liable to the Employee for six months of salary as of the date of termination. In the even his contract is terminated proper to its expiration by the Employee, the Employee will not be entitled to severance pay, accrued sick leave, salary, health insurance or other benefits, or any compensation from the date of termination.

- 12. SUCCESSOR IN INTEREST: In the even that the Employer's business and responsibilities are taken over by another agency or enterprise, through an acquisition, privatization, merger, takeover, local or state government action, which results in the elimination of the Employee's position and employment, the Employer agrees to pay the Employee the equivalent of six months current salary and benefits. The payment for this provision shall begin on the day that the Employee's employment has ended, regardless of the termination date of this Contract and shall supercede and render void any other provision regarding termination without just cause. The provision regarding termination for cause shall remain in full force and effect during the 6 month period outlined above.
- 13. NON-COMPETE CLAUSE: Employee agrees that he will not apply for, or accept employment with, any water system within a 50 mile radius of the main office of the Hardin County Water District #1, prior to March 1, 2018.
 RESIDENCY REQUIREMENT: Employee shall reside in the District's service area or in a location wherein the water source provided to the employee is Hardin County Water District No. 1.
- 14. RETURN OF RECORDS AND EQUIPMENT: Upon termination of this Contract, Employee shall deliver all property (including keys, records, notes,

- computer files, data, memos, models, vehicles, computer hardware and software, and equipment) that is in the Employee's possession or under the Employee's control which is Employer's property or related to Employer's business.
- 15. ENTIRE CONTRACT: this Contract contains the entire agreement of the parties and there are no other promises or conditions in any other agreement whether oral or written. This Contract supercedes any prior written or oral agreements between the parties.
- 16. AMENDMENT: This Contract may be modified or amended, if the amendment is made in writing and is singed by both parties or as amended by reference to policies and procedures of Board as applicable to Employee.
- 17. SEVERABILITY: If any provisions of this Contract shall be held to be invalid of unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this contract is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.
- 18. WAIVER OF CONTRACTUAL RIGHT: The failure of either party to enforce any provision of this Contract shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Contract.
- 19. APPLICABLE LAW: This Contract shall be governed by the laws of the Commonwealth of Kentucky and venue shall be in Hardin Circuit Court.

Employer:

By: Wellin Dassett

Chairman, Board of Commissioners Hardin County Water District No.1 Employee:

By: James S. Bruce, Employee

8. Provide the most recent vendor invoice for employee vision coverage. If the invoice does not list employees individually by name and state the type of coverage, or if it identifies employees by a code number or other identifier, provide the name of each employee and the type of coverage provided to him or her.

ANSWER 8: Please see Exhibit 11 for a copy of Hardin District's most recent

vision invoice from Baltas Vision. Also attached as Exhibit 12 is a

breakdown of rates by class.

WITNESS: Mr. Scott Schmuck, HCWD1 Finance & Accounting Manager

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ELIZABETHTOWN, KY 42702	RADCLIFF, KY 40160	160	Group : BYOTT-HCWD#1 VISION Division : HCWD HCWD#1 EMPLOYEES For the Month of : 11/2013	
LAST NAME FIRST NAME SS#	VISION TOTAL			
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MORRISON KAREN	13.84 13.84			
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PICKERELL CURTIS	13.84 13.84			
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THOMAS	18.40 18.40			
THOMPSON LINDA	13.84 13.84			
TINDALL, JR. JOHN	6.95 6.95			
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P99: PARTICIPANT+CHILDREM	12.13			
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Renewal Confirmation

Group: Hardin Co. Water District #1

Group #: <u>BV011</u>

Type: <u>Group</u>

Renewal Date: 1/1/2013

Rates:

Employee Only: \$ 6.95 Employee + Spouse: \$13.84 Employee + Child(ren): \$12.13 Employee + Family: \$18.40

Thank you for selecting BaltasVision, LLC as your vision insurer. We are looking forward to working with you in the upcoming year. This Renewal Confirmation serves to ensure that all parties have the same understanding regarding the benefits and premiums of the specific product that you have chosen.

Your specific plan is attached as <u>Appendix A</u> and serves as a part of this Renewal Confirmation.

Please indicate your agreement and confirmation by signing a copy of this letter where authorized and return to BaltasVision, LLC:

Authorization for Renewal: Hardin Co. Water District #1

I agree that the description of products and services represented in Appendix A agrees with my understanding of the benefits and premiums associated with with the selection I have made and authorize BaltasVision, LLC to proceed with the renewal of policy.

Name: _____

Title: _____ Date: _____

BaltasVision, LLC is a Kentucky based Limited Health Services Organization.

All programs are underwritten by:

BaltasVision, LLC 800 Cardinal Drive, Suite 200 Elizabethtown, Kentucky 42701



Renewal Confirmation

Appendix A: Hardin Co. Water District #1 Plan Design - Group

The plan provides for an eye exam and a complete pair of prescription eyeglasses to include standard plastic lenses in single vision, line bifocal, or lined trifocal. Contact lenses are available in lieu of the frame and lens benefit. Benefits are available once every 12 or 24 months depending on the schedule and based on the last date of service.

	BaltasVision Network Providers	Wal-Mart/Sam's Network Providers	Out-of-Network Schedule
Eye Exam <i>Every 12 months</i>	\$10 Copay	\$10 Copay	\$35.00
Materials	\$10 Copay	\$25 Copay	See Plan Document
Frame Every 12 months	\$120 retail frame	\$74 retail frame	Up to \$50 retail
Lenses <i>Every 12 months</i> Single Vision Bifocal Trifocal	Covered by Copay Covered by Copay Covered by Copay	Covered by Copay Covered by Copay Covered by Copay	Up to \$26.00 Up to \$40.00 Up to \$60.00
Contact Lenses (fit, follow-up & materials) Every 12 months - allowance covered.			
Elective	Up to \$120 retail	Up to \$95 retail	Up to \$95 retail
Medically Necessary (Certification required)	Up to \$210 retail	Up to \$175 retail	Up to \$210 retail

Monthly Rates for Plan Coverage - Group

Participation criteria must be followed for all groups. Dependent coverage is optional. Dependents include an employee's spouse and dependent children through age 18 or to age 23 if they are full-time students attending an accredited college, university or technical school.

Group Participation

\$ 6.95 employee only \$13.84 employee plus spouse \$12.13 employee plus child(ren) \$18.40 employee plus family

Each employee enrolling in plan coverage must agree to remain enrolled during the designated plan period. Those employees who elect not to enroll during the initial plan enrollment period must wait until the next plan enrollment period to enroll. The plan enrollment period shall be the month prior to the beginning of the next plan year. New employees who elect coverage under the plan must enroll within thirty (30) days of their date of employment and shall become eligible for coverage on the first day of the month coinciding with the effective date of the employer's group medical plan.

9. In Case 2003-00224,¹ the Commission found that a District Commissioner position is part-time employment because District Commissioners generally only meet once a month and do not work a 40-hour week. Distinctions between board officials and other part-time employees are contrary to law and, therefore, employee benefits provided to the District Commissioners were disallowed. Explain why this Commission finding is not true for Hardin District.

ANSWER 9:

Hardin District would submit the following observations relative to Question No. 9:

The statement that "the Commission found that a District Commissioner position is part-time employment because District Commissioners generally meet only once a month and do not work a 40-hour week" is not a statement set forth in Case 2003-00224. What is found within said case is a one-sentence statement which reads as follows: "Finding that Northern District's Commissioners are part-time employees that are not entitled to receive employee benefits, those benefits were eliminated."

Moreover, Hardin District submits that it is somewhat misleading to merely consider the time spent at the meeting. Ultimately, the Commissioners of Hardin District are fully responsible for the entirety of the operation of Hardin District and its multiple utility companies. In fact, if the only thing a Commissioner did was come to a meeting, then there is no possible way a Hardin District Commissioner is complying with his obligations. To be an effective Commissioner requires substantial preparation, research, thought, analysis, training, and dedication. If done correctly, it is much more than a "part-time" obligation.

Secondly, Question No. 9 states that distinctions between board members and other part-time employees are "contrary to law" and therefore, employee benefits provided to the District Commissioners were disallowed. However, the opinion cites no reference for the proposition that the distinction was "contrary to law." There is case law rendered by the courts of the Commonwealth of Kentucky that has been previously discussed in this action, namely *Caldwell County Fiscal Court v. Paris*, 945 S.W.2d 952 (Ky.App.) 1997. Certainly Commission staff is well

aware of this opinion as an inquiry was set forth in Data Request No. 3, Question No. 8 pertaining to said opinion. *Caldwell* clearly states that "providing health insurance under a group policy covering county officials and employees does not constitute the payment of 'compensation' within the meaning of those terms found in the Kentucky Constitution."

Following this line of thought, Hardin District would assert that it is entitled to recoup from its customers the cost of health insurance benefits provided to its Commissioners, regardless of whether the Commissioners satisfy the Commission's definition of "part-time employees" or not.

Lastly, Hardin District has not historically employed anyone "part time." The District has hired on a temporary or seasonal basis high school and college students which it classifies as "interns" or part-time drafters. It does not employ "part time" employees on a permanent basis.

WITNESS:

Mr. David T. Wilson II, Attorney for HCWD1