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COMMONWEALTH OF KENTUCKY
BEFORE THE PUBLIC SERVICE COMMISSION FEB 1 2017

**PUBLIC SERVICE
COMMISSION**

In the Matter of Adjustment of Rates)
of Shelby Energy Cooperative, Inc.)

Case No. 2016-00434

MOTION FOR CONFIDENTIAL TREATMENT
OF SPECIFIED MATERIALS

Pursuant to 807 KAR 5:001, Section 13 and KRS 61.878, Shelby Energy Cooperative, Inc. ("Shelby Energy") respectfully moves the Kentucky Public Service Commission (the "Commission") to designate as confidential material specified portions of Shelby Energy's Application which is being filed simultaneously with this Motion. The specific information which Shelby Energy is requesting be afforded confidential treatment are the underscored (highlighted) portions of Exhibit 1, Adjustments for Salaries and Wages, Exhibit 2, Adjustments for Payroll Taxes, Exhibit 7, Adjustment for Pension Costs, Exhibit 10, Adjustment for Director Expenses and Exhibit 18, wage portion of the Union Contract ("Confidential Information").

In support of this motion, Shelby Energy states that the Confidential Information pertains to wages, salaries, benefits and expenses of employees and directors and, as such, constitutes information of a personal nature where the public disclosure thereof would constitute a clear and unwarranted invasion of personal privacy.

Additionally, information relating to the wages, salaries, benefits and expenses of employees would unnecessarily provide interested parties and Shelby Energy's competitors with access to information regarding employee compensation and benefits. If competing utilities know what Shelby Energy pays to its employees, including the benefits afforded to employees, it will be easy for those competing utilities to attempt to hire away Shelby Energy's employees and management. Such public disclosure would unfairly harm Shelby Energy's competitive position in the market place for utility management and a skilled utility workforce, all to the detriment of Shelby Energy and its members.

The Commission has previously recognized the confidential nature of this type of information in a prior proceeding, namely *In the Matter of Application of Water Service*

Corporation of Kentucky for a General Adjustment in Existing Rates, Order Regarding Request for Confidential Treatment (entered April 5, 2016), Case No. 2015-00382.

The time period for these materials to be treated as confidential should be indefinitely.

WHEREFORE, Shelby Energy respectfully requests that the designated portions of the referenced documents be declared by the Commission as confidential and that such treatment continue indefinitely. If this information becomes publicly available or otherwise no longer warrants confidential treatment, Shelby Energy will notify the Commission pursuant to 807 KAR 5:001, Section 13(10).

Respectfully submitted,

MATHIS, RIGGS, PRATHER & RATLIFF, P.S.C.

By:  _____

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Shelby Energy Cooperative
Employee Earnings and Hours
July 31, 2016

Exhibit 1
Pg 3 of 10
Witness: James Adkins

PUBLIC SERVICE COMMISSION

Employee Number	Hours Worked Test Year				Actual Test Year Wages						Wage Rate 1-Nov-15	Normalized Test Year Wages					
	Regular	Overtime	Vac Pay	Total	Regular	Overtime	Excess Vac Pay	Salary Overtime	Standby Pay	Total		Regular	Overtime	Excess Vac Pay	Salary Overtime	Standby Pay	Normalized Total
Salaried Employees:																	
601	2,080.00			2,080.00	████				████	████	████						
702	2,080.00		40.00	2,120.00	████		████		████	████	████						
706	2,080.00		40.00	2,120.00	████		████	████	████	████	████						
801	2,080.00			2,080.00	████			████	████	████	████						
1304	2,080.00		40.00	2,120.00	████		████	████	████	████	████						
1307	2,080.00		40.00	2,120.00	████		████		████	████	████						
1316	1,670.75			1,670.75	████					████	████						
2314	2,080.00			2,080.00	████				████	████	████						
Subtotal	16,230.75	0.00	160.00	16,390.75	656,977	0	7,520	2,940	25,080	692,517		676,001	0	7,520	2,940	25,080	711,541
Hourly Employees:																	
208	2,080.00	18.00	40.00	2,138.00	████	████	████			████	████						
210	2,008.00	328.00	8.00	2,344.00	████	████	████			████	████						
301	2,080.00	4.25		2,084.25	████	████				████	████						
302	2,080.00	382.25	40.00	2,502.25	████	████	████			████	████						
304	2,080.00	5.50		2,085.50	████	████				████	████						
306	2,080.00	357.25		2,437.25	████	████				████	████						
310	2,080.00	15.25		2,095.25	████	████				████	████						
403	2,080.00	4.75		2,084.75	████	████			████	████	████						
501	2,080.00	169.50	40.00	2,289.50	████	████	████			████	████						
503	2,080.00	326.25		2,406.25	████	████				████	████						
705	1,828.25	34.25		1,862.50	████	████				████	████						
709	2,080.00	9.50		2,089.50	████	████				████	████						
710	2,080.00	5.00		2,085.00	████	████				████	████						
1101	2,080.00	9.50		2,089.50	████	████				████	████						
1303	2,080.00			2,080.00	████					████	████						
1306	2,080.00		40.00	2,120.00	████		████			████	████						
1308	1,919.00	4.50		1,923.50	████	████				████	████						
1310	2,080.00	336.00		2,416.00	████	████				████	████						
1311	2,080.00	13.75		2,093.75	████	████				████	████						
1313	2,080.00			2,080.00	████					████	████						
1314	1,920.00			1,920.00	████				████	████	████						
1315	2,072.00	9.50		2,081.50	████	████				████	████						
1317	1,037.00	251.25		1,288.25	████	████				████	████						
1403	2,080.00	360.00		2,440.00	████	████				████	████						
1701	2,080.00	40.00		2,120.00	████	████				████	████						
1801	2,080.00	296.00		2,376.00	████	████				████	████						
1902	2,080.00	352.25		2,432.25	████	████				████	████						
1911	2,072.50	121.00		2,193.50	████				████	████	████						

Shelby Energy Cooperative
 Employee Earnings and Hours
 July 31, 2016

Employee Number	Hours Worked Test Year				Actual Test Year Wages						Wage Rate 1-Nov-15	Normalized Test Year Wages					
	Regular	Overtime	Vac Pay	Total	Regular	Overtime	Excess Vac Pay	Salary Overtime	Stanby Pay	Total		Regular	Overtime	Excess Vac Pay	Salary Overtime	Stanby Pay	Normalized Total
	1912	2,080.00	402.50		2,482.50												
2306	2,040.00	317.50		2,357.50													
2309	2,080.00	313.25		2,393.25													
2312	1,927.00	154.75		2,081.75													
2315	2,063.00	352.00		2,415.00													
Subtotal	66,726.75	4,993.50	168.00	71,888.25	1,814,183	242,676	4,919	127	6,625	2,068,530		1,828,363	243,669	4,919	127	6,625	2,083,703
Summer and Part Time Employees:																	
708	288.00	0.50		288.50													
1318	627.00	3.50		630.50													
1319	104.00	3.00		107.00													
1802	327.00			327.00													
2316	344.00			344.00													
Subtotal	1,690.00	7.00	0.00	1,697.00	27,247	161	0	0	0	27,408		49,900	161	0	0	0	50,061
Retirees:																	
1305	1,850.00			1,850.00													0
Subtotal	1,850.00	0.00	0.00	1,850.00								0	0	0	0	0	0
Total	86,497.50	5,000.50	328.00	91,826.00	2,581,496	242,837	12,440	3,716	36,303	2,876,791		2,554,264	243,830	12,440	3,067	31,705	2,845,305

Shelby Energy Cooperative
Employee Earnings and Hours
July 31, 2016

Witness: Debra Martin

Employee Number	Wage Rate 11/1/13	Wage Rate 11/1/14	Percent Increase	Wage Rate 11/1/15	Percent Increase	Date of last Increase	Reason for increase
Salaried Employees:							
601	████	████	7.1%	████	3.0%	11/1/2015	Additional responsibilities
702	████	████	3.0%	████	2.5%	11/1/2015	
706	████	████	3.5%	████	3.0%	11/1/2015	
801	████	████	3.5%	████	2.5%	11/1/2015	
1304	████	████	3.0%	████	2.0%	11/1/2015	
1307	████	████	3.0%	████	6.5%	11/1/2015	Performance evaluation
1316	-	████	0.0%	████	1.5%	11/1/2015	New employee
2314	████	████	10.0%	████	6.0%	11/1/2015	Additional responsibilities

Subtotal

Employee Number	Wage Rate 11/1/13	Wage Rate 11/1/14	Percent Increase	Wage Rate 11/1/15	Percent Increase	Date of last Increase	Reason for increase
Hourly Employees:							
208	████	████	2.3%	████	2.5%	11/1/2015	
210	████	████	2.3%	████	2.5%	11/1/2015	
301	████	████	3.0%	████	3.0%	11/1/2015	
302	████	████	2.1%	████	2.3%	11/1/2015	
304	████	████	3.0%	████	2.5%	11/1/2015	
306	████	████	2.3%	████	2.5%	11/1/2015	
310	████	████	3.5%	████	2.5%	11/1/2015	
403	████	████	3.5%	████	2.5%	11/1/2015	
501	████	████	3.0%	████	2.5%	11/1/2015	
503	████	████	2.3%	████	2.5%	11/1/2015	
705	████	████	3.0%	████	2.5%	11/1/2015	
709	████	████	5.0%	████	3.0%	11/1/2015	
710	████	████	3.0%	████	5.6%	11/1/2015	Promotion
1101	████	████	3.0%	████	3.0%	11/1/2015	
1303	████	████	5.0%	████	3.2%	11/1/2015	
1306	████	████	3.0%	████	2.5%	11/1/2015	
1308	████	████	3.0%	████	2.5%	11/1/2015	

Shelby Energy Cooperative
Employee Earnings and Hours
July 31, 2016

Witness: Debra Martin

Employee Number	Wage Rate 11/1/13	Wage Rate 11/1/14	Percent Increase	Wage Rate 11/1/15	Percent Increase	Date of last Increase	Reason for increase
1310	████	████	2.3%	████	2.5%	11/1/2015	
1311	████	████	2.6%	████	3.0%	11/1/2015	
1313	-	████	0.0%	████	14.7%	11/1/2015	Promotion
1314	████	████	3.0%	████	2.5%	11/1/2015	
1315	-	████	0.0%	████	1.1%	11/1/2015	
1317	-	-	0.0%	████	0.0%	11/1/2015	
1403	████	████	2.2%	████	2.4%	11/1/2015	
1701	████	████	4.8%	████	10.0%	11/1/2015	Step Increase
1801	████	████	2.2%	████	2.4%	11/1/2015	
1902	████	████	6.1%	████	2.3%	11/1/2015	
1911	████	████	9.8%	████	2.5%	11/1/2015	
1912	████	████	2.3%	████	2.5%	11/1/2015	
2306	████	████	1.5%	████	2.4%	11/1/2015	
2309	████	████	2.3%	████	2.5%	11/1/2015	
2312	████	████	2.3%	████	2.5%	11/1/2015	
2315	████	████	7.6%	████	2.5%	11/1/2015	

Subtotal

Summer and Part Time Employees:

708	████	████	3.0%	████	3.0%	11/1/2015	
1318	████	████	0.0%	████	0.0%	11/1/2015	
1319	████	████	0.0%	████	0.0%	11/1/2015	
1802	████	████	1.5%	████	3.0%	11/1/2015	
2316	████	████	0.0%	████	0.0%	11/1/2015	

Subtotal

Retirees:

1305	████	████	7.6%	████	3.0%	11/1/2015	
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Witness: Debra Martin

Shelby Energy Cooperative
Case No. 2016-00434
Compensation of Executive Officers
July 31, 2016

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	<u>Test Year</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>
Chief Executive Officer - CEO	████████	████████	████████	████████
Percent Increase	6.5%	3.0%	3.0%	3.0%
VP, Operations/Engineering	████████	████████	████████	████████
Percent Increase	3.0%	3.5%	3.0%	3.0%
Mgr, Accounting & Finance	████████	████████	████████	████████
Percent Increase	2.5%	3.5%	3.0%	4.0%
Mgr, Member Services	████████	████████	████████	████████
Percent Increase	6.0%	10.0%	9.0%	10.8%
Mgr, Billing & Customer Service	████████	████████	████████	████████
Percent Increase	3.0%	3.0%	7.0%	NA

Shelby Energy
Cooperative

Witness: James Adkins

Case No. 2016-00434

Payroll Tax Adjustment

Employee Number	Normalized Wages	Social Security Wages		Medicare Wages		Federal Unemployment		State Unemployment	
		Up To \$118,500	@ 6.20%	All Wages	1.45%	Up to \$7,000	1.80%	Up to \$10,200	2.010%

Salaried Employees:

601	████	████	████	████	████	7,000	126	10,200	205
702	████	████	████	████	████	7,000	126	10,200	205
706	████	████	████	████	████	7,000	126	10,200	205
801	████	████	████	████	████	7,000	126	10,200	205
1304	████	████	████	████	████	7,000	126	10,200	205
1307	████	████	████	████	████	7,000	126	10,200	205
1316	████	████	████	████	████	7,000	126	10,200	205
2314	████	████	████	████	████	7,000	126	10,200	205
Subtotal Salary	711,541	676,281	41,929	711,541	10,317	56,000	1,008	81,600	1,640

Hourly Employees:

208	████	████	████	████	████	7,000	126	10,200	205
210	████	████	████	████	████	7,000	126	10,200	205
301	████	████	████	████	████	7,000	126	10,200	205
302	████	████	████	████	████	7,000	126	10,200	205
304	████	████	████	████	████	7,000	126	10,200	205
306	████	████	████	████	████	7,000	126	10,200	205
310	████	████	████	████	████	7,000	126	10,200	205
403	████	████	████	████	████	7,000	126	10,200	205
501	████	████	████	████	████	7,000	126	10,200	205
503	████	████	████	████	████	7,000	126	10,200	205
705	████	████	████	████	████	7,000	126	10,200	205
709	████	████	████	████	████	7,000	126	10,200	205
710	████	████	████	████	████	7,000	126	10,200	205
1101	████	████	████	████	████	7,000	126	10,200	205
1303	████	████	████	████	████	7,000	126	10,200	205
1306	████	████	████	████	████	7,000	126	10,200	205
1308	████	████	████	████	████	7,000	126	10,200	205
1310	████	████	████	████	████	7,000	126	10,200	205
1311	████	████	████	████	████	7,000	126	10,200	205

Shelby Energy
Cooperative

Witness: James Adkins

Case No. 2016-00434

Payroll Tax Adjustment

Employee Number	Normalized Wages	Social Security Wages		Medicare Wages		Federal Unemployment		State Unemployment	
		Up To \$118,500	@ 6.20%	All Wages	1.45%	Up to \$7,000	1.80%	Up to \$10,200	2.010%
1313	████	████	████	████	████	7,000	126	10,200	205
1314	████	████	████	████	████	7,000	126	10,200	205
1315	████	████	████	████	████	7,000	126	10,200	205
1317	████	████	████	████	████	7,000	126	10,200	205
1403	████	████	████	████	████	7,000	126	10,200	205
1701	████	████	████	████	████	7,000	126	10,200	205
1801	████	████	████	████	████	7,000	126	10,200	205
1902	████	████	████	████	████	7,000	126	10,200	205
1911	████	████	████	████	████	7,000	126	10,200	205
1912	████	████	████	████	████	7,000	126	10,200	205
2306	████	████	████	████	████	7,000	126	10,200	205
2309	████	████	████	████	████	7,000	126	10,200	205
2312	████	████	████	████	████	7,000	126	10,200	205
2315	████	████	████	████	████	7,000	126	10,200	205
Subtotal hourly	2,083,703	2,083,703	129,190	2,083,703	30,214	231,000	4,158	336,600	6,766
Summer and Part Time Employees:									
708	████	████	████	████	████	7,000	126	10,200	205
1318	████	████	████	████	████	7,000	126	10,200	205
1319	████	████	████	████	████	7,000	126	10,200	205
1802	████	████	████	████	████	7,000	126	10,200	205
2316	████	████	████	████	████	7,000	126	10,200	205
Subtotal part-time	50,061	50,061	3,104	50,061	726	25,640	462	32,040	644
Retirees:									
1305	0	0	0	0	0	0	0	0	0
Subtotal retiree	0	0	0	0	0	0	0	0	0
Total	2,845,305	2,810,045	174,223	2,845,305	41,257	312,640	5,628	450,240	9,050

Shelby Energy Cooperative

Case No. 2016-00434

R&S Adjustment

Employee Number	Regular Wages	R&S		401(k)	
		Rate	Amount	Rate	Amount
Salaried Employees:					
601	████████			2.0%	████████
702	████████	22.240%	████████	2.0%	████████
706	████████	22.240%	████████	2.0%	████████
801	████████	22.240%	████████	2.0%	████████
1304	████████			2.0%	████████
1307	████████			2.0%	████████
1316	████████			12.0%	████████
2314	████████	22.240%	████████	2.0%	████████
Subtotal Salaried	676,001		70,291		20,170
Hourly Employees:					
208	████████	22.240%	████████	2.0%	████████
210	████████	22.240%	████████	2.0%	████████
301	████████			12.0%	████████
302	████████			2.0%	████████
304	████████	22.240%	████████	2.0%	████████
306	████████	22.240%	████████	2.0%	████████
310	████████			9.0%	████████
403	████████	22.240%	████████	2.0%	████████
501	████████			2.0%	████████
503	████████	22.240%	████████	2.0%	████████
705	████████	22.240%	████████	2.0%	████████
709	████████			12.0%	████████
710	████████			11.0%	████████
1101	████████			12.0%	████████
1303	████████			11.0%	████████
1306	████████	22.240%	████████	2.0%	████████
1308	████████	22.240%	████████	2.0%	████████
1310	████████			10.0%	████████
1311	████████			8.0%	████████
1313	████████			9.0%	████████
1314	████████			2.0%	████████
1315	████████			1.0%	████████
1317	████████	22.240%	████████	2.0%	████████
1403	████████	22.240%	████████	2.0%	████████
1701	████████			12.0%	████████

Shelby Energy Cooperative
Case No. 2016-00434
R&S Adjustment

Employee Number	Regular Wages	R&S		401(k)	
		Rate	Amount	Rate	Amount
1801	████████	22.240%	████████	2.0%	████████
1902	████████			2.0%	████████
1911	████████			11.0%	████████
1912	████████			3.0%	████████
2306	████████	22.240%	████████	2.0%	████████
2309	████████	22.240%	████████	2.0%	████████
2312	████████	22.240%	████████	2.0%	████████
2315	████████			10.0%	████████
Subtotal hourly	1,828,363		191,645		86,441
Summer and Part Time Employees:					
708	████████				
1318	████████				
1319	████████				
1802	████████				
2316	████████				
Subtotal summ	49,900				
Retirees:					
1305				12.0%	0
Subtotal retiree	0				
Total	2,554,264		261,936		106,611

Shelby Energy Cooperative
Case No. 2016-00434
Director Fees and Expenses

DATE	CHECK	VENDOR NAME	DESCRIPTION	Regular	Special	Per Diem	Mileage	Registration	Hotel	Meals	Medical	Allocate to Subsidiary	Include	Exclude	Total	
08/27/15	63045			████			████				████	████			████	
10/15/15	63482			████			████				████	████			████	
11/19/15	63814			████			████				████	████			████	
12/17/15	64025			████			████				████	████			████	
01/21/16	64249			████			████				████	████			████	
02/25/16	64500			████			████				████	████			████	
03/21/16	64711			████			████				████	████			████	
04/28/16	64979			████			████				████	████			████	
05/19/16	65138			████			████				████	████			████	
07/14/16	65553			████			████				████	████			████	
06/23/16	65475			████			████				████	████			████	
TOTAL ASHLEY CHILTON				████			████				████	████			████	
08/27/15	63057			████			████				████	████			████	
09/18/15	63249			████			████				████	████			████	
10/15/15	63496			████			████				████	████			████	
11/19/15	63819			████			████				████	████			████	
11/19/15	63819	DIANA S ARNOLD	NRECA DIRECTOR EDUCATION CLASS			████	████		████						████	
12/02/15	64002	KAEC	COORDINATED DIRECTOR TRAINING			████		████							████	
12/17/15	64030			████			████				████	████			████	
01/21/16	64256			████			████				████	████			████	
01/21/16	64256	DIANA S ARNOLD	CFC WORKSHOP			████									████	
02/25/16	64513			████			████				████	████			████	
03/21/16	64719			████			████				████	████			████	
04/28/16	64988			████			████				████	████			████	
05/19/16	65147			████			████				████	████			████	
06/23/16	65395			████			████				████	████			████	
07/14/16	65561			████			████				████	████			████	
TOTAL DIANA ARNOLD				████		████	████	████	████	████	████	████	████			████
08/27/15	63058			████			████				████	████			████	
09/18/15	63250			████			████				████	████			████	
10/15/15	63497			████			████				████	████			████	
11/19/15	63820			████			████				████	████			████	
11/19/15	63820			████			████				████	████			████	
12/02/15	64002	KAEC	KAEC ANNUAL MTG			████	████			████					████	
12/02/15	64002	KAEC	COORDINATED DIRECTOR TRAINING			████		████							████	
12/17/15	64031			████			████				████	████			████	
01/21/16	64257			████			████				████	████			████	
01/21/16	64257	PAT HARGADON	CFC WORKSHOP			████									████	
02/25/16	64514			████			████				████	████			████	
03/21/16	64720			████			████				████	████			████	
04/28/16	64989			████			████				████	████			████	
05/19/16	65148			████			████				████	████			████	
06/23/16	65398			████			████				████	████			████	
07/14/16	65562			████			████				████	████			████	
TOTAL PAT HARGADON				████			████	████	████	████	████	████	████			████
08/27/15	63046			300.00			4.60				556.31	(3.48)			857.43	

Shelby Energy Cooperative
Case No. 2016-00434
Director Fees and Expenses

1
2
3

4	DATE	CHECK	VENDOR NAME	DESCRIPTION	Regular	Special	Per Diem	Mileage	Registration	Hotel	Meals	Medical	Allocate to Subsidiary	Include	Exclude	Total
57	09/18/15	63241			████			████				████	████			████
58	10/15/15	63483			████			████				████	████			████
59	10/19/15	63603	VISA	NRECA REGIONAL CONFERENCE						████						████
60	10/26/15	63682	R WAYNE STRATTON	NRECA REGIONAL CONFERENCE			████	████		████	████					████
61	11/19/15	63815			████			████				████	████			████
62	12/17/15	64026			████			████				████	████			████
63	01/15/16	64220	R WAYNE STRATTON	NRECA REGIONAL CONFERENCE					████							████
64	01/21/16	64250			████			████				████	████			████
65	02/25/16	64501			████			████				████	████			████
66	03/21/16	64712			████			████				████	████			████
67	04/28/16	64980			████			████				████	████			████
68	05/19/16	65139			████			████				████	████			████
69	06/01/16	65406	GENERAL INFORMATION SV	BACKGROUND CHECK - STRATTON											████	████
70	06/23/16	65385	R WAYNE STRATTON	EKPC ANNUAL MEETING				████								████
71	06/23/16	65385			████			████								████
72	06/30/16	65611	ABSO - A STERLING COMPAI	BACKGROUND CHECK - STRATTON											████	████
73	07/14/16	65554			████			████								████
74	07/19/16	65666	VISA	NRECA/CFC REG MG					████							████
75	VAR	VAR	HEALTHSMART BENEFIT	ADM FEE								████				████
76	VAR	VAR	EAST KENTUCKY POWER CO	MEDICAL								████				████
77				TOTAL R WAYNE STRATTON	████	█	████	████	████	████	████	████	████	████	█	████
79	08/27/15	63055			████			████				████	████			████
80	09/18/15	63246			████			████				████	████			████
81	10/15/15	63492			████			████				████	████			████
82	11/19/15	63818			████			████				████	████			████
83	12/07/15	64002	KAEC	KAEC ANN. MTG			████				████					████
84	12/17/15	64029			████			████				████	████			████
85	01/21/16	64255			████			████				████	████			████
86	02/25/16	64511			████			████				████	████			████
87	03/21/16	64717			████			████				████	████			████
88	04/28/16	64987			████			████				████	████			████
89	05/19/16	65144			████			████				████	████			████
90	06/23/16	65392			████			████				████	████			████
91	06/23/16	65392		EKPC ANNUAL MEETING			████	████								████
92	07/14/16	65559			████			████								████
93				TOTAL RANDY STEVENS	████	█	████	████	█	█	████	████	████	█	█	████
96	08/27/15	63047			████			████				████	████			████
97	09/18/15	63242			████			████				████	████			████
98	10/15/15	63484			████			████				████	████			████
99	11/19/15	63816			████			████				████	████			████
100	11/19/15	63816	ROGER G. TAYLOR, JR.	KAEC ANNUAL MTG			████	████								████
101	12/02/15	64002	KAEC	COORDINATED DIRECTOR TRAINING			████		████							████
102	12/17/15	64107			████			████				████	████			████
103	01/21/16	64251			████			████				████	████			████
104	02/25/16	64502			████			████				████	████			████
105	03/21/16	64713			████			████				████	████			████
106	04/28/16	64981			████			████				████	████			████

Union Wages - Appendix "A"
11/01/12 through 11/01/2014

2.25% Current Method
08/08/12

Year	Crew Leader	Net +(-)	Net %	Variance vs Lead Line Tech	Lead Line Technician	Net Increase	Net Percent	Variance vs Svs/Line Technician	Service/ Line Technician	Net Increase	Annual Approved Increase
September, 2012											
11/01/12 - 10/31/13			2.04%				2.18%				2.25%
11/01/13 - 10/31/14			2.05%				2.18%				2.25%
11/01/14 - 10/31/15			2.05%				2.18%				2.25%

Former Line Supervisor Positions

Year	(2) positions	Net Increase	Net Percent	Annual Approved Increase
11/01/12 - 10/31/13			1.00%	1.00%
11/01/13 - 10/31/14			1.00%	1.00%
11/01/14 - 10/31/15			1.52%	1.00%

Year	Apprentice	Hire	Enter Program	At completion of:				Annual Approved Increase
				Level 1	Level 2	Level 3	Level 4	
11/01/12 - 10/31/13								2.25%
11/01/13 - 10/31/14								2.25%
11/01/14 - 10/31/15								2.25%

Year	Materials Technician	Annual Approved Increase
11/01/12 - 10/31/13		2.25%
11/01/13 - 10/31/14		2.25%
11/01/14 - 10/31/15		2.25%

Starting Position Rates:

Crew Leader
Lead Line Technician
Line Technician
Service Technician
Materials Technician



Apprentice - Hire
Enter Apprentice Program
Complete Level 1
Complete Level 2
Complete Level 3
Complete Level 4
Complete (1) year of work
at Level 4 to move to Line Technician classification



Appendix "A"
11/01/15 through 11/01/17

Year	Crew Leader	Net +(-)	Net %	Variance vs Lead Line Tech	Lead Line Technician	Net Increase	Net Percent	Variance vs Svs/Line Technician	Service/ Line Technician	Net Increase	Annual Approved Increase
September, 2015	████			████	████			████	████		
11/01/15 - 10/31/16	2015	████	2.28%	████	████	████	2.42%	████	████	████	2.50%
11/01/16 - 10/31/17	2016	████	2.73%	████	████	████	2.89%	████	████	████	3.00%
11/01/17 - 10/31/18	2017	████	2.75%	████	████	████	2.91%	████	████	████	3.00%

	Apprentice	Enter		At completion of:				
		Hire	Program	Level 1	Level 2	Level 3	Level 4	
September, 2015		████	████	████	████	████	████	
11/01/15 - 10/31/16	2015	████	████	████	████	████	████	2.50%
11/01/16 - 10/31/17	2016	████	████	████	████	████	████	3.00%
11/01/17 - 10/31/18	2017	████	████	████	████	████	████	3.00%

Materials Technician											
September, 2015		████									
11/01/15 - 10/31/16	2015	████									2.50%
11/01/16 - 10/31/17	2016	████									3.00%
11/01/17 - 10/31/18	2017	████									3.00%