

KENTUCKY-AMERICAN WATER COMPANY
CASE NO. 2004-00103
PUBLIC SERVICE COMMISSION DATA REQUEST NO. 1
ITEMS 1 – 34

Witness Responsible:

C. Bush

15. State for each employee group the amount, percentage increases, and effective dates for general wage increases and, separately, for merit increases granted for calendar years 2002 and 2003, the base period and the forecasted period.

Response:

Kentucky American Water has performance based pay for all non-bargaining employees. Union employees receive wage increases as the result of negotiations.

Year	Effective Date	Employee Group	% increase
2002	November 1, 2002	Outside Union	3.00%
	December 17, 2002	Inside Union	3.00%
	April 1, 2002	Non-bargaining	3.80%
2003	November 1, 2003	Outside Union	2.50%
	December 17, 2003	Inside Union	3.00%
	April 1, 2003	Non-bargaining	3.53%
Base Year (12 mos. ending 7/31/04)	November 1, 2003	Outside Union	2.50%
	December 17, 2003	Inside Union	3.00%
	April 1, 2004	Non-bargaining	2.88%
Test Year	November 1, 2004 / November 1, 2005	Outside Union	3.00% / 3.00%
	December 17, 2004	Inside Union	3.00%
	April 1, 2005	Non-bargaining	3.00%

For electronic version, refer to KAW_R_PSCDR1#15_052004.pdf