

**KENTUCKY-AMERICAN WATER COMPANY  
CASE NO. 2007-00143  
PUBLIC SERVICE COMMISSION'S FIRST SET OF INFORMATION REQUESTS  
ITEMS 1 – 33**

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Witness Responsible:

Sheila Miller

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 2005 and 2006, 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
2005	November 1, 2005	Outside Union	4.0%
	December 17, 2005	Inside Union	3.0%
	April 1, 2005	Non-bargaining	3.5%
2006	November 1, 2006	Outside Union	4.0%
	December 17, 2006	Inside Union	3.0%
	April 1, 2006	Non-bargaining	3.5%
Base Year			
12 mo ending			
7/31/07	November 1, 2006	Outside Union	4.0%
	December 17, 2006	Inside Union	3.0%
	April 1, 2007	Non-bargaining	3.5%
Forecast			
12 mo ending			
11/30/08	November 1, 2007	Outside Union	3.5%
	November 1, 2008	Outside Union	3.5%
	December 17, 2007	Inside Union	3.5%
	April 1, 2008	Non-bargaining	3.5%

For the electronic version, refer to KAW\_R\_PSCDR1#15\_052107.pdf