

**COMMONWEALTH OF KENTUCKY  
BEFORE THE PUBLIC SERVICE COMMISSION**

**In the Matter of:**

<b>APPLICATION OF KENERGY CORP.</b>	)	
<b>FOR AN ADJUSTMENT OF RATES</b>	)	<b>CASE NO. 2015-00312</b>
<b>AND ALL CORRESPONDING MATERIALS</b>	)	

**PETITION OF KENERGY CORP.  
FOR CONFIDENTIAL TREATMENT**

Comes now **KENERGY CORP.** (“Kenergy”), by and through its counsel, and, pursuant to 807 KAR 5:001 Section 13 and KRS 61.878, hereby petitions the Public Service Commission for the Commonwealth of Kentucky (“Commission”) for an order granting confidential protection to certain information Kenergy is providing in response to data requests issued by the Attorney General. The information Kenergy seeks to protect as confidential is hereinafter referred to as the “Confidential Information.” As grounds for its motion, Kenergy states as follows.

The Confidential Information includes portions of the salary survey requested by the Commission in Post-Hearing Data Request No. 19.

One (1) copy of the hardcopy pages containing Confidential Information, with the Confidential Information highlighted with transparent ink, printed on yellow paper, or otherwise marked “CONFIDENTIAL,” is being filed with this petition. A copy of those pages with the Confidential Information redacted is being filed with the original and each of the ten (10) copies of the salary survey filed with this petition. 807 KAR 5:001 Section 13(2)(a)(3).

A copy of this petition with the Confidential Information redacted has been served on all parties to this proceeding pursuant to 807 KAR 5:001 Section 13(2)(b). A copy of the

Confidential Information has been served on all parties that have signed a confidentiality agreement.

The Confidential Information is not publicly available, is not disseminated within Kenergy except to those employees and professionals with a legitimate business need to know and act upon the information, and is not disseminated to others without a legitimate need to know and act upon the information. Furthermore, the Confidential Information is subject to confidentiality agreements between Kenergy and third parties that provided the information. (See Section I, *infra*.)

If and to the extent the Confidential Information becomes generally available to the public, whether through filings required by other agencies or otherwise, Kenergy will notify the Commission and have the information's confidential status removed pursuant to 807 KAR 5:001 Section 13(10)(b).

As discussed below, the Confidential Information is entitled to confidential protection pursuant to the Commission's standard practices regarding information protected by confidentiality agreements with third parties. The Confidential Information is also entitled to confidential protection pursuant to KRS 61.878(1)(a), which protects "records containing information of a personal nature where the public disclosure thereof would constitute a clearly unwarranted invasion of personal privacy." The Confidential Information is also entitled to confidential protection pursuant to KRS 61.878(1)(c)(1), which protects "records confidentially disclosed to an agency or required by an agency to be disclosed to it, generally recognized as confidential or proprietary, which if openly disclosed would permit an unfair commercial advantage to competitors of the entity that disclosed the records." See generally 807 KAR 5:001

Section 13(2)(a)(1) (requiring specific grounds pursuant to KRS 61.878 for classification of material as confidential).

**I. The Confidential Information Is Entitled to Confidential Treatment Because It Is Subject to Confidentiality Agreements with Third Parties.**

The Confidential Information contained in the salary survey includes proprietary and confidential information provided to the Kentucky Association of Electric Cooperatives (“KAEC”) by its Kentucky electric distribution cooperative members. None of the Confidential Information was created or compiled by Kenergy, and all of the third parties involved provided the KAEC (and, by extension, Kenergy) with access to the Confidential Information pursuant to an understanding that the Confidential Information would remain confidential. Consequently, Kenergy is not at liberty to publicly disclose the Confidential Information.

The Commission has repeatedly granted confidential treatment to information in similar circumstances. *See, e.g., In the Matter of Big Rivers Elec. Corp. Filing of Wholesale Contracts Pursuant to KRS 278.100 and KAR 5:011 § 13*, Order, P.S.C. Case No. 2014-00134 (Oct. 9, 2014) (granting confidential treatment to a third party's strategic analysis); *In the Matter of Application of Big Rivers Elec. Corp. for a General Adjustment in Rates*, Order, P.S.C. Case No. 2012-00535 (April 25, 2013) (granting confidential treatment to models and industry data provided by third party consultants, as well as to details of sensitive commercial negotiations that were subject to a confidentiality agreement among the negotiating parties); *In the Matter of Big Rivers Elec. Corp. for Approval of Its 2012 Environmental Compliance Plan, for Approval of Its Amended Environmental Cost Recovery Surcharge Tariff, for Certificates of Public Convenience and Necessity, and for Authority to Establish a Regulatory Account*, Petition of Big Rivers Elec. Corp. for Confidential Protection, P.S.C. Case No. 2012-00063 (May 30, 2012) (seeking

confidential protection on grounds that information was provided by third party pursuant to confidentiality agreement); *id.*, Letter from Commission (Aug. 15, 2012) (granting petition for confidential protection); *In the Matter of Application of Kenergy Corp. for Certificate of Convenience and Necessity*, Petition of Kenergy Corp. for Confidential Treatment, P.S.C. Case No. 2011-00350 (Aug. 26, 2011) (proposed agreement between party and third party filed confidentially); *id.*, Letter from Commission (Sep. 7, 2011) (accepting confidential filing).

Accordingly, the Confidential Information should be afforded confidential treatment pursuant to the Commission's standard practices.

**II. The Confidential Information Is Entitled to Confidential Treatment Pursuant to KRS 61.878(1)(a), Protecting Information of a Personal Nature.**

KRS 61.878(1)(a) protects “records containing information of a personal nature where the public disclosure thereof would constitute a clearly unwarranted invasion of personal privacy.”

The Confidential Information contained in the salary survey identifies approximately 30 specific employee positions at multiple electric distribution cooperatives in Kentucky. It also provides detailed salary, hourly rate, holiday, sick leave, vacation, pension, health insurance, short-term disability insurance, and long-term disability insurance information related to each of those positions.

Information falls under the exemption set forth in KRS 61.878(1)(a) if it is of a “personal nature” and if the privacy interest in that personal information outweighs the public good in making the records publicly available. *See Kentucky Bd. of Examiners of Psychologists v. Courier-Journal*, 826 S.W.2d 324, 327 (Ky. 1992). Here, the information contains extremely sensitive employment details that identify almost all compensation information associated with

numerous specific employee positions at multiple companies. The sensitivity of the Confidential Information is especially high here because of the limited number of entities involved in Kentucky. Even without specific company names listed, and even with employee positions listed by title instead of name, individuals knowledgeable about the electric industry in that region of Kentucky may find it easy to connect the compensation information to specific and identifiable employees. In short, the only way to adequately protect the privacy of these individuals is to protect the Confidential Information as confidential. This is especially true here, where the Attorney General has only sought access to the information in order to evaluate the compensation practices of Kenergy, and not for the purpose of investigating or evaluating the third-party distribution cooperatives whose information is being provided pursuant to this Petition for Confidential Treatment.

The Confidential Information also implicates privacy concerns for the electric cooperatives and for KAEC themselves. If a knowledgeable individual can connect even one entry to a specific and identifiable employee, that individual can effectively gain access to the entire compensation structure of the cooperative for which that employee works. These cooperatives are not parties to this proceeding, they are not the subject of this proceeding, and their proprietary and confidential financial information should be protected. Finally, KAEC collected this sensitive information from its members and compiled it based on its members' expectations that the information would remain confidential. Separate from the privacy concerns of the individual employees and cooperatives, KAEC, which is also not a party to this proceeding, has a significant privacy interest in the continued confidential treatment of the Confidential Information it has compiled for the benefit of its Kentucky electric cooperative members.



For these reasons, the information is of a highly personal nature, and because the details relate to private, not public, employees of cooperatives who are not the subject of this proceeding, there is little to no public interest in making these details publicly available. For these reasons, the public disclosure of this information would constitute an unwarranted invasion of personal privacy, and the Confidential Information should be afforded confidential treatment pursuant to KRS 61.878(1)(a).

**III. The Confidential Information Is Entitled to Confidential Treatment Pursuant to KRS 61.878(1)(c)(1), Protecting Information of a Sensitive Commercial Nature.**

**A. Kenergy Faces Actual Competition.**

KRS 61.878(1)(c)(1) protects “records confidentially disclosed to an agency or required by an agency to be disclosed to it, generally recognized as confidential or proprietary, which if openly disclosed would permit an unfair commercial advantage to competitors of the entity that disclosed the records.”

As an electric distribution cooperative, Kenergy competes with other businesses (including other regulated and non-regulated electric cooperatives) for the best employees. Much of Kenergy's workforce consists of talented individuals with a deep knowledge of the electric distribution industry; consequently, the retention of existing employees and the recruitment of qualified new employees is critically important to Kenergy. Disclosure of the Confidential Information could impede Kenergy's ability to effectively attract talented employees, either by creating false expectations and pricing signals in the marketplace or by revealing potential compensation strategies of Kenergy. In either case, the exposure of this information in the public realm could make it more difficult for Kenergy to attract and retain the best possible employees.

Accordingly, Kenergy competes in the marketplace of potential employees with other businesses (including electric cooperatives), and the Confidential Information should be protected to prevent unfair competitive advantage.

**B. The Confidential Information is Generally Recognized as Confidential or Proprietary.**

The Confidential Information for which Kenergy seeks confidential treatment under KRS 61.878(1)(c)(1) is generally recognized as confidential or proprietary under Kentucky law.

The Confidential Information contained in the salary survey includes salary, hourly rate, holiday, sick leave, vacation, pension, health insurance, short-term disability insurance, and long-term disability insurance information related to numerous employee positions at multiple electric cooperatives. Kenergy reviews information of this nature in evaluating its compensation structure, including wages, salaries, and potential raises paid to its employees.

Public disclosure of the Confidential Information would reveal details of Kenergy's internal management strategies as it evaluates and plans its employee compensation structure. This type of information bears upon Kenergy's inner workings, and it is generally recognized as confidential or proprietary. *See, e.g., Hoy v. Kentucky Indus. Revitalization Authority*, 907 S.W.2d 766, 768 (Ky. 1995) ("It does not take a degree in finance to recognize that such information concerning the inner workings of a corporation is 'generally recognized as confidential or proprietary'"); *Marina Management Servs. v. Cabinet for Tourism, Dep't of Parks*, 906 S.W.2d 318, 319 (Ky. 1995) (unfair commercial advantage arises simply from "the ability to ascertain the economic status of the entities without the hurdles systemically associated with the acquisition of such information about privately owned organizations"). In addition, the

Confidential Information is subject to confidentiality obligation with third parties, a circumstance in which the Commission has repeatedly granted confidential treatment. (*See* Section I, *supra*.)

Accordingly, the Confidential Information should be afforded confidential treatment pursuant to KRS 61.878(1)(c)(1).

**C. Disclosure of the Confidential Information Would Result in an Unfair Commercial Advantage to Kenergy's Competitors.**

Disclosure of the Confidential Information would grant Kenergy's competitors in the workforce market an unfair commercial advantage. As discussed above in Section III.A, Kenergy faces actual competition in the market for qualified employees. Kenergy's ability to compete in this market would be adversely affected if the Confidential Information were publicly disclosed, and Kenergy seeks protection from such competitive injury.

Publication of the Confidential Information regarding employee compensation details used by Kenergy to evaluate and plan its compensation structure could cause serious competitive repercussions, including the potential "poaching" of employees by other businesses (including other electric cooperatives) and Kenergy's competitors. These repercussions would result in an unfair commercial advantage for Kenergy's competitors because it would reduce Kenergy's ability to attract and retain its workforce and properly allocate its staff. Any departure of employees or suppression of Kenergy's ability to attract and retain new talent could cause significant harm to its operational and administrative efforts.

Accordingly, the public disclosure of the Confidential Information would provide Kenergy's competitors in the workforce marketplace with an unfair commercial advantage, and the Confidential Information should be afforded confidential treatment pursuant to KRS 61.878(1)(c)(1).



#### **IV. Time Period**

Pursuant to 807 KAR 5:001 Section 13(2)(a)(2), Kenergy requests that the Confidential Information be afforded confidential treatment in perpetuity. The information originated with third parties and reflects sensitive personal information of numerous third party individuals and companies. Unlike competitive concerns, these privacy concerns do not disappear with the passage of time. The personal information can only be adequately protected if the Confidential Information is protected in perpetuity.

#### **V. Conclusion**

Based on the foregoing, the Confidential Information is entitled to confidential treatment pursuant to 807 KAR 5:001 Section 13 and KRS 61.878. If the Commission disagrees that Kenergy's Confidential Information is entitled to confidential treatment, due process requires the Commission to hold an evidentiary hearing. *Utility Regulatory Comm'n v. Kentucky Water Serv. Co., Inc.*, 642 S.W.2d 591 (Ky. App. 1982).

**WHEREFORE**, Kenergy respectfully moves that the Commission classify and protect as confidential the Confidential Information.

Respectfully submitted,

**DORSEY, GRAY, NORMENT & HOPGOOD**  
318 Second Street  
Henderson, KY 42420  
Telephone (270) 826-3965  
Telefax (270) 826-6672  
Counsel for Kenergy Corp.

By   
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J. Christopher Hopgood

**CERTIFICATE OF SERVICE**

I hereby certify that the electronic version of the foregoing and its attachments, exhibits and testimony is a true and accurate copy of the paper original and that the electronic version has been submitted to the Commission by electronic mail with the paper original mailed the date below by Federal Express and further that the Attorney General of Kentucky, Office of Rate Intervention, 1024 Capital Center Drive, Frankfort, Kentucky 40601, and intervenor Kentucky Industrial Utility Customers, Inc., by and through its counsel Hon. Michael L. Kurtz, Boehm, Kurtz & Lowry, 36 East Seventh Street, Suite 1510, Cincinnati, Ohio 45202, have been notified by electronic mail of the availability of this filing on the Commission's website, on this 19<sup>th</sup> day of May, 2016.

  
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J. Christopher Hopgood

**KAEC**

**CEO SURVEY**

**RESULTS**

2015 - CONFIDENTIAL SURVEY  
 KENTUCKY'S ELECTRIC COOPERATIVES  
 MANAGERS, ATTORNEYS & DIRECTORS

DESCRIPTION	1	2	3	4	5	6	7	8
<u>GENERAL MANAGER</u>								
<u>Salary range</u>								
<u>effective date of salary</u>	SEPT 1	1/1/2016	9/1/2015	5/1/2015	12/1/2014	1/1/2015	1/1/2015	5/1/2015

2015 - CONFIDENTIAL SURVEY  
 KENTUCKY'S ELECTRIC COOPERATIVES  
 MANAGERS, ATTORNEYS & DIRECTORS

DESCRIPTION	9	10	11	12	13	14	15	16
<u>GENERAL MANAGER</u>								
<u>Salary range</u>								
<u>effective date of salary</u>	7/1/2015		1/1/2015	11/1/2015	11/1/2015	3/1/2015	9/1/2015	5/1/2015

2015 - CONFIDENTIAL SURVEY  
 KENTUCKY'S ELECTRIC COOPERATIVES  
 MANAGERS, ATTORNEYS & DIRECTORS

DESCRIPTION	17	18	19	20	21	22
<u>GENERAL MANAGER</u>						
<u>Salary range</u>						
<u>effective date of salary</u>	11/1/2015	1/1/2015	12/1/2016	2/1/2015	1/1/2015	7/1/2015

KAEC  
EMPLOYEE  
SURVEY  
RESULTS



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
DESCRIPTION		1	1	2	2	3	3	4	4	5	5	6
			Explanation		Explanation		Explanation		Explanation		Explanation	
Effective Date of Salaries				7/1/2015		9/1/2015		11/1/2015				1/1/2015
<b>MANAGEMENT/PROFESSIONAL</b>												
Top Member Services Employee	Rpts to CEO	Y		yes				Yes		Y		Yes
	Avg Salary											
	Range:											
	yrs in position			16		4				14		9
	Min.											
	Max.											
Top Finance Employee	Rpts to CEO	Y		yes				Yes				Yes
	Avg Salary											
	Range:											
	yrs in position			23		10						6
	Min.											
	Max.											
Top Human Resources Employee	Rpts to CEO			See explanation	Top member services and human resources job is combined			Yes		Y		Yes
	Avg Salary											
	Range:											
	yrs in position									4		30
	Min.											
	Max.											
Top Computer Services Employee	Rpts to CEO	Y		no				Yes		Y		No
	Avg Salary											
	Range:											
	yrs in position			4		10				6		15
	Min.											
	Max.											
Top Safety/Loss Prevention Employee	Rpts to CEO	N		no				N/A				No
	Avg Salary											
	Range:											
	yrs in position			14								10
	Min.											
	Max.											
District Manager	Rpts to CEO			N/A				N/A				
	Avg Salary											
	Range:											
	yrs in position					10						
	Min.											
	Max.											
Office Manager	Rpts to CEO			N/A				N/A		Y		
	Avg Salary											
	Range:											
	yrs in position					10				2		
	Min.											
	Max.											
Top Engineering Employee	Rpts to CEO	N		no				Yes		Y		Yes

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION													
DESCRIPTION		1	1	2	2	3	3	4	4	5	5	6	
			Explanation		Explanation		Explanation		Explanation		Explanation		
	Avg Salary	[REDACTED]	Union Job	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: yrs in position	13		11		11		[REDACTED]		8		19	
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
Top Operations Employee	Rpts to CEO			no				Yes		Y		Yes	
	Avg Salary	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: yrs in position			11		9		[REDACTED]		6		30	
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
Top Engineering/Operations Employee (provided position is combined)	Rpts to CEO	Y		yes				N/A					
	Avg Salary	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: yrs in position	4		36									
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
Top Purchasing Employee	Rpts to CEO			see explanation		Top Safety person and purchasing jobs combined		No					
	Avg Salary	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: yrs in position							[REDACTED]		[REDACTED]		[REDACTED]	
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
<b>CLERICAL-(Hourly rate)</b>													
Secretary to General Manager	Union?	N		REPORTS TO MGR.		N/A		YES		No		N	No
	Avg Hourly	[REDACTED]		\$47,050		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Range: yrs in position	6										7	13
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
Head Bookkeeper/Accountant	Union?	N		REPORTS TO MGR.		no		YES		No		N	Yes
	Avg Hourly	[REDACTED]		48,194		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Range: yrs in position					8						1	20
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
Head Cashier	Union?	N				N/A				N/A		N	Yes
	Avg Hourly	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Range: yrs in position	1										22	5
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
Cashier-Receptionist-CSR	Union?	N				no		YES		No		N	Yes
	Avg Hourly	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION												
DESCRIPTION		1	1	2	2	3	3	4	4	5	5	6
			Explanation		Explanation		Explanation		Explanation		Explanation	
	Range:			20.00						11.00		
Computer Operator/Analyst	Union?	N		N/A								
	Avg Hourly											
	Range:		15									
	Min.											
	Max.											
Data Entry Clerk	Union?			N/A				N/A				
	Avg Hourly											
	Range:											
	Min.											
	Max.											
Work Order Clerk	Union?	N		combined with other job		YES		No		N		Yes
	Avg Hourly											
	Range:		31							27		10
	Min.											
	Max.											
General Clerk	Union?	N		N/A		YES		No				
	Avg Hourly											
	Range:		5									
	Min.											
	Max.											
Supervisor Consumer Accounts	Union?	N	REPORTS TO MGR	VP of finance supervises everyone		NO		No		N		No
	Avg Hourly											
	Range:		3			8				9		40
	Min.											
	Max.											
<b>TRADES &amp; CRAFTS-(Hourly rate)</b>												
Staling Engineer	Union?			no		YES		No		N		Yes
	Avg Hourly											
	Range:			11						20		
	Min.											
	Max.											
Apprentice Lineworker	Union?	Y		no		YES		No		N		yes
	Avg Hourly											





2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
DESCRIPTION	1	1	2	2	3	3	4	4	5	5	6	
												Explanation
	Avg Hourly											
	Range:											
	Min											
	Max											
Whseman-Stock/Whse Clerk	Union?	Y		no			No		N		Yes	
	Avg Hourly											
	Range:											
	Min		7	22					21		10	
	Max		UNION CONTRACT									
Meter Reader	Union?	Y		no			N/A					
	Avg Hourly											
	Range:											
	Min		2	15								
	Max		UNION CONTRACT									
Groundman	Union?	Y		N/A			N/A					
	Avg Hourly											
	Range:											
	Min		1									
	Max		UNION CONTRACT									
Crew Leader/Foreman	Union?	Y		no	YES		No		N		Yes	
	Avg Hourly				30.83							
	Range:											
	Min		14	16					14-34			
	Max		UNION CONTRACT									
<b>FRINGE BENEFITS</b>												
<b>HOLIDAYS</b>												
Annual Paid Holidays		Y	9	9			8		8			
non-union		Y		yes	10						11	
union					10						11	
							Yes					
<b>PTO</b>												
Does your cooperative have a PTO Plan? If yes, describe		N		no					N			
non-union					NO		Rest time off with pay after working extended overtime hours				No	
union					NO						No	
<b>SICK LEAVE</b>												
Cummulative days per year		Y	12	12					12			
non-union		Y			12						12	



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES											
GENERAL WAGE SURVEY											
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION											
DESCRIPTION	1	1	2	2	3	3	4	4	5	5	6
		Explanation		Explanation		Explanation		Explanation		Explanation	
union					12						12
Maximum number of days that can be accrued:											
non-union	Y	60			225		120		60		100
union	Y				225						100
Do you pay unused sick leave	Y		yes						YES		25%
non-union	Y				YES		Yes				Yes
union	Y				YES						Yes
If so, what basis											
-Employee current salary:	Y										
non-union									20%		
union	Y										
OR											
-Salary rec'd at time of retirement/payment:	Y		yes								25%
non-union	Y				YES		X				Yes
union					YES						Yes
Dues Co-op offer short-term disability in lieu of sick leave?	Both		no		NO		No		Y		No
% Paid by Co-op									80		
non-union	Y										
union	Y										
% Paid by Employee	N/A								20		
non-union											
union											
Level of Coverage		Wkly or Base Wage							66		
non-union											
union											
<b>VACATIONS</b>											
One Week After									6 MONTHS		12 days per year
non-union	1st Yr				1 YEAR		Emp earns one day per month of employment				Yes
union	1st Yr				1 YEAR						Yes
Two Weeks After			1-10 yrs						1 YEAR		1 Additional day per year
non-union	2nd Yr		yes		2 YEARS		One Year				Yes
union	2nd Yr				2 YEARS						Yes
Three Weeks After			10-?						10 YEARS		
non-union	20 Day Max		yes		10 YEARS		Ten Years				

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES											
GENERAL WAGE SURVEY											
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION											
DESCRIPTION	1	1	2	2	3	3	4	4	5	5	6
union	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation
union	20 Day Max				10 YEARS						
Four Weeks After									20 YEARS		
non-union					15 YEARS		N/A				
union					15 YEARS						
Five Weeks After											
non-union					25 YEARS		N/A				
union					25 YEARS						
Days of vacation allowed to be carried over each year	15		5						12		
non-union	Y		yes		NONE		30 days/240 Hours				60 days
union	Y				NONE						60 days
<b>DEFINED BENEFIT PENSION PLAN</b>											
What is your system's benefit level				Hired after 1/1/106							
non-union			yes								
union	N/A										
Does your plan call for an employee contribution	No		no						NO		
If yes, what is the employee's contribution rate											
non-union					NO		No				No
union											No
For 2012 what is your contribution rate (per NRECA/Other)											
non-union			yes								
union											
What is your system's normal retirement age	62 age/30 yr svc		62						65		
non-union	Y		yes		62		62				62
union	Y										62
Does your program provide for COLA	N		no						NO		
non-union			yes		YES						No
union							No				No
Is NRECA the provider for the Defined Benefit Pension			yes						NO		
non-union - if no please specify	Y		yes		YES		Yes				Retirement Security
union - if no please specify											Retirement Security
Does your plan have different plan designs?	N		no		NO		Yes		YES		No

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES											
GENERAL WAGE SURVEY											
MANAGEMENT, PROFESSIONAL, CLERICAL,											
TRADE & BENEFIT INFORMATION											
DESCRIPTION	1	1	2	2	3	3	4	4	5	5	6
	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation
if yes, explain							New Hires after 1/2012 have a Defined Contribution Plan				
<b>DEFINED CONTRIBUTION PENSION PLAN</b>											
Do you provide for a defined contribution plan	Y		yes						YES		
non-union	Y		yes		YES		Yes				Yes
union	N				YES						Yes
Is this plan a 401K	Y								YES		
non-union	Y				YES		Yes				Yes
union	N				YES						Yes
Does the cooperative provide for a base contribution	Y		no						NO		
non-union	Y		yes				Yes				No
union	Y										No
Is there a required employee contribution	N								NO		
non-union	N				NO						No
union	N				NO						No
Does the cooperative provide matching contribution (Up to)	N		no						1%		Yes
non-union (explain match)					NO						
union (explain match)											
Does your plan have a loan provision?	Y		yes						NO		
non-union	Y		yes		YES		Yes				Yes
union	Y				YES						Yes
Does your plan have a hardship withdrawal provision?	N								YES		
non-union	N				NO		Yes				Yes
union	N				NO						Yes
Is the defined contribution through NRECA? If no, whom	Y								MERRILL LYNCH		
non-union	NRECA				YES		Yes				NRECA
union	MASS MUTUAL				YES						NRECA
Does your cooperative have different plan designs?									NO		No
non-union -- if yes, explain	YES HIRE DATE				NO		Yes. Empl hired after 1-1-2012 have the Defined Contribution Plan. Co-op puts in [redacted] of base salary & will match up to [redacted] of empl contribution				

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
		1	1	2	2	3	3	4	4	5	5	6
DESCRIPTION			Explanation		Explanation		Explanation		Explanation		Explanation	
union - if yes explain		N				NO						
<b>HEALTH INSURANCE</b>												
<b>INDIVIDUAL PLAN:</b>												
% Paid by Co-op												
non-union	Y											
union	Y											
% Paid by Employee												
N/A												
<b>INDIVIDUAL PLUS (1) PLAN:</b>												
% Paid by Co-op												
non-union	Y							n/a				
union	Y											
% Paid by Employee												
non-union												
union												
N/A	N/A											
<b>FAMILY PLAN:</b>												
% Paid by Co-op												
non-union	Y											
union	Y											
% Paid by Employee												
N/A	N/A											
Is spouse permitted to be covered on				no								
co-op plan even if they have their own:		N								YES		Yes
non-union		N				YES		Yes				Yes
union		N				YES						Yes

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES											
GENERAL WAGE SURVEY											
MANAGEMENT, PROFESSIONAL, CLERICAL,											
TRADE & BENEFIT INFORMATION											
DESCRIPTION	1	1	2	2	3	3	4	4	5	5	6
		Explanation		Explanation		Explanation		Explanation		Explanation	
<b>SHORT-TERM DISABILITY</b>											
Does co-op offer short-term disability	Y		N/A								Yes
non-union	Y				NO		N/A		YES		Yes
union	Y				NO						Yes
% Paid by Co-op											
non-union	Y										
union	Y										
% Paid by Employee											
non-union											
union											
Level of coverage:											
non-union											% up to weekly
union											% up to weekly
Is STD self insured or administered through ins. Carrier		UMR & CBC							NRECA		NRECA
Elimination period to be eligible (for STD)									7 DAYS		
non-union		6 Mo									7 days
union		6 Mo									7 days
Duration of STD									6 MONTHS		
non-union		26 Weeks									13 weeks
union		26 Weeks									13 weeks
<b>LONG-TERM DISABILITY</b>											
Does your cooperative offer LTD	Y		yes						YES		Yes
non-union	Y		yes		YES		Yes				Yes
union	Y				YES						Yes
Percent paid by Cooperative									80		
non-union	Y		yes								
union	Y										
% Paid by Employee											
non-union											
union											
Level of coverage:		500 Wkly or 66 2/3 Base									
non-union	Y		yes								



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES											
GENERAL WAGE SURVEY											
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION											
DESCRIPTION	1	1	2	2	3	3	4	4	5	5	6
		Explanation		Explanation		Explanation		Explanation		Explanation	
union	Y										
Is LTD self insured or administered through ins. Carrier	UMR & CBA		NRECA		NRECA		Ins Carrier		NRECA		NRECA
Elimination period to be eligible to receive LTD			13 weeks						6 MONTHS		
non-union	6 Mo		yes		26 WEEKS		After thirteen weeks				13 weeks
union	6 Mo				26 WEEKS						13 weeks
Duration of LTD	Age When Disab. Start's		till age 62				As long as disabled Max. benefit period is based on age.		2 YEARS		
non-union					BASED ON AGE WHEN DISABILITY OCCURS						Age 65
union					BASED ON AGE WHEN DISABILITY OCCURS						Age 65
<b>DENTAL PLAN</b>											
<b>INDIVIDUAL PLAN:</b>											
% Paid by Co-op:											
non-union	N		employee - family								
union	N/A										
% Paid by Employee:											
non-union	Y										
union	N										
N/A											
<b>INDIVIDUAL PLUS (I) PLAN:</b>											
% Paid by Co-op:											
non-union	Y	Staff Only									
union	N										
% Paid by Employee:											
non-union	Y										
union	Y										
N/A									X		
<b>FAMILY PLAN:</b>											
% Paid by Co-op:											
non-union	Y	Staff Only									
union	N										

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES											
GENERAL WAGE SURVEY											
MANAGEMENT, PROFESSIONAL, CLERICAL,											
TRADE & BENEFIT INFORMATION											
DESCRIPTION	1	1	2	2	3	3	4	4	5	5	6
		Explanation		Explanation		Explanation		Explanation		Explanation	
<b>% Paid by Employee:</b>											
non-union	Y										
union	Y										
N/A											
<b>Is spouse permitted to be covered on co-op plan even if they have their own</b>	N		no		YES				YES		No
<b>GROUP LIFE INSURANCE</b>											
<b>% Paid by Co-op:</b>											
non-union	Y										
union	Y										
<b>% Paid by Employee:</b>											
non-union							0%				
union											
<b>Amt of coverage, i.e. 2 times annual salary</b>	2X Salary		X		ANNUAL SALARY		annual Salary		SALARY		annual salary
<b>24-HOUR ACCIDENT</b>											
<b>Are all full time employees covered</b>	Y		N/A		NO				YES		No
<b>Or; are only certain full time employees covered</b>											
<b>Please list</b>											
<b>% Paid by Co-op</b>											
<b>% Paid by Employee</b>											
<b>DEFERRED COMPENSATION</b>											
<b>How many employees participate</b>											employees
<b>Job titles of employees who participate</b>											
<b>BUSINESS TRAVEL ACCIDENT</b>											
<b>% Paid by Co-op:</b>											
non-union	Y		yes								
union											
<b>% Paid by Employee</b>	Y	0									
non-union											
union											

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES											
GENERAL WAGE SURVEY											
MANAGEMENT, PROFESSIONAL, CLERICAL,											
TRADE & BENEFIT INFORMATION											
	1	1	2	2	3	3	4	4	5	5	6
DESCRIPTION		Explanation		Explanation		Explanation		Explanation		Explanation	
<b>OTHER</b>											
Bonus Arrangements											
non-union											Yes
union											No
Incentive Arrangements	Y										
non-union	Y										Yes
union	Y										Yes
Company vehicle policy		Crew Leader/Svc.man/Mgr									
<b>GENERAL INFO REGARDING ELECTRIC SERVICE ONLY</b>											
Number of Members Billed as of 12/31/2015	12,990		23,596		25,045		24,023		34,949		
Total number of full-time employees	41		49		62		50		87		
Total number of part-time employees	0		2		2		0		0		
Total Payroll for 2015											
When does system normally make salary increases? (Nov.1st, etc., Specify)	1-Jan		SEPT 1ST		1-Nov		1-Dec		1-Jan		
Gross Annual Revenue 2015					Not available yet						
Normal work week hours	40		40 HOURS		40		40		40		
How is overtime paid?					Yes						Anything over 40 hours





2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
DESCRIPTION	6	7	7	8	8	9	9	10	10	11	11	12
	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation
Effective Date of Salaries		Union - 01/01/15 Non Union - Varies				6/21/2015		January 1st		1/1/2016		Dec-15
<b>MANAGEMENT/PROFESSIONAL</b>												
Top Member Services Employee	Rpts to CEO	Yes		Yes		yes		yes				Yes
	Avg Salary	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
	Range:											
	yrs in position	12		13		1 yr						2
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
Top Finance Employee	Rpts to CEO	No		Yes		yes		yes				Yes
	Avg Salary	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
	Range:											
	yrs in position	16		2		22						1
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
Top Human Resources Employee	Rpts to CEO			No		yes		yes				
	Avg Salary					[REDACTED]		[REDACTED]				
	Range:											
	yrs in position					5						
	Min.					[REDACTED]		[REDACTED]				
	Max.					[REDACTED]		[REDACTED]				
Top Computer Services Employee	Rpts to CEO	Yes		No		yes		no				No
	Avg Salary	[REDACTED]				[REDACTED]		[REDACTED]				\$ [REDACTED]
	Range:											
	yrs in position	22				35						10
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
Top Safety/Loss Prevention Employee	Rpts to CEO			Yes		no		no				No
	Avg Salary			[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
	Range:											
	yrs in position			6		3						2
	Min.			[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
	Max.			[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
District Manager	Rpts to CEO			Yes		no		no				No
	Avg Salary			[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
	Range:											
	yrs in position			13		1						27
	Min.			[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
	Max.			[REDACTED]		[REDACTED]		[REDACTED]				\$ [REDACTED]
Office Manager	Rpts to CEO	Yes		Yes		n/a		N/A		Yes		
	Avg Salary	[REDACTED]		[REDACTED]								
	Range:											
	yrs in position	1		2						1		
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		
Top Engineering Employee	Rpts to CEO	No				no		yes				No



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION		6	7	7	8	8	9	9	10	10	11	11	12
		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation	
	Avg Salary												\$
	yrs in position						2						6
Range:	Min.												\$
	Max.												\$
Top Operations Employee	Rpts to CEO		Yes				no		yes		Yes		
	Avg Salary												
	yrs in position		4				6				5		
Range:	Min.												
	Max.												
Top Engineering/Operations Employee (provided position is combined)	Rpts to CEO				Yes		yes		N/A				Yes
	Avg Salary												\$
	yrs in position				4		4						20
Range:	Min.												\$
	Max.												\$
Top Purchasing Employee	Rpts to CEO		No				no		yes				No
	Avg Salary												\$
	yrs in position		1				42						3
Range:	Min.												\$
	Max.												\$
ALL POSITIONS ARE NON-UNION													
<b>CLERICAL-(Hourly rate)</b>													
Secretary to General Manager	Union?		No		No		no				No		No
	Avg Hourly												\$
	yrs in position		5		12.5		11				33		
Range:	Min.												\$
	Max.												\$
Head Bookkeeper/Accountant	Union?		No		No		no				No		No
	Avg Hourly												
	yrs in position		21		13		32				42		1
Range:	Min.												
	Max.												
Head Cashier	Union?		No				n/a		N/A				No
	Avg Hourly												
	yrs in position		10										3
Range:	Min.												
	Max.												
Cashier-Receiptist-CSR	Union?		No				no				No		No
	Avg Hourly												

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION		6	7	7	8	8	9	9	10	10	11	11	12
		Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation
	Range: yrs in position						varies					8	6
	Min.												
	Max.												
Computer Operator/Analyst	Union?						no				No		No
	Avg Hourly												
	Range: yrs in position						varies					20	9
	Min.												
	Max.												
Data Entry Clerk	Union?						no		N/A		No		No
	Avg Hourly												
	Range: yrs in position						14					9	2
	Min.												
	Max.												
Work Order Clerk	Union?		No		No		no				No		No
	Avg Hourly												
	Range: yrs in position		9		11		1					5	9
	Min.												
	Max.												
General Clerk	Union?						n/a		N/A		No		No
	Avg Hourly												
	Range: yrs in position											15	18
	Min.												
	Max.												
Supervisor Consumer Accounts	Union?		No		No		no						No
	Avg Hourly												
	Range: yrs in position				2		1						23
	Min.												
	Max.												
<b>TRADES &amp; CRAFTS-(Hourly rate)</b>													
Stalcing Engineer	Union?		Yes		No		no				No		No
	Avg Hourly												
	Range: yrs in position				17		varies					13	21
	Min.												
	Max.												
Apprentice Lineperson	Union?		Yes				no				No		No
	Avg Hourly												

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
DESCRIPTION	6	7	7	8	8	9	9	10	10	11	11	12
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation	
	yrs in position	2				varies				4		
Range:	Min											
	Max											
Line Technicians – please list titles												
for the levels of line technicians at your coop												
							LINE TECH 1ST CLASS					2nd Class Lineman
	Union?	Yes	1st Class Lineman	No		NO			No			No
	avg hourly											
	yrs in position			1		VARIES				10		5
Range:	Min											
	Max											
		Yes	Serviceman				SERVICE TECHNICIAN					Journeyman Lineman
	Union?			No		NO						No
	avg hourly											
	yrs in position			1		VARIES						X
Range:	Min											
	Max											
	Union?	Yes	Mechanic	No								
	Avg Hourly											
	yrs in position			3								
Range:	Min											
	Max											
	Union?			No								
	Avg Hourly											
	yrs in position			4								
Range:	Min											
	Max											
	Union?			No								

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION		6	7	7	8	8	9	9	10	10	11	11	12
		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation	
	Avg Hourly												
	Range:												
	Min												
	Max												
Whseman-Stock/Whse Clerk	Union?		Yes		No		NO				No		No
	Avg Hourly												
	Range:												
	Min												
	Max												
Meter Reader	Union?		Yes				N/A			N/A	No		
	Avg Hourly												
	Range:												
	Min												
	Max												
Groundman	Union?		Yes				N/A			N/A	No		
	Avg Hourly												
	Range:												
	Min												
	Max												
Crew Leader/Foreman	Union?		Yes		No		NO				No		No
	Avg Hourly												
	Range:												
	Min												
	Max												
<b>FRINGE BENEFITS</b>													
<b>HOLIDAYS</b>													
Annual Paid Holidays													
non-union			9				9				9		non-union
union			9										
<b>PTO</b>													
Does your cooperative have a PTO Plan? If yes, describe					No						No		No
non-union			No				YES						
union			No										
<b>SICK LEAVE</b>													
Cummulative days per year							N/A						
non-union			12								9		12
													non-union





2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
DESCRIPTION	6	7	7	8	8	9	9	10	10	11	11	12
union	Explanation	Per Year after 7	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation
Four Weeks After		Maximum of up to 26										15 years
non-union				20 Years				10 yrs		20 Years		non-union
union												
Five Weeks After								20 yrs				26 years
non-union										25 Years		non-union
union												
Days of vacation allowed to be carried over each year								1/2 accrual				0
non-union		30		3 days						10 Days		non-union
union		30										
<b>DEFINED BENEFIT PENSION PLAN</b>												
What is your system's benefit level								HIRED BEFORE 12/1/13: 2.0				employees hired before Aug. 1, 2002
non-union		2		1.6				HIRED AFTER 12/1/13: 1.7		1.7		1.7
union		2										
Does your plan call for an employee contribution								NO				No
If yes, what is the employee's contribution rate				No								
non-union		No										
union		No										
For 2012 what is your contribution rate (per NRECA/Other)				2015=17.110								
non-union												
union				2012=21.79								
What is your system's normal retirement age												30 years /age 62
non-union		62		62			62			62		65
union		62										na
Does your program provide for COLA												no
non-union		No		No			NO			no		No
union		No										
Is NRECA the provider for the Defined Benefit Pension												Yes
non-union - if no please specify		Yes		Yes			YES			yes		Yes
union - if no please specify		Yes										
Does your plan have different plan designs?		No		No								No

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
DESCRIPTION	6	7	7	8	8	9	9	10	10	11	11	12
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation	
if yes, explain						if hired before 12/1/13, benefit level, death benefit, if hired after 12/1/13, benefit level and no death benefits						Employees hired After Aug. 2002 - no defined benefit plan. Cooperative pays 12% to their 401k plan
<b>DEFINED CONTRIBUTION PENSION PLAN</b>												
Do you provide for a defined contribution plan												Yes
non-union		Yes		Yes		YES		no - only a 401k w/DB plan		No		non-union
union		Yes										
Is this plan a 401K												Yes
non-union		Yes		Yes		YES				Yes		
union		Yes										
Does the cooperative provide for a base contribution												&
non-union		Yes		Yes		YES				11%		non-union
union		Yes										
Is there a required employee contribution												Yes
non-union		No				YES -				4%		
union		No										
Does the cooperative provide matching contribution (if no)												yes
non-union (explain match)		No				AS LONG AS EMPLOYEE CONTRIBUTES		salary deferral		No		1st plan match, 2nd plan cooperative matches to the employee's up to a max of
union (explain match)												
Does your plan have a loan provision?												Yes
non-union		Yes		Yes		NO		yes		No		
union		Yes										
Does your plan have a hardship withdrawal provision?												No
non-union		Yes		No		NO		no		No		
union		Yes										
Is the defined contribution through NRECA? If no, whom												Yes
non-union		Yes		Yes		YES		yes				
union		Yes										
Does your cooperative have different plan designs?												Yes- explained above
non-union - if yes, explain		No		No		NO		no				



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
	6	7	7	8	8	9	9	10	10	11	11	12
DESCRIPTION	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation	
union - if yes explain		No										
<b>HEALTH INSURANCE</b>												
<b>INDIVIDUAL PLAN:</b>												
% Paid by Co-op												
non-union												non-union
union												
% Paid by Employee												
N/A												
<b>INDIVIDUAL PLUS (I) PLAN:</b>												
% Paid by Co-op												
non-union							Hired BEFORE 12/1/13:					non-union
union							Hired AFTER 12/1/13:					
% Paid by Employee												
non-union												non-union
union												
N/A												
<b>FAMILY PLAN:</b>												
% Paid by Co-op												
non-union							Hired BEFORE 12/1/13:					non-union
union							Hired AFTER 12/1/13:					
% Paid by Employee												
N/A												non-union
Is spouse permitted to be covered on												
co-op plan even if they have their own:												
non-union		Yes		Yes			YES - SECONDARY ONLY		yes			
union		Yes										

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
DESCRIPTION	6	7	7	8	8	9	9	10	10	11	11	12
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation	
<b>SHORT-TERM DISABILITY</b>												
Does co-op offer short-term disability										No		no
non-union		Yes		Yes		YES		yes				
union		Yes										
% Paid by Co-op												
non-union								0				
union												
% Paid by Employee												
non-union									- purchased thru AFLAC benefit offered for payroll deduction only			
union												
Level of coverage:												
non-union								up to employee				
union												
Is STD self insured or administered through ins. Carrier		Self		NRECA STD		CBA/UMR						
Elimination period to be eligible (for STD)												
non-union		7 Days		90-days		90 DAYS		up to employee				
union		7 Days										
Duration of STD												
non-union		13 Weeks		13 Weeks		13 WEEKS		up to six months				
union		13 Weeks										
<b>LONG-TERM DISABILITY</b>												
Does your cooperative offer LTD												Yes
non-union		Yes		Yes		YES		yes		Yes		non-union
union		Yes										
Percent paid by Cooperative												
non-union												non-union
union												
% Paid by Employee												
non-union												
union												
Level of coverage:												
non-union												non-union

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
	6	7	7	8	8	9	9	10	10	11	11	12
DESCRIPTION	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation	
union				NRECA LTD								
Is LTD self insured or administered through ins. Carrier		Insurance				CBAUMR		NRECA (CBA)		Carrier		NRECA
Elimination period to be eligible to receive LTD												off rom work 13 weeks
non-union		13 Weeks		90-days		90 DAYS		Six months		30 Days		non-union
union		13 Weeks										
Duration of LTD												age 62
non-union		NRD				UNTIL NRD		up to age 65		Until age 65 as long as disabled.		
union		NRD		NRD								
<b>DENTAL PLAN</b>												
<b>INDIVIDUAL PLAN:</b>												
Yes												
% Paid by Co-op:												
non-union				0%								non-union
union												
% Paid by Employee:												
non-union				100%								
union												
N/A												
<b>INDIVIDUAL PLUS (1) PLAN:</b>												
Yes												
% Paid by Co-op:												
non-union												non-union
union												
% Paid by Employee:												
non-union												dependent coverage
union												
N/A												
<b>FAMILY PLAN:</b>												
Yes												
% Paid by Co-op:												
non-union												non-union
union												

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL,												
TRADE & BENEFIT INFORMATION												
DESCRIPTION	6	7	7	8	8	9	9	10	10	11	11	12
Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation
% Paid by Employee:												
non-union												dependent coverage
union												
N/A												
Is spouse permitted to be covered on co-op plan even if they have their own				Yes		YES				yes		yes
<b>GROUP LIFE INSURANCE</b>				Yes								
% Paid by Co-op:												
non-union												non-union
union												
% Paid by Employee:												
non-union							OF ANYTHING OVER SALARY					
union												
Amt of coverage, i.e. 2 times annual salary		X		X Annual Salary		2X		times annual base salary		AD&D		times annual salary
<b>24-HOUR ACCIDENT</b>										No		n/a
Are all full time employees covered		No				YES		yes				
Or; are only certain full time employees covered												
Please list												
% Paid by Co-op												
% Paid by Employee												
<b>DEFERRED COMPENSATION</b>												
How many employees participate		N/A				N/A		N/A				1
Job titles of employees who participate												
<b>BUSINESS TRAVEL ACCIDENT</b>				Yes								
% Paid by Co-op:												
non-union												non-union
union												
% Paid by Employee:												
non-union												
union												

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES												
GENERAL WAGE SURVEY												
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION												
DESCRIPTION	6	7	7	8	8	9	9	10	10	11	11	12
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation	
<b>OTHER</b>												
Bonus Arrangements												Yes
non-union		[REDACTED]		None			IF CURRENT PAY EXCEEDS MAXIMUM OF RANGE					non-union
union		[REDACTED]										
Incentive Arrangements												
non-union		Safety Incentive [REDACTED]		None				Success share up to [REDACTED] of base payroll if achievement of stretch goals in safety, member sat, & operational performance				each year our board of Directors approve an incentive package. There are three levels in each category and goals are set for each level. If those goals are reached then bonuses are paid to eligible full-time employees.
union		Safety Incentive [REDACTED]										
Company vehicle policy		[REDACTED]		Yes				[REDACTED]				[REDACTED]
<b>GENERAL INFO REGARDING ELECTRIC SERVICE ONLY</b>												
Number of Members Billed as of 12/31/2015				25,712		51,481		56,743		12,229		29,261
Total number of full-time employees		46		65		119		146		44		62
Total number of part-time employees		8		0		4		0		1		3
Total Payroll for 2015		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		\$ [REDACTED]
When does system normally make salary increases? (Nov.1st, etc., Specify)		Union - Jan 1 Non-Union - Anniversary Date		Nov 1 COL-those under		Market get evolution on work anniversary date		July		January 01st Yearly		November
Gross Annual Revenue 2015		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]
Normal work week hours		40		Mon-Fri 8-5		M-F 7:30 AM - 4:30 PM		M-F 7:30 AM - 4:30 PM		40		7:30 to 4:30 M-F
How is overtime paid?												





2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
Effective Date of Salaries		11/1/2015		9/1/2015									1-Dec
<b>MANAGEMENT/PROFESSIONAL</b>													
Top Member Services Employee	Rpts to CEO	Yes		Yes		Yes		Yes		No		yes	
	Avg Salary	[REDACTED]		[REDACTED]	BG	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	yrs in position	23		12				4		11			15
	Range:												
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
Top Finance Employee	Rpts to CEO	Yes		Yes		Yes		Yes		No		yes	
	Avg Salary	[REDACTED]		[REDACTED]	SG	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	yrs in position	30		15		14		4		26			1
	Range:												
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
Top Human Resources Employee	Rpts to CEO	No		Yes		Yes		No		No			
	Avg Salary	[REDACTED]		[REDACTED]	MS	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	yrs in position	6		15		17		1		14			
	Range:												
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
Top Computer Services Employee	Rpts to CEO	Yes				No				No			
	Avg Salary	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	yrs in position	20				11				13			
	Range:												
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Max.	[REDACTED]		[REDACTED]		\$117,207		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
Top Safety/Loss Prevention Employee	Rpts to CEO	No		No		No		No		No			
	Avg Salary	[REDACTED]		[REDACTED]	RB	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	yrs in position	3		19		2		1		13			
	Range:												
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
District Manager	Rpts to CEO									No			
	Avg Salary									[REDACTED]			
	yrs in position									4			
	Range:												
	Min.									[REDACTED]			
	Max.									[REDACTED]			
Office Manager	Rpts to CEO	Yes				No				No			
	Avg Salary	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	yrs in position	12				12				31			
	Range:												
	Min.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
	Max.	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]
Top Engineering Employee	Rpts to CEO	No		Yes		Yes		No		No		yes	



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES														
GENERAL WAGE SURVEY														
MANAGEMENT, PROFESSIONAL, CLERICAL,														
TRADE & BENEFIT INFORMATION														
DESCRIPTION		12	13	13	14	14	15	15	16	16	17	17	18	18
		Explanation		Explanation		JW		Explanation		Explanation		Explanation		Explanation
	Avg Salary		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Yrs in position		13		22		2		3		9		15	
	Range: Min.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: Max.		\$ [REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
Top Operations Employee	Rpts to CEO				Yes		Yes				N/A		yes	
	Avg Salary		[REDACTED]		[REDACTED]	AG	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Yrs in position				1		1						6	
	Range: Min.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: Max.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
Top Engineering/Operations Employee (provided position is combined)	Rpts to CEO		Yes						Yes		Yes			
	Avg Salary		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Yrs in position		11						4		7			
	Range: Min.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: Max.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
Top Purchasing Employee	Rpts to CEO		No				No				N/A			
	Avg Salary		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Yrs in position						16							
	Range: Min.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: Max.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
<b>CLERICAL-(Hourly rate)</b>														
Secretary to General Manager	Union?		No		No		No		No		No		No	
	Avg Hourly		[REDACTED]		[REDACTED]	CS	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Yrs in position		12		14		13		1		10			
	Range: Min.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: Max.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
Head Bookkeeper/Accountant	Union?		No						No		N/A		yes	
	Avg Hourly		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Yrs in position		11						1					
	Range: Min.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: Max.		\$ [REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
Head Cashier	Union?		No		No				No		No		yes	
	Avg Hourly		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Yrs in position		15 mos		1-13	20.93, 20.93, 22.21			5		10			
	Range: Min.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
	Range: Max.		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
Cashier-Receptionist-CSR	Union?		No		No		Yes		No		No		yes	
	Avg Hourly		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES														
GENERAL WAGE SURVEY														
MANAGEMENT, PROFESSIONAL, CLERICAL,														
TRADE & BENEFIT INFORMATION														
DESCRIPTION		12	13	13	14	14	15	15	16	16	17	17	18	18
		Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation
	Range: yrs in position		10		1-27	15.25, 21.19, 14.75, 15.00, 14.75, 17.84, 16.50, 15.75, 16.95, 16.95, 15.63, 14.75, 19.06, 17.50, 17.34, 15.65				2		5		
	Min.													
	Max.													
Computer Operator/Analyst	Union?		No		No				No			No		
	Avg Hourly													
	Range: yrs in position		8		9-10	29.92, 18.86				3		18		
	Min.													
	Max.													
Data Entry Clerk	Union?											N/A	yes	
	Avg Hourly													
	Range: yrs in position													
	Min.													
	Max.													
Work Order Clerk	Union?											No		
	Avg Hourly													
	Range: yrs in position											2		
	Min.													
	Max.													
General Clerk	Union?								No			N/A		
	Avg Hourly													
	Range: yrs in position									5				
	Min.													
	Max.													
Supervisor Consumer Accounts	Union?		No		No				No			See Office Mgr.	no	
	Avg Hourly													
	Range: yrs in position		11		4-13	31.83, 41.35				4				1
	Min.													
	Max.													
<b>TRADES &amp; CRAFTS-(Hourly rate)</b>														
Staking Engineer	Union?		No		No		Yes		No			No	yes	
	Avg Hourly													
	Range: yrs in position		28		7-31	24.88, 28.62, 28.10, 31.70				6		14		
	Min.													
	Max.													
Apprentice Lineperson	Union?				No				Yes			N/A	yes	
	Avg Hourly													

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES GENERAL WAGE SURVEY MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
				1-4	22.06, 26.09, 26.09, 22.06, 22.06, 25.06, 25.06, 26.09, 22.06, 26.09, 22.06				4				
Range:	Min												
	Max												
Line Technicians – please list titles for the levels of line technicians at your coop													
	Union?	No		No		Yes		Lead Line Technician		No		yes	
	avg hourly												
Range:	Min												
	Max												
	Union?			No		Yes		Line Technician		No		yes	
	avg hourly												
Range:	Min												
	Max												
	Union?	No		No		Yes				No		yes	
	Avg Hourly												
Range:	Min												
	Max												
	Union?	No				Yes				No		yes	
	Avg Hourly												
Range:	Min												
	Max												
	Union?	No				Yes				No		yes	
	Avg Hourly												
Range:	Min												
	Max												
	Union?					Yes							



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Avg Hourly												
	Range: yrs in position												
	Min												
	Max												
Whseman-Stock/Whse Clerk	Union?	No		No		Yes		Yes		No		yes	
	Avg Hourly												
	Range: yrs in position	13		1-13				13		17			
	Min												
	Max												
Meter Reader	Union?					Yes				N/A		yes	
	Avg Hourly												
	Range: yrs in position												
	Min												
	Max												
Groundman	Union?					Yes				N/A		yes	
	Avg Hourly												
	Range: yrs in position												
	Min												
	Max												
Crew Leader/Foreman	Union?	No		No		Yes		Yes		See Construction Supervisor Above		no	
	Avg Hourly												
	Range: yrs in position	45		1-17				6					
	Min												
	Max												
<b>FRINGE BENEFITS</b>													
<b>HOLIDAYS</b>													
Annual Paid Holidays				10									9
non-union		8				11		10		8 in first yr./10 thereafter			9
union		N/A				11		10					
<b>PTO</b>													
Does your cooperative have a PTO Plan? If yes, describe		NO		No		N/A		No		No		no	
non-union													
union													
<b>SICK LEAVE</b>													
Cumulative days per year				12		N/A							12
non-union		14						12		12			12

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
union		N/A							12				
Maximum number of days that can be accrued:				70									
non-union		90						Unlimited		Unlimited		unlimited	
union		N/A						Unlimited				unlimited	
Do you pay unused sick leave				Yes									
non-union		No						No		Yes		no	
union								No				no	
If so, what basis				50 cents per dollar on hours accumulated above 560 paid at end of calendar year									
-Employee current salary:												Accrued \$ by pay period	
non-union													
union													
OR													
-Salary rec'd at time of retirement/payment:				Sick hours accrued up to \$15,000									
non-union													
union													
Does Co-op offer short-term disability in lieu of sick leave?		No		No				No				no	
% Paid by Co-op													
non-union											No		
union													
% Paid by Employee													
non-union													
union													
Level of Coverage													
non-union													
union													
						ANNUAL LEAVE/Union							
One Week After													
non-union		6 mos						6 months		1 year		1 year	
union		N/A						6 months				1 year	
Two Weeks After				1 Year									
non-union		1 yr						1 Year		2 years		2 years	
union		N/A				16 Days - 1-7 Years		1 Year				2 years	
Three Weeks After				12 Years									
non-union		6 yrs						10 Years		10 years		10 years	



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES GENERAL WAGE SURVEY MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
union	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
		N/A				21 Days - 8-14 Years		10 Years				10 years	
Four Weeks After				20 Years									
non-union		11 yrs						15 Years		19 years		25 years	
union		N/A				26 Days - 15-19 Years		15 Years				25 years	
Five Weeks After										n/a			
non-union		16 yrs				31 Days - 20+ Years						30 years	
union		N/A										30 years	
Days of vacation allowed to be carried over each year				5 Days									
non-union		5 days/max 30				No		Annual earned plus 5 days		10		1 week	
union		N/A				No		Annual earned plus 5 days				1 week	
													n/a
<b>DEFINED BENEFIT PENSION PLAN</b>													
What is your system's benefit level				Plan A				1.7					
non-union				Plan B						1.8			
union		N/A											
Does your plan call for an employee contribution				No		No							
If yes, what is the employee's contribution rate													
non-union										n/a			
union													
For 2012 what is your contribution rate (per NRECA/Order)				Plan A % for Months & % for Months									
non-union				Plan B % for Months & % for 12 Months									
union		N/A											
What is your system's normal retirement age				62		Age 65 or 30 Yrs. Of Ser							
non-union		30 yrs/age 62						62		30 yrs./Age 62			
union		N/A						62					
Does your program provide for COLA				No				No					
non-union		Yes				No				Yes			
union		N/A				No							
Is NRECA the provider for the Defined Benefit Pension				Yes									
non-union - if no please specify		Yes				Self-Insured		Yes		Yes			
union - if no please specify		N/A				Self-Insured		Yes					
Does your plan have different plan designs?		No		Yes		No		Yes		No			

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
if yes, explain				employees hired or rehired on or after 9/1/09 are enrolled in Plan B									
<b>DEFINED CONTRIBUTION PENSION PLAN</b>													
Do you provide for a defined contribution plan													
non-union		Yes		yes		Yes		Yes		Yes		yes	
union		N/A				Yes		Yes		Yes		yes	
Is this plan a 401K													
non-union		Yes		yes		Yes		Yes		Yes		yes	
union		N/A				Yes		Yes		Yes		yes	
Does the cooperative provide for a base contribution													
non-union		No		no				No		No		yes	
union		N/A						No				yes	
Is there a required employee contribution													
non-union		to receive company match		yes		No		Yes		Yes		yes	
union						No		Yes				yes	
Does the cooperative provide matching contribution (If no)													
non-union (explain match)		Employer matches [redacted] of base compensation when employee makes like contribution		[redacted]		No						yes	
union (explain match)						No						yes	
Does your plan have a loan provision?													
non-union		Yes		yes		Yes		Yes		Yes		yes	
union		N/A				Yes		Yes				yes	
Does your plan have a hardship withdrawal provision?													
non-union		Yes		yes		Yes		Yes		No		yes	
union		N/A				Yes		Yes				yes	
Is the defined contribution through NRECA? If no, whom													
non-union		Yes			no, Empower Retirement			The Standard		Yes		yes	
union		N/A						NRECA		Yes			
Does your cooperative have different plan designs?													
non-union - if yes, explain		No						Yes		No			

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
union -- if yes explain		N/A						Yes					
<b>HEALTH INSURANCE</b>													
<b>INDIVIDUAL PLAN:</b>													
% Paid by Co-op													
non-union													
union		N/A											
% Paid by Employee													
N/A													
<b>INDIVIDUAL PLUS (1) PLAN:</b>													
% Paid by Co-op													
non-union		100%											
union		N/A											
% Paid by Employee													
non-union													
union		N/A											
N/A													
<b>FAMILY PLAN:</b>													
% Paid by Co-op													
non-union													
union		N/A											
% Paid by Employee													
N/A													
<b>Is spouse permitted to be covered on</b>													
co-op plan even if they have their own:					Secondary Coverage Only							yes	
non-union		As secondary				Yes		Secondary Only		Yes			
union		N/A				Yes		Secondary Only					

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES														
GENERAL WAGE SURVEY														
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION														
	12	13	13	14	14	15	15	16	16	17	17	18	18	
DESCRIPTION	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation	
<b>SHORT-TERM DISABILITY</b>														
Does co-op offer short-term disability		No		yes						No		no		
non-union						No		No						
union						Yes		No						
% Paid by Co-op														
non-union														
union														
% Paid by Employee														
non-union														
union														
Level of coverage:				up to										
non-union														
union														
Is STD self insured or administered through ins. Carrier				Self Insured		NRECA								
Elimination period to be eligible for STD														
non-union														
union						5 Working Days								
Duration of STD				up to 90 days										
non-union														
union						26 Weeks								
<b>LONG-TERM DISABILITY</b>														
Does your cooperative offer LTD				yes									yes	
non-union		Yes				Yes		Yes		Yes			yes	
union		N/A				Yes		Yes					yes	
Percent paid by Cooperative				100%										
non-union														
union		N/A												
% Paid by Employee				0%										
non-union														
union		N/A												
Level of coverage:				60%										
non-union														

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
union		N/A											
Is LTD self insured or administered through ins. Carrier		NRECA		Administered by Sun Life		NRECA		NRECA		Guardian Life		carmer	
Elimination period to be eligible to receive LTD				90 Days									26 weeks
non-union		After 13 wks disability				26 Weeks		13 Weeks		11 weeks			
union		N/A				26 Weeks		13 Weeks					
Duration of LTD				age 65									
non-union		Standard max benefit period ends at age 65				Age 65		Unlimited		Unlimited			
union						Age 65		Unlimited					
<b>DENTAL PLAN</b>													
<b>INDIVIDUAL PLAN:</b>													
% Paid by Co-op:													
non-union													
union		N/A											
% Paid by Employee:													
non-union													
union		N/A						100%					
N/A													
<b>INDIVIDUAL PLUS (I) PLAN:</b>													
% Paid by Co-op:													
non-union													
union		N/A											
% Paid by Employee:													
non-union													
union		N/A											
N/A													
<b>FAMILY PLAN:</b>													
% Paid by Co-op:													
non-union													
union		N/A											



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
% Paid by Employee:													
non-union													
union		N/A											
N/A													
Is spouse permitted to be covered on co-op plan even if they have their own				yes	Yes			Yes		Yes			
<b>GROUP LIFE INSURANCE</b>													
% Paid by Co-op:													
non-union													
union		N/A											
% Paid by Employee:													
non-union										0			
union		N/A											
Amt of coverage, i.e. 2 times annual salary		annual salary		AD&D for regular employees	Times - Management			times annual salary		basic + ADD			
				Times Salary Life and AD&D for and	Times - Union								
<b>24-HOUR ACCIDENT</b>													
Are all full time employees covered		N/A								Yes		yes	
Or, are only certain full time employees covered								Only Management				all	
Please list													
% Paid by Co-op													
% Paid by Employee													
<b>DEFERRED COMPENSATION</b>													
How many employees participate		N/A				0						na	
Job titles of employees who participate													
<b>BUSINESS TRAVEL ACCIDENT</b>													yes
% Paid by Co-op:													
non-union				all employees									
union		N/A											
% Paid by Employee													
non-union													
union		N/A											

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
<b>OTHER</b>													
Bonus Arrangements		N/A						N/A				NA	
non-union						Gainshare							
union						Gainshare							
Incentive Arrangements		N/A						N/A				NA	
non-union													
union													
Company vehicle policy		Attached				Yes						manager/ personal	
<b>GENERAL INFO REGARDING ELECTRIC SERVICE ONLY</b>													
Number of Members Billed as of 12/31/2015		34,703		47,262				12,900		66,876			26,148
Total number of full-time employees		98		119		72		41		143			53
Total number of part-time employees		0		3				0		0			0
Total Payroll for 2015		██████████		██████████		██████████		██████████		██████████		██████████	██████████
When does system normally make salary increases? (Nov. 1st, etc., Specify)		Nov. 1		September 1st		Union - June 1st Mgt. - Hire Date		November 1st		June & Dec.			1-Dec
Gross Annual Revenue 2015		██████████		██████████		██████████		██████████		██████████		██████████	██████████
Normal work week hours		40		40		40		40		7:30-4:30 M-F			40
How is overtime paid?						Over 8 Hrs						over 40	

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES													
GENERAL WAGE SURVEY													
MANAGEMENT, PROFESSIONAL, CLERICAL,													
TRADE & BENEFIT INFORMATION													
DESCRIPTION	12	13	13	14	14	15	15	16	16	17	17	18	18
	Explanation		Explanation		Explanation		Explanation		Explanation		Explanation		Explanation
time and 1/2		Yes		over 40		Over 8 Hrs		After 8 hours worked in the same day		All hours over 8 in one day or 40 in one week		yes	
Double time						Sunday/Holidays				Observed Holidays		yes	
Are employees of your cooperative unionized?		No		No		Yes		Yes				yes	
If so, list group (s) of employees and respective unions						IBEW 369		Lineman & Warehouseman				outside Teamsters Local #89	
										No		inside Teamsters Local #89	
Policy on Stand-by		Attached		2 hours per day Monday-Friday. 4 hours per day Saturday, Sunday and Holidays								one serviceman on call one week at a time	

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES								
GENERAL WAGE SURVEY								
MANAGEMENT, PROFESSIONAL, CLERICAL,								
TRADE & BENEFIT INFORMATION								
DESCRIPTION	19		20		21		22	
	Explanation		Explanation		Explanation		Explanation	
Effective Date of Salaries	7/7/2015		1/1/15		3/1/2016		3/1/2016	3/1/15 non-union 8/1/15 union
<b>MANAGEMENT/PROFESSIONAL</b>								
Top Member Services Employee	Rpts to CEO	yes		N/A	Yes		Yes	yes
	Avg Salary							
	Range:							
	Min.							
	Max.							
Top Finance Employee	Rpts to CEO	yes		NO	Yes		Yes	yes
	Avg Salary							
	Range:							
	Min.							
	Max.							
Top Human Resources Employee	Rpts to CEO	yes		Yes	No		No	
	Avg Salary							
	Range:							
	Min.							
	Max.							
Top Computer Services Employee	Rpts to CEO	no		No	No		No	no
	Avg Salary							
	Range:							
	Min.							
	Max.							
Top Safety/Loss Prevention Employee	Rpts to CEO	yes		No	No		No	no
	Avg Salary							
	Range:							
	Min.							
	Max.							
District Manager	Rpts to CEO	no		N/A	No		No	no
	Avg Salary							
	Range:							
	Min.							
	Max.							
Office Manager	Rpts to CEO			Yes				
	Avg Salary							
	Range:							
	Min.							
	Max.							
Top Engineering Employee	Rpts to CEO	yes		Yes				yes



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES																				
GENERAL WAGE SURVEY																				
MANAGEMENT, PROFESSIONAL, CLERICAL,																				
TRADE & BENEFIT INFORMATION																				
DESCRIPTION			19	19	20	20	21	21	22	22										
			Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation										
	Avg Salary		██████████		100,006															
	ysrs in position		26		2															
	Range: Min.		██████████		██████████															
	Max.		██████████		██████████															
Top Operations Employee	Rpts to CEO	yes			Yes															yes
	Avg Salary		██████████		██████████															██████████
	ysrs in position		46		2															██████████
	Range: Min.		██████████		██████████															██████████
	Max.		██████████		██████████071															██████████
Top Engineering/Operations Employee (provided position is combined)	Rpts to CEO				N/A		Yes		Yes											
	Avg Salary						██████████		██████████											
	ysrs in position						7		7											
	Range: Min.						██████████		██████████											
	Max.						██████████		██████████											
Top Purchasing Employee	Rpts to CEO	yes			No		No		No		no									
	Avg Salary		██████████		██████████		██████████		██████████		██████████									██████████
	ysrs in position		38		15		1		1		██████████									██████████
	Range: Min.		██████████		██████████		██████████		██████████		██████████									██████████
	Max.		██████████		██████████		██████████		██████████		██████████									██████████
CLERICAL-(Hourly rate)			██████████																	
Secretary to General Manager	Union?		██████████		No		N		N		no									
	Avg Hourly		██████████		██████████		██████████		██████████		██████████									██████████
	ysrs in position				18		2		2		██████████									██████████
	Range: Min.				██████████		██████████		██████████		██████████									██████████
	Max.				██████████		██████████		██████████		██████████									██████████
Head Bookkeeper/Accountant	Union?	no			No		N		N		no									
	Avg Hourly		██████████		██████████		██████████		██████████		██████████									██████████
	ysrs in position		AVG 10		2		1		1		██████████									██████████
	Range: Min.		██████████		██████████		██████████		██████████		██████████									██████████
	Max.		██████████		██████████		██████████		██████████		██████████									██████████
Head Cashier	Union?				No															
	Avg Hourly				██████████															
	ysrs in position				32															
	Range: Min.				██████████															
	Max.				██████████															
Cashier-Receptionist-CSR	Union?	no			No		N		N		no									
	Avg Hourly		██████████		██████████		██████████		██████████		██████████									██████████



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES																				
GENERAL WAGE SURVEY																				
MANAGEMENT, PROFESSIONAL, CLERICAL,																				
TRADE & BENEFIT INFORMATION																				
DESCRIPTION			19	19	20	20	21	21	22	22										
				Explanation		Explanation		Explanation		Explanation		Explanation								
		Yrs in position	AVG 13					Varies		Varies										
	Range:	Min.																		
		Max.																		
Computer Operator/Analyst		Union?	no		N/A															
		Avg Hourly																		
		Yrs in position	AVG 13																	
	Range:	Min.																		
		Max.																		
Data Entry Clerk		Union?			No															
		Avg Hourly																		
		Yrs in position			25															
	Range:	Min.																		
		Max.																		
Work Order Clerk		Union?	no		No															
		Avg Hourly																		
		Yrs in position	27		2															
	Range:	Min.																		
		Max.																		
General Clerk		Union?			No															
		Avg Hourly																		
		Yrs in position			7															
	Range:	Min.																		
		Max.																		
Supervisor Consumer Accounts		Union?	no		No			N		N			no							
		Avg Hourly																		
		Yrs in position	30		31			Varies		Varies										
	Range:	Min.																		
		Max.																		
<b>TRADES &amp; CRAFTS--(Hourly rate)</b>																				
Staling Engineer		Union?	no		No			N		N			no							
		Avg Hourly																		
		Yrs in position	38		11			Varies		Varies										
	Range:	Min.																		
		Max.																		
Apprentice Lineworker		Union?			N/A			N		N			yes							
		Avg Hourly																		

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES									
GENERAL WAGE SURVEY									
MANAGEMENT, PROFESSIONAL, CLERICAL,									
TRADE & BENEFIT INFORMATION									
		19	19	20	20	21	21	22	22
DESCRIPTION		Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation
	Range:					Varies		Varies	
	Min								
	Max								
Line Technicians — please list titles									
for the levels of line technicians at your coop									
	Union?	no		Yes		N		N	yes
	avg hourly								
	Range:								
	Min								
	Max								
	Union?	no		Yes		N		N	yes
	avg hourly								
	Range:								
	Min								
	Max								
	Union?	no		Yes		N		N	yes
	Avg Hourly								
	Range:								
	Min								
	Max								
	Union?	no		Yes		N		N	yes
	Avg Hourly								
	Range:								
	Min								
	Max								
	Union?	no				N		N	

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES									
GENERAL WAGE SURVEY									
MANAGEMENT, PROFESSIONAL, CLERICAL,									
TRADE & BENEFIT INFORMATION									
DESCRIPTION		19	19	20	20	21	21	22	22
			Explanation		Explanation		Explanation		Explanation
	Avg Hourly								
	Yrs in position	AVG 9.7							
Range:	Min								
	Max								
Whseman-Stock/Whse Clerk	Union?	no		Yes		N		N	yes
	Avg Hourly								
	Yrs in position	AVG 7				11		11	
Range:	Min								
	Max								
Meter Reader	Union?	no		N/A		N		N	yes
	Avg Hourly								
	Yrs in position	AVG 33				15		15	
Range:	Min								
	Max								
Groundman	Union?			N/A					n/a
	Avg Hourly								
	Yrs in position								
Range:	Min								
	Max								
Crew Leader/Foreman	Union?	no		Yes		N		N	yes
	Avg Hourly								
	Yrs in position	AVG 27				Varies		Varies	
Range:	Min								
	Max								
<b>FRINGE BENEFITS</b>									
<b>HOLIDAYS</b>									
Annual Paid Holidays									
	non-union	8 holidays (10 days)		11		10		10	10
	union			11					10
<b>PTO</b>									
Does your cooperative have a PTO Plan? If yes, describe									
	non-union			2 days/year		No		No	
	union			2 days/year					
<b>SICK LEAVE</b>									
Cumulative days per year									
	non-union	12		12		12		12	13

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES							
GENERAL WAGE SURVEY							
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION							
	19	19	20	20	21	21	22
DESCRIPTION		Explanation	Explanation	Explanation	Explanation	Explanation	Explanation
union	na		12				13
Maximum number of days that can be accrued:							
non-union	unlimited		unlimited		unlimited		unlimited
union	na		unlimited				unlimited
Do you pay unused sick leave							
non-union	yes		Yes		Yes		yes
union	na		Yes				yes
If so, what basis							
-Employee current salary:							
non-union							yes
union							yes
OR							
-Salary rec'd at time of retirement/payment:	Internal policy based on # of days and retirement		% of accrued hours at current salary, both union & nonunion		Partial Payout		Partial Payout
non-union							
union							
Does Co-op offer short-term disability in lieu of sick leave?	Please see Short Term Disability listed below		No		No		No addition to sick leave
% Paid by Co-op							
non-union							0%
union							100%
% Paid by Employee							
non-union							0
union							0
Level of Coverage							
non-union							weekly
union							weekly
<b>VACATIONS</b>							
One Week After							
non-union	6 months						after 6 months, receives one day/month for remainder of that calendar year
union							after 6 months of service and less than 18 months
Two Weeks After							
non-union	1 year		1 year		immediately		immediately January 1 of the calendar year following the calendar year in which the 6 month anniversary was reached
union			1 year				after 18 months of service through 10 years
Three Weeks After							
non-union	15 years		5 years		7 years		7 years after 10 years of service but less than 20 years

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES							
GENERAL WAGE SURVEY							
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION							
	19	19	20	20	21	21	22
DESCRIPTION	Explanation		Explanation		Explanation		Explanation
union			5 years				after 10 years of service but less than 20 years
Four Weeks After							
non-union	na		16 years		19 years		19 years 20 years
union			16 years				20 years
Five Weeks After							
non-union	na		25 years				22 days after 10 years
union			25 years				22 days after 30 years
Days of vacation allowed to be carried over each year							
non-union	30 days		unlimited		40 hours		40 hours 10
union			unlimited				5
<b>DEFINED BENEFIT PENSION PLAN</b>							
What is your system's benefit level							
non-union					hired prior to 2014/ hired 2014 & later		hired prior to 2014/ hired 2014 & later
union							
Does your plan call for an employee contribution					No		No
If yes, what is the employee's contribution rate							no
non-union	no		% of base salary				
union	na		% of base salary				
For 2012 what is your contribution rate (per NRECA/Other)							
non-union	2015						
union							
What is your system's normal retirement age							
non-union	Age 62 or 31 Yrs Of Service		30 yrs or age 62		62		62 or 30 years or age 62
union			30 yrs or age 62				earlier of 30 years or age 62
Does your program provide for COLA							
non-union	no		No		No		No
union			No				yes
Is NRECA the provider for the Defined Benefit Pension							
non-union - if no please specify	yes		Yes		Yes		yes
union - if no please specify			Yes				yes
Does your plan have different plan designs?	no		Yes				



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES										
GENERAL WAGE SURVEY										
MANAGEMENT, PROFESSIONAL, CLERICAL, TRADE & BENEFIT INFORMATION										
DESCRIPTION	19	19	20	20	21	21	22	22		
		Explanation	Explanation	Explanation	Explanation	Explanation	Explanation	Explanation		
if yes, explain			Effective 1/1/16 employees may remain in the plan for a maximum of 30 years and then					no		
<b>DEFINED CONTRIBUTION PENSION PLAN</b>										
Do you provide for a defined contribution plan										
non-union	yes		Yes		Yes		Yes	yes		
union	na		Yes					yes		
Is this plan a 401K										
non-union	yes		Yes		Yes		Yes	yes		
union	na		Yes					yes		
Does the cooperative provide for a base contribution										
non-union	yes (1% base pay)		No		1%		1%	no		
union			No					no		
Is there a required employee contribution										
non-union	yes (1% base pay)		No		4%		4%	no		
union			No					no		
Does the cooperative provide matching contribution (Up to)										
non-union (explain match)	no		0% up to 0% of employee contribution		No		No	up to 0%		
union (explain match)	na		0% up to 0% of employee contribution					up to 4%		
Does your plan have a loan provision?										
non-union	no		Yes		Yes		Yes	yes		
union	na		Yes					yes		
Does your plan have a hardship withdrawal provision?										
non-union	no		Yes		Yes		Yes	yes		
union	na		Yes					yes		
Is the defined contribution through NRECA? If no, whom										
non-union	yes		Yes		Yes		Yes	TransAmerica		
union	na		Yes					TransAmerica		
Does your cooperative have different plan designs?										
non-union - if yes, explain	no		Yes - 401(k) for employees that have reached 30 years of service, West KY will match 0% of employee contributions from 0%		No		No	no		

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES									
GENERAL WAGE SURVEY									
MANAGEMENT, PROFESSIONAL, CLERICAL,									
TRADE & BENEFIT INFORMATION									
	19	19	20	20	21	21	22	22	
DESCRIPTION		Explanation		Explanation		Explanation		Explanation	
union - if yes explain	na		Yes - 401(k) for employees that have reached 30 years of service, West KY will match 466.67% of employee contributions from 0-3%					no	
<b>HEALTH INSURANCE</b>									
<b>INDIVIDUAL PLAN:</b>									
% Paid by Co-op									
non-union									
union	na								
% Paid by Employee									
non-union									
union									
N/A									
<b>INDIVIDUAL PLUS (1) PLAN:</b>									
% Paid by Co-op			N/A						
non-union	na								
union	na								
% Paid by Employee									
non-union									
union									
N/A									
<b>FAMILY PLAN:</b>									
% Paid by Co-op									
non-union									
union	na								
% Paid by Employee									
non-union									
union									
N/A									
<b>Is spouse permitted to be covered on</b>									
<b>co-op plan even if they have their own:</b>									
non-union	yes		Yes - Spouse must enroll in their plan if offered: co-op plan is secondary to spouse plan		Yes - spouse is required to take employer coverage if available		Yes - spouse is required to take employer coverage if available	no	
union	na		Yes - spouse must enroll in their plan if offered: co-op					no	

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES							
GENERAL WAGE SURVEY							
MANAGEMENT, PROFESSIONAL, CLERICAL,							
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DESCRIPTION	19	19	20	20	21	21	22
		Explanation		Explanation		Explanation	Explanation
<b>SHORT-TERM DISABILITY</b>							
Does co-op offer short-term disability					No		No
non-union	yes		No				yes
union			No				yes
% Paid by Co-op							
non-union							
union		If a person is out of sick/annual leave, the coop pays					
% Paid by Employee							
non-union		the employee at					0
union		base salary beginning week 14 thru week 26 (LTD application thereafter)					0
Level of coverage:							
non-union							weekly
union							weekly
Is STD self insured or administered through ins. Carrier		self insured					Carrier-CBA
Elimination period to be eligible (for STD)							
non-union							
union							
Duration of STD							
non-union		Week 14 thru week 26					up to 26 weeks
union							up to 26 weeks
<b>LONG-TERM DISABILITY</b>							
Does your cooperative offer LTD					Yes		Yes
non-union	yes		Yes				yes
union			Yes				yes
Percent paid by Cooperative							
non-union							
union							
% Paid by Employee							
non-union							
union							
Level of coverage:							
non-union							of base earnings up to a max of \$15,000/month

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES							
GENERAL WAGE SURVEY							
MANAGEMENT, PROFESSIONAL, CLERICAL,							
TRADE & BENEFIT INFORMATION							
	19	19	20	20	21	21	22
DESCRIPTION		Explanation		Explanation		Explanation	Explanation
union	na		[REDACTED]				[REDACTED] of base earnings up to a max of [REDACTED] month
K LTD self insured or administered through ins. Carrier		USable (subsidiary of BCBS)	NRECA		NRECA		NRECA Carnar-CBA
<b>Elimination period to be eligible to receive LTD</b>							
non-union	180 days		13 weeks		13 weeks		13 weeks age when disability occurs
union	0		13 weeks				based on age when disability occurs
<b>Duration of LTD</b>							
non-union	Depends on age at onset		Age 65		up to age 65		up to age 65 based on age when disability occurs
union			Age 65				based on age when disability occurs
<b>DENTAL PLAN</b>							
<b>INDIVIDUAL PLAN:</b>							
<b>% Paid by Co-op:</b>							
non-union	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]
union	na		[REDACTED]				[REDACTED]
<b>% Paid by Employee:</b>							
non-union			[REDACTED]		[REDACTED]		[REDACTED]
union	na		[REDACTED]				[REDACTED]
N/A							
<b>INDIVIDUAL PLUS (1) PLAN:</b>							
<b>% Paid by Co-op:</b>							
non-union			[REDACTED]		[REDACTED]		[REDACTED]
union			[REDACTED]				[REDACTED]
<b>% Paid by Employee:</b>							
non-union			[REDACTED]		[REDACTED]		[REDACTED]
union			[REDACTED]				[REDACTED]
N/A							
<b>FAMILY PLAN:</b>							
<b>% Paid by Co-op:</b>							
non-union	[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]
union	na		[REDACTED]				[REDACTED]

2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES							
GENERAL WAGE SURVEY							
MANAGEMENT, PROFESSIONAL, CLERICAL,							
TRADE & BENEFIT INFORMATION							
DESCRIPTION	19	19	20	20	21	21	22
		Explanation		Explanation		Explanation	Explanation
% Paid by Employee:							
non-union							
union	na						
N/A							
Is spouse permitted to be covered on co-op plan even if they have their own	yes		Yes		Yes		Yes
<b>GROUP LIFE INSURANCE</b>							
% Paid by Co-op:							
non-union							
union	na						
% Paid by Employee:							
non-union							
union	na						
Amt of coverage, i.e. 2 times annual salary	times annual salary		times annual salary		X		X times annual salary
<b>24-HOUR ACCIDENT</b>							
Are all full time employees covered	yes		Yes		Yes		Yes
Or; are only certain full time employees covered							Per months of service
Please list							
% Paid by Co-op							
% Paid by Employee							
<b>DEFERRED COMPENSATION</b>							
How many employees participate	1		N/A				
Job titles of employees who participate							
<b>BUSINESS TRAVEL ACCIDENT</b>							
% Paid by Co-op:							
non-union							
union	na						
% Paid by Employee							
non-union							
union	na						



2015-KENTUCKY'S RURAL ELECTRIC COOPERATIVES							
GENERAL WAGE SURVEY							
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		Explanation		Explanation		Explanation	Explanation
<b>OTHER</b>							
Bonus Arrangements			N/A				
non-union		Christmas Bonus					
union							
Incentive Arrangements				Yes		Yes	
non-union		Dollar Amount based on amount of sick leave taken during the year		Can earn up to [REDACTED]		Can earn up to [REDACTED]	Yes
union		na					Yes
Company vehicle policy	yes			[REDACTED]		pro [REDACTED] [REDACTED]	[REDACTED]
							Note: Below information provided as of 12/31/13
<b>GENERAL INFO REGARDING ELECTRIC SERVICE ONLY</b>							
Number of Members Billed as of 12/31/2015			38,421		63,029		63,029
	51422						58,095
Total number of full-time employees	122		93		157		157
Total number of part-time employees	7		1		1		1
Total Payroll for 2015	[REDACTED]		\$ [REDACTED] 6		[REDACTED]		[REDACTED]
When does system normally make salary increases? (Nov.1st, etc., Specify)			January 1st		Throughout year		Throughout year
Gross Annual Revenue 2015			\$ [REDACTED] 5		[REDACTED]		[REDACTED]
Normal work week hours	Outside 7 - 4 40 hours Inside 8 - 4:30 40 hours		40 hours		7:30 to 4:30		7:30 to 4:30
How is overtime paid?							* 40

