

Licking Valley Rural Electric Cooperative

Case No. 2016-00174

Staff's Fourth Request for Information

Question 1. Please find attached the information for calendar years 2011 to 2016. Included is a list of all employees for each year, their job title, regular wages, vacation payout, overtime, standby, and total pay, along with the percent increase from the prior year.

Licking Valley did not pay any bonus, awards, or other compensation for the periods presented.

Licking Valley Rural Electric Cooperative

Case No. 2016-00174

Staff's Fourth Request for Information

Calendar Year 2016

Empl #	Job Title	Regular	Vacation Payout	Overtime	Dispatch	Total	% Increase
2224	General Superintendent	41,988	-	-	-	41,988	2%
2240	1st Class Lineman	79,951	4,627	765	-	85,343	2%
2241	Supervisor, Construction Crew	66,718	-	17,303	-	84,021	2%
2244	Meter Technician	54,958	-	297	-	55,255	2%
2245	1st Class Lineman	62,635	2,493	16,834	-	81,962	2%
2246	1st Class Lineman	62,880	-	10,206	-	73,085	2%
2247	Staking Engineer	62,889	593	3,721	-	67,203	2%
2249	1st Class Lineman	63,506	-	16,711	-	80,217	2%
2250	Purchasing Agent	54,272	-	646	-	54,918	2%
2251	1st Class Lineman	57,860	-	13,066	-	70,926	2%
2255	2nd Class Lineman	51,519	-	4,359	-	55,879	2%
2257	Supervisor/ROW	62,878	-	681	-	63,558	2%
2258	Supervisor, Construction Crew	66,892	-	13,657	-	80,549	2%
2259	2nd Class Lineman	51,513	-	4,182	-	55,695	2%
2261	1st Class Lineman	63,525	-	14,950	-	78,475	2%
2263	1st Class Lineman	63,050	-	12,048	-	75,097	2%
2264	1st Class Lineman	63,702	2,526	17,492	-	83,720	2%
2265	Apprentice Lineman	38,416	-	287	-	38,703	2%
2266	2nd Class Lineman	51,544	-	11,318	-	62,862	2%
2267	Fleet Manager	47,704	-	8,757	-	56,461	2%
2268	Apprentice Lineman	28,565	-	6,390	-	34,955	2%
2269	Apprentice Lineman	17,716	-	518	-	18,234	n/a
2270	Apprentice Lineman	6,644	-	349	-	6,993	n/a
4402	Supervisor, Meter Dept	67,996	-	667	6,500	75,164	2%
5507	1st Class Lineman	63,426	-	18,874	-	82,300	2%
5513	Supervisor, Construction Crew	66,088	-	9,105	-	75,193	2%
5514	Maintenance	16,903	-	439	-	17,341	2%
5515	Plant Accountant	47,184	-	766	-	47,950	2%
5519	Apprentice Lineman	25,185	-	244	-	25,429	2%
7703	Mapping Data Entry	66,058	-	2,097	6,500	74,655	2%
7706	Comm, Mktg & Ad Coordinator	52,944	3,255	5,075	-	61,274	2%
7709	Executive Assistant	84,573	6,766	9,012	-	100,351	2%
7711	Accountant	84,664	12,935	17,781	-	115,380	2%
7716	Data Entry Clerk	41,133	940	119	-	42,192	2%
7720	Clerk/Secretary	42,195	-	167	-	42,363	2%
7721	Customer Svc Rep	46,825	1,777	3,140	-	51,741	2%
7723	Data Entry Clerk	39,701	-	516	-	40,217	2%
7724	CSR/Designated Employee	46,863	3,686	5,689	6,500	62,738	2%
7725	Cashier/Data Entry	46,840	2,560	4,778	6,500	60,678	2%
7726	Cashier/Receptionist	30,708	-	90	-	30,799	2%
7727	Designated Emp/PSC Regulations	36,895	-	2,636	-	39,531	2%
7731	General Manager/CEO	112,052	5,066	-	-	117,118	2%
7733	CSR	39,811	300	5,688	-	45,799	2%
7737	Cashier/Receptionist	31,802	-	2,731	-	34,533	2%
7742	CSR	29,693	-	47	-	29,740	2%
7744	Mgr, Administrative Svcs	67,626	-	-	-	67,626	2%
7746	Summer/Part-Time	1,388	-	-	-	1,388	n/a
		2,409,880	47,524	264,199	26,000	2,747,603	

Licking Valley Rural Electric Cooperative

Case No. 2016-00174

Staff's Fourth Request for Information

Calendar Year 2016

Empl #	Job Title	Regular	Vacation		Overtime	Dispatch	Total	% Increase
			Payout					
2224	General Superintendent	41,988	-	-	-	-	41,988	2%
2240	1st Class Lineman	79,951	4,627	765	-	-	85,343	2%
2241	Supervisor, Construction Crew	66,718	-	17,303	-	-	84,021	2%
2244	Meter Technician	54,958	-	297	-	-	55,255	2%
2245	1st Class Lineman	62,635	2,493	16,834	-	-	81,962	2%
2246	1st Class Lineman	62,880	-	10,206	-	-	73,085	2%
2247	Staking Engineer	62,889	593	3,721	-	-	67,203	2%
2249	1st Class Lineman	63,506	-	16,711	-	-	80,217	2%
2250	Purchasing Agent	54,272	-	646	-	-	54,918	2%
2251	1st Class Lineman	57,860	-	13,066	-	-	70,926	2%
2255	2nd Class Lineman	51,519	-	4,359	-	-	55,879	2%
2257	Supervisor/ROW	62,878	-	681	-	-	63,558	2%
2258	Supervisor, Construction Crew	66,892	-	13,657	-	-	80,549	2%
2259	2nd Class Lineman	51,513	-	4,182	-	-	55,695	2%
2261	1st Class Lineman	63,525	-	14,950	-	-	78,475	2%
2263	1st Class Lineman	63,050	-	12,048	-	-	75,097	2%
2264	1st Class Lineman	63,702	2,526	17,492	-	-	83,720	2%
2265	Apprentice Lineman	38,416	-	287	-	-	38,703	2%
2266	2nd Class Lineman	51,544	-	11,318	-	-	62,862	2%
2267	Fleet Manager	47,704	-	8,757	-	-	56,461	2%
2268	Apprentice Lineman	28,565	-	6,390	-	-	34,955	2%
2269	Apprentice Lineman	17,716	-	518	-	-	18,234	n/a
2270	Apprentice Lineman	6,644	-	349	-	-	6,993	n/a
4402	Supervisor, Meter Dept	67,996	-	667	6,500	-	75,164	2%
5507	1st Class Lineman	63,426	-	18,874	-	-	82,300	2%
5513	Supervisor, Construction Crew	66,088	-	9,105	-	-	75,193	2%
5514	Maintenance	16,903	-	439	-	-	17,341	2%
5515	Plant Accountant	47,184	-	766	-	-	47,950	2%
5519	Apprentice Lineman	25,185	-	244	-	-	25,429	2%
7703	Mapping Data Entry	66,058	-	2,097	6,500	-	74,655	2%
7706	Comm, Mktg & Ad Coordinator	52,944	3,255	5,075	-	-	61,274	2%
7709	Executive Assistant	84,573	6,766	9,012	-	-	100,351	2%
7711	Accountant	84,664	12,935	17,781	-	-	115,380	2%
7716	Data Entry Clerk	41,133	940	119	-	-	42,192	2%
7720	Clerk/Secretary	42,195	-	167	-	-	42,363	2%
7721	Customer Svc Rep	46,825	1,777	3,140	-	-	51,741	2%
7723	Data Entry Clerk	39,701	-	516	-	-	40,217	2%
7724	CSR/Designated Employee	46,863	3,686	5,689	6,500	-	62,738	2%
7725	Cashier/Data Entry	46,840	2,560	4,778	6,500	-	60,678	2%
7726	Cashier/Receptionist	30,708	-	90	-	-	30,799	2%
7727	Designated Emp/PSC Regulations	36,895	-	2,636	-	-	39,531	2%
7731	General Manager/CEO	112,052	5,066	-	-	-	117,118	2%
7733	CSR	39,811	300	5,688	-	-	45,799	2%
7737	Cashier/Receptionist	31,802	-	2,731	-	-	34,533	2%
7742	CSR	29,693	-	47	-	-	29,740	2%
7744	Mgr, Administrative Svcs	67,626	-	-	-	-	67,626	2%
7746	Summer/Part-Time	1,388	-	-	-	-	1,388	n/a
		2,409,880	47,524	264,199	26,000		2,747,603	

Licking Valley Rural Electric Cooperative
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 Staff's Fourth Request for Information
 Calendar Year 2015

Empl #	Job Title	Regular	Vacation Payout	Overtime	Standby	Total	% Increase
2224	General Superintendent	91,087	-	-	-	91,087	2%
2240	1st Class Lineman	61,730	4,246	18,685	-	84,661	2%
2241	Supervisor, Construction Crew	65,033	-	17,172	-	82,205	2%
2244	Meter Technician	53,881	-	583	-	54,464	11%
2245	1st Class Lineman	64,178	1,222	13,536	-	78,937	2%
2246	1st Class Lineman	61,656	669	12,895	-	75,219	2%
2247	Staking Engineer	61,656	-	3,404	-	65,059	2%
2249	1st Class Lineman	61,953	-	14,800	-	76,752	2%
2250	Purchasing Agent	53,218	-	6,677	-	59,895	2%
2251	1st Class Lineman	61,692	-	13,263	-	74,955	2%
2255	2nd Class Lineman	50,284	-	3,316	-	53,600	11%
2257	Supervisor/ROW	61,730	-	7,830	-	69,560	2%
2258	Supervisor, Construction Crew	62,592	-	12,395	-	74,987	2%
2259	2nd Class Lineman	50,492	-	6,048	-	56,541	11%
2261	1st Class Lineman	61,900	-	17,768	-	79,668	2%
2262	1st Class Lineman	52,296	-	5,198	-	57,494	2%
2263	1st Class Lineman	52,107	-	7,665	-	59,772	11%
2264	1st Class Lineman	52,074	536	16,779	-	69,389	11%
2265	2nd Class Lineman	38,280	-	732	-	39,012	2%
2266	Fleet Manager	46,777	-	8,793	-	55,571	21%
2267	Apprentice Lineman	46,772	-	9,447	-	56,219	2%
4402	Supervisor, Meter Dept	64,776	92	2,220	6,500	73,587	2%
5507	1st Class Lineman	61,673	-	11,659	-	73,331	2%
5513	Supervisor, Construction Crew	64,790	-	10,259	-	75,049	2%
5514	Maintenance	35,143	2,714	1,922	-	39,780	2%
5515	Plant Accountant	46,252	-	367	-	46,619	2%
5519	Apprentice Lineman	15,860	-	15	-	15,875	0%
7703	Mapping Data Entry	64,829	2,750	421	6,500	74,499	13%
7706	Comm, Mktg & Ad Coordinator	51,891	2,347	2,376	-	56,614	2%
7709	Executive Assistant	82,921	6,946	2,925	-	92,792	2%
7711	Accountant	83,005	13,969	13,193	-	110,168	2%
7716	Data Entry Clerk	40,350	2,129	538	-	43,017	2%
7720	Clerk/Secretary	41,367	-	507	-	41,875	2%
7721	Customer Svc Rep	45,895	866	4,287	-	51,048	2%
7723	Data Entry Clerk	38,392	-	969	-	39,361	2%
7724	CSR/Designated Employee	45,896	887	2,466	6,500	55,749	33%
7725	Cashier/Data Entry	45,963	5,150	6,108	6,500	63,721	2%
7726	Cashier/Receptionist	23,468	-	299	-	23,767	2%
7727	Designated Emp/PSC Regulations	36,170	-	1,318	-	37,488	2%
7731	General Manager/CEO	109,822	3,311	-	-	113,133	2%
7733	CSR	39,027	736	4,111	-	43,873	2%
7736	Cashier/Receptionist	34,120	1,431	652	-	36,203	2%
7737	CSR	31,181	-	4,500	-	35,681	2%
7742	CSR	31,753	-	46	-	31,800	2%
7744	Mgr, Administrative Svcs	66,300	-	-	-	66,300	11%
		2,412,234	50,000	268,146	26,000	2,756,380	

Licking Valley Rural Electric Cooperative
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 Staff's Fourth Request for Information
 Calendar Year 2014

Empl #	Job Title	Regular	Vacation Payout	Overtime	Standby	Total Amount	% Increase
1108	1st Class Lineman	60,425	3,809	4,624	-	68,858	3%
2224	General Superintendent	90,222	8,628	-	-	98,851	3%
2240	1st Class Lineman	61,433	4,334	28,069	-	93,836	3%
2241	Supervisor, Construction Crew	64,244	-	21,605	-	85,850	3%
2244	Meter Technician	52,715	-	1,467	-	54,183	3%
2245	1st Class Lineman	63,804	-	13,814	-	77,618	3%
2246	1st Class Lineman	26,173	-	5,005	-	31,178	3%
2247	Staking Engineer	60,456	-	3,032	-	63,488	3%
2249	1st Class Lineman	60,622	-	19,585	-	80,207	3%
2250	Purchasing Agent	52,191	505	6,156	-	58,851	3%
2251	1st Class Lineman	60,636	-	16,585	-	77,221	3%
2255	2nd Class Lineman	49,401	-	11,590	-	60,990	3%
2257	Supervisor/ROW	60,454	-	8,144	-	68,599	3%
2258	Supervisor, Construction Crew	60,720	-	13,122	-	73,842	3%
2259	2nd Class Lineman	46,807	-	10,447	-	57,254	3%
2261	1st Class Lineman	60,484	-	13,057	-	73,541	37%
2262	1st Class Lineman	60,569	-	5,082	-	65,652	3%
2263	1st Class Lineman	49,629	-	11,500	-	61,128	3%
2264	1st Class Lineman	50,160	-	20,635	-	70,795	12%
2265	2nd Class Lineman	37,592	-	856	-	38,447	3%
2266	Fleet Manager	45,691	-	13,546	-	59,237	3%
2267	2nd Class Lineman	45,949	-	10,122	-	56,071	13%
4402	Supervisor, Meter Dept	63,537	1,318	2,543	6,500	73,898	3%
5507	1st Class Lineman	60,634	-	20,244	-	80,878	3%
5513	Supervisor, Construction Crew	64,223	-	21,148	-	85,371	3%
5514	Maintenance	34,457	2,597	2,805	-	39,859	3%
5515	Plant Accountant	45,341	-	785	-	46,126	3%
5519	Apprentice Lineman	13,697	-	-	-	13,697	28
7703	Mapping Data Entry	63,629	2,161	1,260	6,500	73,550	3%
7706	Comm, Mktg & Ad Coordinator	50,875	2,301	1,944	-	55,120	3%
7709	Executive Assistant	81,319	7,956	2,839	-	92,114	3%
7711	Accountant	81,341	10,595	15,335	-	107,271	3%
7716	Data Entry Clerk	39,535	746	171	-	40,452	3%
7720	Clerk/Secretary	40,560	-	307	-	40,867	3%
7721	Customer Svc Rep	45,006	912	3,717	-	49,635	3%
7723	Data Entry Clerk	37,058	-	275	-	37,333	3%
7724	CSR/Designated Employee	43,967	592	2,045	6,500	53,104	3%
7725	Cashier/Data Entry	45,068	4,817	5,096	6,500	61,481	3%
7726	Cashier/Receptionist	23,105	-	87	-	23,192	3%
7727	Designated Emp/PSC Regulations	35,196	-	1,561	-	36,757	3%
7731	General Manager/CEO	107,669	3,246	-	-	110,915	3%
7733	CSR	38,259	505	5,175	-	43,939	3%
7736	Cashier/Receptionist	33,430	-	1,194	-	34,624	3%
7737	CSR	30,581	187	3,917	-	34,685	3%
7742	CSR	28,127	-	284	-	28,411	3%
7744	Mgr, Administrative Svcs	60,000	-	-	-	60,000	10%
7745	Summer/Part-Time	2,630	-	-	-	2,630	n/a
		<u>2,389,620</u>	<u>55,209</u>	<u>330,775</u>	<u>26,000</u>	<u>2,801,605</u>	

Licking Valley Rural Electric Cooperative
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 Staff's Fourth Request for Information
 Calendar Year 2013

Empl #	Job Title	Regular	Vacation Payout	Overtime	Standby	Total	% Increase
1108	1st Class Lineman	35,041	-	1,128	-	36,170	3%
2224	General Superintendent	87,563	3,494	-	-	91,057	3%
2240	1st Class Lineman	60,051	3,322	22,864	-	86,236	3%
2241	Supervisor, Construction Crew	62,289	-	12,788	-	75,077	3%
2244	Meter Technician	47,704	-	1,754	-	49,458	3%
2245	1st Class Lineman	63,234	-	15,277	-	78,511	3%
2246	1st Class Lineman	59,291	-	14,516	-	73,807	3%
2247	Staking Engineer	59,279	609	7,185	-	67,073	3%
2249	1st Class Lineman	59,297	-	21,878	-	81,175	3%
2250	Purchasing Agent	51,154	-	4,005	-	55,160	3%
2251	1st Class Lineman	59,366	-	12,093	-	71,459	3%
2255	2nd Class Lineman	44,486	-	5,755	-	50,241	3%
2257	Supervisor/ROW	48,627	-	4,831	-	53,458	3%
2258	Supervisor, Construction Crew	59,540	-	12,447	-	71,987	3%
2259	2nd Class Lineman	40,167	-	7,412	-	47,578	3%
2261	1st Class Lineman	59,965	-	14,668	-	74,633	3%
2262	2nd Class Lineman	40,701	-	7,399	-	48,101	-6%
2263	1st Class Lineman	44,706	-	9,277	-	53,983	3%
2264	2nd Class Lineman	44,465	-	14,702	-	59,166	3%
2265	2nd Class Lineman	37,498	-	528	-	38,025	3%
2266	Fleet Manager	37,943	-	11,356	-	49,298	3%
2267	2nd Class Lineman	44,960	-	10,054	-	55,014	3%
4402	Supervisor, Meter Dept	63,042	1,608	2,086	6,500	73,237	3%
5507	1st Class Lineman	59,288	-	17,130	-	76,418	3%
5513	Supervisor, Construction Crew	62,276	-	10,108	-	72,384	3%
5514	Maintenance	32,688	3,523	1,461	-	37,672	3%
5515	Plant Accountant	44,441	-	433	-	44,874	3%
5519	Apprentice Lineman	10,665	-	-	-	10,665	20%
7703	Mapping Data Entry	56,216	2,088	1,155	6,500	65,958	3%
7706	Comm, Mktg & Ad Coordinator	49,524	2,602	3,344	-	55,469	3%
7709	Executive Assistant	81,680	5,845	3,156	-	90,681	3%
7711	Accountant	82,632	9,996	11,218	-	103,846	3%
7716	Data Entry Clerk	38,287	1,204	84	-	39,575	3%
7720	Clerk/Secretary	39,764	-	273	-	40,036	3%
7721	Customer Svc Rep	42,950	3,371	4,027	-	50,347	3%
7723	Data Entry Clerk	37,415	-	837	-	38,252	3%
7724	CSR/Designated Employee	33,737	-	462	6,500	40,699	3%
7725	Cashier/Data Entry	41,284	7,055	3,247	6,500	58,086	3%
7726	Cashier/Receptionist	25,088	-	75	-	25,163	3%
7727	Designated Emp/PSC Regulations	33,960	1,484	1,757	-	37,201	3%
7731	General Manager/CEO	107,780	7,010	-	-	114,791	3%
7733	CSR	37,498	-	4,654	-	42,152	3%
7736	Cashier/Receptionist	32,759	-	934	-	33,693	3%
7737	CSR	29,973	-	2,542	-	32,515	3%
7742	CSR	25,440	-	-	-	25,440	3%
7744	Mgr, Administrative Svcs	8,077	-	-	-	8,077	n/a
		2,223,788	53,210	280,897	26,000	2,583,895	

Licking Valley Rural Electric Cooperative
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 Staff's Fourth Request for Information
 Calendar Year 2012

Empl	Job Title	Regular	Vacation Payout	Overtime	Standby	Total	% Increase
1108	1st Class Lineman	57,430	5,703	20,469	-	83,602	3%
2224	General Superintendent	80,528	5,885	-	-	86,414	13%
2240	1st Class Lineman	57,553	3,377	21,313	-	82,243	3%
2241	Supervisor, Construction Crew	60,508	-	11,671	-	72,179	3%
2244	Meter Technician	46,316	-	3,760	-	50,076	3%
2245	1st Class Lineman	60,610	-	18,735	-	79,345	3%
2246	1st Class Lineman	57,542	-	15,608	-	73,150	3%
2247	Staking Engineer	57,542	-	6,664	-	64,206	3%
2249	1st Class Lineman	57,548	-	26,979	-	84,527	3%
2250	Purchasing Agent	49,663	155	8,475	-	58,294	3%
2251	1st Class Lineman	57,635	-	16,292	-	73,927	3%
2255	2nd Class Lineman	43,178	-	10,938	-	54,116	3%
2257	Supervisor/ROW	57,542	-	12,664	-	70,206	3%
2258	Supervisor, Construction Crew	57,675	-	19,431	-	77,106	3%
2259	2nd Class Lineman	43,157	-	10,337	-	53,493	3%
2261	1st Class Lineman	45,304	803	10,540	-	56,647	37%
2262	1st Class Lineman	57,640	-	18,912	-	76,552	3%
2263	1st Class Lineman	43,190	-	9,385	-	52,575	19%
2264	2nd Class Lineman	43,107	-	16,037	-	59,144	19%
2265	2nd Class Lineman	36,400	-	1,694	-	38,095	3%
2266	Fleet Manager	36,452	-	7,272	-	43,724	3%
2267	Apprentice Lineman	40,314	725	9,463	-	50,501	13%
4402	Supervisor, Meter Dept	60,413	4,129	6,846	6,500	77,888	3%
5507	1st Class Lineman	57,548	277	21,020	-	78,844	3%
5513	Supervisor, Construction Crew	60,456	-	10,534	-	70,991	3%
5514	Maintenance	32,762	2,332	3,143	-	38,238	3%
5515	Plant Accountant	43,157	1,329	561	-	45,046	3%
5517	Apprentice Lineman	11,930	-	2,405	-	14,335	n/a
5519	Apprentice Lineman	10,092	-	-	-	10,092	3%
5520	Summer help	6,797	-	207	-	7,004	3%
7703	Mapping Data Entry	53,415	3,714	5,251	6,500	68,880	3%
7706	Comm, Mktg & Ad Coordinator	45,879	6,537	4,136	-	56,552	3%
7709	Executive Assistant	80,601	3,186	4,457	-	88,244	3%
7711	Accountant	81,837	4,587	10,223	-	96,647	3%
7715	Retired CEO	198,066	-	-	-	198,066	3%
7716	Data Entry Clerk	37,627	-	1,330	-	38,957	3%
7720	Clerk/Secretary	38,604	-	1,588	-	40,192	3%
7721	Customer Svc Rep	42,824	1,236	4,164	-	48,224	3%
7723	Data Entry Clerk	34,680	-	288	-	34,969	3%
7724	CSR/Designated Employee	32,692	1,640	1,441	6,500	42,274	3%
7725	Cashier/Data Entry	38,456	7,509	2,874	6,500	55,339	3%
7726	Cashier/Receptionist	25,810	-	72	-	25,882	3%
7727	Designated Emp/PSC Regulations	34,280	-	292	-	34,572	3%
7731	General Manager/CEO	103,549	448	-	-	103,997	8%
7733	CSR	36,524	577	4,583	-	41,684	11%
7736	Cashier/Receptionist	31,806	-	1,767	-	33,573	3%
7737	CSR	28,260	-	4,136	-	32,396	8%
7738	Summer help	3,034	-	-	-	3,034	n/a
7742	CSR	29,962	-	43	-	30,006	3%
7743	Summer help	4,850	-	-	-	4,850	n/a
		2,412,749	54,148	367,999	26,000	2,860,896	

Licking Valley Rural Electric Cooperative

Case No. 2016-00174

Staff's Fourth Request for Information

Calendar Year 2011

Empl #	Job Title	Regular	Vacation		Overtime	Standby	Total	%
			Payout					Increase
1108	1st Class Lineman	55,858	3,224		19,023	-	78,106	3%
2203	Retired Supervisor	30,639	-		550	-	31,190	3%
2210	Retired Purchase Agent	60,161	-		-	-	60,161	3%
2224	General Superintendent	70,285	5,914		1,332	-	77,530	30%
2240	1st Class Lineman	55,859	4,084		19,003	-	78,946	3%
2241	Supervisor, Construction Crew	58,789	-		5,847	-	64,636	3%
2244	Meter Technician	44,965	-		892	-	45,857	3%
2245	1st Class Lineman	59,106	1,553		14,498	-	75,157	3%
2246	1st Class Lineman	55,858	-		10,479	-	66,338	3%
2247	Staking Engineer	55,859	-		4,877	-	60,735	3%
2249	1st Class Lineman	52,895	-		14,742	-	67,637	3%
2250	Purchasing Agent	48,208	-		4,433	-	52,641	3%
2251	1st Class Lineman	55,969	-		10,789	-	66,759	3%
2255	2nd Class Lineman	41,793	-		5,464	-	47,257	3%
2257	Supervisor/ROW	55,904	-		8,892	-	64,796	3%
2258	Supervisor, Construction Crew	56,251	228		10,738	-	67,218	3%
2259	2nd Class Lineman	41,999	-		9,801	-	51,800	3%
2261	1st Class Lineman	42,305	-		10,198	-	52,503	3%
2262	1st Class Lineman	55,961	-		9,031	-	64,992	3%
2263	1st Class Lineman	36,797	-		9,262	-	46,059	3%
2264	Apprentice Lineman	36,508	490		11,859	-	48,858	3%
2265	2nd Class Lineman	32,898	-		311	-	33,209	21%
2266	Fleet Manager	29,986	-		4,548	-	34,534	21%
2267	Apprentice Lineman	38,542	-		7,353	-	45,894	3%
4402	Supervisor, Meter Dept	57,438	2,216		1,983	6,500	68,137	8%
5502	Retired 1st Class Lineman	36,579	-		2,136	-	38,715	3%
5507	1st Class Lineman	55,858	161		18,698	-	74,718	3%
5513	Supervisor, Construction Crew	58,696	-		8,342	-	67,038	3%
5514	Maintenance	31,806	2,525		2,525	-	36,855	3%
5515	Plant Accountant	41,909	857		527	-	43,293	3%
5517	Apprentice Lineman	27,495	-		195	-	27,690	3%
5519	Apprentice Lineman	8,783	-		-	-	8,783	0%
5520	Summer help	2,443	-		-	-	2,443	n/a
6603	Retired CSR	14,531	-		-	-	14,531	3%
7703	Mapping Data Entry	52,927	1,566		2,005	6,500	62,998	3%
7706	Comm, Mktg & Ad Coordinator	46,961	2,169		1,067	-	50,197	3%
7709	Executive Assistant	73,096	7,789		-	-	80,885	10%
7711	Accountant	73,020	12,116		-	-	85,136	10%
7716	Data Entry Clerk	36,525	-		105	-	36,631	3%
7720	Clerk/Secretary	37,481	-		54	-	37,535	3%
7721	Customer Svc Rep	38,837	1,600		2,804	-	43,241	24%
7723	Data Entry Clerk	35,163	-		242	-	35,405	3%
7724	CSR/Designated Employee	31,785	703		3,142	6,500	42,131	3%
7725	Cashier/Data Entry	41,037	3,890		4,150	6,500	55,576	18%
7726	Cashier/Receptionist	25,857	-		70	-	25,927	3%
7727	Designated Emp/PSC Regulations	32,783	552		378	-	33,714	3%
7731	General Manager/CEO	99,438	5,355		-	-	104,792	3%
7733	CSR	33,032	-		2,588	-	35,620	21%
7736	Cashier/Receptionist	30,871	297		45	-	31,212	3%
7737	CSR	19,789	-		2,457	-	22,246	79%
7738	Summer help	4,053	-		-	-	4,053	n/a
7739	Summer help	2,099	-		-	-	2,099	n/a
7740	Summer help	87	-		-	-	87	n/a
7741	Summer help	297	-		-	-	297	n/a
7742	CSR	25,701	-		68	-	25,769	3%
7743	Summer help	3,092	-		-	-	3,092	n/a
		2,252,865	57,289		247,505	26,000	2,583,659	

Licking Valley Rural Electric Cooperative

Case No. 2016-00174

Staff's Fourth Request for Information

Question 2. Licking Valley provides the following benefits for its employees:

401(k) Plan – This plan is provided through National Rural Electric Cooperative Association (“NRECA”). The Cooperative pays 11% of eligible employees’ base wages. Employees can elect to have withheld up the maximum allowed by the IRS.

Health and Life Insurance – These plans are provided through NRECA. The medical plan provides for Single, Family, and Dependent Only coverage for both Medical and Prescription Drug. The Cooperative pays 100% of a single plan. Employees must pay 10.37% of the cost of a family plan.

Licking Valley also provides for life insurance coverage of \$50,000 for each employee through NRECA.

Life and Disability – These plans are provided through Assurant Employee Benefits (“AEB”). The Cooperative pays premiums equal to one (1) years’ annual salary, plus accidental death and dismemberment (“AD&D”). Long term disability premiums are also paid to AEB.

The October, 2015 statements from NRECA and AEB are both attached which reflect the premiums. The administrative fees to NRECA are paid to a separate organization of NRECA. That is the reason for two (2) checks for the Health and Life Insurance premium.

PLEASE DETACH AND RETAIN

Witness: Kerry Howard

No. 8122471

Date: 10/01/2015

LICKING VALLEY RURAL ELECTRIC COOPERATIVE P.O. BOX 605 WEST LIBERTY, KY 41472 A Touchstone Energy Cooperative

DATE	INVOICE	DESCRIPTION	GL ACCOUNT	AMOUNT
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	142.2	447.04
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	930.11	1.08
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	930.21	1.08
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	930.22	1.08
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	930.23	1.08
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	165.4	4,405.93
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	930.15	0.70
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	930.19	0.16
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	143.3	6,283.72
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	930.18	1.08
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	165.3	61,243.71
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	930.14	1.08
10/01/2015	15101075	NRECA GROUP BENEFITS TRUST	923.0	1.08
Totals:				72,388.82

LICKING VALLEY RURAL ELECTRIC COOPERATIVE P.O. BOX 605 WEST LIBERTY, KY 41472 A Touchstone Energy Cooperative

GENERAL FUNDS

No. 8122471

73-1750/4210

BANK OF THE MOUNTAINS WEST LIBERTY, KENTUCKY 41472

PAY TO THE ORDER OF NRECA GROUP BENEFITS TRUST PO BOX 798185 ST LOUIS MO 63179-8000

VOID AFTER 120 DAYS

DATE	CHECK NO.	AMOUNT
10/01/2015	8122471	\$****72,388.82

NON-NEGOTIABLE

LV LICKING VALLEY
 RURAL ELECTRIC COOPERATIVE
 P.O. BOX 605
 WEST LIBERTY, KY 41472 A Touchstone Energy Cooperative

PLEASE DETAIL AND RETURN PSC-4-2
 Witness: Kerry Howard

No. 8122472
 Date: 10/01/2015

DATE	INVOICE	DESCRIPTION	GL ACCOUNT	AMOUNT
10/01/2015	15101075A	NRECA	165.3	6,253.78
Totals:				6,253.78

LV LICKING VALLEY
 RURAL ELECTRIC COOPERATIVE
 P.O. BOX 605
 WEST LIBERTY, KY 41472 A Touchstone Energy Cooperative

GENERAL FUNDS

No. 8122472
 73-1750/4210
 BANK OF THE MOUNTAINS
 WEST LIBERTY, KENTUCKY 41472

PAY NRECA
 TO PO BOX 798324
 THE ST LOUIS MO 63179-8000
 ORDER
 OF

VOID AFTER 120 DAYS

DATE	CHECK NO.	AMOUNT
10/01/2015	8122472	\$*****6,253.78

NON-NEGOTIABLE



GROUP INSURANCE STANDARD PREMIUM STATEMENT
 LICKING VALLEY RECC
 0118056001

INVOICE

Invoice # 15101075
 Statement Date: 10/01/2015
 Bill Mode: monthly
 Billing Date: 10/01/2015

\$78,642.60

Itemized Grand Total:

Premium Summary By Plan					
Benefit/Plan	Coverage Level / Amount In Force	Counts	Total Trust Contributions	Total Administrative Fees	Total Premium
Life Insurance		45	\$332.64	\$39.16	\$371.80
Basic Life Plan 1	\$50,000 Basic Life	45	\$332.64	\$39.16	\$371.80
AD&D		9	\$8.42	\$0.00	\$8.42
Director AD&D 1	\$40,000 AD&D	8	\$7.72	\$0.00	\$7.72
Director AD&D 2	\$40,000 AD&D	1	\$0.70	\$0.00	\$0.70
Medical		51	\$61,457.52	\$5,344.18	\$66,801.70
PPO Plan 1	You Only	17	\$10,021.20	\$871.35	\$10,892.55
	You Plus Family	29	\$48,095.92	\$4,182.38	\$52,278.30
	Dependent Only	5	\$3,340.40	\$290.45	\$3,630.85
Medical - Medicare		2	\$399.40	\$0.00	\$399.40
PPO Plan 1	You Only	2	\$399.40	\$0.00	\$399.40
Prescription Drug		51	\$10,007.22	\$870.44	\$10,877.66
Rx 8 Plan 1	You Only	17	\$1,763.85	\$153.45	\$1,917.30
	You Plus Family	29	\$7,655.42	\$665.84	\$8,321.26
	Dependent Only	5	\$587.95	\$51.15	\$639.10
Life Insurance		1	\$48.40	\$0.00	\$48.40
Retiree Plan 1	\$10,000 Retiree Life	1	\$48.40	\$0.00	\$48.40
Life Insurance		3	\$135.22	\$0.00	\$135.22
Legacy Ret Plan 1	Coverage Amount	3	\$135.22	\$0.00	\$135.22
Total:			\$72,388.82	\$6,253.78	\$78,642.60

GROUP INSURANCE STANDARD PREMIUM STATEMENT

LICKING VALLEY RECC
0118056001



INVOICE

Invoice # 15101075
Statement Date: 10/01/2015
Bill Mode: monthly
Billing Date: 10/01/2015

Itemized Premiums

In the event of a death or disability, coverage amounts for salary based benefits will reflect the actual salary on that date. For the maximum possible Disability and Life benefit amount that would be paid, please refer to your SPD. For benefits where it is required, a Statement of Health form is due within 60 days. This form must be received and approved before the full amount elected can go into effect.

BENEFIT AND PLAN	ADJUSTMENT DESCRIPTION	COVERAGE / AMT IN FORCE	TRUST CONTRIBUTIONS	ADJUSTMENT AMOUNT	ADMIN FEES	TOTAL PREMIUM
Adams, Michael XXX-XX-9538 Director - Active						
Dir AD&D- \$40,000 AD&D		\$26,000	\$0.70		\$0.00	\$0.70
Total Cost			\$0.70	\$0.00	\$0.00	\$0.70
Adkins, Vondle XXX-XX-6211 Employee - Active						
Basic Life - \$50,000 Basic Life		\$50,000	\$7.56		\$0.89	\$8.45
Medical PPO Plan 1		You Plus Family	\$1,658.48		\$144.22	\$1,802.70
Prescription Rx 8 Plan 1		You Plus Family	\$263.98		\$22.96	\$286.94
Total Cost			\$1,930.02	\$0.00	\$168.07	\$2,098.09
Allen, Gregory XXX-XX-8491 Attorney - Active						
Dir AD&D- \$40,000 AD&D		\$40,000	\$1.08		\$0.00	\$1.08
Total Cost			\$1.08	\$0.00	\$0.00	\$1.08
Arnett, Hager XXX-XX-6501 Employee - Separated						
Retiree Life		\$7,000	\$30.80		\$0.00	\$30.80
Total Cost			\$30.80	\$0.00	\$0.00	\$30.80
Bell, Kendra XXX-XX-9983 Employee - Active						
Basic Life - \$50,000 Basic Life		\$50,000	\$7.56		\$0.89	\$8.45
Medical PPO Plan 1		You Only	\$668.08		\$58.09	\$726.17
Prescription Rx 8 Plan 1		You Only	\$117.59		\$10.23	\$127.82
Total Cost			\$793.23	\$0.00	\$69.21	\$862.44
Bradley, Sandra XXX-XX-9593 Employee - Active						
Basic Life - \$50,000 Basic Life		\$50,000	\$7.56		\$0.89	\$8.45
Medical PPO Plan 1		You Only	\$668.08		\$58.09	\$726.17
Prescription Rx 8 Plan 1		You Only	\$117.59		\$10.23	\$127.82
Total Cost			\$793.23	\$0.00	\$69.21	\$862.44
Cantrell, Derrick XXX-XX-8320 Employee - Active						
Basic Life - \$50,000 Basic Life		\$50,000	\$7.56		\$0.89	\$8.45
Medical PPO Plan 1		You Plus Family	\$1,658.48		\$144.22	\$1,802.70
Prescription Rx 8 Plan 1		You Plus Family	\$263.98		\$22.96	\$286.94
Total Cost			\$1,930.02	\$0.00	\$168.07	\$2,098.09
Chaney, Gregory XXX-XX-5529 Employee - Active						
Basic Life - \$50,000 Basic Life		\$50,000	\$7.56		\$0.89	\$8.45
Medical PPO Plan 1		You Plus Family	\$1,658.48		\$144.22	\$1,802.70
Prescription Rx 8 Plan 1		You Plus Family	\$263.98		\$22.96	\$286.94
Total Cost			\$1,930.02	\$0.00	\$168.07	\$2,098.09
Conley, Tommy XXX-XX-1677 Employee - Active						
Basic Life - \$50,000 Basic Life		\$50,000	\$7.56		\$0.89	\$8.45


LICKING VALLEY
 RURAL ELECTRIC COOPERATIVE
 P.O. BOX 605
 WEST LIBERTY, KY 41472  A Touchstone Energy[®] Cooperative

PLEASE DETACH AND RETAIN

PSC-4-2
 Witness: Kerry Howard
 6

No. 8122462
 Date: 10/01/2015

DATE	INVOICE	DESCRIPTION	GL ACCOUNT	AMOUNT
10/01/2015	39566	ASSURANT EMPLOYEE BENEFITS	926.1	12,091.92
Totals:				12,091.92


LICKING VALLEY
 RURAL ELECTRIC COOPERATIVE
 P.O. BOX 605
 WEST LIBERTY, KY 41472  A Touchstone Energy[®] Cooperative

GENERAL FUNDS

No. 8122462
 73-1750/4210
 BANK OF THE MOUNTAINS
 WEST LIBERTY, KENTUCKY 41472

PAY TO THE ORDER OF
 ASSURANT EMPLOYEE BENEFITS
 PO BOX 807009
 KANSAS CITY MO 64184-7009

VOID AFTER 120 DAYS

DATE	CHECK NO.	AMOUNT
10/01/2015	8122462	*****12,091.92

NON-NEGOTIABLE

Billing Statement for Licking Valley Rural Electrical Cooperative



ASSURANT Employee Benefits

Policy/Plan number: 39566

Create date: 09/16/2015

Due date: 10/01/2015

Billing period: 10/01/2015 - 10/31/2015

Remittance Information

Prior Balance Due	\$	12,091.92
Current Premium/Fees	\$	12,091.92
Member Adjustments	\$	0.00
Payment Received	\$	-12,091.92
Total Amount Due	\$	12,091.92

Call us if you have any questions or need assistance at 800.733.7879, 7:00 a.m. to 7:00 p.m., Central Time.

You may also report terminations or changes by faxing them to 888.208.2323. If you would like to download a faxable change form for submitting changes, please visit our website at www.assurantemployeebenefits.com. Select "For Employers" and then "Forms" to download the Faxable Change Document.

Products and services marketed by Assurant Employee Benefits are underwritten or provided by: Union Security Insurance Company.

**Billing Statement for Licking Valley Rural Electrical
Cooperative**



**ASSURANT Employee
Benefits**

Policy/Plan number: 39566
Create date: 09/16/2015

Coverage Summary Totals for Period 10/01/2015 - 10/31/2015

Coverage Description	Coverage Amount	Lives	Premium/Fees
Employee Life (EE LIF)	2,560,000	50	1,564.20
Employee AD&D (EE ADD)	2,370,000	44	94.80
Long Term Disability-Benefit (LTD-B)	121,171	50	10,432.92
TOTAL			\$ 12,091.92

Licking Valley Rural Electric Cooperative

Case No. 2016-00174

Staff's Fourth Request for Information

Question 3. The current nepotism policy is attached. It was last updated March 17, 2011.

LICKING VALLEY RURAL ELECTRIC COOPERATIVE CORPORATION

KENTUCKY 56 MORGAN

BOARD OF DIRECTORS POLICIES AND PROCEDURES MANUAL

Policy Number 106

Effective Date: 03/17/2011

SUBJECT: NEPOTISM

Page 01 of 01

PURPOSE: To set forth a policy with regard to the employment of close relatives of the Board of Directors (Board) and employees of Licking Valley Rural Electric Cooperative Corporation (LVRECC).

POLICY: In the event an employee(s) becomes related to another employee through marriage to each other, this relationship will affect their employment status. (RE: Policy 106, NEPOTISM, Responsibilities, Section 2).

RESPONSIBILITIES:

1. LVRECC shall not employ any individual(s) residing in a Director(s) or General Manager/CEO's household.
2. If two employees become immediate family by marriage or otherwise, one of them will be required to terminate employment. If the affected employees cannot decide which of them will terminate, the employee with the least seniority at LVRECC shall have employment terminated.
3. To establish a reasonable period of time in which the relatives have to decide who will terminate. It shall be set forth that thirty (30) calendar days will be the maximum allowable time for continued employment for both employees. Upon completion of said thirty (30) calendar days, if one of these employees has not submitted a letter of resignation, this Cooperative shall take necessary action as prescribed in this Policy.

This Policy supersedes all prior policies with number 106.

Board Approved March 17, 2011

Secretary

