

Request 43: Ref, Case 2019-00101. Provide any quantifiable measures that Grayson has conducted in 2018 or 2019 regarding the Commission note on Page 3 of the referenced case. *“management and Board of Directors planned, studied, or implemented to address the Commission’s concerns contained in the July 31, 2013 Order.”*

Wage and Salary:

Union Employees: Wage increases were negotiated in respect to the contract that took effect on January 1, 2018. These increases amounted to \$.50 per year for the first four years, with a \$.75 increase the final two years. This was a decrease from the \$1.25 per year that was negotiated in the previous contract.

Non-Union Employees: Wages and any possible adjustments have not been discussed since the Order from the Commission in the 2018 Rate Case and the 2019 Management Audit case. These discussions and decisions usually take place and are implemented in the last quarter of the year.

Directors Fees and Expenses:

As provided in Request 35, the Board of Directors have made adjustments to their fees and expenses. Based on 2018 data, these adjustments would amount to approximately \$15,000 in savings, with an additional \$6,000 in savings by not appointing a vacant board seat. Data can be found in response to Request 35.

Employee Benefits:

Initial discussions have been conducted in regards to employee benefits, specifically health insurance cost and contributions from employees. The Board and Management will be addressing these issues in the last quarter of the year, with implementation beginning January 1.

Insurance Outside Counsel:

The Board of Directors have approved the discontinuance of health insurance coverage to former Legal Counsel, based on advice from current Legal Counsel. This will amount to savings of \$6,375.84 for the remainder of 2019 and the cost of family medical coverage plus HSA contribution for each year after.