

Bluegrass Water Utility Operating Company, LLC
CSWR, LLC Employee Salaries & Benefits Cost
Case No. 2020-00290

Calendar Year 2018

Name	Category	Salary	Overtime	Bonus	Healthcare-ER portion	Healthcare-EE portion	Dental-ER portion	Dental-EE portion	Vision-ER portion	Vision-EE portion	Life/STD/LTD-ER portion	Life/STD/LTD-EE portion	401k ER match	Total Company Expense	Total EE Contribution
Cox, Josiah	Officer	272,705			25,839	261	142	1	23	0	-	-	13,635	312,343	263
Thomas, Forrest	Officer	237,058			42,222	426	142	1	23	0	-	-	11,853	291,296	428
	Exempt	209,150	-	-	44,110	446	182	2	25	0	-	-	10,457	263,925	448
	Non-Exempt	47,776	-	-	6,593	67	46	0	6	0	-	-	2,389	56,810	67
	Director	529,297	-	-	96,169	971	466	5	83	1	-	-	26,465	652,480	977

Calendar Year 2019

Name	Category	Salary	Overtime	Bonus	Healthcare-ER portion	Healthcare-EE portion	Dental-ER portion	Dental-EE portion	Vision-ER portion	Vision-EE portion	Life/STD/LTD-ER portion	Life/STD/LTD-EE portion	401k ER match	Total Company Expense	Total EE Contribution
Cox, Josiah	Officer	330,800	-	-	26,207	265	1,699	17	273	3	-	-	17,622	376,601	285
Thomas, Forrest	Officer	275,800	-	15,288	43,392	438	1,699	17	273	3	-	-	12,806	349,258	458
	Exempt	342,555	-	16,514	79,301	801	4,128	42	585	6	-	-	18,771	461,854	849
	Non-Exempt	93,836	2,561	-	7,253	73	592	6	77	1	-	-	2,687	107,006	80
	Director	1,541,510	-	35,457	162,650	1,643	10,809	109	1,831	18	-	-	67,598	1,819,855	1,771
	Manager	103,974	-	3,844	32,305	326	1,557	16	250	3	-	-	5,141	147,072	345

Base Period - Calendar Year 2020

Name	Category	Salary	Overtime	Bonus	Healthcare-ER portion	Healthcare-EE portion	Dental-ER portion	Dental-EE portion	Vision-ER portion	Vision-EE portion	Life/STD/LTD-ER portion	Life/STD/LTD-EE portion	401k ER match	Total Company Expense	Total EE Contribution
Cox, Josiah	Officer	350,228	-	30,822	29,676	300	1,699	17	273	3	1,747	-	19,052	433,498	320
Moore, Martin	Officer	234,688	-	-	26,792	271	1,274	13	205	2	1,315	-	11,734	276,009	286
Thomas, Forrest	Officer	295,446	-	13,154	50,989	515	1,699	17	273	3	1,747	-	15,430	378,738	535
	Exempt	820,120	-	7,326	186,183	1,881	8,980	91	1,196	12	9,867	-	41,372	1,075,045	1,983
	Non-Exempt	171,209	11,842	183	31,943	323	1,647	17	214	2	1,867	-	8,720	227,625	341
	Director	1,751,854	-	47,128	210,030	2,122	11,682	118	1,723	17	10,728	-	89,949	2,123,095	2,257
	Manager	149,234	-	11,524	50,891	514	2,402	24	382	4	2,692	-	8,038	225,163	542

Forecast Period

Name	Category	Salary	Overtime	Bonus	Healthcare-ER portion	Healthcare-EE portion	Dental-ER portion	Dental-EE portion	Vision-ER portion	Vision-EE portion	Life/STD/LTD-ER portion	Life/STD/LTD-EE portion	401k ER match	Total Company Expense	Total EE Contribution
Cox, Josiah	Officer	460,800	-	-	29,676	300	1,699	17	273	3	1,747	-	23,040	517,236	320
Moore, Martin	Officer	380,800	-	-	26,792	271	1,274	13	205	2	1,315	-	19,040	429,427	286
Thomas, Forrest	Officer	320,800	-	-	50,989	515	1,699	17	273	3	1,747	-	16,040	391,548	535
	Exempt	1,096,468	-	-	179,153	1,810	10,598	107	1,561	16	9,737	-	54,823	1,352,341	1,932
	Non-Exempt	97,333	-	-	23,546	238	1,010	10	131	1	1,166	-	4,867	128,052	249
	Director	1,554,990	-	100,850	235,901	2,383	12,320	124	1,818	18	10,973	-	84,014	2,000,866	2,525
	Manager	280,436	-	11,524	76,656	774	5,037	51	653	7	3,834	-	14,598	392,739	832