

The Water District's pay scale is based on tenure and position. Wages increase each year for each employee unless they have reached the end of the scale or are promoted. The Water District limits overtime to only when it is justified. There are times that overtime cannot be helped due to emergencies or work that has to be done in a certain time frame. It is the Water District's intention to minimize salary expenses while continuing to offer a competitive wage.

In 2020 the Water District refinanced 5 USDA RD loans with Kentucky Rural Water Finance Corporation. Total amount of the loans refinanced was \$3,325,000.00. This resulted in a savings of \$613,720.00 over the life of the loan.

In 2020 the Water District changed property and liability insurance companies which resulted in a cost savings of \$9,374.68 from the previous year.

In 2020 the Water District changed workers compensation insurance companies which resulted in a cost savings of \$6,362.00 from the previous year.

In 2018 the Water District changed Health, Vision and Dental insurance companies which resulted in an average cost savings of \$25,750.93. per year in 2018, 2019, and 2020 comparing total cost from 2017.