

In 2020 the Edmonson County Water District, examined wages that it was paying employees. The Water District has in the past, had an issue with employee turnover. In order to keep employees long term, to keep a trained work force that knows the system, retain licensed operators as required by the Energy and Environment Cabinet, and give customers proper service, the Water District examined a wage increase. The Water District in the past, has had several employees leave, because of not offering competitive wages, be it with other water Districts, mfg. jobs, or other types of skilled labor. One example of this is; one employee with six years experience, earning \$16.52 per hr. and who was a Licensed Distribution Operator, left to go to work for a local heating and refrigeration company with a starting pay of \$18.00 per hr. having no experience in that field. After comparing wages with other water districts, utilizing KY Rural Water Associations compensation survey, from 2019 the Water District decided it would be in their interest, to give an increase in wages to aid in retaining an experienced work force.