

Employee Position	Hourly Wage	Average Hourly Wage	Average Overtime Wage
Operations:			
Operator-FullTime	19.81		
Operator-FullTime	16.98		
Operator-FullTime	20.80		
Operator-FullTime	16.13		
Total	\$73.72	\$ 18.43	\$ 27.65

Administration:			
Office Manager-Full Time	\$ 19.49		
Billing Clerk - Full Time	\$ 16.85		
Total	\$ 36.34	\$ 18.17	\$ 27.26

Employee Benefit Costs

Benefit	% of Wages
Retirement	28.05
Workers Comp	2.00
FICA Taxes	6.20
Utility Responsibility	36.25

Health Insurance

Annual Health Insurance Premium	\$ 34,787.10	
Divided By Test Period Hours	12,480.00	
Health Insurance Cost Per Hr		\$ 2.79

Benefits Calculations:

Operational (18.43 x36.25%)	\$6.68
Administrative (18.17x 36.25%)	\$6.59

Average Hourly Wage w/ Benefits

Operational	\$27.90	\$40.45
Administrative	\$27.54	\$39.92