Employee Position	Hourly Wage	Average Hourly Wage	Average Overtime Wage
Operations:			
Operator-Full time (Gen Mgr) Salary	$ 40.00		
Operator-Full time (Field Mgr) Salary	$ 30.00		
Operator-Full time (Backhoe Oper)	$ 24.50		
Operator-Full time	$ 23.00		
Operator-Full time	$ 16.00		
Operator-Full Time	$ 19.50		
Operator-Full Time	$ 18.00		
Operator -Full Time	$ 16.00		
Operator-Full Time	$ 16.00		
Total	$ 203.00	$ 22.56	$ 28.50
Administration:			
Utility Clerk - Full Time (Office Mgr) Salary	$30.00		
Utility Clerk - Full Time	$18.00		
Utility Clerk - Full Time	$16.00		
Utility Clerk - Full Time	$16.00		
Total	$80.00	$ 20.00	$ 25.00
Employee Benefit Costs			
Benefit	**% of Wages**		
Retirement	26.95		
Workers Comp	1.91		
FICA Taxes	6.20		
Medicare	1.45		
Utility Responsibility	36.51		
Health Insurance			
Annual Health Insurance Premium	$84,295.00		
Divided By Test Period Hours	27,040		
Health Insurance Cost Per Hr		$ 3.12	
Benefits Calculations:			
Operational ($ 22.56 x 36.51%)		$8.24	
Administrative ($ 20.00x 36.51%)		$7.30	
Average Hourly Wage w/ Benefits			
Operational		$33.91	$46.19
Administrative		$30.42	$40.95