

LABOR BREAKDOWN

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