LABOR BREAKDOWN

Employee Position	Hourly Wage	Average Hourly Wage	Average Overtime Wage
Operations:			
Operator- Full Time	23.26		
Operator- Full Time	23.01		
Operator- Full Time	24.26		
Operator - Full Time	27.54		
Operator - Full Time	18.00		
Total	$116.07	$ 23.21	$ 34.82
Administration:			
Utility Clerk - Full Time	24.04		
Utility Clerk - Full Time	16.50		
	$ 40.54	$ 20.27	$ 30.41
Employee Benefit Costs			
Benefit	**% of Wages**		
Retirement	24.06		
Workers Comp	2.00		
FICA Taxes	6.20		
Medicare	1.45		
Utility Responsibility	33.71		
Health Insurance			
Annual Health Insurance Premium	$ 56,898.40		
Divided By Test Period Hours	14,560		
Health Insurance Cost Per Hr		$ 3.91	
Benefits Calculations:			
Operational ($23.21 x 33.71%)		$7.83	
Administrative ($20.27 x 33.71%)		$6.83	
Average Hourly Wage w/ Benefits			
Operational		$34.95	$50.47
Administrative		$31.01	$44.56