

Employee Position	Hourly Wage	Average	Average
Operations:			
Operator-Full time	19.25		
Operator-Full time	16.37		
Operator-Full time	15.83		
Operator-Full time	12.37		
Operator-Full time	12		
Operator-Full time	12		
Operator-Full time	18.41		
Operator-Full time	12		
Operator-Full time	16		
Operator-Full time	11		
Total	\$145.23	\$ 14.52	\$ 21.78
Administration:			
Utility Clerk - Full Time	\$ 17.91		
Utility Clerk - Full Time	\$ 12.71		
Utility Clerk - Full Time	\$ 14.00		
	\$ 44.62	\$ 14.87	\$ 22.31
Employee Benefit Costs			
Benefit			
Retirement	3.00%		
Workers Comp	2.27%		
FICA Taxes	6.20%		
Medicare	1.45%		
Utility Responsibility	12.92%		
Health Insurance			
Annual Health Insurance Premium	\$ 251,234.26		
Divided By Test Period Hours	27,040		
Health Insurance Cost Per Hr		\$ 9.29	
Benefits Calculations:			
Operational (\$14.52 x 12.92%)		\$1.88	
Administrative (\$14.87 x 12.92%)		\$1.92	
Average Hourly Wage w/ Benefits			
Operational		\$25.69	\$33.89
Administrative		\$26.09	\$34.48