

Employee Position	Hourly Wage	Average Hourly Wage	Average Overtime Wage
Operations:			
Full time	24.83		
Full time	14.19		
Total	\$39.02	\$ 19.51	\$ 29.27
Administration:			
Utility Clerk - Full Time	\$ 39.57		
Utility Clerk - Full Time	\$ 14.00		
	\$ 53.57	\$ 26.79	\$ 40.18
Employee Benefit Costs			
Benefit	% of Wages		
Retirement	0.00		
Workers Comp	1.33		
FICA Taxes	6.20		
Medicare	1.45		
Utility Responsibility	8.98		
Health Insurance			
Annual Health Insurance Premium	\$ 27,403.00		
Divided By Test Period Hours	8,320		
Health Insurance Cost Per Hr		\$ 3.29	
Benefits Calculations:			
Operational (\$ 19.51 x 8.98%)		\$1.75	
Administrative (\$ 26.79 x 8.98%)		\$2.41	
Average Hourly Wage w/ Benefits			
Operational		\$24.56	\$35.19
Administrative		\$32.48	\$47.08