

Employee Position	Hourly Wage	Average Hourly Wage	Average Overtime Wage
Operations:			
Operator-Full time	25.35		
Operator-Full time	22.79		
Operator-Full time	23.25		
Operator-Full time	17.87		
Total	\$89.26	\$ 22.32	\$ 33.47
Administration:			
Utility Clerk - Full Time	\$ 22.79		
Utility Clerk - Full Time	\$ 19.51		
Utility Clerk - Full Time	\$ 20.21		
Utility Clerk - Full Time	\$ 20.89		
	\$ 83.40	\$ 20.85	\$ 31.28
Employee Benefit Costs			
Benefit	% of Wages		
Retirement	26.79		
Workers Comp	9.91		
FICA Taxes	6.20		
Medicare	1.45		
Utility Responsibility	44.35		
Health Insurance			
Annual Health Insurance Premium	\$ 133,024.14		
Divided By Test Period Hours	16,640		
Health Insurance Cost Per Hr		\$ 7.99	
Benefits Calculations:			
Operational (\$ 29.75 x 44.35 %)		\$9.90	
Administrative (\$27.80 x 44.35%)		\$9.25	
Average Hourly Wage w/ Benefits			
Operational		\$40.21	\$56.31
Administrative		\$38.09	\$53.14