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2. Refer to Western Mason District's Response to Commission Staff's First Request for Information (Staff's First Request) Item 1d, Employee Compensation.

- a. Describe the factors contributing to the need for Position 1 to require 1,280 hours of overtime and Position 2 to require 881 overtime hours.
- b. State whether Western Mason District has considered an alternative staffing structure to reduce the workload demand on Position 1 and Position 2.

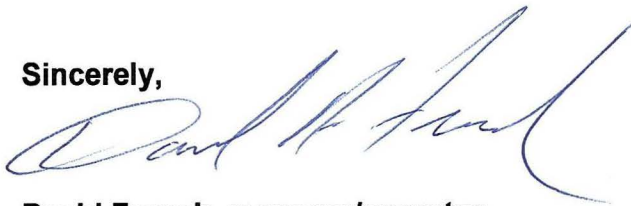
RESPONSE:

- A.** Factors contributing to overtime hours for Position 1 and 2 are as follows: Both employees hold licenses to run our water treatment plant and the distribution system. During years with no projects the hours are less and there is not much demand for our system to operate. We have however over the course of the last 20 years brought our entire system up to date with not only projects mainly replacing old piping in the system but also building a new treatment plant, purchasing more land and drilling more wells. Our next project we have listed in our capital improvement plan will most likely bring our entire system up to date with the final replacement of a small portion left of AC line and the remaining meters to install and no need for any major projects in the near future that we foresee. In doing so the last 3 years we have had not only had an RD project replacing some of the last old AC asbestos lines in our system, we have replaced over 400 new radio read meters as well. The cleaner water funds became available during this time and we have utilized those funds to rehab our existing tanks in our system. We have drained, pressure washed, repaired spots needing repair, sanitized and put back into service 2 of our 4 tanks with Phase 1 monies. Phase 2 has just kicked in and we are cleaning and repairing our last 2 tanks we have in service. Whenever there is a contractor on site we have made it our policy to be with the contractor's crews while they are working. They work some 10 to 12 hour days or even longer depending on the weather. During this time we have had issues with fluoridating our water. This system has caused extensive time and effort to keep running on a daily basis. We are also in the process of starting to sell water to neighboring systems should the need arise so there has been much negotiating and discussion and now planning stages to get this accomplished. We have also implemented our capital improvement plan to reach our goal by 2026 to have our system fully updated. Also there has been extra time spent on getting this rate study in place to get the funds needed to accomplish our goals. I will add we have been busier in the last 4 to 5 years than we ever were in the past but it is for the betterment of our entire

system and our customer's drinking water supply. All of these things combined with just the overall daily operation of the system was reason for overtime hours.

- B. Yes the board and employees have had many discussions about the workload and bringing on some additional help. The board feels we have been able to run the system efficiently with what we have but bringing someone new onboard is something that is very much needed in the very near future. Both operators have a combined 60 years of experience working with the company and basically on call 24/7. It is time to put some young people to work here and get them trained to operate the system soon. We are getting really close to accomplishing our goals here at Western Mason Water.

Sincerely,

A handwritten signature in blue ink, appearing to read "David French", with a large, sweeping flourish at the end.

**David French, manager/operator
Western Mason Co Water District**