

Employee Position	Hourly Wage	Average Hourly Wage	Average Overtime Wage
Operations:			
Manager	\$ 30.16		
Operator	\$ 20.12		\$30.18
Laborer	\$ 18.00		\$27.00
Total	\$ 68.28	\$ 22.76	\$ 28.59
Administration:			
Office Manager	\$ 21.23		\$31.85
Billing Clerk - Full Time	\$ 17.62		\$26.43
Utility Clerk - Part Time	\$ 14.50		\$21.75
	\$ 53.35	\$ 17.78	\$ 26.68
Employee Benefit Costs			
Benefit	% of Wages		
Retirement	23.34		
Workers Comp	2.00		
FICA Taxes	6.20		
Medicare	1.45		
Utility Responsibility	32.99		
Health Insurance			
Annual Health Insurance Premium	\$ 39,945.00		
Divided By Test Period Hours	14,958		
Health Insurance Cost Per Hr		\$ 2.67	
Benefits Calculations:			
Operational (\$22.75 x32.99%)		\$7.51	
Administrative (\$17.78 x 32.99%)		\$5.87	
Average Hourly Wage w/ Benefits			
Operational		\$32.94	\$48.07
Administrative		\$26.32	\$38.15

Average Distance to Drive for Reconnect	10
Federal Mileage Rate	0.67
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Travel Expense	<u><u>\$ 6.70</u></u>