

Employee Position	Hourly Wage	Average Hourly Wage	Average Overtime Wage
Operations:			
Operator- Full Time	30.68		
Operator- Full Time	31.68		
Operator- Full Time	36.21		
Total	\$98.57	\$ 32.86	\$ 49.29
Administration:			
Utility Clerk - Full Time	29.3		
	\$ 29.30	\$ 29.30	\$ 43.95
Employee Benefit Costs			
Benefit	% of Wages		
Retirement	18.62		
Workers Comp	2.00		
FICA Taxes	6.20		
Medicare	1.45		
Utility Responsibility	28.27		
Health Insurance			
Annual Health Insurance Premium			
Divided By Test Period Hours			
Health Insurance Cost Per Hr		\$ 1.68	
Benefits Calculations:			
Operational (\$23.21 x 33.71%)		\$11.08	
Administrative (\$20.27 x 33.71%)		\$9.88	
Average Hourly Wage w/ Benefits			
Operational		\$45.61	\$67.58
Administrative		\$40.86	\$60.45