

Employee Position	Hourly Wage	Average Hourly Wage	Average Overtime Wage
Operations:			
Operator- Full Time	23.26		
Operator- Full Time	23.01		
Operator- Full Time	24.26		
Operator - Full Time	27.54		
Operator - Full Time	18.00		
Total	\$116.07	\$ 23.21	\$ 34.82
Administration:			
Utility Clerk - Full Time	24.04		
Utility Clerk - Full Time	16.50		
	\$ 40.54	\$ 20.27	\$ 30.41
Employee Benefit Costs			
Benefit	% of Wages		
Retirement	24.06		
Workers Comp	2.00		
FICA Taxes	6.20		
Medicare	1.45		
Utility Responsibility	33.71		
Health Insurance			
Annual Health Insurance Premium	\$ 56,898.40		
Divided By Test Period Hours	14,560		
Health Insurance Cost Per Hr		\$ 3.91	
Benefits Calculations:			
Operational (\$23.21 x 33.71%)		\$7.83	
Administrative (\$20.27 x 33.71%)		\$6.83	
Average Hourly Wage w/ Benefits			
Operational		\$34.95	\$50.47
Administrative		\$31.01	\$44.56