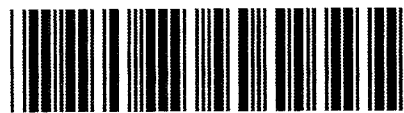




Control Number: 45720



Item Number: 47

Addendum StartPage: 0

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PUC DOCKET NO. 45720
SOAH DOCKET NO. 473-16-3831.WS

2016 AUG -3 PM 3:42

APPLICATION OF RIO CONCHO
AVIATION, INC. FOR A
RATE/TARIFF CHANGE

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BEFORE THE STATE PUBLIC UTILITY COMMISSION
FILING CLERK

OF

ADMINISTRATIVE HEARINGS

**RIO CONCHO AVIATION, INC.'S
THIRD SUPPLEMENTAL RESPONSE TO COMMISSION STAFF'S FIRST
REQUEST FOR INFORMATION
QUESTION NOS. STAFF 1-4, 1-5 AND 1-14**

COMES NOW, Rio Concho Aviation, Inc. ("Rio Concho") and files its Third Supplemental Response to Commission Staff's First Request for Information – Question Nos. Staff 1-4, 1-5 and 1-14.

Respectfully submitted,

By: 

John J. Carlton

John J. Carlton
The Carlton Law Firm P.L.L.C.
2705 Bee Cave Road, Suite 200
Austin, Texas 78746
(512) 614-0901
Fax (512) 900-2855
State Bar No. 03817600

ATTORNEY FOR RIO CONCHO AVIATION,
INC.

CERTIFICATE OF SERVICE

I hereby certify that I have served or will serve a true and correct copy of the foregoing document via hand delivery, facsimile, electronic mail, overnight mail, U.S. mail and/or Certified Mail Return Receipt Requested to all parties on this the 3rd day of August, 2016.



John Carlton

**REQUEST FOR INFORMATION
QUESTION NOS. STAFF 1-4, 1-5 AND 1-14**

Staff - 1-4. Please provide copies of federal forms W-2 and/or forms 1099 for salaries and contract services, if any, for the test year. Please use the confidential filing process available through the Public Utility Commission's Central Records for confidential information including tax returns, wages and other confidential information.

Response: Responsive and non-privileged documents will be produced in accordance with the PUC procedures for Confidential Filings.

Staff - 1-5. Please provide copies of detailed invoices and supporting documentation, including explanations and calculations for the test year and adjusted expenses included in Schedule I-1 of the application as follows:

- a) volume-related expenses, line 3, in the amount of \$1,620;
- b) employee labor, line 5, in the amount of \$41,568;
- c) contract labor, line 7, in the amount of \$26,987 and \$28,457;
- d) transportation expenses, line 8, in the amount of \$3,283 and \$3,971;
- e) employee pensions and benefits, line 13, in the amount of \$6,360 and \$13,788;
- f) office services & rentals , line 16, in the amount of \$6000;
- g) office supplies and expenses, line 17, in the amount of \$7,462;
- h) professional services, line 18, in the amount of \$719 and \$1,919;
- i) insurance, line 19, in the amount of \$2,542;
- j) regulatory (rate case) expense, line 21, in the amounts of \$227 and \$1,794 (responses to this request should be ongoing throughout the proceedings if an evidentiary hearing is required in the proceedings);
- k) miscellaneous expense, line 22, in the amount of \$7,459; and,
- l) taxes other than income, line 26, in the amount of \$4,660 and \$5,053.

Response: Responsive and non-privileged documents will be produced in accordance with the PUC procedures for Confidential Filings.

Staff - 1-14. Please provide copies of insurance policies and invoices for any insurance expense in the proposed cost of service in the application.

Response: Responsive and non-privileged documents will be produced in accordance with the PUC procedures for Confidential Filings.

RESPONSIVE TO STAFF 1-4

SALARIES

PRESIDENT & GENERAL MANAGER

Kevin Brunson serves as the President and General Manager of Rio Concho Aviation, Inc. Part of his duties involve the water utility aspect of the company. Kevin's main duties are public relations, financial oversight, compliance of corporate, local, state and federal policies, long-range planning, and coordinating with the company's legal counsel when necessary. In addition to these core duties, Kevin also serves as the emergency repair responder and after hour contact.

Kevin's education and employment history qualifies him for this position. Kevin has a Bachelor's Degree in Public Relations and another in Marketing from the University of North Texas. He has several decades of involvement in the medical and safety device industries in various capacities. He has more than 20 valuable medical and safety device patents to his credit, most notably in respiratory protection devices for use in bio hazardous environments. He worked for Tecno Medical Products, now owned by Kimberly Clark, for 13 years as Director of Product Development. Since then, he has been retained as a consultant by major corporations. In addition to his duties at Rio Concho Aviation, Inc. Kevin also consults on a limited basis to companies providing strategic oversight and planning expertise. Kevin has served as the President and General Manager since 1996. This more than qualifies him for the position and ensures the ongoing integrity and stability of the Public Water System.

Kevin receives \$1,200.00 monthly from the water portion of Rio Concho Aviation, Inc. for his work.

The Texas Rural Water Association, in their 2014 Annual Salary Survey Report, reports part-time General Manager position for systems with <500 residential meters to be between \$7,004 and \$25,200. The \$14,000.00 paid to Kevin as a part time General Manager for his services to the water system as well as being an Officer of the company is well within the range paid by other PWSs and is reasonable and necessary.

Kevin is a beneficial owner of Rio Concho Aviation, Inc.

VICE-PRESIDENT & MANAGER/OPERATOR

Barbie Brunson serves as the Vice- President of Rio Concho Aviation, Inc. and Manager/Operator of the water operations. Due to the size of the PWS, she manages and operates entire system. She is responsible for the regulatory and financial as well as plant and distribution operations. This position requires a state license.

Barbie's education and employment history qualifies her for this position. Barbie has a Bachelors Degree in Business Administration from Texas Woman's University and in 1995 when Rio Concho Aviation, Inc. purchased the water system along with the restaurant, pilot shop, fueling facility and additional rental property at Hicks Airfield, Barbie used her knowledge and expertise to turn each one of those segments into successful ventures. When Rio Concho Aviation, Inc. first purchased at Hicks airfield, the water system had only 38 connections. The water system continued to grow taking more time away from her duties at the restaurant and in 2010 Rio Concho Aviation, Inc. ceased restaurant operations so she could devote full-time to the growing water system to ensure a safe, adequate supply of water to her customers. The restaurant was leased out and continues to build on her success today.

Currently Barbie operates the PWS full-time. Other ventures she is responsible for are the fully automated fuel farm which usually takes less than 5 minute per day, managing the restaurant lease requiring only occasional nominal time, and the lease of tie down lots on an as needed basis.

Barbie receives a weekly salary of \$769.78 or the equivalent on a 40 hour work week of \$19.25 an hour for her duties from the water system.

The Texas Rural Water Association, in their 2014 Annual Salary Survey Report, reports full-time Manager/Operator position for systems with <500 residential meters to be between \$23,400 and \$52,000. The \$40,029 annual salary paid to Barbie as a Manager/Operator for her services to the water system as well as being an Officer of the company is well within the range paid by other PWSs and is reasonable and necessary.

Barbie is a beneficial owner of Rio Concho Aviation, Inc.

METER READER

Rio Concho Aviation, Inc. pays a flat rate of \$300.00 per month to read all of the water meters. This amount is divided equally among the persons contracted to perform the task that month, whether it be 1, 2, or 3 people. The rate remains the same whether using dependants, relatives or nonrelated persons. Generally, the work is contracted each month to one dependant and one nonrelated person.

Attached is bid to perform the monthly water meter reading at \$3.50 per meter. There are currently 243 meters. $243 \times \$3.50 = \850.50 bid cost to read meters.

The amount Rio Concho Aviation, Inc. pays to dependant and nonrelated persons is far below the market rate and is reasonable and necessary.

Alex Brunson is a dependant of Kevin and Barbie Brunson.

Nick Brunson is a dependant of Kevin and Barbie Brunson.

Clayton Lowe is not related to anyone having beneficial ownership in Rio Concho Aviation, Inc.

Barbie Brunson

From: "Butch Hardie" <butch@texasrainwater.com>
Date: Monday, August 24, 2015 7:29 AM
To: "Barbie Brunson" <concho@mesa.net>
Attach: photo.JPG
Subject: RE: Rio Concho Aviation, Inc.

Thanks Barbie,

The price to perform the duties listed below would be \$6.00 per connection. In addition, meter reading would be \$3.50 per connection and billing of customers would be \$4.50 per connection.

- Texas Rain shall make routine inspections of water plants, wells and perform routine maintenance.
- Texas Rain shall supervise all disconnects, connections and reconnections of services on the Water System
- Texas Rain shall provide staff as needed to complete the task and duties.
- Texas Rain shall read the water well meter as required and record their reading for reports needed by TCEQ
- Texas Rain shall perform sampling for all routine tests and deliver such to a designated lab for analysis as
- Texas Rain shall maintain all paperwork required by Client and other regulatory agencies and shall submit
- Texas Rain shall monitor chlorine levels and residuals within the Water System to meet residual requirements

Thanks,
Butch
817-366-4313

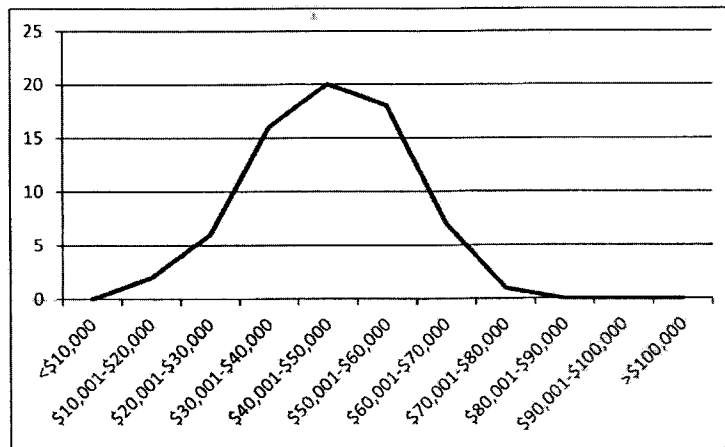
2014 Salary Survey Manager/Operator - Full Time

Total	Responses	10th Percentile	90th Percentile	Average	Median
	70	\$29,693.00	\$60,500.00	\$45,474.67	\$45,640.00
By District					
1&2	16	\$20,910.00	\$53,921.00	\$42,186.66	\$47,000.00
3&7	6	*	*	*	*
4&9	9	\$33,600.00	\$62,387.00	\$45,985.11	\$43,642.00
5&6	8	\$38,934.00	\$66,800.00	\$54,704.13	\$53,500.00
8&12	15	\$35,000.00	\$60,000.00	\$45,204.79	\$43,800.00
10&13	8	\$26,091.22	\$52,400.00	\$40,580.15	\$40,085.00
11&14	8	\$36,000.00	\$55,327.28	\$47,441.01	\$46,850.00
Residential Meters					
<500	16	\$23,400.00	\$52,000.00	\$37,749.45	\$34,780.00
500-1000	20	\$20,910.00	\$55,200.00	\$43,908.67	\$42,299.50
1001-1500	8	\$36,000.00	\$52,000.00	\$44,732.88	\$43,721.00
1501-3000	17	\$41,520.00	\$60,000.00	\$51,928.65	\$52,000.00
>3000	7	*	*	*	*
Type of Utility					
WSC	48	\$29,693.00	\$58,864.00	\$45,209.37	\$46,640.00
District	13	\$35,000.00	\$63,000.00	\$49,836.46	\$48,700.00
Municipality	7	*	*	*	*
Private	2	*	*	*	*

*Insufficient responses for these categories

Salary Ranges

<\$10,000	0
\$10,001-\$20,000	2
\$20,001-\$30,000	6
\$30,001-\$40,000	16
\$40,001-\$50,000	20
\$50,001-\$60,000	18
\$60,001-\$70,000	7
\$70,001-\$80,000	1
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	14.29%	A	2	0	No Answer	17.14%	No Answer	05.71%
High School/GED	60.00%	B	12	2	0	11.43%	0-5	07.14%
Some College	9	C	51	9	1-2	34.29%	5.5-10	20.00%
Associate's Degree	05.71%	D	2	3	3-5	30.00%	10.5-15	17.14%
Bachelor's Degree	05.71%	None	1	38	6-10	05.71%	15.5-20	21.43%
Graduate Degree	01.43%	No Answer	2	18	>10	01.43%	20.5-30	25.71%
							>30	02.86%

2014 Salary Survey Operator 1

Total	Responses	10th Percentile	90th Percentile	Average	Median
	83	\$31,200.00	\$52,025.00	\$42,200.43	\$41,705.00
By District					
1&2	3	*	*	*	*
3&7	17	\$33,280.00	\$54,000.00	\$45,980.75	\$44,600.00
4&9	6	*	*	*	*
5&6	13	\$29,100.00	\$47,883.00	\$39,769.15	\$40,000.00
8&12	17	\$29,000.00	\$50,000.00	\$40,239.53	\$40,000.00
10&13	13	\$27,040.00	\$52,000.00	\$39,190.65	\$38,012.00
11&14	14	\$25,000.00	\$54,221.00	\$43,544.76	\$44,474.40
Residential Meters					
<500	5	*	*	*	*
500-1000	14	\$27,040.00	\$50,960.00	\$39,910.21	\$37,420.00
1001-1500	19	\$32,656.00	\$52,000.00	\$40,615.80	\$38,500.00
1501-3000	26	\$31,200.00	\$50,900.00	\$42,991.18	\$43,422.25
>3000	18	\$29,100.00	\$52,025.00	\$44,738.36	\$46,171.20
Type of Utility					
WSC	52	\$29,100.00	\$52,000.00	\$41,923.24	\$40,000.00
District	25	\$32,000.00	\$52,025.00	\$42,497.24	\$43,284.00
Municipality	3	*	*	*	*
Private	3	*	*	*	*

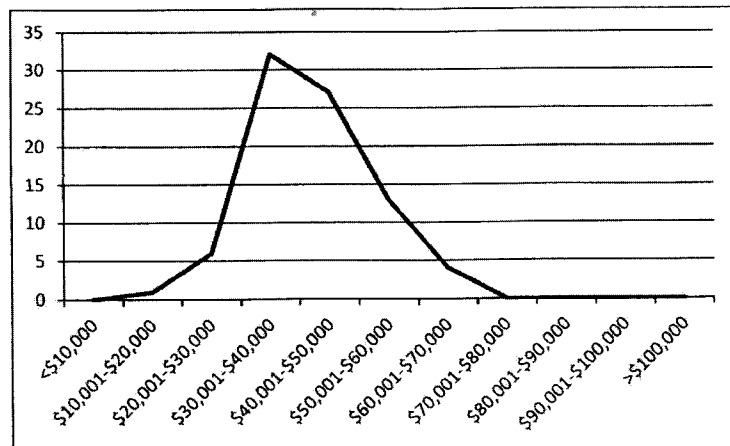
*Insufficient responses for these categories

Employees

Full Time	74
Part Time	1
Not Identified	8

Salary Ranges

<\$10,000	0
\$10,001-\$20,000	1
\$20,001-\$30,000	6
\$30,001-\$40,000	32
\$40,001-\$50,000	27
\$50,001-\$60,000	13
\$60,001-\$70,000	4
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	15.67%	A	4	3	No Answer	09.64%	No Answer	06.03%
High School/GED	73.49%	B	7	3	0	27.71%	0-5	19.28%
Some College	7.23%	C	63	10	1-2	38.55%	5.5-10	30.12%
Associate's Degree	01.20%	D	4	1	3-5	20.48%	10.5-15	13.25%
Bachelor's Degree	02.41%	None	1	51	6-10	02.42%	15.5-20	20.48%
Graduate Degree	00.00%	No Answer	4	15	>10	01.20%	20.5-30	07.23%
							>30	03.61%

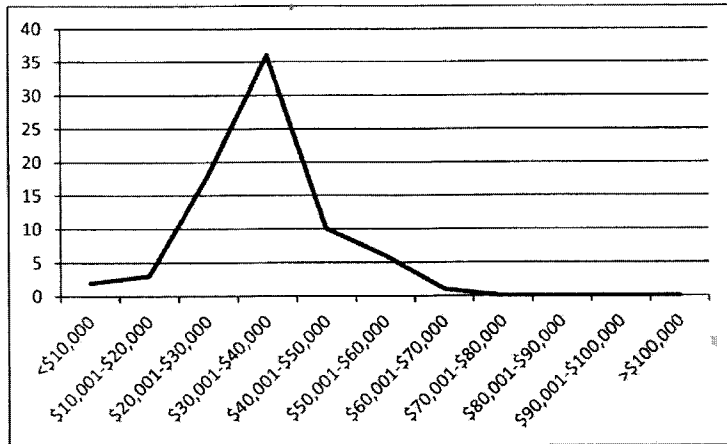
2014 Salary Survey Distribution Operator

Total	Responses	10th Percentile	90th Percentile	Average	Median
	76	\$21,000.00	\$47,000.00	\$34,193.31	\$35,180.00
By District					
1&2	8	\$19,380.00	\$54,000.00	\$36,617.50	\$33,425.50
3&7	16	\$26,130.00	\$45,992.00	\$36,826.24	\$38,000.00
4&9	3	*	*	*	*
5&6	9	\$14,400.00	\$43,539.00	\$35,913.71	\$39,000.00
8&12	10	\$20,800.00	\$35,937.00	\$30,216.27	\$30,560.00
10&13	13	\$15,000.00	\$40,025.98	\$32,799.46	\$35,360.00
11&14	14	\$9,000.00	\$52,832.00	\$34,198.57	\$31,824.00
Residential Meters					
<500	5	*	*	*	*
500-1000	16	\$19,380.00	\$36,046.00	\$30,742.60	\$30,560.00
1001-1500	19	\$23,738.20	\$42,120.00	\$35,432.96	\$35,400.00
1501-3000	16	\$27,040.00	\$47,500.00	\$37,016.19	\$35,468.50
>3000	19	\$21,000.00	\$47,000.00	\$37,752.79	\$38,200.00
Type of Utility					
WSC	48	\$21,000.00	\$47,500.00	\$33,853.68	\$35,360.00
District	14	\$20,020.00	\$45,992.00	\$35,812.93	\$33,230.00
Municipality	0	*	*	*	*
Private	5	*	*	*	*

*Insufficient responses for these categories

Employees	
Full Time	63
Part Time	6
Not Identified	7

Salary Ranges	
<\$10,000	2
\$10,001-\$20,000	3
\$20,001-\$30,000	18
\$30,001-\$40,000	36
\$40,001-\$50,000	10
\$50,001-\$60,000	6
\$60,001-\$70,000	1
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	13.16%	A	0	1	No Answer	14.47%	No Answer	07.89%
High School/GED	78.95%	B	3	1	0	65.79%	0-5	35.53%
Some College	05.26%	C	55	6	1-2	9.21%	5.5-10	28.95%
Associate's Degree	00.00%	D	10	2	3-5	7.89%	10.5-15	11.84%
Bachelor's Degree	02.63%	None	4	51	6-10	1.32%	15.5-20	06.58%
Graduate Degree	00.00%	No Answer	4	15	>10	1.32%	20.5-30	05.26%
							>30	03.95%

2014 Salary Survey Field Manager

Total	Responses	10th Percentile	90th Percentile	Average	Median
	42	\$32,500.00	\$54,000.00	\$44,333.49	\$43,558.80
By District					
1&2	10	\$17,680.00	\$57,356.00	\$40,795.60	\$38,760.00
3&7	5	*	*	*	*
4&9	7	*	*	*	*
5&6	7	*	*	*	*
8&12	3	*	*	*	*
10&13	5	*	*	*	*
11&14	5	*	*	*	*
Residential Meters					
<500	3	*	*	*	*
500-1000	6	*	*	*	*
1001-1500	6	*	*	*	*
1501-3000	10	\$25,700.00	\$61,300.00	\$44,754.50	\$43,685.00
>3000	17	\$34,800.00	\$53,465.00	\$47,984.56	\$47,927.00
Type of Utility					
WSC	26	\$34,840.00	\$54,000.00	\$45,552.34	\$46,507.50
District	13	\$25,700.00	\$57,356.00	\$42,976.38	\$43,065.36
Municipality	0	*	*	*	*
Private	3	*	*	*	*

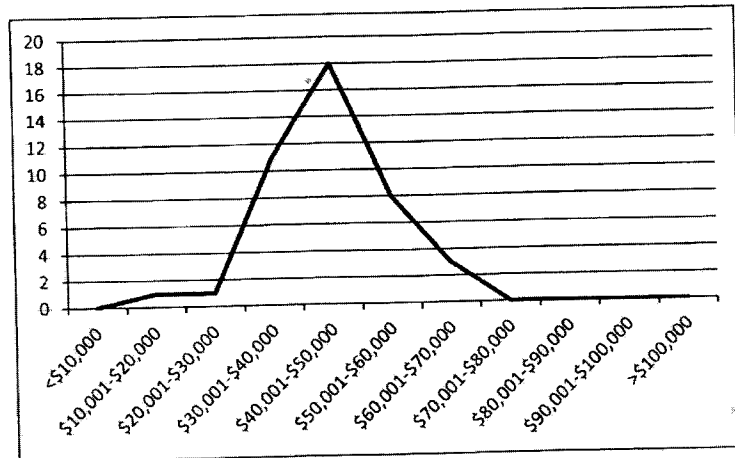
*Insufficient responses for these categories

Employees

Full Time	36
Part Time	1
Not Identified	5

Salary Ranges

<\$10,000	0
\$10,001-\$20,000	1
\$20,001-\$30,000	1
\$30,001-\$40,000	11
\$40,001-\$50,000	18
\$50,001-\$60,000	8
\$60,001-\$70,000	3
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education	License	W	WW	Number Supervised	Experience (in years)
No Answer	A	0	0	No Answer	No Answer
High School/GED	B	7	3	0	0-5
Some College	C	32	6	1-2	5.5-10
Associate's Degree	D	1	2	3-5	10.5-15
Bachelor's Degree	None	0	25	6-10	15.5-20
Graduate Degree	No Answer	2	6	>10	20.5-30
					>30

2014 Salary Survey Field Manager

Total	Responses	10th Percentile	90th Percentile	Average	Median
	42	\$32,500.00	\$54,000.00	\$44,333.49	\$43,558.80
By District					
1&2	10	\$17,680.00	\$57,356.00	\$40,795.60	\$38,760.00
3&7	5	*	*	*	*
4&9	7	*	*	*	*
5&6	7	*	*	*	*
8&12	3	*	*	*	*
10&13	5	*	*	*	*
11&14	5	*	*	*	*
Residential Meters					
<500	3	*	*	*	*
500-1000	6	*	*	*	*
1001-1500	6	*	*	*	*
1501-3000	10	\$25,700.00	\$61,300.00	\$44,754.50	\$43,685.00
>3000	17	\$34,800.00	\$53,465.00	\$47,984.56	\$47,927.00
Type of Utility					
WSC	26	\$34,840.00	\$54,000.00	\$45,552.34	\$46,507.50
District	13	\$25,700.00	\$57,356.00	\$42,976.38	\$43,065.36
Municipality	0	*	*	*	*
Private	3	*	*	*	*

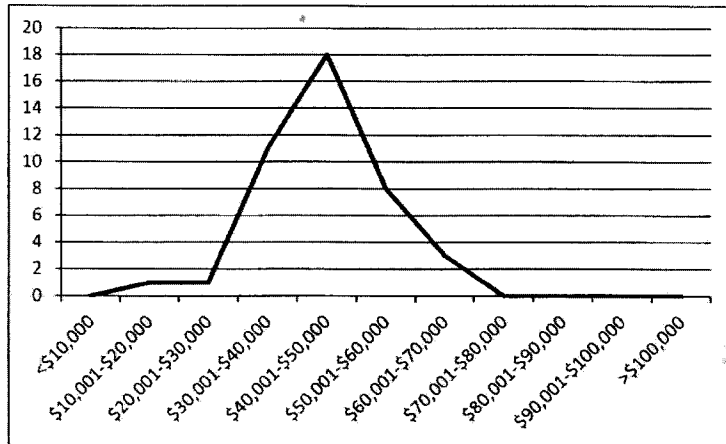
*Insufficient responses for these categories

Employees

Full Time	36
Part Time	1
Not Identified	5

Salary Ranges

<\$10,000	0
\$10,001-\$20,000	1
\$20,001-\$30,000	1
\$30,001-\$40,000	11
\$40,001-\$50,000	18
\$50,001-\$60,000	8
\$60,001-\$70,000	3
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	14.29%	A	0	0	No Answer	14.29%	No Answer	19.05%
High School/GED	76.19%	B	7	3	0	07.14%	0-5	16.67%
Some College	02.38%	C	32	6	1-2	16.67%	5.5-10	19.05%
Associate's Degree	04.76%	D	1	2	3-5	40.47%	10.5-15	16.67%
Bachelor's Degree	02.38%	None	0	25	6-10	14.29%	15.5-20	14.28%
Graduate Degree	00.00%	No Answer	2	6	>10	07.14%	20.5-30	07.14%
							>30	07.14%

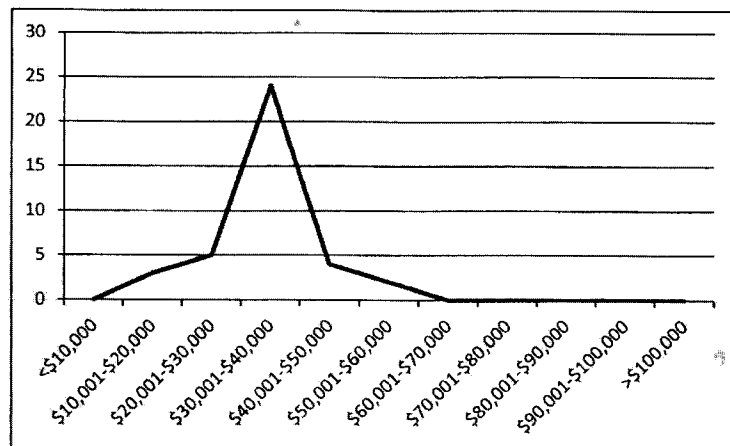
2014 Salary Survey Maintenance Technician

Total	Responses	10th Percentile	90th Percentile	Average	Median
	38	\$24,960.00	\$45,000.00	\$33,968.98	\$34,250.00
By District					
1&2	3	*	*	*	*
3&7	8	\$31,200.00	\$3,500.00	\$33,222.75	\$32,596.50
4&9	5	*	*	*	*
5&6	7	*	*	*	*
8&12	6	*	*	*	*
10&13	3	*	*	*	*
11&14	6	*	*	*	*
Residential Meters					
<500	4	*	*	*	*
500-1000	4	*	*	*	*
1001-1500	6	*	*	*	*
1501-3000	10	\$24,960.00	\$35,984.00	\$32,562.23	\$31,668.00
>3000	14	\$19,000.00	\$50,299.00	\$37,492.83	\$36,626.00
Type of Utility					
WSC	21	\$15,040.80	\$46,245.28	\$33,492.47	\$33,500.00
District	14	\$24,960.00	\$45,000.00	\$34,185.83	\$33,178.50
Municipality	1	*	*	*	*
Private	2	*	*	*	*

*Insufficient responses for these categories

Employees	
Full Time	33
Part Time	1
Not Identified	4

Salary Ranges	
<\$10,000	0
\$10,001-\$20,000	3
\$20,001-\$30,000	5
\$30,001-\$40,000	24
\$40,001-\$50,000	4
\$50,001-\$60,000	2
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	10.53%	A	1	0	No Answer	13.16%	No Answer	05.26%
High School/GED	86.84%	B	0	0	0	63.16%	0-5	44.74%
Some College	02.63%	C	10	2	1-2	18.42%	5.5-10	26.32%
Associate's Degree	00.00%	D	12	5	3-5	05.26%	10.5-15	13.16%
Bachelor's Degree	00.00%	None	13	24	6-10	00.00%	15.5-20	02.63%
Graduate Degree	00.00%	No Answer	2	7	>10	00.00%	20.5-30	05.26%
							>30	02.63%

2014 Salary Survey Laborer

Total	Responses	10th Percentile	90th Percentile	Average	Median
	82	\$17,680.00	\$35,000.00	\$27,325.91	\$28,000.00
By District					
1&2	8	\$21,611.00	\$30,409.00	\$28,979.29	\$29,621.67
3&7	17	\$24,000.00	\$34,212.00	\$29,047.31	\$29,397.00
4&9	7	*	*	*	*
5&6	14	\$7,800.00	\$32,656.00	\$23,893.67	\$26,000.00
8&12	9	\$10,933.00	\$29,960.00	\$25,117.00	\$27,000.00
10&13	14	\$18,720.00	\$37,918.00	\$29,523.21	\$29,000.00
11&14	13	\$3,900.00	\$45,000.00	\$26,699.46	\$24,192.00
Residential Meters					
<500	6	*	*	*	*
500-1000	12	\$3,900.00	\$34,212.00	\$25,778.61	\$29,621.67
1001-1500	18	\$17,680.00	\$32,900.00	\$27,168.70	\$28,040.00
1501-3000	27	\$21,320.00	\$34,000.00	\$27,728.00	\$27,906.00
>3000	16	\$22,000.00	\$40,500.00	\$30,182.49	\$28,000.00
Type of Utility					
WSC	47	\$17,160.00	\$36,000.00	\$27,176.69	\$28,000.00
District	25	\$22,000.00	\$35,000.00	\$27,799.01	\$28,000.00
Municipality	9	\$10,933.00	\$31,000.00	\$26,020.54	\$27,146.67
Private	1	*	*	*	*

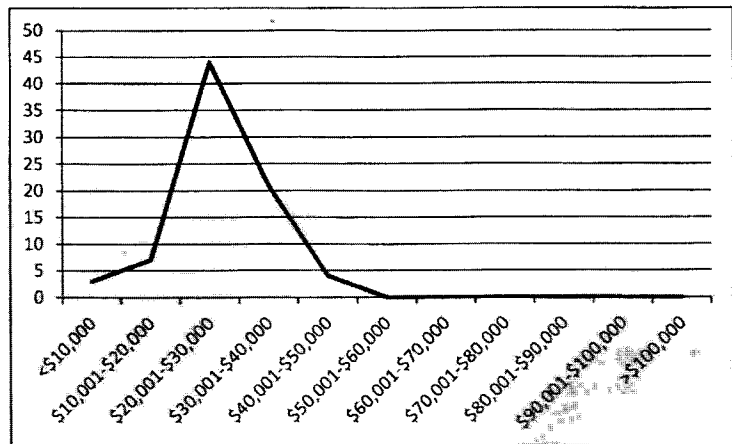
*Insufficient responses for these categories

Employees

Full Time	65
Part Time	9
Not Identified	8

Salary Ranges

<\$10,000	3
\$10,001-\$20,000	7
\$20,001-\$30,000	44
\$30,001-\$40,000	21
\$40,001-\$50,000	4
\$50,001-\$60,000	0
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	20.73%	A	0	0	No Answer	14.63%	No Answer	13.41%
High School/GED	76.83%	B	1	0	0	84.15%	0-5	60.98%
Some College	00.00%	C	8	2	1-2	01.22%	5.5-10	13.41%
Associate's Degree	01.22%	D	18	1	3-5	00.00%	10.5-15	04.88%
Bachelor's Degree	01.22%	None	43	64	6-10	00.00%	15.5-20	02.44%
Graduate Degree	00.00%	No Answer	12	15	>10	00.00%	20.5-30	03.66%
							>30	01.22%

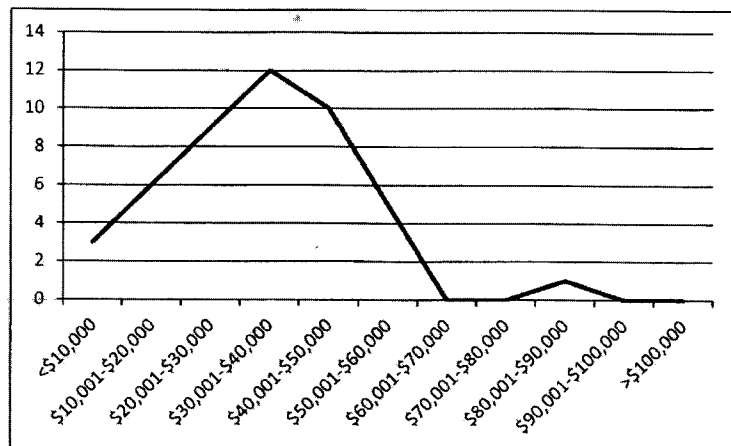
2014 Salary Survey Bookkeeper

Total	Responses	10th Percentile	90th Percentile	Average	Median
	46	\$13,200.00	\$50,960.00	\$34,065.56	\$35,000.00
By District					
1&2	6	*	*	*	*
3&7	6	*	*	*	*
4&9	5	*	*	*	*
5&6	10	\$20,000.00	\$57,200.00	\$40,757.42	\$40,006.50
8&12	5	*	*	*	*
10&13	6	*	*	*	*
11&14	8	\$3,600.00	\$46,600.00	\$28,396.70	\$32,000.00
Residential Meters					
<500	9	\$5,700.00	\$36,483.20	\$21,342.36	\$17,900.00
500-1000	7	*	*	*	*
1001-1500	8	\$25,000.00	\$50,960.00	\$39,628.38	\$39,988.00
1501-3000	7	*	*	*	*
>3000	15	\$32,482.00	\$59,670.00	\$45,005.73	\$43,500.00
Type of Utility					
WSC	33	\$6,000.00	\$56,288.00	\$30,760.11	\$30,382.00
District	10	\$20,000.00	\$50,960.00	\$42,244.90	\$39,988.00
Municipality	2	*	*	*	*
Private	1	*	*	*	*

*Insufficient responses for these categories

Employees	
Full Time	40
Part Time	4
Not Identified	2

Salary Ranges	
<\$10,000	3
\$10,001-\$20,000	6
\$20,001-\$30,000	9
\$30,001-\$40,000	12
\$40,001-\$50,000	10
\$50,001-\$60,000	5
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	1
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	17.39%	A	0	0	No Answer	15.22%	No Answer	10.87%
High School/GED	36.96%	B	0	0	0	52.17%	0-5	21.74%
Some College	08.69%	C	0	0	1-2	19.57%	5.5-10	13.04%
Associate's Degree	08.70%	D	2	0	3-5	13.04%	10.5-15	15.22%
Bachelor's Degree	21.74%	None	37	36	6-10	00.00%	20.5-30	17.39%
Graduate Degree	06.52%	No Answer	7	10	>10	00.00%	>30	13.04%

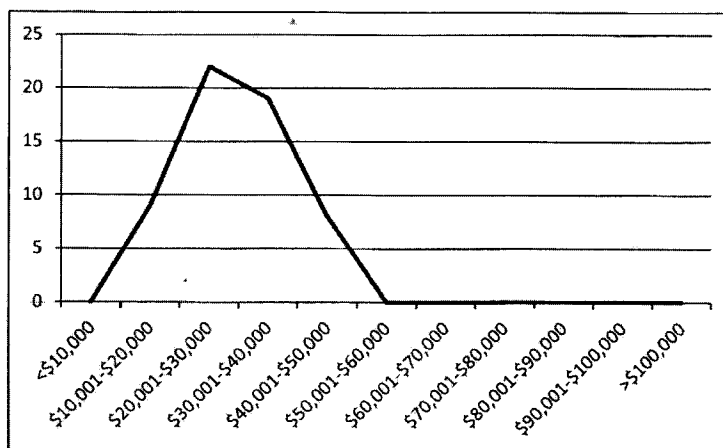
2014 Salary Survey Accounting Clerk

Total	Responses	10th Percentile	90th Percentile	Average	Median
	58	\$18,200.00	\$43,060.00	\$29,765.32	\$29,370.00
By District					
1&2	9	\$12,000.00	\$38,000.00	\$24,586.67	\$24,000.00
3&7	9	\$12,126.00	\$37,600.00	\$27,097.11	\$29,100.00
4&9	5	*	*	*	*
5&6	10	\$18,564.00	\$46,985.00	\$34,215.98	\$32,477.90
8&12	7	*	*	*	*
10&13	9	\$23,000.00	\$33,280.00	\$29,972.44	\$28,642.00
11&14	9	\$18,200.00	\$44,000.00	\$29,431.22	\$25,280.00
Residential Meters					
<500	6	*	*	*	*
500-1000	6	*	*	*	*
1001-1500	12	\$12,126.00	\$46,985.00	\$29,489.42	\$27,550.00
1501-3000	14	\$18,200.00	\$37,600.00	\$27,371.49	\$26,936.00
>3000	20	\$24,024.00	\$44,000.00	\$34,045.55	\$32,463.50
Type of Utility					
WSC	31	\$19,800.00	\$44,000.00	\$32,247.77	\$31,200.00
District	20	\$12,675.00	\$39,600.00	\$26,743.40	\$25,571.00
Municipality	6	*	*	*	*
Private	1	*	*	*	*

*Insufficient responses for these categories

Employees	
Full Time	47
Part Time	4
Not Identified	7

Salary Ranges	
<\$10,000	0
\$10,001-\$20,000	9
\$20,001-\$30,000	22
\$30,001-\$40,000	19
\$40,001-\$50,000	8
\$50,001-\$60,000	0
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	08.62%	A	0	0	No Answer	06.90%	No Answer	03.45%
High School/GED	74.15%	B	0	0	0	86.20%	0-5	37.93%
Some College	10.34%	C	1	0	1-2	06.90%	5.5-10	27.59%
Associate's Degree	01.72%	D	0	0	3-5	00.00%	10.5-15	18.97%
Bachelor's Degree	05.17%	None	44	45	6-10	00.00%	15.5-20	8.62%
Graduate Degree	00.00%	No Answer	13	13	>10	00.00%	20.5-30	01.72%
							>30	01.72%

2014 Salary Survey Customer Service Representative

Total	Responses	10th Percentile	90th Percentile	Average	Median
	56	\$12,480.00	\$35,409.00	\$26,210.55	\$27,900.00
By District					
1&2	4	*	*	*	*
3&7	11	\$6,000.00	\$37,600.00	\$27,059.64	\$30,000.00
4&9	4	*	*	*	*
5&6	10	\$20,300.00	\$35,409.00	\$30,031.99	\$30,240.00
8&12	9	\$10,506.75	\$28,000.00	\$22,505.19	\$23,000.00
10&13	9	\$18,200.00	\$34,445.00	\$27,539.34	\$29,000.00
11&14	9	\$4,500.00	\$33,207.00	\$25,242.09	\$29,121.00
Residential Meters					
<500	3	*	*	*	*
500-1000	11	\$4,500.00	\$29,121.00	\$19,832.63	\$20,000.00
1001-1500	10	\$12,000.00	\$33,280.00	\$24,689.70	\$24,671.00
1501-3000	13	\$20,300.00	\$37,862.10	\$30,338.43	\$29,557.00
>3000	19	\$22,000.00	\$35,409.00	\$29,853.44	\$30,000.00
Type of Utility					
WSC	31	\$10,506.75	\$35,700.00	\$25,548.37	\$27,479.68
District	21	\$20,000.00	\$35,360.00	\$29,100.55	\$29,767.00
Municipality	4	*	*	*	*
Private	0	*	*	*	*

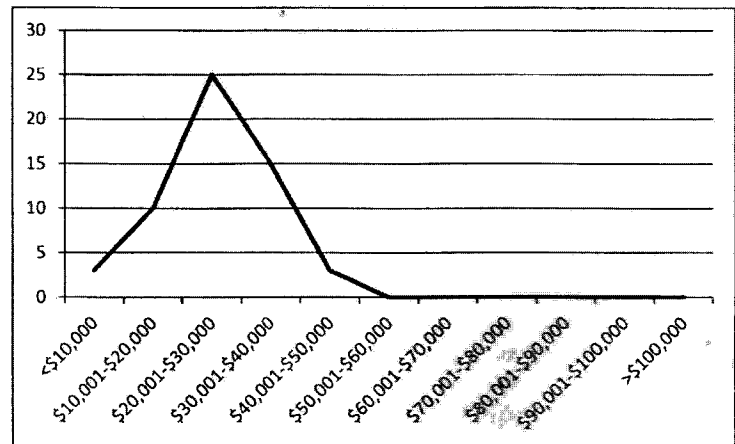
*Insufficient responses for these categories

Employees

Full Time	39
Part Time	6
Not Identified	4

Salary Ranges

<\$10,000	3
\$10,001-\$20,000	10
\$20,001-\$30,000	25
\$30,001-\$40,000	15
\$40,001-\$50,000	3
\$50,001-\$60,000	0
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education	License	W	WW	Number Supervised	Experience (in years)
No Answer	16.07%	A	0	0	No Answer 8.93%
High School/GED	66.07%	B	0	0	0 82.14%
Some College	08.93%	C	1	0	1-2 07.14%
Associate's Degree	03.57%	D	1	0	3-5 00.00%
Bachelor's Degree	05.36%	None	46	47	6-10 00.00%
Graduate Degree	00.00%	No Answer	8	9	>10 01.79%
					20.5-30 03.57%
					>30 00.00%

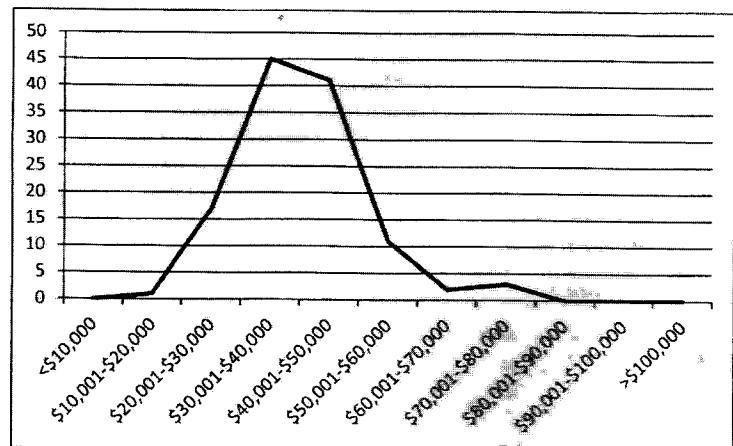
2014 Salary Survey Office Manager - Full Time

Total	Responses	10th Percentile	90th Percentile	Average	Median
	120	\$28,005.00	\$54,300.00	\$40,442.47	\$39,614.00
By District					
1&2	15	\$30,284.80	\$55,349.00	\$37,713.85	\$34,200.00
3&7	21	\$27,000.00	\$59,092.00	\$43,197.30	\$42,640.00
4&9	18	\$30,000.00	\$44,500.00	\$38,798.49	\$39,500.00
5&6	12	\$24,652.00	\$58,000.00	\$45,344.82	\$44,600.00
8&12	21	\$27,040.00	\$49,920.00	\$38,273.51	\$37,440.00
10&13	17	\$29,000.00	\$49,400.00	\$42,515.91	\$41,014.70
11&14	16	\$29,000.00	\$45,000.00	\$38,201.29	\$30,767.50
Residential Meters					
<500	7	*	*	*	*
500-1000	25	\$25,000.00	\$47,125.00	\$33,551.51	\$30,768.00
1001-1500	26	\$29,000.00	\$43,000.00	\$37,156.78	\$36,215.16
1501-3000	35	\$30,056.00	\$51,600.00	\$40,786.44	\$41,520.00
>3000	23	\$40,180.00	\$72,750.00	\$53,043.45	\$48,360.00
Type of Utility					
WSC	75	\$27,832.80	\$49,920.00	\$38,389.53	\$36,788.30
District	39	\$32,000.00	\$58,518.00	\$44,665.74	\$42,640.00
Municipality	6	*	*	*	*
Private	0	*	*	*	*

**Insufficient responses for these categories*

Salary Ranges

<\$10,000	0
\$10,001-\$20,000	1
\$20,001-\$30,000	17
\$30,001-\$40,000	45
\$40,001-\$50,000	41
\$50,001-\$60,000	11
\$60,001-\$70,000	2
\$70,001-\$80,000	3
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	12.50%	A	0	0	No Answer	06.67%	No Answer	04.17%
High School/GED	50.83%	B	2	0	0	26.67%	0-5	18.33%
Some College	18.33%	C	9	0	1-2	45.00%	5.5-10	19.17%
Associate's Degree	09.17%	D	3	0	3-5	15.83%	10.5-15	15.00%
Bachelor's Degree	09.17%	None	82	95	6-10	04.17%	15.5-20	15.83%
Graduate Degree	00.00%	No Answer	24	25	>10	01.67%	20.5-30	23.33%
							>30	04.17%

2014 Salary Survey

Benefits Information for Full-Time Employees

Healthcare Insurance		If Yes, Percentage Paid By Employer			
Yes	65.32%	100%	79.01%		
No	23.39%	75-99%	09.88%		
Not Applicable (no FT employees)	06.05%	50-74%	03.09%		
No Answer	05.24%	<50%	01.85%		
		No Answer	06.17%		
Healthcare Insurance for Dependents		If Yes, Percentage Paid By Employer			
Yes	32.66%	100%	18.52%		
No	56.05%	75-99%	14.81%		
Not Applicable/No Answer	11.29%	50-74%	13.58%		
		<50%	44.45%		
		No Answer	08.64%		
Retirement Plan		If Yes, Percentage Paid By Employer			
Yes	57.26%	50-100%	04.93%		
No	31.85%	10-49%	06.34%		
Not Applicable/No Answer	10.89%	7-9%	11.27%		
		4-6%	23.94%		
		0-3%	42.25%		
		No Answer	11.27%		
Paid Sick Leave		Days Per Year (max)			
Yes	75.00%	<5	01.61%		
No	14.11%	5-9	37.63%		
Not Applicable/No Answer	10.89%	10-14	41.94%		
		>15	8.60%		
		No Answer	10.22%		
Paid Holidays		Days Per Year			
Yes	81.05%	<5	00.00%		
No	08.06%	5-9	40.29%		
Not Applicable/No Answer	10.89%	10-15	50.75%		
		No Answer	08.96%		
Paid Vacation		Days Per Year (Max if <5 years)	Days per Year (Max if >5 years)		
Yes	80.65%	1-5	06.00%	1-5	05.00%
No	08.47%	6-10	54.00%	6-10	39.50%
N/A /No Answer	10.88%	11-15	20.50%	11-15	26.50%
		>16	04.50%	16-20	08.50%
		No Answer	15.00%	>21	05.50%
				No Answer	15.00%
Other Leave Days?		If Yes, Days per Year	If Yes, Types of Leave Cited		
Yes	32.66%	1-2	24.69%	Bereavement	38.27%
No	55.24%	3-4	35.81%	Civil Leave	14.81%
N/A	12.10%	5-6	03.70%	Emergency	09.88%
		>6	04.94%	Personal	30.86%
		As Needed	19.75%	Birthday	07.41%
		No Answer	11.11%	Other	12.35%
Paid Training		Mileage	Mileage Rate		
Yes	87.50%	Yes	70.97%	<0.5	05.11%
No	00.40%	No	17.74%	0.5-0.564	25.00%
N/A /No Answer	12.10%	N/A /No Answer	11.29%	.565	52.00%
				>.565	03.98%
				No Answer	13.64%

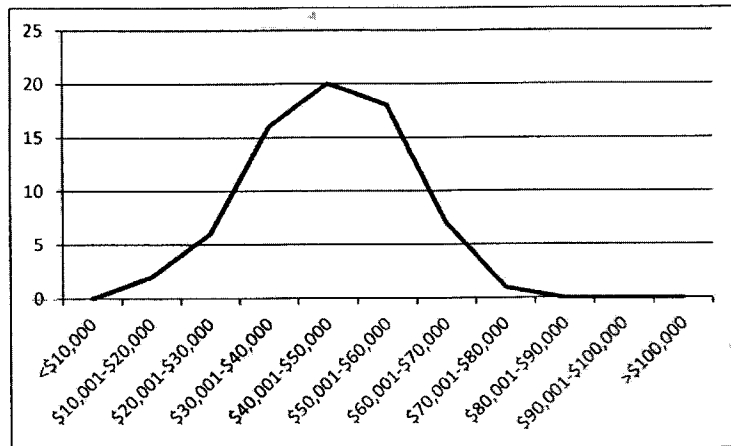
2014 Salary Survey Manager/Operator - Full Time

Total	Responses	10th Percentile	90th Percentile	Average	Median
	70	\$29,693.00	\$60,500.00	\$45,474.67	\$45,640.00
By District					
1&2	16	\$20,910.00	\$53,921.00	\$42,186.66	\$47,000.00
3&7	6	*	*	*	*
4&9	9	\$33,600.00	\$62,387.00	\$45,985.11	\$43,642.00
5&6	8	\$38,934.00	\$66,800.00	\$54,704.13	\$53,500.00
8&12	15	\$35,000.00	\$60,000.00	\$45,204.79	\$43,800.00
10&13	8	\$26,091.22	\$52,400.00	\$40,580.15	\$40,085.00
11&14	8	\$36,000.00	\$55,327.28	\$47,441.01	\$46,850.00
Residential Meters					
<500	16	\$23,400.00	\$52,000.00	\$37,749.45	\$34,780.00
500-1000	20	\$20,910.00	\$55,200.00	\$43,908.67	\$42,299.50
1001-1500	8	\$36,000.00	\$52,000.00	\$44,732.88	\$43,721.00
1501-3000	17	\$41,520.00	\$60,000.00	\$51,928.65	\$52,000.00
>3000	7	*	*	*	*
Type of Utility					
WSC	48	\$29,693.00	\$58,864.00	\$45,209.37	\$46,640.00
District	13	\$35,000.00	\$63,000.00	\$49,836.46	\$48,700.00
Municipality	7	*	*	*	*
Private	2	*	*	*	*

*Insufficient responses for these categories

Salary Ranges

<\$10,000	0
\$10,001-\$20,000	2
\$20,001-\$30,000	6
\$30,001-\$40,000	16
\$40,001-\$50,000	20
\$50,001-\$60,000	18
\$60,001-\$70,000	7
\$70,001-\$80,000	1
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	14.29%	A	2	0	No Answer	17.14%	No Answer	05.71%
High School/GED	60.00%	B	12	2	0	11.43%	0-5	07.14%
Some College 9	12.86%	C	51	9	1-2	34.29%	5.5-10	20.00%
Associate's Degree	05.71%	D	2	3	3-5	30.00%	10.5-15	17.14%
Bachelor's Degree	05.71%	None	1	38	6-10	05.71%	15.5-20	21.43%
Graduate Degree	01.43%	No Answer	2	18	>10	01.43%	20.5-30	25.71%
							>30	02.86%

2014 Salary Survey Operator 1

Total	Responses	10th Percentile	90th Percentile	Average	Median
	83	\$31,200.00	\$52,025.00	\$42,200.43	\$41,705.00
By District					
1&2	3	*	*	*	*
3&7	17	\$33,280.00	\$54,000.00	\$45,980.75	\$44,600.00
4&9	6	*	*	*	*
5&6	13	\$29,100.00	\$47,883.00	\$39,769.15	\$40,000.00
8&12	17	\$29,000.00	\$50,000.00	\$40,239.53	\$40,000.00
10&13	13	\$27,040.00	\$52,000.00	\$39,190.65	\$38,012.00
11&14	14	\$25,000.00	\$54,221.00	\$43,544.76	\$44,474.40
Residential Meters					
<500	5	*	*	*	*
500-1000	14	\$27,040.00	\$50,960.00	\$39,910.21	\$37,420.00
1001-1500	19	\$32,656.00	\$52,000.00	\$40,615.80	\$38,500.00
1501-3000	26	\$31,200.00	\$50,900.00	\$42,991.18	\$43,422.25
>3000	18	\$29,100.00	\$52,025.00	\$44,738.36	\$46,171.20
Type of Utility					
WSC	52	\$29,100.00	\$52,000.00	\$41,923.24	\$40,000.00
District	25	\$32,000.00	\$52,025.00	\$42,497.24	\$43,284.00
Municipality	3	*	*	*	*
Private	3	*	*	*	*

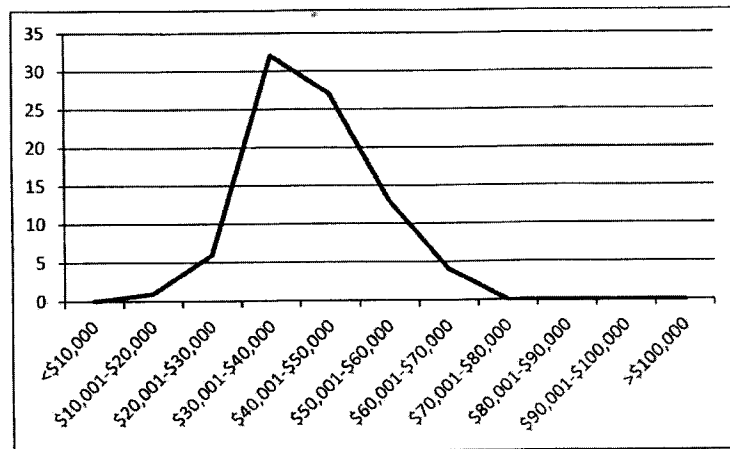
**Insufficient responses for these categories*

Employees

Full Time	74
Part Time	1
Not Identified	8

Salary Ranges

<\$10,000	0
\$10,001-\$20,000	1
\$20,001-\$30,000	6
\$30,001-\$40,000	32
\$40,001-\$50,000	27
\$50,001-\$60,000	13
\$60,001-\$70,000	4
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education	License	W	WW	Number Supervised	Experience (in years)
No Answer	15.67%	A	4	3	No Answer 09.64%
High School/GED	73.49%	B	7	3	0-5 27.71%
Some College	7.23%	C	63	10	1-2 38.55%
Associate's Degree	01.20%	D	4	1	3-5 20.48%
Bachelor's Degree	02.41%	None	1	51	6-10 02.42%
Graduate Degree	00.00%	No Answer	4	15	>10 01.20%
					20.5-30 07.23%
					>30 03.61%

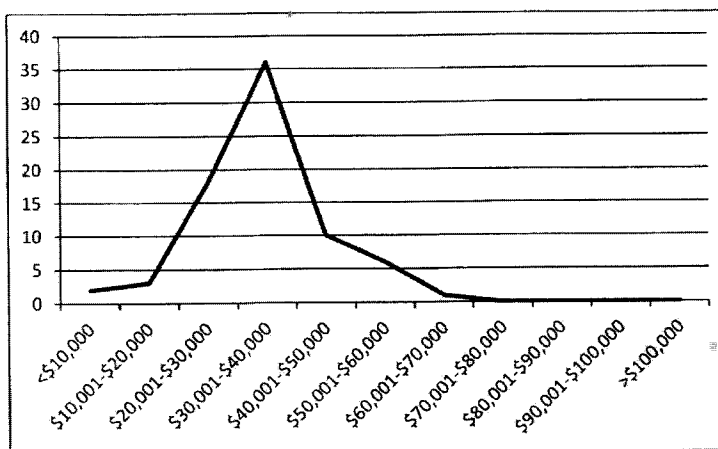
2014 Salary Survey Distribution Operator

Total	Responses	10th Percentile	90th Percentile	Average	Median
	76	\$21,000.00	\$47,000.00	\$34,193.31	\$35,180.00
By District					
1&2	8	\$19,380.00	\$54,000.00	\$36,617.50	\$33,425.50
3&7	16	\$26,130.00	\$45,992.00	\$36,826.24	\$38,000.00
4&9	3	*	*	*	*
5&6	9	\$14,400.00	\$43,539.00	\$35,913.71	\$39,000.00
8&12	10	\$20,800.00	\$35,937.00	\$30,216.27	\$30,560.00
10&13	13	\$15,000.00	\$40,025.98	\$32,799.46	\$35,360.00
11&14	14	\$9,000.00	\$52,832.00	\$34,198.57	\$31,824.00
Residential Meters					
<500	5	*	*	*	*
500-1000	16	\$19,380.00	\$36,046.00	\$30,742.60	\$30,560.00
1001-1500	19	\$23,738.20	\$42,120.00	\$35,432.96	\$35,400.00
1501-3000	16	\$27,040.00	\$47,500.00	\$37,016.19	\$35,468.50
>3000	19	\$21,000.00	\$47,000.00	\$37,752.79	\$38,200.00
Type of Utility					
WSC	48	\$21,000.00	\$47,500.00	\$33,853.68	\$35,360.00
District	14	\$20,020.00	\$45,992.00	\$35,812.93	\$33,230.00
Municipality	0	*	*	*	*
Private	5	*	*	*	*

*Insufficient responses for these categories

Employees	
Full Time	63
Part Time	6
Not Identified	7

Salary Ranges	
<\$10,000	2
\$10,001-\$20,000	3
\$20,001-\$30,000	18
\$30,001-\$40,000	36
\$40,001-\$50,000	10
\$50,001-\$60,000	6
\$60,001-\$70,000	1
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	13.16%	A	0	1	No Answer	14.47%	No Answer	07.89%
High School/GED	78.95%	B	3	1	0	65.79%	0-5	35.53%
Some College	05.26%	C	55	6	1-2	9.21%	5.5-10	28.95%
Associate's Degree	00.00%	D	10	2	3-5	7.89%	10.5-15	11.84%
Bachelor's Degree	02.63%	None	4	51	6-10	1.32%	15.5-20	06.58%
Graduate Degree	00.00%	No Answer	4	15	>10	1.32%	20.5-30	05.26%
							>30	03.95%

2014 Salary Survey Field Manager

Total	Responses	10th Percentile	90th Percentile	Average	Median
	42	\$32,500.00	\$54,000.00	\$44,333.49	\$43,558.80
By District					
1&2	10	\$17,680.00	\$57,356.00	\$40,795.60	\$38,760.00
3&7	5	*	*	*	*
4&9	7	*	*	*	*
5&6	7	*	*	*	*
8&12	3	*	*	*	*
10&13	5	*	*	*	*
11&14	5	*	*	*	*
Residential Meters					
<500	3	*	*	*	*
500-1000	6	*	*	*	*
1001-1500	6	*	*	*	*
1501-3000	10	\$25,700.00	\$61,300.00	\$44,754.50	\$43,685.00
>3000	17	\$34,800.00	\$53,465.00	\$47,984.56	\$47,927.00
Type of Utility					
WSC	26	\$34,840.00	\$54,000.00	\$45,552.34	\$46,507.50
District	13	\$25,700.00	\$57,356.00	\$42,976.38	\$43,065.36
Municipality	0	*	*	*	*
Private	3	*	*	*	*

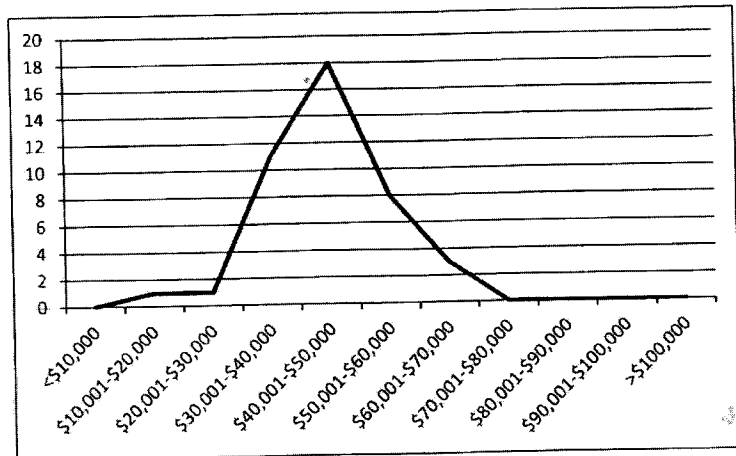
*Insufficient responses for these categories

Employees

Full Time	36
Part Time	1
Not Identified	5

Salary Ranges

<\$10,000	0
\$10,001-\$20,000	1
\$20,001-\$30,000	1
\$30,001-\$40,000	11
\$40,001-\$50,000	18
\$50,001-\$60,000	8
\$60,001-\$70,000	3
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	14.29%	A	0	0	No Answer	14.29%	No Answer	19.05%
High School/GED	76.19%	B	7	3	0	07.14%	0-5	16.67%
Some College	02.38%	C	32	6	1-2	16.67%	5.5-10	19.05%
Associate's Degree	04.76%	D	1	2	3-5	40.47%	10.5-15	16.67%
Bachelor's Degree	02.38%	None	0	25	6-10	14.29%	15.5-20	14.28%
Graduate Degree	00.00%	No Answer	2	6	>10	07.14%	20.5-30	07.14%
							>30	07.14%

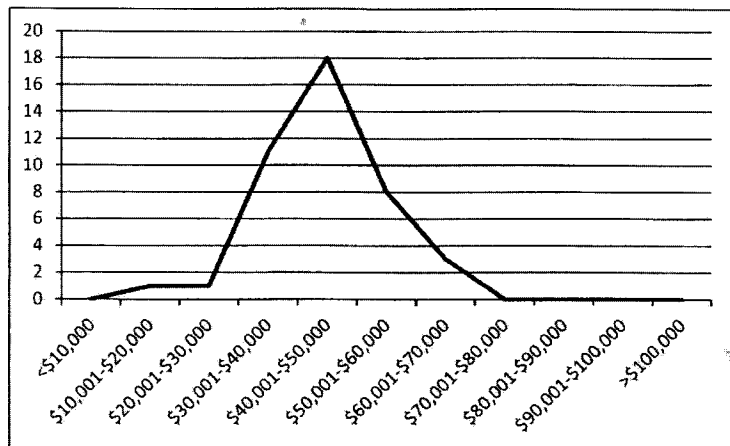
2014 Salary Survey Field Manager

Total	Responses	10th Percentile	90th Percentile	Average	Median
	42	\$32,500.00	\$54,000.00	\$44,333.49	\$43,558.80
By District					
1&2	10	\$17,680.00	\$57,356.00	\$40,795.60	\$38,760.00
3&7	5	*	*	*	*
4&9	7	*	*	*	*
5&6	7	*	*	*	*
8&12	3	*	*	*	*
10&13	5	*	*	*	*
11&14	5	*	*	*	*
Residential Meters					
<500	3	*	*	*	*
500-1000	6	*	*	*	*
1001-1500	6	*	*	*	*
1501-3000	10	\$25,700.00	\$61,300.00	\$44,754.50	\$43,685.00
>3000	17	\$34,800.00	\$53,465.00	\$47,984.56	\$47,927.00
Type of Utility					
WSC	26	\$34,840.00	\$54,000.00	\$45,552.34	\$46,507.50
District	13	\$25,700.00	\$57,356.00	\$42,976.38	\$43,065.36
Municipality	0	*	*	*	*
Private	3	*	*	*	*

*Insufficient responses for these categories

Employees	
Full Time	36
Part Time	1
Not Identified	5

Salary Ranges	
<\$10,000	0
\$10,001-\$20,000	1
\$20,001-\$30,000	1
\$30,001-\$40,000	11
\$40,001-\$50,000	18
\$50,001-\$60,000	8
\$60,001-\$70,000	3
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	14.29%	A	0	0	No Answer	14.29%	No Answer	19.05%
High School/GED	76.19%	B	7	3	0	07.14%	0-5	16.67%
Some College	02.38%	C	32	6	1-2	16.67%	5.5-10	19.05%
Associate's Degree	04.76%	D	1	2	3-5	40.47%	10.5-15	16.67%
Bachelor's Degree	02.38%	None	0	25	6-10	14.29%	15.5-20	14.28%
Graduate Degree	00.00%	No Answer	2	6	>10	07.14%	20.5-30	07.14%
							>30	07.14%

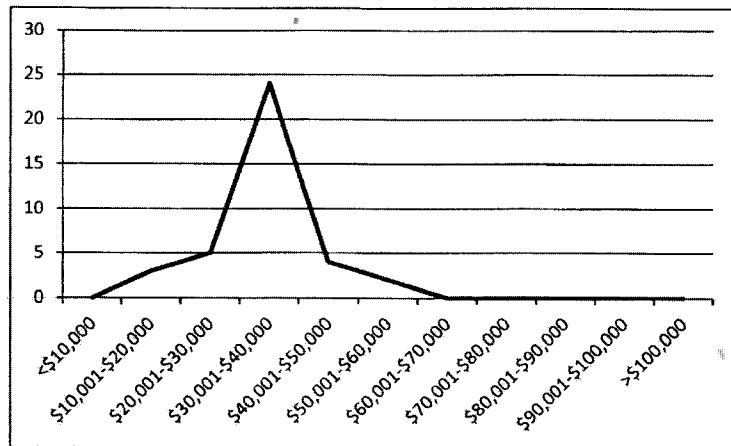
2014 Salary Survey Maintenance Technician

Total	Responses	10th Percentile	90th Percentile	Average	Median
	38	\$24,960.00	\$45,000.00	\$33,968.98	\$34,250.00
By District					
1&2	3	*	*	*	*
3&7	8	\$31,200.00	\$3,500.00	\$33,222.75	\$32,596.50
4&9	5	*	*	*	*
5&6	7	*	*	*	*
8&12	6	*	*	*	*
10&13	3	*	*	*	*
11&14	6	*	*	*	*
Residential Meters					
<500	4	*	*	*	*
500-1000	4	*	*	*	*
1001-1500	6	*	*	*	*
1501-3000	10	\$24,960.00	\$35,984.00	\$32,562.23	\$31,668.00
>3000	14	\$19,000.00	\$50,299.00	\$37,492.83	\$36,626.00
Type of Utility					
WSC	21	\$15,040.80	\$46,245.28	\$33,492.47	\$33,500.00
District	14	\$24,960.00	\$45,000.00	\$34,185.83	\$33,178.50
Municipality	1	*	*	*	*
Private	2	*	*	*	*

*Insufficient responses for these categories

Employees	
Full Time	33
Part Time	1
Not Identified	4

Salary Ranges	
<\$10,000	0
\$10,001-\$20,000	3
\$20,001-\$30,000	5
\$30,001-\$40,000	24
\$40,001-\$50,000	4
\$50,001-\$60,000	2
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0



Education	License	W	WW	Number Supervised	Experience (in years)
No Answer	A	1	0	No Answer	No Answer
High School/GED	B	0	0	0	0-5
Some College	C	10	2	1-2	5.5-10
Associate's Degree	D	12	5	3-5	10.5-15
Bachelor's Degree	None	13	24	6-10	15.5-20
Graduate Degree	No Answer	2	7	>10	20.5-30
					>30

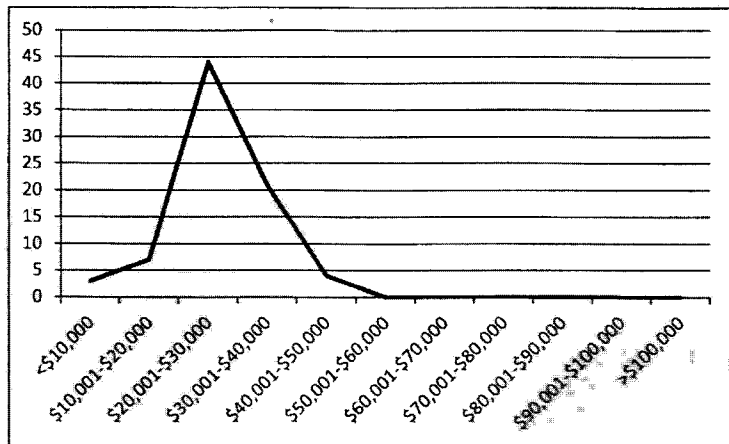
2014 Salary Survey Laborer

Total	Responses	10th Percentile	90th Percentile	Average	Median
	82	\$17,680.00	\$35,000.00	\$27,325.91	\$28,000.00
By District					
1&2	8	\$21,611.00	\$30,409.00	\$28,979.29	\$29,621.67
3&7	17	\$24,000.00	\$34,212.00	\$29,047.31	\$29,397.00
4&9	7	*	*	*	*
5&6	14	\$7,800.00	\$32,656.00	\$23,893.67	\$26,000.00
8&12	9	\$10,933.00	\$29,960.00	\$25,117.00	\$27,000.00
10&13	14	\$18,720.00	\$37,918.00	\$29,523.21	\$29,000.00
11&14	13	\$3,900.00	\$45,000.00	\$26,699.46	\$24,192.00
Residential Meters					
<500	6	*	*	*	*
500-1000	12	\$3,900.00	\$34,212.00	\$25,778.61	\$29,621.67
1001-1500	18	\$17,680.00	\$32,900.00	\$27,168.70	\$28,040.00
1501-3000	27	\$21,320.00	\$34,000.00	\$27,728.00	\$27,906.00
>3000	16	\$22,000.00	\$40,500.00	\$30,182.49	\$28,000.00
Type of Utility					
WSC	47	\$17,160.00	\$36,000.00	\$27,176.69	\$28,000.00
District	25	\$22,000.00	\$35,000.00	\$27,799.01	\$28,000.00
Municipality	9	\$10,933.00	\$31,000.00	\$26,020.54	\$27,146.67
Private	1	*	*	*	*

**Insufficient responses for these categories*

Employees	
Full Time	65
Part Time	9
Not Identified	8

Salary Ranges	
<\$10,000	3
\$10,001-\$20,000	7
\$20,001-\$30,000	44
\$30,001-\$40,000	21
\$40,001-\$50,000	4
\$50,001-\$60,000	0
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0



Education		License	W	WW	Number Supervised		Experience (in years)	
No Answer	20.73%	A	0	0	No Answer	14.63%	No Answer	13.41%
High School/GED	76.83%	B	1	0	0	84.15%	0-5	60.98%
Some College	00.00%	C	8	2	1-2	01.22%	5.5-10	13.41%
Associate's Degree	01.22%	D	18	1	3-5	00.00%	10.5-15	04.88%
Bachelor's Degree	01.22%	None	43	64	6-10	00.00%	15.5-20	02.44%
Graduate Degree	00.00%	No Answer	12	15	>10	00.00%	20.5-30	03.66%
							>30	01.22%

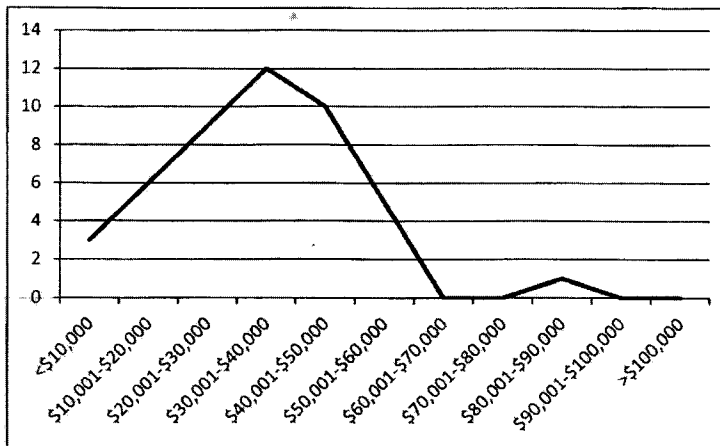
2014 Salary Survey Bookkeeper

Total	Responses	10th Percentile	90th Percentile	Average	Median
	46	\$13,200.00	\$50,960.00	\$34,065.56	\$35,000.00
By District					
1&2	6	*	*	*	*
3&7	6	*	*	*	*
4&9	5	*	*	*	*
5&6	10	\$20,000.00	\$57,200.00	\$40,757.42	\$40,006.50
8&12	5	*	*	*	*
10&13	6	*	*	*	*
11&14	8	\$3,600.00	\$46,600.00	\$28,396.70	\$32,000.00
Residential Meters					
<500	9	\$5,700.00	\$36,483.20	\$21,342.36	\$17,900.00
500-1000	7	*	*	*	*
1001-1500	8	\$25,000.00	\$50,960.00	\$39,628.38	\$39,988.00
1501-3000	7	*	*	*	*
>3000	15	\$32,482.00	\$59,670.00	\$45,005.73	\$43,500.00
Type of Utility					
WSC	33	\$6,000.00	\$56,288.00	\$30,760.11	\$30,382.00
District	10	\$20,000.00	\$50,960.00	\$42,244.90	\$39,988.00
Municipality	2	*	*	*	*
Private	1	*	*	*	*

*Insufficient responses for these categories

Employees	
Full Time	40
Part Time	4
Not Identified	2

Salary Ranges	
<\$10,000	3
\$10,001-\$20,000	6
\$20,001-\$30,000	9
\$30,001-\$40,000	12
\$40,001-\$50,000	10
\$50,001-\$60,000	5
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	1
\$90,001-\$100,000	0
>\$100,000	0



Education	License	W	WW	Number Supervised	Experience (in years)
No Answer	A	0	0	No Answer	No Answer
High School/GED	B	0	0	0	0-5
Some College	C	0	0	1-2	5.5-10
Associate's Degree	D	2	0	3-5	10.5-15
Bachelor's Degree	None	37	36	6-10	20.5-30
Graduate Degree	No Answer	7	10	>10	>30

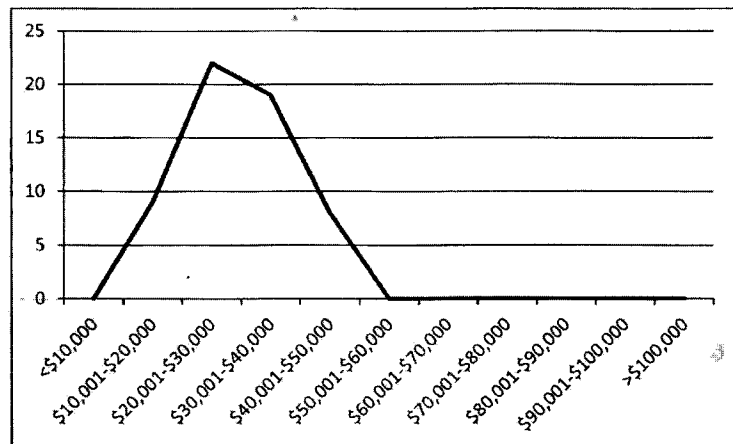
2014 Salary Survey Accounting Clerk

Total	Responses	10th Percentile	90th Percentile	Average	Median
	58	\$18,200.00	\$43,060.00	\$29,765.32	\$29,370.00
By District					
1&2	9	\$12,000.00	\$38,000.00	\$24,586.67	\$24,000.00
3&7	9	\$12,126.00	\$37,600.00	\$27,097.11	\$29,100.00
4&9	5	*	*	*	*
5&6	10	\$18,564.00	\$46,985.00	\$34,215.98	\$32,477.90
8&12	7	*	*	*	*
10&13	9	\$23,000.00	\$33,280.00	\$29,972.44	\$28,642.00
11&14	9	\$18,200.00	\$44,000.00	\$29,431.22	\$25,280.00
Residential Meters					
<500	6	*	*	*	*
500-1000	6	*	*	*	*
1001-1500	12	\$12,126.00	\$46,985.00	\$29,489.42	\$27,550.00
1501-3000	14	\$18,200.00	\$37,600.00	\$27,371.49	\$26,936.00
>3000	20	\$24,024.00	\$44,000.00	\$34,045.55	\$32,463.50
Type of Utility					
WSC	31	\$19,800.00	\$44,000.00	\$32,247.77	\$31,200.00
District	20	\$12,675.00	\$39,600.00	\$26,743.40	\$25,571.00
Municipality	6	*	*	*	*
Private	1	*	*	*	*

**Insufficient responses for these categories*

Employees	
Full Time	47
Part Time	4
Not Identified	7

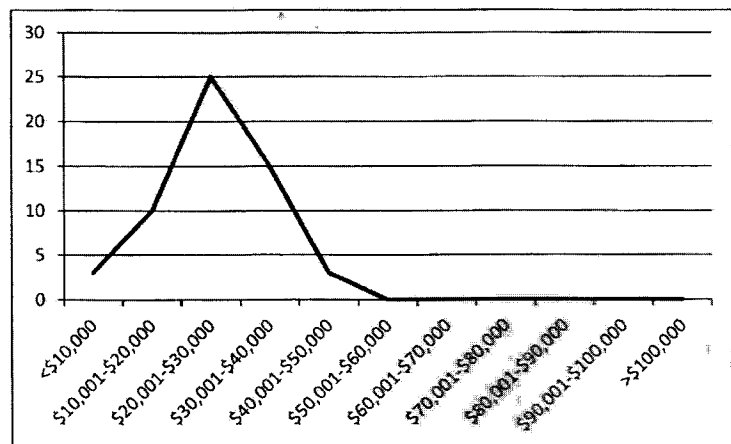
Salary Ranges	
<\$10,000	0
\$10,001-\$20,000	9
\$20,001-\$30,000	22
\$30,001-\$40,000	19
\$40,001-\$50,000	8
\$50,001-\$60,000	0
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0

[illegible]

Total	Responses	10th Percentile	90th Percentile	Average	Median
	56	\$12,480.00	\$35,409.00	\$26,210.55	\$27,900.00
By District					
1&2	4	*	*	*	*
3&7	11	\$6,000.00	\$37,600.00	\$27,059.64	\$30,000.00
4&9	4	*	*	*	*
5&6	10	\$20,300.00	\$35,409.00	\$30,031.99	\$30,240.00
8&12	9	\$10,506.75	\$28,000.00	\$22,505.19	\$23,000.00
10&13	9	\$18,200.00	\$34,445.00	\$27,539.34	\$29,000.00
11&14	9	\$4,500.00	\$33,207.00	\$25,242.09	\$29,121.00
Residential Meters					
<500	3	*	*	*	*
500-1000	11	\$4,500.00	\$29,121.00	\$19,832.63	\$20,000.00
1001-1500	10	\$12,000.00	\$33,280.00	\$24,689.70	\$24,671.00
1501-3000	13	\$20,300.00	\$37,862.10	\$30,338.43	\$29,557.00
>3000	19	\$22,000.00	\$35,409.00	\$29,853.44	\$30,000.00
Type of Utility					
WSC	31	\$10,506.75	\$35,700.00	\$25,548.37	\$27,479.68
District	21	\$20,000.00	\$35,360.00	\$29,100.55	\$29,767.00
Municipality	4	*	*	*	*
Private	0	*	*	*	*

Employees	
Full Time	39
Part Time	6
Not Identified	4

<\$10,000	3
\$10,001-\$20,000	10
\$20,001-\$30,000	25
\$30,001-\$40,000	15
\$40,001-\$50,000	3
\$50,001-\$60,000	0
\$60,001-\$70,000	0
\$70,001-\$80,000	0
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0

26

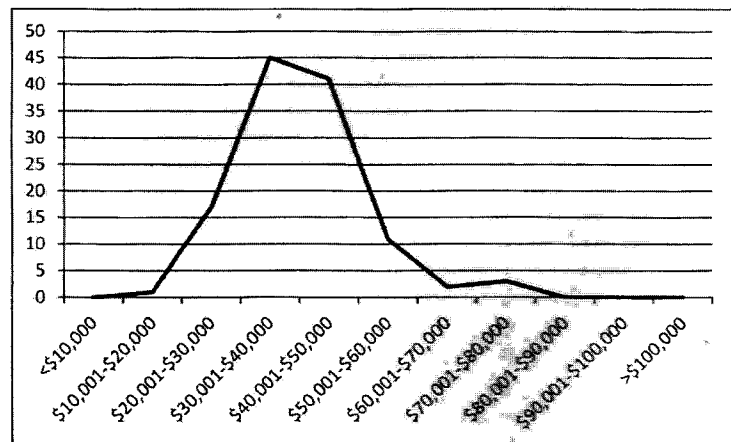
2014 Salary Survey Office Manager - Full Time

Total	Responses	10th Percentile	90th Percentile	Average	Median
	120	\$28,005.00	\$54,300.00	\$40,442.47	\$39,614.00
By District					
1&2	15	\$30,284.80	\$55,349.00	\$37,713.85	\$34,200.00
3&7	21	\$27,000.00	\$59,092.00	\$43,197.30	\$42,640.00
4&9	18	\$30,000.00	\$44,500.00	\$38,798.49	\$39,500.00
5&6	12	\$24,652.00	\$58,000.00	\$45,344.82	\$44,600.00
8&12	21	\$27,040.00	\$49,920.00	\$38,273.51	\$37,440.00
10&13	17	\$29,000.00	\$49,400.00	\$42,515.91	\$41,014.70
11&14	16	\$29,000.00	\$45,000.00	\$38,201.29	\$30,767.50
Residential Meters					
<500	7	*	*	*	*
500-1000	25	\$25,000.00	\$47,125.00	\$33,551.51	\$30,768.00
1001-1500	26	\$29,000.00	\$43,000.00	\$37,156.78	\$36,215.16
1501-3000	35	\$30,056.00	\$51,600.00	\$40,786.44	\$41,520.00
>3000	23	\$40,180.00	\$72,750.00	\$53,043.45	\$48,360.00
Type of Utility					
WSC	75	\$27,832.80	\$49,920.00	\$38,389.53	\$36,788.30
District	39	\$32,000.00	\$58,518.00	\$44,665.74	\$42,640.00
Municipality	6	*	*	*	*
Private	0	*	*	*	*

*Insufficient responses for these categories

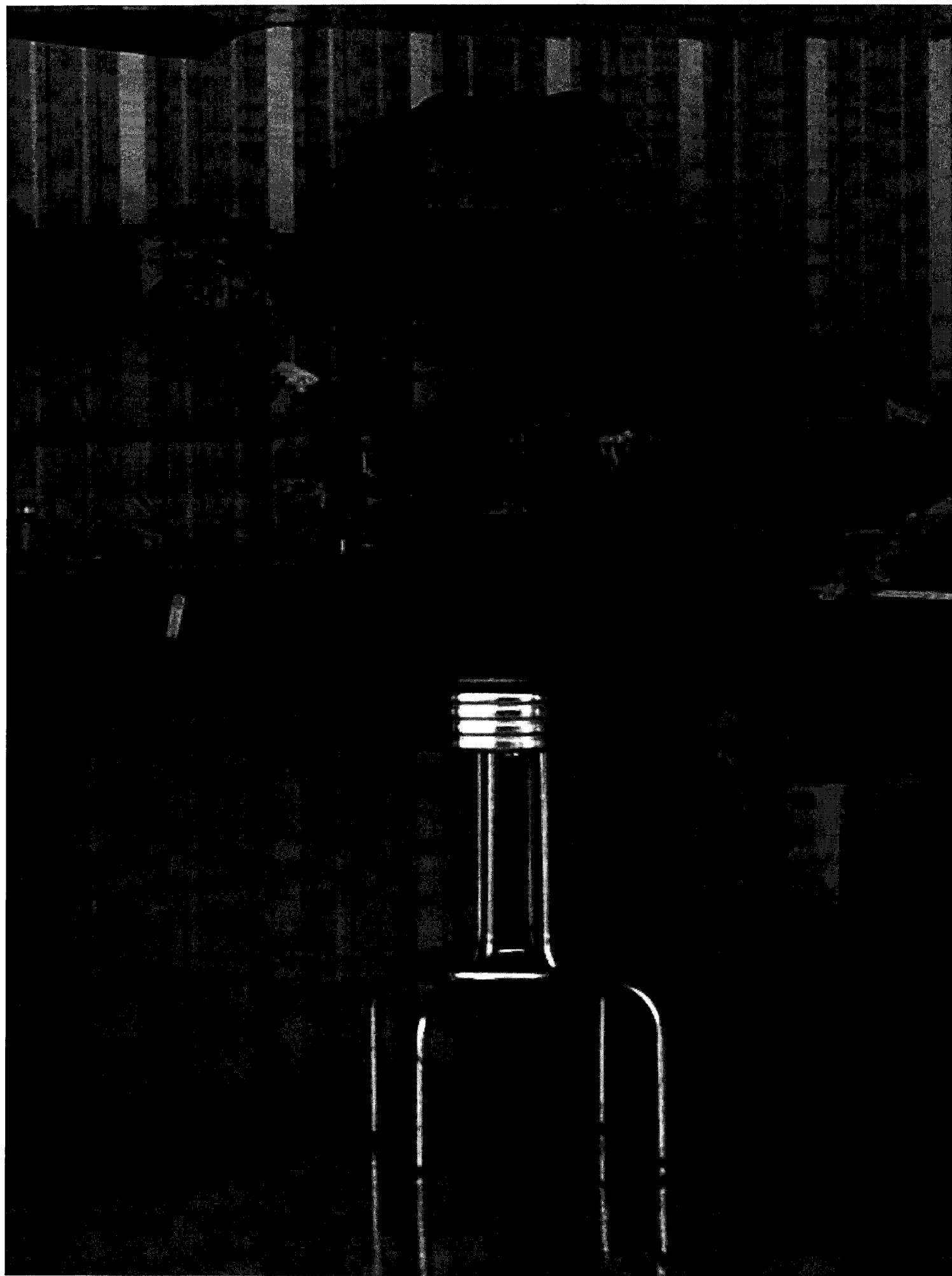
Salary Ranges

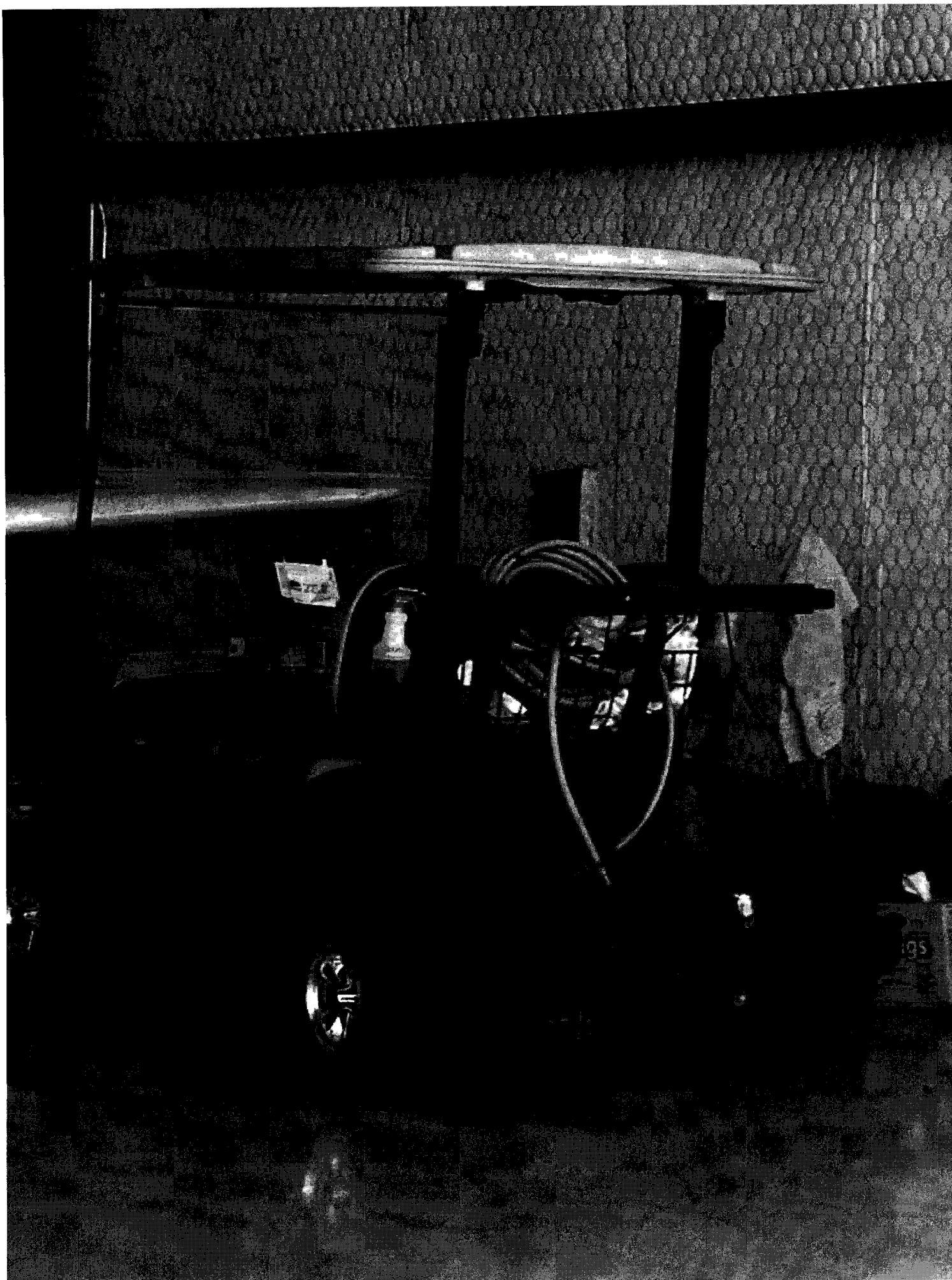
<\$10,000	0
\$10,001-\$20,000	1
\$20,001-\$30,000	17
\$30,001-\$40,000	45
\$40,001-\$50,000	41
\$50,001-\$60,000	11
\$60,001-\$70,000	2
\$70,001-\$80,000	3
\$80,001-\$90,000	0
\$90,001-\$100,000	0
>\$100,000	0



Education		License	W	WW	Number Supervised	Experience (in years)
No Answer	12.50%	A	0	0	No Answer	06.67%
High School/GED	50.83%	B	2	0	0	0-5
Some College	18.33%	C	9	0	1-2	45.00%
Associate's Degree	09.17%	D	3	0	3-5	15.83%
Bachelor's Degree	09.17%	None	82	95	6-10	04.17%
Graduate Degree	00.00%	No Answer	24	25	>10	01.67%
						20.5-30
						>30

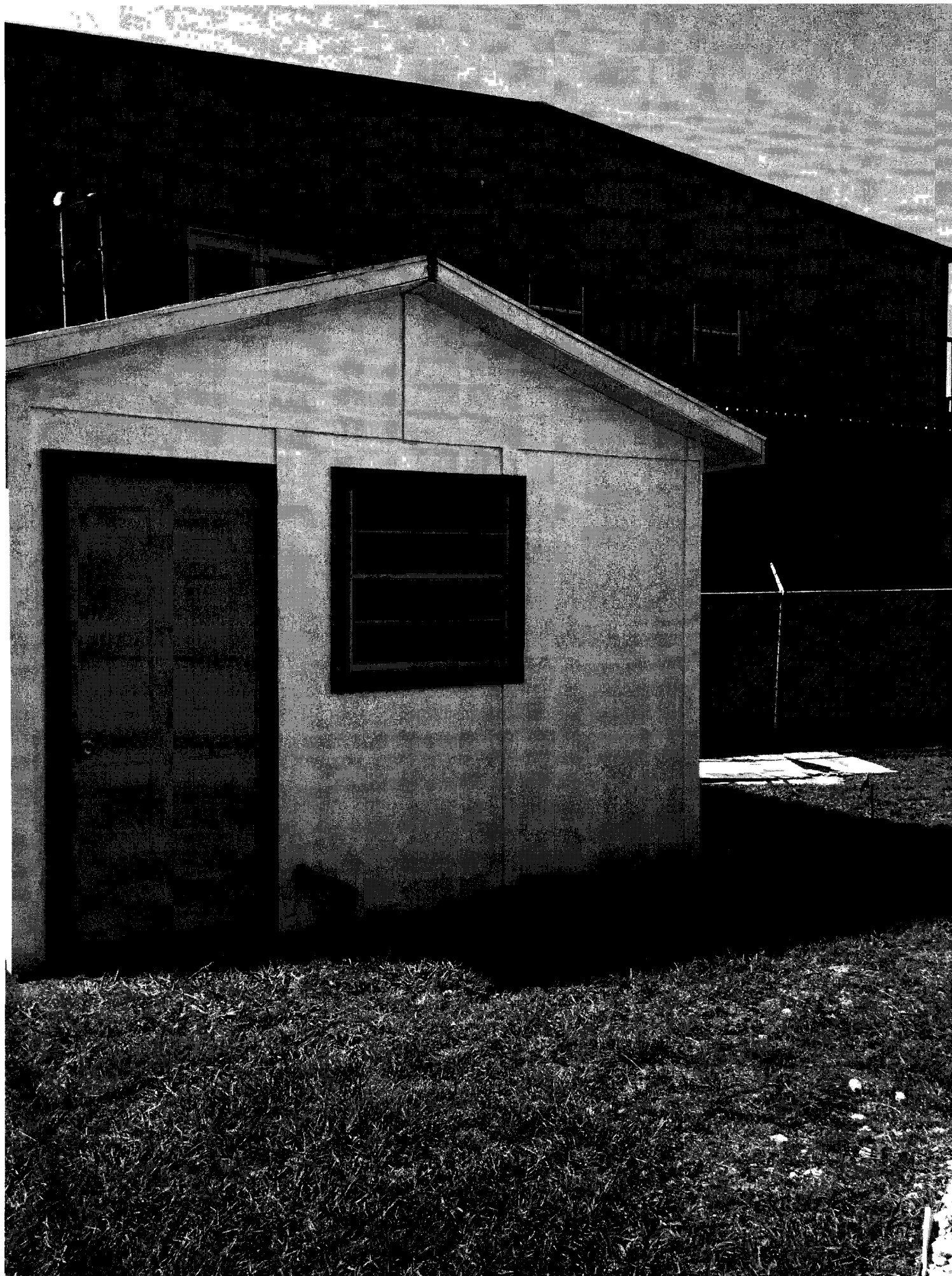
RESPONSIVE TO STAFF 1-5

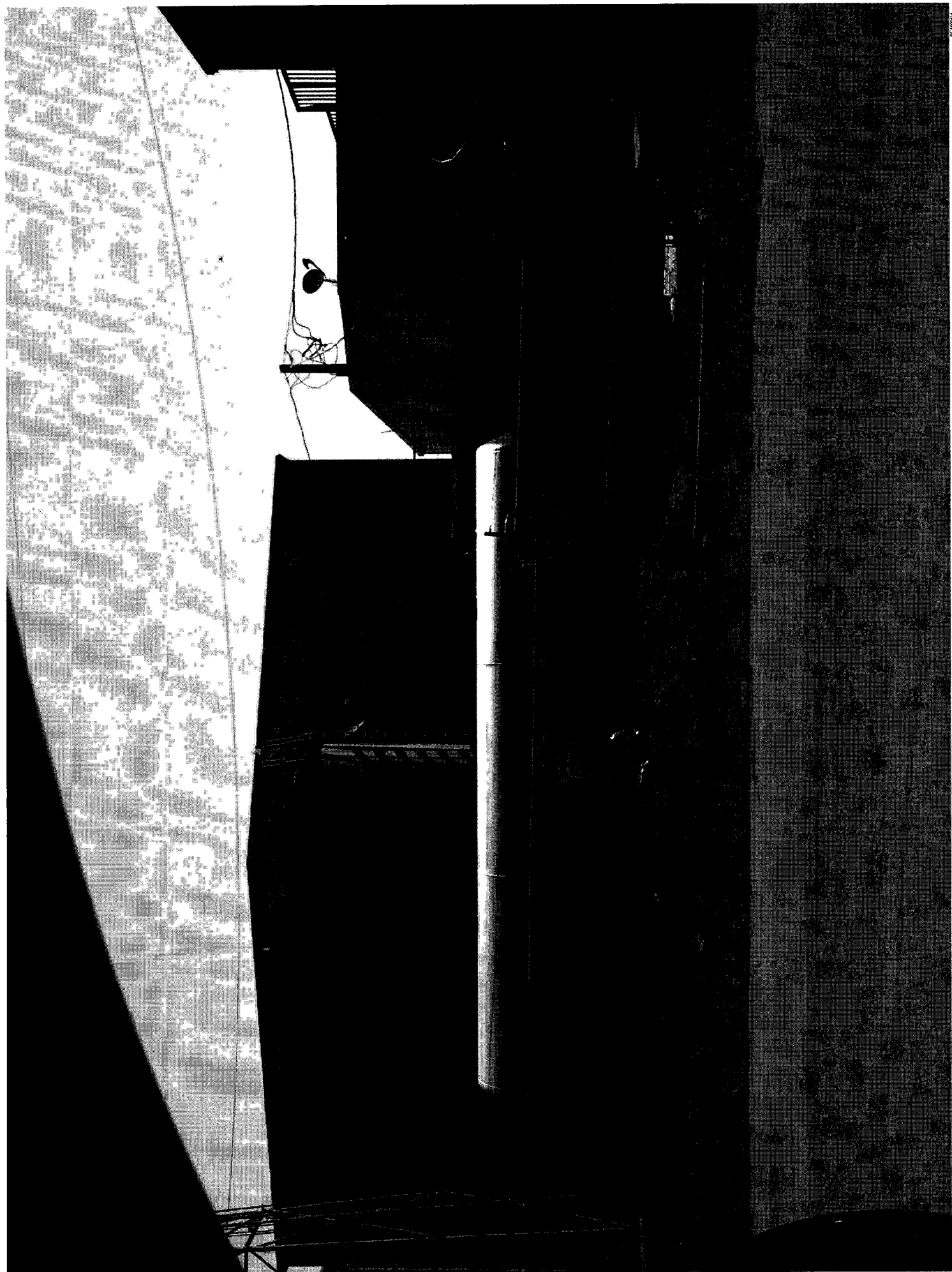












Calculation of Gallonage Rate Adjustment:

Adjusted Gallonage Rate (AG) = $G + [G * L]$, Where:

AG = adjusted gallonage charge, rounded to nearest one cent;

G = approved gallonage charge, per 1,000 gallons;

L = water or sewer line loss for preceding 12 months, not to exceed 0.15 (15%)

$$AG = \$0.13 + [\$0.13 * 0.11]$$

$$AG = \$0.13 + [\$0.01]$$

$$AG = \$0.14$$

The main office for Rio Concho Aviation, Inc. (Rio Concho) is located at 221 West Hill Dr, Aledo Texas 76008. It has been at this location for approximately twenty years. Pursuit to Texas Administrative Code Title 16, Part II §24.81(d), in 2013 Rio Concho Aviation, Inc. leased space and constructed an office within its CCN to be in compliance with PUC rules. No charge has ever been made to that would affect the ratepayers for this main office space.

Rio Concho, having not been able to find reasonable and adequate leasable space in the open market, leased space from an affiliated company, Barbie Land Development, Inc., at 419 Aviator Dr., Fort Worth, Texas 76179 to comply with PUC regulations. The current rate is \$500.00 per month.

Out of the 2,250sf of available space, Rio Concho leases 900sf, of which 210sf is office space with the balance being used for warehouse, workspace, and equipment parking. The space comes with restroom, shower, kitchenette, HVAC for the office, workbenches, all utilities, property taxes, and HAPA assessments.

Attached is a list of available office space for lease. Rio Concho does not find that any of the available office space for lease is comparable, but the closest one, at 108 W Lemon St. Saginaw, Texas, has excess office space with no utilities, warehouse, workspace, or equipment parking and list for \$300.00 more a month with a monthly cost per square foot of \$0.87.

The current lease with Barbie Land Development, Inc. is at a monthly rate of \$0.56 per square foot. It is 36 percent lower than the one 108 W Lemon St. Saginaw, Texas which doesn't have near the amenities.

Rio Concho believes that the lease with Barbie Land Development, Inc. is reasonable and necessary.

Pursuit to Texas Water Code § 13.185(e) I, Barbie Brunson, being the President of Barbie Land Development, Inc., do hereby state that Barbie Land Development, Inc. does not have any other like kind lease for office or warehouse space.

RESPONSIVE TO STAFF 1-5 AND 1-14

PROPERTY & LIABILITY INSURANCE

Rio Concho Aviation, Inc. (Rio Concho) has three areas of operation, they are leasing (hanger, tie down & restaurant), fueling, and the Public Water System. As such, Rio Concho divides the insurance equally among the operations.

Property –

Annual premium for 2014 and 2015 $\$3,014.00 \times .3333 =$ water portion $\$1,004.57$
Finance charge 2014-2015 $\$114.80$ Jan-Mar 2015 $= 114.80/12 \times 3 \times .3333 = \9.57
Finance charge 2015-2016 $\$122.50$ Apr-Dec 2015 $= 122.50/12 \times 9 \times .3333 = \30.63
Total portion for water operation $= \$1,004.57 + \$9.57 + \$30.63 = \$1,044.77$
Total Expensed for water operation for 2015 $= \$1,109.75$ overcharged $\$64.98$

Liability –

Annual premium for 2014/2015 $\$2,695.00$ Jan-Aug 2015 $= 2695/12 \times 8 \times .3333 = \598.83
Annual premium for 2015/2016 $\$2,435.00$ Sep-Dec 2015 $= 2435/12 \times 4 \times .3333 = \270.53
Finance charge 2014-2015 $\$131.80$ Jan-Aug 2015 $= 131.80/12 \times 8 \times .3333 = \29.29
Finance charge 2015-2016 $\$124.40$ Sep-Dec 2015 $= 124.40/12 \times 4 \times .3333 = \13.82
Total portion for water operation $= \$598.83 + \$270.53 + \$29.29 + \$13.82 = \$912.47$
Total Expensed for water operation for 2015 $= \$843.57$ undercharged $(\$68.90)$

SUMMARY

Rio Concho overcharged the water system $\$64.98$ for the property insurance and undercharged $(\$68.90)$ for the liability insurance resulting in a net undercharge of $(\$3.92)$ in the Insurance Account.