



2024 BUDGET OVERVIEW

The 2024 budget continues to bring uncertainty. The Utility has applied for a rate case with the Wisconsin Public Service Commission (PSC). While the cost of purchased power has returned to a more stable level, fuel, materials and supplies continue to increase. Also, long lead time on materials continues and is expected to continue in 2024. The 2024 budget is built on an effort to bring the reserves closer to the three (3) months of operating expenses the auditors prefer to see.

2024 REVENUES

In an effort to provide a more accurate means to estimate our year end 2023 revenues and revenues in 2024, the Commission chose to review the five (5) year projected power costs and sales revenues that WPPI produces for the Utility each year. In 2024, we have incorporated the estimate rate increases (yet to be approved by the PSC). Based on the WPPI revenue projections including the rate increase estimate we are anticipating a 3.97% increase in revenues, which is a conservative estimate. Our 2024 projected sales revenues for 2024 are at 11,553,928.

2024 EXPENSES

Overall, our expenses are estimated to increase by 3.75%. We are still dealing with supply chain issues and inflation costs.

Our largest expense on the electric side is our purchase power. Per WPPI’s estimate, our 2024 purchase power cost will be about 78.9% of our sales which is \$8,663,657.

The water and wastewater utilities have agreed to contribute to costs for meter reading (#902), customer collections (#903), pensions & benefits (#926), and maintenance of computers (#932-00-0388). The payment will be based on actual 2023 costs and is estimated to be \$120,000. This will help cover the costs of some of those expenses.

Our Customer Accounts expenses and Administrative and General Expenses are estimated to decrease by 1.1%. This is due in most part due to an effort to decrease our general costs for office expenses and general shop expenses. We will work to look for areas where decreases to these expenses can be made in an effort to increase our rate of return and reserve balance.

Our major operating and maintenance expenses consist of the following:

\$20,000	582-Substation Maintenance
\$15,000	586- Meter Expenses–Contract Meter Testing and Meter Tech Program
\$25,000	902-Meter Reading - WPPI AMI Reading
\$40,000	923-Outside Services – Engineering and Mapping Services
\$30,000	923-Outside Services – Server, Computer Support
\$30,000	585-Street Light Replacements
\$641,829	403-Depreciation
\$400,000	408-Payment in Lieu of Taxes(PILOT) and Taxes

Total estimated expenses are \$10,256,127. This will put our estimated net operating income at \$437,973 for the year, which we will have an estimated rate of return at 5.39%. Our authorized rate of return is 5.00%.

2024 CAPITAL EXPENDITURES

Our capital expenses consist of the following:

\$75,000	364-Poles
\$40,000	365-Overhead Conductors
\$25,000	366-Underground Conduit
\$100,000	367-Underground Conductors
\$150,000	368-Transformers
\$35,000	369-Services
\$20,000	392-Fleet Equipment
\$60,000	388-Computer
<u>\$10,000</u>	<u>394-Tools</u>
\$515,000	

When planning our capital projects, we look at our average spending in prior years. This helps to keep our rates low. We have decreased the capital expenditures by \$60,000. This decrease is due to the fact that the Utility was approved for an AMI meter loan through the WPPI Electric AMI Meter Loan Program. We also pulled \$60,000 from Fleet Equipment to set aside a possible purchase of software for work orders and inventory.

2024 DEBT SERVICE

We have a loan for the building renovation that took place in 2019. The water department is responsible for \$35,631 and the electric department is responsible for \$43,549 for a total of \$79,180 due in 2024.

In 2023, the Utility applied for and was granted a zero percent (0%) loan to purchase all Electric AMI meters. The loan is for up to 10 years. There is a 1% origination fee of the total amount which will be included with the first monthly invoice for repayment (\$4,999). The Utility has sent a purchase order for the AMI meters in the amount of \$499,890. Repayment of the loan will be at the time the invoices are received which is upon receipt of the AMI Electric meters at the Utility. Meter lead-times are currently up to 52 weeks. Using this lead-time, our first repayment invoice will be due in November of 2024 for \$9,165 and in December of 2024 for \$4,165.75. This of course is all dependent upon when and the amount of the meters are delivered to the Utility.

2024 WAGES

In 2023, the Utility completed a market study of the compensation structure. The Commission approved the structure retro-active to January 1, 2023. This budget was built with a 1% cost of living increase to the control point of the structure on January 1, 2024 and a 1% cost of living increase to the control point market step of the structure on July 1, 2024. In the current labor market it is important to keep our wages competitive.

2024 FRINGE BENEFITS

There have been no changes from the prior year. The employee is responsible for 12% of the monthly healthcare premium and 25% of the dental and vision premium. We have budgeted for the maximum health insurance increase of 11.4%. There will not be an increase in dental or vision premiums. In addition, we budgeted for contributions to employee's Health Savings Accounts at the same level as 2023.

Some utilities require employees to contribute very little to nothing towards their health insurance. We must be competitive in our wages and benefits to retain our employees.

2024 CASH FLOW

Our estimated cash position as a whole at the end of 2024 is \$ \$2,634,400. These dollars are important to our utility as our auditors have strongly recommended that we have at least three (3) months of expenses on hand in the event of an emergency. We are falling short of this recommendation. In 2024 and into future years the Utility's goal will be to make the necessary changes in order to meet the three (3) months of expenses.

**Jefferson Utilities 2024
Budget Summary**

	2024 Budget	2023 Estimate	2023 Budget	5 Yr. Average	2022	2021	2020	2019	2018
Operating Revenue									
Sales	\$11,553,928	\$10,538,073	\$9,743,903	\$9,805,875	\$10,717,888	\$9,909,658	\$9,341,677	\$9,376,505	\$9,683,649
Other	\$182,000	\$217,705	\$151,200	\$122,243	\$149,607	\$114,440	\$122,796	\$110,582	\$113,788
Total Operating Revenue:	\$11,735,928	\$10,755,778	\$9,895,103	\$9,928,118	\$10,867,495	\$10,024,098	\$9,464,473	\$9,487,087	\$9,797,437
Operating Expense									
Purchase Power	\$8,754,027	\$7,993,297	\$7,561,269	\$7,455,872	\$8,326,977	\$7,618,075	\$7,011,158	\$7,024,286	\$7,298,862
Expenses (Taxes not included)	\$1,502,100	\$1,708,987	\$1,349,493	\$1,151,748	\$1,616,041	\$1,193,563	\$1,010,652	\$1,009,898	\$928,586
Depreciation (Per PSC)	\$641,829	\$639,980	\$662,053	\$575,786	\$603,078	\$581,587	\$572,899	\$571,897	\$549,467
Taxes (Per PSC)	\$400,000	\$395,000	\$392,240	\$379,607	\$393,938	\$374,737	\$380,469	\$374,419	\$374,473
Total Operating Expense:	\$11,297,956	\$10,737,264	\$9,965,055	\$9,563,012	\$10,940,034	\$9,767,962	\$8,975,178	\$8,980,500	\$9,151,388
NET INCOME	\$437,973	\$18,514	-\$69,952	\$365,106	-\$72,539	\$256,136	\$489,295	\$506,587	\$646,049
GENERAL FUND									
Total Available Funds as of December 31st:	\$2,635,400	\$2,515,400	\$1,794,113	\$4,103,931	\$2,073,526	\$4,898,677	\$5,307,102	\$4,361,579	\$3,878,770
Rate of Return %	5.39%	0.23%	-1.00%	5.04%	-0.97%	3.49%	6.67%	6.94%	9.09%

Jefferson Utilities 2024 Electric Budget

	Est. %	Rate Increase Estimate	2023		2023 Budget	2023 Budget	5 Year Average (2018-2022)	2021	2020	2019	2018
			Annualized Sept. 2023	2023 Budget							
OPERATING REVENUES											
440-60-0000; 441-60-1000 Residential Sales & Rural Residential	5.40%	3,888,792	3,689,556	3,680,460	3,588,420	3,527,195	3,538,052	3,442,426	3,343,815	3,509,746	
442-70-0000; 441-70-1000 Commercial & Rural Commercial	5.40%	1,348,610	1,279,516	1,225,337	1,193,625	1,120,007	1,068,196	1,005,072	1,125,084	1,185,842	
443-81-0000; 441-81-1000 Small Power & Rural Small Power	3.25%	994,377	963,077	1,161,947	952,555	905,666	970,783	893,875	911,507	776,836	
443-82-0000; 443-84-0000 Large Power & Large Industrial Power	3.04%	5,142,596	4,990,873	4,307,666	3,850,397	4,054,971	4,081,843	3,784,429	3,854,705	4,000,306	
444-00-0000 Street Lighting	4.35%	133,741	128,166	120,663	124,695	127,950	129,139	121,107	132,283	132,130	
448-00-0000 Interdepartmental Sales	4.35%	45,813	43,903	42,000	34,211	70,088	42,077	94,769	9,111	78,789	
Total Electric Revenues		11,553,928	11,095,091	10,538,073	9,743,903	9,805,876	9,909,658	9,341,677	9,376,505	9,683,649	
Other Operating Revenues		Estimated Increase	458,837								
450-00-0000 Forfeited Discounts			20,000	21,025	20,000	21,047	32,636	11,488	20,458	22,262	
451-00-0000 Misc. Service Revenues			120,000	160,000	90,000	43,713	80,529	32,649	12,553	12,254	
454-00-0000 Rent-Electric Property (Joint Utilities)			40,000	35,000	40,000	54,854	27,188	77,245	76,440	77,931	
456-00-0000 Other Electric Rev (sales tax disc)			2,000	1,680	1,200	2,628	9,254	1,414	1,131	1,341	
Total Other Operating Revenues			182,000	217,705	151,200	122,243	149,607	122,796	110,582	113,788	
TOTAL OPERATING REVENUES			11,735,928	10,755,778	9,895,103	9,928,118	10,867,495	9,464,473	9,487,087	9,797,437	
OPERATING & MAINTENANCE EXPENSES											
555-00-0000 Power Supply Expense			8,754,027	7,993,297	7,561,269	7,455,872	8,326,977	7,618,075	7,024,286	7,298,862	
Distribution Expenses:											
582-00-0000 Station Expenses			20,000	160,000	60,000	56,862	61,880	64,491	40,700	51,454	
583-00-0000 Overhead line Expenses			1,000	2,500	1,000	4,907	9,111	3,487	771	8,021	
584-00-0000 Underground Line Expenses			1,000	32,000	1,000	12,781	55,186	3,089	899	4,000	
585-00-0000 Street Lighting			30,000	29,700	30,000	52,040	64,876	57,198	33,843	33,307	
586-00-0000 Meter Expenses			15,000	15,000	14,393	15,454	23,003	7,702	15,763	14,576	
588-00-0000 Misc. Distribution Exp			220,000	219,087	130,000	123,497	140,868	100,675	132,050	111,487	
592-00-0000 Maint. Station Expense			500	423	500	664	3,319	0	0	0	
593-00-0000 Maint. Overhead Lines			55,000	77,516	50,000	130,357	116,155	145,929	129,892	135,663	
594-00-0000 Maint. Underground Lines			93,000	90,000	50,000	60,165	98,057	57,331	49,449	37,717	
595-00-0000 Maint. Transformers			500	0	500	1,702	0	428	2,217	5,864	
597-00-0000 Maintain Electric Meters			500	0	500	277	0	611	0	0	
Total Distribution Expenses			436,500	626,225	337,893	7,914,577	572,455	440,941	405,584	402,089	

Jefferson Utilities 2024 Electric Budget (Cont.)

	2024 Budget	2023 Annualized Sept. 2023	2023 Budget	5 Year Average (2018-2022)	2022	2021	2020	2019	2018
Customer Expenses:									
902-00-0000 Meter Reading Exp	130,000	125,000	84,000	66,586	128,233	51,731	55,853	51,066	46,046
903-00-0000 Customer Records/Collections	160,000	160,000	141,000	93,775	143,151	119,268	71,998	57,322	77,134
904-00-0000 Uncollectible Accounts	2,000	1,538	2,000	6,034	12,959	0	2,965	13,153	1,095
Total Customer Expenses	292,000	286,538	227,000	166,395	284,343	170,999	130,816	121,541	124,275
Sales, Administrative and General Expenses:									
913-00-0000 Sales Expense	7,500	13,000	7,500	9,095	12,518	13,301	8,232	6,857	4,569
920-00-0000 Admin/General Salaries	190,000	168,777	169,000	110,379	149,137	113,908	96,691	103,075	89,084
921-00-0000 Office Expense	90,000	105,870	120,000	68,453	111,288	70,223	57,826	66,114	36,813
921-00-0388 Computer Supplies & Expenses	7,000	8,500	7,000	4,671	6,957	6,049	2,125	3,367	4,859
923-00-0000 Outside Services Employed (Baker Tilly, Forster)	70,000	105,000	56,000	36,134	53,425	34,572	23,137	33,926	35,608
924-00-0000 Property Ins	8,000	7,602	9,000	6,767	8,050	8,050	3,450	8,050	6,237
925-00-0000 Injuries & Damages	70,000	70,511	85,000	67,404	77,693	77,994	58,938	68,671	53,726
926-00-0000 Employee Pensions/Benefits	200,000	170,000	215,000	146,591	202,670	132,427	136,114	133,722	128,023
928-10-0000 Regulatory Commission Exp	100	0	100	315	0	1,299	172	92	14
930-00-0000 Misc. General Plant Expenses	8,000	5,500	15,000	9,423	10,745	9,260	7,468	9,137	10,505
933-00-0000 Transportation	50,000	51,815	50,000	48,667	53,465	43,868			
932-00-0000 Maint. of General Plant	40,000	56,951	25,000	28,163	42,002	20,075	27,924	32,243	18,572
932-00-0388 Maint. of Computers	33,000	32,699	26,000	19,785	31,293	19,082	16,818	17,519	14,212
Total Administrative and General	766,100	783,224	777,100	546,753	746,725	536,807	430,663	475,916	397,653
Total Operating & Maintenance Expenses	10,256,127	9,702,284	8,910,762	9,030,601	9,943,018	8,811,638	8,021,810	8,034,184	10,342,353
403-00-0000 Depreciation (Per PSC)	641,829	639,980	662,053	575,786	603,078	581,587	572,899	571,897	549,467
408-00-0000 Taxes (Per PSC)	400,000	395,000	392,240	379,607	393,938	374,737	380,469	374,419	374,473
OPERATING INCOME	437,973	18,514	(69,952)	365,105	(72,540)	256,136	489,295	506,587	646,049

2024 Rate of Return (ROR)

Electric	2024	2023	2023	5 year	PSC	PSC	PSC	PSC	PSC
	<u>Budget</u>	<u>Annualized</u>	<u>Budget</u>	<u>Average</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
Utility Financed Plant in Service	\$ 19,747,452	\$ 19,177,452	\$ 18,870,442	\$ 17,338,310	\$ 18,607,452	\$ 17,654,740	\$ 17,252,011	\$ 16,855,958	\$ 16,321,388
Materials and Supplies	\$ 670,000	\$ 655,000	\$ 400,000	\$ 456,742	\$ 643,388	\$ 561,772	\$ 410,444	\$ 359,424	\$ 308,682
Utility Financed Accumulated Depreciation	\$ (12,286,430)	\$ (11,786,430)	\$ (12,303,995)	\$ (10,456,550)	\$ (11,736,430)	\$ (10,858,585)	\$ (10,305,560)	\$ (9,886,843)	\$ (9,495,330)
Customer Advances for Construction			\$ (13,403)		\$ (3,586)	\$ (3,586)	\$ (430)	\$ (860)	
Regulatory Liability	\$ (10,365)	\$ (10,365)	\$ (5,182)	\$ (18,136)	\$ (7,770)	\$ (12,953)	\$ (18,136)	\$ (23,319)	\$ (28,502)
Net Base Rate	\$ 8,120,657	\$ 8,035,657	\$ 6,961,265	\$ 7,318,674	\$ 7,503,054	\$ 7,341,388	\$ 7,338,329	\$ 7,304,360	\$ 7,106,238
Operating Income (Regulatory)	\$ 437,973	\$ 18,514	\$ (69,952)	\$ 365,059	\$ (72,540)	\$ 255,893	\$ 489,295	\$ 506,597	\$ 646,048
Authorized Rate of Return 5.0%				5.04%				6.67%	
Rate of Return %	5.39%	0.23%	-1.00%		-0.97%	3.49%	6.67%	6.94%	9.09%

**General Fund Cash
2024 Budget**

	2024 Budget	2023 Annualized	2023 Budget	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
Checking and Savings Jan. 1st (131-00-0000; 132-01-0012)	\$ 2,330,000	\$ 2,220,000	\$ 1,507,790	\$ 1,788,098	\$ 4,617,705	\$ 4,526,421	\$ 3,584,732	\$ 3,617,041
LGIP - a of Jan. 1st (132-01-0010; 132-01-0013)	\$ 305,000	\$ 295,000	\$ 285,923	\$ 285,028	\$ 280,572	\$ 780,281	\$ 776,447	\$ 261,329
Petty Cash (131-00-0002; 131-00-0003)	\$ 400	\$ 400	\$ 400	\$ 400	\$ 400	\$ 400	\$ 400	\$ 400
Total Funds Available as of Jan. 1st:	\$ 2,635,400	\$ 2,515,400	\$ 1,794,113	\$ 2,073,526	\$ 4,898,677	\$ 5,307,102	\$ 4,361,579	\$ 3,878,770
Months on hand	2.33	2.34	1.80	2.17	4.48	5.43	4.86	4.32

**2024 Budget
Cash Flow**

	<u>2024</u>	<u>2023</u>	<u>2023</u>	<u>2023</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
	<u>Budget</u>	<u>Annualized</u>	<u>Budget</u>	<u>5 year</u>	<u>2022</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
				<u>Average</u>				
Cash Flows from Operating Activities								
Received from customers	\$ 11,553,928	\$ 10,616,389	\$ 9,743,903	\$ 11,304,802	\$ 10,488,789	\$ 11,404,766	\$ 11,154,059	\$ 11,634,492
Received from municipality for services	\$ 227,000	\$ 202,917	\$ 196,355	\$ 127,920	\$ 129,139	\$ 121,107	\$ 132,130	\$ 132,130
Paid to suppliers for goods and services	\$ (8,733,657)	\$ (8,098,297)	\$ (7,617,269)	\$ (8,583,834)	\$ (9,215,899)	\$ (8,154,968)	\$ (7,993,699)	\$ (8,176,448)
paid to employees for operating payroll	\$ (918,435)	\$ (902,723)	\$ (902,723)	\$ (873,680)	\$ (757,383)	\$ (905,202)	\$ (939,221)	\$ (881,759)
Net cash flows from operating activities	\$ 2,128,836	\$ 1,818,286	\$ 1,420,266	\$ 1,975,207	\$ 644,646	\$ 2,465,703	\$ 2,353,269	\$ 2,708,415
Cash Flows from NonCapital Financing Activities								
Paid to municipality for tax equivalent	\$ (350,000)	\$ (318,943)	\$ (318,943)	\$ (558,836)	\$ (319,064)	\$ (617,875)	\$ (627,083)	\$ (597,823)
Cash Flows fro Capital and Related Financing Activities								
Acquisition and Construction of capital assets	\$ (680,000)	\$ (680,000)	\$ (680,000)	\$ (1,262,262)	\$ (1,200,393)	\$ (1,000,965)	\$ (1,180,926)	\$ (1,586,111)
Capital contributions received	\$ 2,000	\$ 2,000	\$ 2,000	\$ 165,934	\$ 533,286	\$ 173,625	\$ 82,326	\$ 30,461
Special Assessment received	\$ -	\$ -	\$ -	\$ 11,901	\$ -	\$ 16,204	\$ 22,422	\$ -
Debt Retired	\$ (38,500)	\$ (35,750)	\$ (35,750)	\$ (89,910)	\$ (35,750)	\$ (121,275)	\$ (119,169)	\$ (53,146)
Interest Paid	\$ (9,180)	\$ (13,788)	\$ (13,788)	\$ (23,956)	\$ (13,990)	\$ (30,536)	\$ (30,046)	\$ (17,134)
Proceeds from Debt Issues - Debt Issuance Costs	\$ (9,165)	\$ -	\$ -	\$ 129,512	\$ -	\$ -	\$ -	\$ 647,558
Net cash flows from capital and related financing activities	\$ (734,845)	\$ (727,538)	\$ (727,538)	\$ (1,068,783)	\$ (716,847)	\$ (961,884)	\$ (1,225,393)	\$ (978,372)
Cash Flows from Investing Activities								
Investment Income	\$ 18,000	\$ 18,000	\$ 18,000	\$ 13,264	\$ 9,031	\$ 17,710	\$ 23,981	\$ 9,950
Net Change in Cash and Cash Equivalents	\$ 1,061,991	\$ 789,805	\$ 391,785	\$ 360,852	\$ (382,234)	\$ 903,654	\$ 524,774	\$ 1,142,170
Cash and Cash Equivalents, Beginning	\$ 2,863,331	\$ 2,073,526	\$ 2,073,526	\$ 3,750,033	\$ 2,455,760	\$ 4,362,579	\$ 3,878,770	\$ 2,745,954
Cash and Cash Equivalents, Ending	\$ 3,925,322	\$ 2,863,331	\$ 2,465,311	\$ 4,104,131	\$ 2,073,526	\$ 5,307,102	\$ 4,362,579	\$ 3,878,770

2024 Proposed Capital

<u>Capital Additions</u>		Notes
#364 <u>Poles, Towers, & Fixtures</u>	\$ 75,000	
· Routine Pole Replacement		Decreased due to current stock
#365 <u>Overhead Conductors</u>	\$ 40,000	No change from 2023
#366 <u>Underground Conduits</u>	\$ 25,000	No change from 2023
#367 <u>Underground Conductors</u>	\$ 100,000	Anticipate OH to URG costs
#368 <u>Transformers</u>	\$ 150,000	Increased due to cost
#369 <u>Services</u>	\$ 35,000	No Change from 2023
#370 <u>Meters</u>	\$ -	Decreased due to WPPI Loan
· Replace Meters as Needed - AMI		
#392 <u>Fleet Equipment</u>	\$ 20,000	
Nissan Buy Out		Decreased: moved to Computers
#388 <u>Computers</u>	\$ 60,000	Increased Purchase Openpoint
#394 <u>Tools, Shop, Garage</u>	\$ 10,000	No Change from 2023
· Routine Replacement and Acquisition of Tools/Smaller Equipment		
Total:	\$ 515,000	

<u>Major Operational & Maintenance Expenses</u>		
	Notes	
#582 <u>Substation Expense</u>	\$ 20,000.00	Increased due to increased costs
· Routine Maintenance		
#585 <u>Street Light Expense</u>	\$ 20,000.00	No change from 2023
· Changeover to LED		
#586 <u>Meter Expenses</u>	\$ 15,000.00	No change from 2023
· Contract Meter Testing		
· WPPI Meter Tech Program		
#902 <u>Metering Reading</u>	\$ 15,000.00	No change from 2023
#923 <u>Outside Services</u>	\$ 70,000.00	Increased due WPPI support service increase and Forster Engineering Services
Total:	\$ 140,000.00	

**2024 Jefferson Utilities Budget
Wages and Benefits Analysis**

	2024 Budget	2023 Annualized	5 Year Average	2022	2021	2020	2019	2018
Wages								
Regular Wages Only	\$875,412	\$866,744	\$856,088	\$779,364	\$917,596	\$869,345	\$897,711	\$816,426
Overtime	\$26,928	\$26,661	\$25,384	\$32,969	\$23,809	\$16,867	\$21,417	\$31,858
Double Time	\$6,146	\$6,085	\$5,158	\$5,605	\$5,789	\$2,311	\$4,886	\$7,199
Standby	\$45,300	\$44,851	\$40,829	\$44,271	\$49,892	\$38,419	\$36,710	\$34,855
PTO Pay Out	\$0	\$12,361	\$9,534	\$18,557	\$4,486	\$16,166	\$0	\$8,461
Total Wages	\$966,270	\$956,703	\$936,994	\$880,766	\$1,001,572	\$943,108	\$960,724	\$898,799
Benefits								
Health Insurance (926)	\$146,042	\$127,474	\$115,409	\$152,763	\$92,983	\$107,817	\$110,111	\$113,373
Dental/Vision Insurance (926)	\$8,646	\$8,646	\$8,449	\$11,583	\$8,263	\$7,108	\$9,392	\$5,897
Life Insurance (926)	\$2,500	\$3,061	\$2,136	\$3,050	\$2,158	\$2,226	\$1,540	\$1,706
WRS (241-00-0205)	\$62,114	\$60,000	\$57,258	\$55,271	\$65,476	\$44,865	\$61,599	\$59,078
Total	\$219,302	\$199,181	\$183,252	\$222,667	\$168,880	\$162,016	\$182,642	\$180,054
Income Taxes								
FICA Employer (241-00-0202)		\$55,543	\$62,889	\$53,458	\$59,240	\$54,248	\$56,572	\$90,928
FICA Med Employer (241-00-0202)		\$13,098	\$12,954	\$12,502	\$13,855	\$12,687	\$13,231	\$12,494
Total	\$70,260	\$68,640	\$75,843	\$65,960	\$73,095	\$66,935	\$69,803	\$103,422
TOTAL WAGES AND BENEFITS	\$1,255,832	\$1,224,524	\$1,196,089	\$1,169,393	\$1,243,547	\$1,172,059	\$1,213,169	\$1,182,275

