

Waste Control, Inc.
Exhibit 10 Labor Expense Analysis

WORKPAPER 3 - LABOR ANALYSIS, Continued
In Support of Tariff No. 15, G-101 Effective December 1, 2013

2%

Employee	Salar our	Overtime Rate	Test Period	2% COLA Effective		Test Year Totals	7 Months at 13 Rate	5 Months at 14 Rate	Commissions	Bonus	STAFF ADJ		
				7/1/2013	7/1/2014						Projected Annual	Staff Allocation to Reg	
Richard Ensign - db mg (al S		\$45.74 hr over 46hrs	5,301.30	5,407.33	5,515.47	2,080	78,375	37,851	27,577	-	2,120	67,548	65,395.16
Management fees						-	180,000	-	-	-	-	198,000	198,000
MANAGEMENT						2,080	258,375	37,851	27,577			265,548	263,395
Terri Turner - office mg	H	1.5 over 40 hrs	31.01	31.63	32.26	2,188	94,131	40,371	29,412.92	-	-	69,784	67,559.09
Kami Dykstra	H	1.5 over 40 hrs	16.22	16.54	16.88	1,997	32,431	19,273	14,041.65	-	-	33,314	32,252.52
Lacey Gray	H	1.5 over 40 hrs	13.20	13.46	13.73	76	1,006	597	434.89	-	-	1,032	998.90
SUPER/BILLING/OFFICE						4,261	127,568	60,240	43,889			104,130	100,810.51
Jason Bebout	S	1.5 over 40hrs	16.52	16.85	17.19	2,080	36,702	20,445	14,895.75	-	1,000	36,341	35,182.46
Kyle Miller	S	ver 40hrs - term eff 06/15/13--see W	3,115.32	3,177.63	3,241.18	2,080	36,801	22,243	16,206	-	-	-	-
Rafael Garcia	S	1.5 over 40hrs	3,395.22	3,463.12	3,532.39	2,080	44,954	24,242	17,662	-	1,759	43,663	42,270.72
Kevin Salinas	S	1.5 over 40hrs	3,115.32	3,177.63	3,241.18	2,080	41,736	22,243	16,206	-	1,000	39,449	38,191.74
Jeff Sugg	S	1.5 over 40hrs	3,395.22	3,463.12	3,532.39	2,080	41,628	24,242	17,662	-	1,792	43,696	42,303.23
Josh Walker	S	1.5 over 40hrs	2,726.36	2,780.89	2,836.50	156	3,508	19,466	14,183	-	-	33,649	32,576.11
Shae Schoonover	H	1.5 over 40hrs - term eff 10/26/12	11.54	11.77	12.01	631	7,433	4,333	3,156.63	-	-	7,489	7,250.53
Cody Bartel	H	r 40hrs - hired 10/10/12 replace Sch	11.00	11.22	11.44	1,452	16,208	9,503	6,923.86	-	-	16,427	15,903.55
DRIVERS						12,639	228,971	146,718	106,894			220,714	213,678.34
Dave Ritola (100% drop bc H		brokering commissions \$363.06	20.64	21.05	21.47	2,123	67,386	26,072	18,995.42	4,111	2,215	51,394	51,393.88
Henry Peltier (100% drop t H		1.5 over 40 hrs	20.64	21.05	21.47	2,137	30,924	26,244	19,120.68	-	544	45,909	45,908.95
DROP BOX						4,260	98,310	52,316	38,116			97,303	97,302.83
Josiah Willis	H	1.5 over 40hrs	14.00	14.28	14.57	542	8,094	4,515	3,289.40	-	-	7,804	7,555.48
Micah Willis	H	1.5 over 40hrs	12.00	12.24	12.48	421	4,947	3,006	2,190.04	-	-	5,196	5,030.35
Nicholas Willis	H	1.5 over 40hrs	14.00	14.28	14.57	94	1,400	783	570.49	-	-	1,354	1,310.36
Casey Tilton	H	1.5 over 40hrs	12.00	12.24	12.48	34	598	243	176.87	-	-	420	406.25
OTHER LABOR						1,091	15,039	8,547	6,227			14,773	14,302.44
Larry Lamkin - maint supe	H	1.5 over 40hrs	35.53	36.24	36.97	2,012	78,725	42,534	30,989.34	-	2,120	75,643	73,232.18
Glen Miller	H	1.5 over 40hrs	26.58	27.11	27.65	2,003	58,804	31,678	23,079.43	-	-	54,757	53,011.57
Dayne Crawford	H	rs - term eff 08/01/12 (replaced by F	10.33	10.54	10.75	127	1,268	781	568.71	-	-	1,349	1,306.29
Devon Curtis	H	1.5 over 40hrs	14.46	14.75	15.04	2,051	32,179	17,646	12,856.51	-	-	30,503	29,530.35
Ryan Larson	H	1.5 over 40hrs	14.46	14.75	15.04	1,383	19,765	11,899	8,669.21	-	-	20,568	19,912.47
Trevor Marchan	H	1.5 over 40hrs	11.00	11.22	11.44	526	6,006	3,443	2,508.23	-	-	5,951	5,761.20
Kyler Lane	H	1.5 over 40hrs - term eff 12/17/12	15.00	15.30	15.61	901	14,099	8,041	5,858.75	-	-	-	-
Travis Smith	H	1.5 over 40hrs	15.50	15.81	16.13	2,049	34,056	18,897	13,767.74	-	433	33,097	32,042.11
MECHANICS						11,052	244,902	134,919	98,298			221,869	214,796.18
Normalized Overtime						2,225	99,043	58,931	42,935	-	-	101,866	98,618.80
							Normalized OT						

	1,026,203	1,002,904
Wages	828,203	804,904
Mgt fees	198,000	198,000
Per Staff		776074
		28,830

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Employee	FICA	wage base UI rate FUTA	39800 0.0131 Employment Security	1.32995 Collection 0.1254 Clerical 7% L&I	SEP	Life	Medical/ Dental	Total Fringe
Richard Ensign - db mg (al	5,003	56	521	2,766.30	4,578	62	8,443	21,429
Management fees	-	-	-	-	-	-	-	-
MANAGEMENT	5,003	56	521	2,766	4,578	62	8,443	21,429
Terri Turner - office mg	5,168	56	521	274	4,729	62	10,632	21,443
Kami Dykstra	2,467	56	423	250	2,258	62	4,356	9,872
Lacey Gray	76	8	13	10	-	-	-	107
SUPER/BILLING/OFF	7,712	120	957	534	6,987	124	14,988	31,422
Jason Bebout	2,691	56	461	2,766.30	2,463	62	6,132	14,631
Kyle Miller	-	-	-	2,766.30	-	-	-	2,766
Rafael Garcia	3,234	56	521	2,766.30	2,959	62	4,740	14,338
Kevin Salinas	2,922	56	500	2,766.30	2,673	62	10,632	19,612
Jeff Sugg	3,236	56	521	2,766.30	2,961	62	6,132	15,735
Josh Walker	2,492	56	427	207.47	-	62	10,438	13,682
Shae Schoonover	555	56	95	839.20	508	-	-	2,052
Cody Bartel	1,217	56	208	1,931.09	-	62	3,836	7,310
DRIVERS	16,346	392	2,734	16,809	11,564	372	41,910	90,127
Dave Ritola (100% drop bc	3,932	56	521	2,823.48	3,598	62	9,726	20,718
Henry Peltier (100% drop t	3,512	56	521	2,842.10	3,214	62	8,443	18,650
DROP BOX	7,444	112	1,043	5,666	6,811	124	18,169	39,368
Josiah Willis	578	56	99	67.97	-	-	-	801
Micah Willis	385	40	66	52.79	-	-	-	544
Nicholas Willis	100	10	17	11.79	-	-	-	140
Casey Tilton	31	3	5	4.26	-	-	-	44
OTHER LABOR	1,094	110	187	137	-	-	-	1,528
Larry Lamkin - maint supe:	5,602	56	521	2,676	5,126	62	9,727	23,771
Glen Miller	4,055	56	521	2,664	3,711	62	8,378	19,448
Dayne Crawford	100	10	17	169	-	62	-	358
Devon Curtis	2,259	56	387	2,728	2,067	62	5,208	12,766
Ryan Larson	1,523	56	261	1,839	-	62	5,208	8,949
Trevor Marchan	441	46	75	700	-	62	9,727	11,051
Kyler Lane	-	-	-	1,198	-	62	-	1,260
Travis Smith	2,451	56	420	2,725	2,243	62	4,356	12,313
MECHANICS	16,432	337	2,203	14,699	13,147	495	42,604	89,916
Normalized Overtime	7,544	56	521	2,468.79	6,903	-	-	17,494
				(6,916)				
	61,575.18	1,182.51	8,166.68	36,163.68	49,990.03	1,176.48	126,115.19	291,286

70,924.36