

Confidential - Exhibit SED-Seavey-05 - Full Staff Adjustment redacted



Stowe Electric Department  
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Position	# Weeks in Rate Year	Hourly Rate	Base Pay	401(a)	Benefits	Taxes	Rate Year Adjustment
<b>Promotional Adjustment in Rate Year:</b>							
Line Crew Promotion to 2nd Class - 5/24/2026 Hourly Wage 5/24/26-2/28/27	40	\$ 5.64	\$ 9,024	\$ 957	\$ -	\$ 720	\$ 10,701
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<b>Missing Wages &amp; Benefits from Test Year:</b>							
Line Crew Deployment (40hrs/wk) Hourly Wage 3/1/25-5/12/25	18	\$ 39.66	\$ 28,555	USERRA	\$ 9,751	\$ 2,279	\$ 40,585
USERRA Contributions 1/5/25-2/28/25	8			\$ (1,183)			\$ (1,183)
Unpaid FMLA (32hrs/wk) Hourly Wage 6/9/25-8/18/25	9.5	\$ 39.90	\$ 12,130	\$ -	\$ -	\$ 968	\$ 13,098
Tree Crew Laborer - Temp EE + W/C Wages	40	x	\$ 9,256	\$ -	\$ -	\$ 739	\$ 9,995
<b>Uneligible for 401(a) Contributions in Test Year:</b>							
3rd Class Lineman 3/1/25-7/22/25	22	\$ 39.66	\$ 34,901	\$ 3,699			\$ 3,699
Tree Crew Laborer (~66%) 8/8/25-2/28/26	29	\$ 19.22	\$ 22,294	\$ 2,363			\$ 2,363
Tree Crew Journeyman 3/1/25-7/15/25	21	\$ 37.48	\$ 31,483	\$ 3,337			\$ 3,337
Benefit Administrator + Accountant 3/1/25-8/12/25	26	\$ 39.90	\$ 33,197	\$ 3,519			\$ 3,519
Business & Communications Manager 3/1/25-9/16/25	31	\$ 52.75	\$ 65,410	\$ 7,588			\$ 7,588
<b>Additional Position in Rate Year:</b>							
Legal & Regulatory Specialist: 8/17/26 Hourly Wage 3/1/26-2/28/27	52	\$ 38.46	\$ 79,997	\$ 9,280	\$ 27,317	\$ 6,384	\$ 122,977
<b>Department Reconfiguration in Rate Year:</b>							
Admin   B&C Dept. Reconfiguration	52	\$ (23.42)	\$ (48,714)	\$ (6,261)	\$ (16,635)	\$ (3,887)	\$ (75,497)
<b>Capitalized Labor from Test Year:</b>							
Capitalized Labor: 3/1/25 - 2/28/26 System Improvement Labor 3/1/25-2/28/26		Cap Labor tab					\$ 129,746
<b>OVERALL ADJUSTMENT:</b>							\$ 281,629

Average Percentage of Benefits	34.15%
Percentage of Taxes	7.98%