

**DOCKET NO. 920199-WS
1992 FPSC RATE CASE**

LATE FILED HEARING EXHIBIT NO. 35

TITLE

PERCENTAGE IN PERFORMANCE CATEGORIES

WITNESS

BERT PHILLIPS

FLORIDA PUBLIC SERVICE COMMISSION
DOCKET
NO. 920199-WS EXHIBIT NO. 35
COMPANY/
WITNESS: B. Phillips
DATE: _____

Case Nos. 1D98-0713 and 1D98-0727

Florida Water Services Corporation vs. Florida Public Service Commission ("PSC");
Sugarmill Woods Civic Association, Inc. vs. Southern States Utilities, Inc. and the
PSC
vs. Joseph J. DeRouin, et al.

PSC Docket No. 920199-WS

DOCUMENT NUMBER-DATE

13956 NOV 30 1992

FPSC-RECORDS/REPORTING

LATE FILED EXHIBIT-Docket 920199-WS
LF Exhibit No. 35-Bert Phillips

Schedule identifying percentage of employees within each performance category during 1991:

	<u>%</u>
Outstanding/excellent:	12.22% (2)
Fully capable:	80.22%
Marginally satisfactory:	3.11%
Unsatisfactory:	1.78%
Not eligible for increase:	
Hired after 10/1	<u>2.67%</u> (1)
TOTAL	100.0%

NOTES:

- (1): Employees hired after October 1, 1991 were not eligible for a merit increase.
- (2): Employees noted as outstanding/excellent receive fully capable base salary increase plus a lump sum merit increase.

Positions eligible for executive incentive program:

Vice President-Finance and Administration
Vice President-Legal and Corporate Services
Vice President-Operations
Vice President-Planning and Engineering
Vice President-Rates and Customer Service
Controller
Treasurer
Chief Engineer
Attorney