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June 2, 2009

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Eddie Roberson, Chairman
Tennessee Regulatory Authority
460 James Robertson Parkway
Nashville, TN 37243-0505

Via E-mail and Hand Delivery

filed electronically in docket office on 06/02/09

Attention: Sharla Dillon

Re: Petition of Lynwood Utility Corporation to Change and Increase Rates and
Charges
Docket No. 09-00034

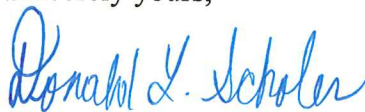
Dear Chairman Roberson:

I have enclosed for filing an original and five copies of the First Supplemental Response to First Discovery Requests of the Consumer Advocate and Protection Division to Lynwood Utility Corporation in this docket including a CD with the Supplement on it.

This Supplement and this cover letter are being filed electronically by electronic mail this same date. A copy has been served on the Ryan McGehee, Counsel for the Consumer Advocate. Please return the additional copy of the Response stamp filed to me.

Thank you for your assistance.

Sincerely yours,



DONALD L. SCHOLES

Enclosures

c: Ryan McGehee
Tyler Ring (without enclosures)
Jim Ford (without enclosures)

FIRST
SUPPLEMENT
TO
SCHEDULE 6

**IN THE TENNESSEE REGULATORY AUTHORITY
AT NASHVILLE, TENNESSEE**

IN RE:)
)
LYNWOOD UTILITY CORPORATION'S) **DOCKET NO. 09-00034**
PETITION FOR ADJUSTMENT OF)
RATES)

**FIRST SUPPLEMENTAL RESPONSE TO FIRST DISCOVERY REQUEST OF THE
CONSUMER ADVOCATE AND PROTECTION DIVISION TO LYNWOOD UTILITY
CORPORATION**

To: Ryan McGeehee
Counsel for Consumer Advocate
Office of the Tennessee Attorney General and Reporter,
Consumer Advocate and Protection Division
425 Fifth Avenue North
Nashville, TN 37243

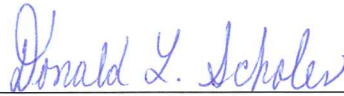
The following is a First Supplemental Response to the Consumer Advocate's First
Discovery Request directed to Lynwood Utility Corporation (the Company or Lynwood):

FIRST DISCOVERY REQUESTS

6. Please produce copies of all documents -- including, without limitation, workpapers, spreadsheets, summaries, charts, notes, exhibits, articles, journals, treatises, periodicals, publications, reports, records, statements, Internet web pages, or financial information -- that Lynwood contends support the factual assertions, conclusions, or opinions of any Lynwood witness in this matter, as well as copies of all hearing exhibits that you will introduce, use, or reference during the hearing for this matter.

RESPONSE: See First Supplement to Schedule 6

Respectfully submitted,



DONALD L. SCHOLES BPR #10102
Branstetter, Stranch & Jennings, PLLC
227 Second Avenue North, Fourth Floor
Nashville, TN 37219
615-254-8801

Attorney for Lynwood Utility Corporation

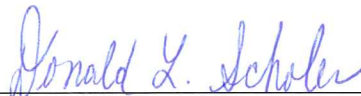
Dated: June 1, 2009.

CERTIFICATE OF SERVICE

I hereby certify that a true and correct copy of the foregoing Response was served via U.S. Mail or electronic mail upon:

Ryan L. McGehee
T. Jay Warner
Associate Attorney General
Office of the Attorney General
Consumer Advocate and Protection Division
P.O. Box 20207
Nashville, Tennessee 37202-0207

This the 1st day of June, 2009.



DONALD L. SCHOLES

2008 Salary & Benefit Survey

Water, Wastewater & Natural Gas Utilities



Compilation Provided In Part By:

David A. Penn, Director
Business and Economic Research Center
Jones College of Business
Middle Tennessee State University

And

Robert J. Greene, PhD
Chief Executive Officer
Reward Systems, Inc.



November 2008

Tennessee Association
of Utility Districts

Vital for Tennessee's future



Welcome to the 2008 Salary & Benefit Survey for Water, Wastewater and Natural Gas Utilities in Tennessee. The results summarized in this survey were compiled from the 193 responses received of the 478 surveys mailed. TAUD would like to thank the participants that took the time necessary to complete this information.

TAUD would also like to thank David Jones, the Director of the Business and Economic Research Center of Jones College of Business at Middle Tennessee State University and his staff, as well as Robert Greene, Chief Executive Officer of Reward Systems, Inc., for their time and diligence in compiling the responses.

Completed survey questionnaires were examined for obvious reporting errors and suspect responses were deleted. Data in this report has been statistically combined and reported in aggregate form. To maintain the confidentiality of each utility's response, an asterisk (*) is displayed where less than four participants provided information. Forty-six (46) job titles are included in this survey. Please note that job numbers 33 and 47 are not used in this year's survey due to lack of responses.

TAUD is aware of the dramatic changes in workforce demographics as well as the increasing competitiveness within the utility industry. We hope that you will find this survey to be a valuable asset when keeping abreast of the market position. Again, we would like to thank all of the participants and consultants for their time in making this survey possible.

Sincerely,



Bob Freudenthal
Executive Director
Tennessee Association of Utility Districts

Determining Whether Your Pay Levels Are Competitive

**by Robert J. Greene, PhD
CEO, Reward Systems, Inc.**

Utilities must have workforces that possess the knowledge, skills and motivation necessary to achieve their objectives. Attracting and retaining the right people requires offering equitable, attractive and competitive compensation opportunities. Most utilities have a significant percentage of critical skill employees eligible for retirement in the next five years. These utilities must plan for keeping people past their earliest retirement eligibility dates, attracting large numbers of new employees or outsourcing some of their processes. This need puts even more pressure on the compensation program, which is one of the key elements of attracting and retaining those with the required skills and knowledge.

This survey is a critical tool for determining your competitive market position. The process of comparing to other utilities is often called "market pricing," since it focuses on determining compensation levels prevailing in the labor markets in which the utility operates.

The market pricing process consists of the following steps:

1. Determining who the utility competes with for people,
2. Identifying sources of data on prevailing compensation levels in the relevant labor markets,
3. Analyzing the market survey data,
4. Applying the results of the analysis to the utility's pay structure, and
5. Applying the results of the analysis to the utility's pay program.

Determining who the utility competes with for people

The obvious answer when asked who the major competitors are is "other utilities in my area." This is an appropriate answer for many of the jobs, since they require industry specific knowledge and skills. However, this answer is less satisfactory when an organization attempts to set competitive pay levels for people with knowledge and skills that are readily transportable across industries... for example, staff specialists (Accounting, IT, etc.) and general clerical and field personnel with broadly applicable capabilities.

There is also a difference in the geographical scope of competitive labor markets. Senior management personnel may be mobile across the region and even nationally, while clerical and unskilled field personnel may be mobile only within the local labor market. Perhaps the most difficult labor market to define is that for highly specialized, utility-specific personnel who are mobile only within the local labor market. Since many utilities are the only water provider in the area using these people it is difficult to compare to other utilities by using a local sample.

Because of the variety of markets just discussed, a utility must often gather market data from numerous sources: e.g., local surveys for support and operating people, cross-industry and cross-location surveys for professionals with general skills, and utility specific data for professionals with utility-specific skills and for utility management personnel.

Compensation surveys are the primary source of quality information about what competitor organizations are paying their employees. There are national surveys, such as the annual AWWA Water Utility Industry Compensation Survey, that contains data from over 1,000 utilities in the U.S. The AWWA survey does not include data on jobs that are local labor market jobs, with the exception of Operator jobs, which are very specific to the industry. The reason for not attempting to provide data on all jobs is that there would not be an adequate sample of utilities to provide meaningful data in a particular locale, and it would make little sense to aggregate pay rates for clerical or field jobs in a small town far from a major city with those from New York City or Oakland. Therefore, it is necessary for a utility to seek data from survey sources that include other types of local organizations that employ people with similar skill and knowledge requirements. The Tennessee Association of Utility Districts Survey provides survey data for a broad range of jobs that exist in most utilities and provides data that is geographically relevant.

Analyzing Data Provided By Utilities Participating In The Survey

When utilities provide compensation data to the survey they provide information about the utility: whether they manage water, wastewater, gas or all of these, population served and number of employees. This information enables the survey provider to break down the data into categories based on these criteria, enabling the user to better focus on "similar" organizations.

Participants match their jobs to the survey jobs, based on job content, level of responsibility and job requirements. Although no two utilities are organized in exactly the same way, the survey jobs serve as a tool that enables different utilities to match to a single standard. For example, management jobs are described by general area of responsibility rather than specific duties: e.g., Top Executive (General Manager), Water Treatment Plant Manager and Wastewater Treatment Plant Manager. Jobs such as Laborers, Treatment Plant Operators and the like are defined by their duties and skills required.

Because there are differences in organization many utilities should only match those jobs that exist in their structure. For example, a small utility may have a single person doing several of the jobs included in the survey. Therefore, it is not possible for that utility to report into a survey on these jobs, since the data would distort the results. Once a utility matches one of its jobs to a survey job it can report its pay levels for those jobs. The data from all reporting utilities is analyzed for TAUD and reported out in aggregated fashion, first statewide and then broken down by population served, number of employees. Confidentiality is maintained by only providing aggregate data and by ensuring there is enough data to preclude identification of any utility.

Analyzing Survey Results

The most critical step in pricing jobs is deciding which data categories will be used to reflect the most appropriate market rate. There may be differences between the averages reported for utilities with a similar number of employees and the averages for utilities serving a similar population size. This is a judgment call and it depends on which measure the user is most confident with.

Once a utility determines the average market pay level that is most appropriate from the survey to use as the "going rate" it should compare that rate to the other survey data sources that are available, if any. For example, a utility might have information on skilled trade jobs from contractors or from cities or the state. If the market rates from the multiple sources are similar the

utility can use the average of the pay levels reported in the surveys or use the survey that fits it the best, using other sources for confirmation.

Applying Survey Results

Once market data has been analyzed for those jobs that can be priced the prevailing market rates should be compared to the current pay range and the pay rates being used by the utility, to determine how competitive the utility is.

For utilities that have created pay structures by placing jobs into grades (levels), based on relative internal value, it is very useful to test the relationship between internal value and survey averages. If there is no formal grade structure the user can create pay ranges for specific jobs.

Evaluating The Utility's Benefits

The TAUD survey provides information on benefits practices as well. Benefits can be an important factor to people considering employment and the utility's benefits package should be reasonably competitive. Maintaining competitive pay and benefits levels is increasingly important to utilities as they face significant turnover within their workforces, through retirements and losses to other organizations. Since it is necessary to replace critical skills or to retain them longer, the need to compete aggressively with other employment options should increase management's focus on how employees are compensated.

Conclusion

Knowing what other utilities pay can help you administer your own pay levels better. Pay is an important issue when people decide whether to work for you or someone else. The TAUD Survey provides you with information about competitive pay and benefit levels. This enables you to both control employee costs at reasonable levels and to ensure you are paying enough to get and keep the people you most need to succeed.

If you want more in-depth information on compensation and performance management you are encouraged to read the white papers on these topics, which are available to the public on the AWWA website as recommended reading for the Compensation Management seminar (under the subheading Seminars within the Education section). The site is awwa.org.

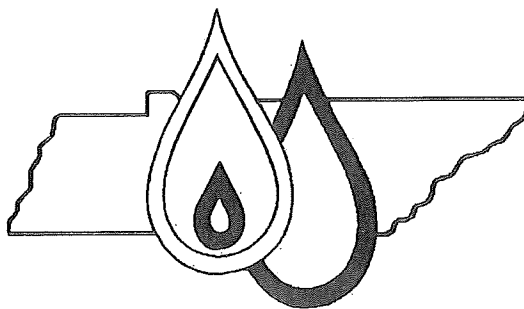
About The Author

Robert J. Greene, PhD, is the CEO of Reward Systems, Inc., a consultancy whose mission is "Helping Organizations Succeed Through People." He has over thirty years of industry and consulting experience and works with all types of public and private sector organizations to develop HR strategies and performance and compensation management programs. He has published over 75 articles and book chapters. He is the designer of the TAUD Survey and the AWWA Water Utility Compensation Survey, as well as the AWWA seminar on performance and compensation management. He can be reached at Reward Systems, Inc., 1917 Henley, Glenview, IL 60025-4242; Phone 847.724.6011; Email rewardsystems@sbcglobal.net.

Section I

-General Survey Information

-Benefit Survey

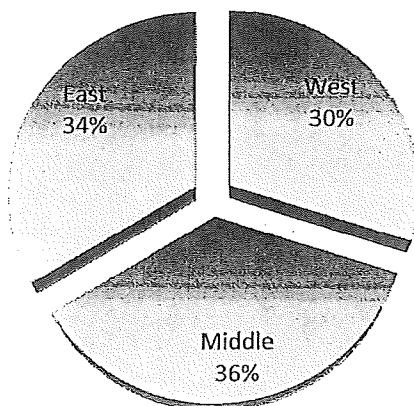


Compiled by:
Business and Economic Research Center
Jones College of Business
Middle Tennessee State University

Survey Participation

		Region		
	State	West	Middle	East
Responses	193	58	70	65
Percent		30.0	36.3	33.7

	Small systems (less than 2,200)	Mid-size (medium) systems (2,200 to 9,800)	Large systems (greater than 9,800)
Responses	65	64	65
Percent	33.5	33.0	33.5



Did you know...

Members of the Tennessee Association of Utility Districts are responsible for Tennesseans having clean safe drinking water at the turn of a faucet, 24 hours a day, 7 days a week. These dedicated members work tirelessly to:

- serve water to over 4 million residents in rural and suburban areas of Tennessee;
- provide wastewater services to over 600,000 Tennesseans;
- provide natural gas to over 500,000 Tennesseans;
- maintain enough underground pipe that would circle the earth over two times;
- treat and distribute over 150 billion gallons of safe drinking water per year to meet the growing needs of Tennesseans;
- provide utility services to more than 5million people using fewer than 3,000 employees.

Part A: How many employees does your utility currently have?

Full-time employees (percent)							
		Region			Size		
Employees	State	West	Middle	East	Small	Medium	Large
<5	32.4	41.2	32.3	26.6	80.6	37.7	4.6
6-15	37.4	37.3	40.3	32.8	16.1	59.0	29.2
16-25	9.5	0.0	8.1	18.8	0.0	1.6	21.5
26-50	12.3	19.6	4.8	14.1	3.2	0.0	29.2
51-100	7.3	2.0	11.3	7.8	0.0	1.6	12.3
Over 100	1.1	0.0	3.2	0.0	0.0	0.0	3.1
Part-time employees (percent)							
		Region			Size		
Employees	State	West	Middle	East	Small	Medium	Large
<5	96.1	100.0	93.5	95.9	96.2	97.4	94.0
6-15	3.1	0.0	4.3	4.1	3.8	2.6	4.0
16-25	0.0	0.0	0.0	0.0	0.0	0.0	0.0
26-50	0.8	0.0	2.2	0.0	0.0	0.0	2.0
51-100	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Over 100	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Part B: Utility Services Provided

Population served							
		Region			Size		
	State	West	Middle	East	Small	Medium	Large
Mean	14,507	11,857	14,323	17,367	1,251	5,346	30,867
Min	200	577	200	746	200	2,208	9,820
Max	225,000	122,342	225,000	113,600	2,134	9,600	225,000
1 st quartile	3,200	1,150	3,360	4,280	832	3,810	14,000
Median	5,939	4,812	5,839	11,962	1,134	5,032	20,160
3 rd quartile	16,000	9,363	14,698	22,500	1,696	6,000	38,400

Services Provided (percent of systems)							
		Region			Size		
	State	West	Middle	East	Small	Medium	Large
Surface water treatment plant	31.4	8.6	41.4	41.5	18.5	23.4	52.3
Less than 1 MGD	23.0	40.0	34.5	7.4	41.7	53.3	2.9
1MGD-5MGD	49.2	60.0	34.5	63.0	25.0	33.3	64.7
Greater than 5MGD	18.0	0.0	20.7	18.5	16.7	6.7	23.5
No answer	9.8	0.0	10.3	11.1	16.7	6.7	8.8
Groundwater treatment plant	33.0	75.9	12.9	16.9	36.9	40.6	21.5
Less than 1 MGD	54.7	52.3	55.6	63.6	66.7	61.5	21.4
1MGD-5MGD	28.1	34.1	11.1	18.2	16.7	15.4	71.4
Greater than 5MGD	0.0	0.0	0.0	0.0	0.0	0.0	0.0
No answer	17.2	13.6	33.3	18.2	16.7	23.1	7.1
Wastewater treatment plant	41.2	53.4	35.7	35.4	41.5	32.8	49.2
Less than 1 MGD	53.8	58.1	60.0	43.5	63.0	66.7	37.5
1MGD-5MGD	23.8	19.4	20.0	34.8	14.8	19.0	34.4
Greater than 5MGD	6.3	0.0	8.0	13.0	0.0	0.0	15.6
No answer	16.3	22.6	12.0	8.7	22.2	14.3	12.5
Distribution system only	41.8	29.3	51.4	43.1	40.0	50.0	35.4
Collection system only	15.5	15.5	12.9	18.5	16.9	14.1	15.4
Gas distribution only	10.3	13.8	8.6	9.2	12.3	3.1	15.4

Part C: Utility Connections

Statewide

Type	Percent	Type	Percent
Surface water		Wastewater	
0-500	3.2	0-500	10.8
501-1000	2.2	501-1000	7.6
1001-3000	10.2	1001-3000	11.9
3001-6000	9.7	3001-6000	4.3
6001-10,000	5.4	6001-10,000	1.1
10,001-20,000	5.9	10,001-20,000	4.3
Over 20,000	1.1	Over 20,000	0.0
No answer	62.4	No answer	60.0
Ground water		Collection only	
0-500	12.6	0-500	7.1
501-1000	0.0	501-1000	3.8
1001-3000	10.9	1001-3000	5.5
3001-6000	7.4	3001-6000	2.2
6001-10,000	1.7	6001-10,000	0.5
10,001-20,000	1.1	10,001-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	66.3	No answer	80.9
Distribution only		Gas	
0-500	6.0	0-500	5.1
501-1000	4.9	501-1000	2.3
1001-3000	17.4	1001-3000	5.1
3001-6000	9.8	3001-6000	3.4
6001-10,000	4.9	6001-10,000	1.7
10,000-20,000	0.0	10,000-20,000	3.4
Over 20,000	0.0	Over 20,000	0.0
No answer	57.1	No answer	79.0

Part C: Utility Connections

West

Type	Percent	Type	Percent
Surface water		Wastewater	
0-500	5.2	0-500	8.6
501-1000	3.4	501-1000	10.3
1001-3000	6.9	1001-3000	17.2
3001-6000	1.7	3001-6000	5.2
6001-10,000	0.0	6001-10,000	0.0
10,001-20,000	0.0	10,001-20,000	3.4
Over 20,000	0.0	Over 20,000	0.0
No answer	82.8	No answer	55.2
Ground water		Collection only	
0-500	23.1	0-500	8.6
501-1000	0.0	501-1000	8.6
1001-3000	19.2	1001-3000	6.9
3001-6000	19.2	3001-6000	1.7
6001-10,000	3.8	6001-10,000	0.0
10,001-20,000	3.8	10,001-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	30.8	No answer	74.1
Distribution only		Gas	
0-500	8.6	0-500	1.8
501-1000	8.6	501-1000	5.5
1001-3000	10.3	1001-3000	12.7
3001-6000	3.4	3001-6000	7.3
6001-10,000	1.7	6001-10,000	0.0
10,000-20,000	0.0	10,000-20,000	3.6
Over 20,000	0.0	Over 20,000	0.0
No answer	67.2	No answer	69.1

Part C: Utility Connections

Middle

Type	Percent	Type	Percent
Surface water		Wastewater	
0-500	1.5	0-500	11.9
501-1000	1.5	501-1000	7.5
1001-3000	17.9	1001-3000	7.5
3001-6000	9.0	3001-6000	4.5
6001-10,000	9.0	6001-10,000	1.5
10,001-20,000	7.5	10,001-20,000	4.5
Over 20,000	1.5	Over 20,000	0.0
No answer	52.2	No answer	62.7
Ground water		Collection only	
0-500	7.8	0-500	6.1
501-1000	0.0	501-1000	1.5
1001-3000	7.8	1001-3000	4.5
3001-6000	1.6	3001-6000	0.0
6001-10,000	0.0	6001-10,000	0.0
10,001-20,000	0.0	10,001-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	82.8	No answer	87.9
Distribution only		Gas	
0-500	7.5	0-500	7.7
501-1000	3.0	501-1000	1.5
1001-3000	25.4	1001-3000	1.5
3001-6000	13.4	3001-6000	1.5
6001-10,000	3.0	6001-10,000	3.1
10,000-20,000	0.0	10,000-20,000	1.5
Over 20,000	0.0	Over 20,000	0.0
No answer	47.8	No answer	83.1

Part C: Utility Connections

East

Type	Percent	Type	Percent
Surface water		Wastewater	
0-500	3.3	0-500	11.9
501-1000	1.7	501-1000	5.1
1001-3000	5.0	1001-3000	10.2
3001-6000	18.3	3001-6000	3.4
6001-10,000	6.7	6001-10,000	1.7
10,001-20,000	10.0	10,001-20,000	5.1
Over 20,000	1.7	Over 20,000	0.0
No answer	53.3	No answer	62.7
Ground water		Collection only	
0-500	8.6	0-500	6.9
501-1000	0.0	501-1000	1.7
1001-3000	5.2	1001-3000	5.2
3001-6000	3.4	3001-6000	5.2
6001-10,000	1.7	6001-10,000	1.7
10,001-20,000	0.0	10,001-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	81.0	No answer	79.3
Distribution only		Gas	
0-500	1.7	0-500	5.5
501-1000	3.4	501-1000	0.0
1001-3000	15.5	1001-3000	1.8
3001-6000	12.1	3001-6000	1.8
6001-10,000	10.3	6001-10,000	1.8
10,000-20,000	0.0	10,000-20,000	5.5
Over 20,000	0.0	Over 20,000	0.0
No answer	56.9	No answer	83.6

Part C: Utility Connections

Small systems

Type	Percent	Type	Percent
Surface water		Wastewater	
0-500	5.2	0-500	15.5
501-1000	6.9	501-1000	15.5
1001-3000	6.9	1001-3000	5.2
3001-6000	6.9	3001-6000	0.0
6001-10,000	0.0	6001-10,000	0.0
10,001-20,000	1.7	10,001-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	72.4	No answer	63.8
Ground water		Collection only	
0-500	32.7	0-500	12.5
501-1000	0.0	501-1000	8.9
1001-3000	1.9	1001-3000	1.8
3001-6000	1.9	3001-6000	0.0
6001-10,000	0.0	6001-10,000	0.0
10,001-20,000	0.0	10,001-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	63.5	No answer	76.8
Distribution only		Gas	
0-500	17.5	0-500	3.7
501-1000	14.0	501-1000	7.4
1001-3000	7.0	1001-3000	3.7
3001-6000	1.8	3001-6000	0.0
6001-10,000	1.8	6001-10,000	1.9
10,000-20,000	0.0	10,000-20,000	3.7
Over 20,000	0.0	Over 20,000	0.0
No answer	57.9	No answer	79.6

Part C: Utility Connections

Medium systems

Type	Percent	Type	Percent
Surface water		Wastewater	
0-500	3.2	0-500	9.5
501-1000	0.0	501-1000	6.3
1001-3000	22.2	1001-3000	20.6
3001-6000	4.8	3001-6000	0.0
6001-10,000	0.0	6001-10,000	0.0
10,001-20,000	0.0	10,001-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	69.8	No answer	63.5
Ground water		Collection only	
0-500	3.3	0-500	6.3
501-1000	0.0	501-1000	3.2
1001-3000	30.0	1001-3000	12.7
3001-6000	6.7	3001-6000	0.0
6001-10,000	1.7	6001-10,000	0.0
10,001-20,000	0.0	10,001-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	58.3	No answer	77.8
Distribution only		Gas	
0-500	0.0	0-500	6.8
501-1000	1.6	501-1000	0.0
1001-3000	42.9	1001-3000	8.5
3001-6000	4.8	3001-6000	0.0
6001-10,000	1.6	6001-10,000	0.0
10,000-20,000	0.0	10,000-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	49.2	No answer	84.7

Part C: Utility Connections

Large systems

Type	Percent	Type	Percent
Surface water		Wastewater	
0-500	1.5	0-500	7.8
501-1000	0.0	501-1000	1.6
1001-3000	1.5	1001-3000	9.4
3001-6000	16.9	3001-6000	12.5
6001-10,000	15.4	6001-10,000	3.1
10,001-20,000	15.4	10,001-20,000	12.5
Over 20,000	3.1	Over 20,000	0.0
No answer	46.2	No answer	53.1
Ground water		Collection only	
0-500	4.8	0-500	3.1
501-1000	0.0	501-1000	0.0
1001-3000	0.0	1001-3000	1.6
3001-6000	12.7	3001-6000	6.3
6001-10,000	3.2	6001-10,000	1.6
10,001-20,000	3.2	10,001-20,000	0.0
Over 20,000	0.0	Over 20,000	0.0
No answer	76.2	No answer	87.5
Distribution only		Gas	
0-500	1.6	0-500	4.8
501-1000	0.0	501-1000	0.0
1001-3000	1.6	1001-3000	3.2
3001-6000	21.9	3001-6000	9.5
6001-10,000	10.9	6001-10,000	3.2
10,000-20,000	0.0	10,000-20,000	6.3
Over 20,000	0.0	Over 20,000	0.0
No answer	64.1	No answer	73.0

Part D: Insurance Statewide

Benefit	Percent utilities offering benefit			If part, what percentage?
	All	None	Part	
Employee medical insurance	64.2	15.0	20.9	78.7
Family medical insurance	21.9	41.5	36.6	69.1
Medical insurance after retirement	7.6	84.8	7.6	63.4
Commissioner medical insurance	25.7	69.1	5.1	79.1
Commissioner family medical insurance	11.5	74.7	13.8	72.6
Employee dental insurance	44.1	44.1	11.7	76.7
Family dental insurance	18.4	59.2	22.3	64.5
Life insurance	61.0	35.6	3.4	69.8
Retirement plan	34.3	22.3	43.4	19.0
Short-term disability	24.0	73.7	2.4	60.0
Long-term disability	28.6	69.0	2.4	52.5
Vision	31.3	56.3	12.5	75.9
Audiology	4.2	91.1	3.6	63.3

Part D: Insurance West

Benefit	Percent utilities offering benefit			If part, what percentage?
	All	None	Part	
Employee medical insurance	58.2	23.6	18.2	79.9
Family medical insurance	13.2	56.6	30.2	66.4
Medical insurance after retirement	6.1	85.7	8.2	71.7
Commissioner medical insurance	18.8	79.2	2.1	0.0
Commissioner family medical insurance	8.5	89.4	2.1	95.0
Employee dental insurance	34.6	51.9	13.5	79.0
Family dental insurance	7.8	72.5	19.6	70.0
Life insurance	45.8	50.0	4.2	70.0
Retirement plan	32.0	28.0	40.0	22.1
Short-term disability	17.0	83.0	0.0	0.0
Long-term disability	19.1	80.9	0.0	0.0
Vision	26.5	61.2	12.2	75.0
Audiology	4.3	91.5	4.3	60.0

Part D: Insurance Middle

Benefit	Percent utilities offering benefit			
	All	None	Part	If part, what percentage?
Employee medical insurance	60.3	16.2	23.5	80.6
Family medical insurance	20.9	40.3	38.8	69.3
Medical insurance after retirement	8.1	87.1	4.8	45.0
Commissioner medical insurance	22.7	71.2	6.1	83.3
Commissioner family medical insurance	9.1	71.2	19.7	68.5
Employee dental insurance	40.6	43.8	15.6	77.4
Family dental insurance	15.4	53.8	30.8	62.8
Life insurance	62.1	34.8	3.0	79.5
Retirement plan	27.7	21.5	50.8	13.9
Short-term disability	21.0	74.2	4.8	80.0
Long-term disability	24.2	71.0	4.8	80.0
Vision	28.8	54.5	16.7	73.2
Audiology	3.3	90.0	5.0	65.0

Part D: Insurance East

Benefit	Percent utilities offering benefit			
	All	None	Part	If part, what percentage?
Employee medical insurance	73.0	6.3	20.6	75.4
Family medical insurance	30.6	29.0	40.3	70.4
Medical insurance after retirement	8.5	81.4	10.2	71.0
Commissioner medical insurance	35.0	58.3	6.7	76.0
Commissioner family medical insurance	16.7	66.7	16.7	75.0
Employee dental insurance	56.5	37.1	6.5	71.0
Family dental insurance	30.6	53.2	16.1	61.3
Life insurance	72.6	24.2	3.2	60.0
Retirement plan	44.1	18.6	37.3	24.0
Short-term disability	33.3	64.9	1.8	40.0
Long-term disability	41.4	56.9	1.7	25.0
Vision	38.3	53.3	8.3	84.7
Audiology	5.0	91.7	1.7	0.0

Part D: Insurance Small Systems

Benefit	Percent utilities offering benefit			
	All	None	Part	If part, what percentage?
Employee medical insurance	55.0	31.7	13.3	81.2
Family medical insurance	13.6	67.8	18.6	73.9
Medical insurance after retirement	7.0	93.0	0.0	69.9
Commissioner medical insurance	16.9	81.4	1.7	78.8
Commissioner family medical insurance	8.8	89.5	1.8	74.2
Employee dental insurance	32.8	63.8	3.4	74.2
Family dental insurance	14.0	77.2	8.8	64.4
Life insurance	37.3	59.3	3.4	45.0
Retirement plan	22.0	44.1	33.9	26.7
Short-term disability	9.1	87.3	3.6	40.0
Long-term disability	18.5	79.6	1.9	25.0
Vision	24.1	70.7	5.2	73.4
Audiology	0.0	98.2	1.8	63.3

Part D: Insurance Medium Systems

Benefit	Percent utilities offering benefit			
	All	None	Part	If part, what percentage?
Employee medical insurance	63.5	14.3	22.2	76.5
Family medical insurance	23.7	44.1	32.2	67.1
Medical insurance after retirement	3.7	94.4	1.9	5.0
Commissioner medical insurance	19.6	76.8	3.6	80.0
Commissioner family medical insurance	8.8	82.5	8.8	73.0
Employee dental insurance	36.2	50.0	13.8	74.0
Family dental insurance	12.1	67.2	20.7	67.5
Life insurance	56.4	40.0	3.6	70.0
Retirement plan	25.0	21.4	53.6	16.7
Short-term disability	19.2	78.8	1.9	0.0
Long-term disability	9.6	88.5	1.9	0.0
Vision	17.5	66.7	15.8	72.5
Audiology	3.7	94.4	1.9	0.0

Part D: Insurance
Large systems

Benefit	Percent utilities offering benefit			If part, what percentage?
	All	None	Part	
Employee medical insurance	73.4	0.0	26.6	81.2
Family medical insurance	27.7	15.4	56.9	73.9
Medical insurance after retirement	11.7	68.3	20.0	69.9
Commissioner medical insurance	40.0	50.0	10.0	78.8
Commissioner family medical insurance	16.7	53.3	30.0	74.2
Employee dental insurance	61.9	20.6	17.5	74.2
Family dental insurance	28.1	35.9	35.9	64.4
Life insurance	87.3	9.5	3.2	45.0
Retirement plan	55.0	1.7	43.3	26.7
Short-term disability	41.7	56.7	1.7	40.0
Long-term disability	53.2	43.5	3.2	25.0
Vision	50.8	32.8	16.4	73.4
Audiology	8.5	81.4	8.5	63.3



Part E: Benefits
Statewide

Benefit	Percent offering benefit	Percent reporting days	Percent reporting hours	Benefit days		Benefit hours	
				Mean	Median	Mean	Median
Paid vacation 1 year employee	89.2	46.3	53.8	7.7	5.0	53.1	40.0
Paid vacation 5 year employee	91.4	46.0	54.0	11.8	10.0	93.0	80.0
Paid vacation 10 year employee	88.2	46.3	53.7	14.9	15.0	120.6	120.0
Paid vacation over 10 years employee	85.3	48.2	51.8	18.0	19.5	143.7	144.0
Paid sick leave	83.9	56.3	43.8	12.0	12.0	109.7	96.0
Paid holidays per year	92.4	90.3	9.7	9.7	10.0	79.2	80.0
Paid personal leave	32.8	76.8	23.2	2.3	1.0	23.4	16.0
Bereavement leave	74.2	83.9	16.1	2.8	3.0	22.9	24.0
Education incentive/reimbursement	40.3						
Preventive healthcare	16.5						
Note: Some utilities report benefits in days, other utilities in hours. 'Benefit days' are the mean and median for utilities that report in days. Similarly for 'Benefit hours'.							

Part E: Benefits
West

Benefit	Percent offering benefit	Percent reporting days	Percent reporting hours	Benefit days		Benefit hours	
				Mean	Median	Mean	Median
Paid vacation 1 year employee	86.8	51.1	48.9	7.1	5.0	57.4	40.0
Paid vacation 5 year employee	88.9	52.2	47.8	11.3	10.0	90.3	80.0
Paid vacation 10 year employee	84.3	56.1	43.9	13.8	14.0	113.8	120.0
Paid vacation over 10 years employee	84.6	57.1	42.9	18.4	18.0	127.2	120.0
Paid sick leave	85.2	62.8	37.2	14.1	12.0	124.3	96.0
Paid holidays per year	90.4	88.4	11.6	9.9	10.0	88.8	84.0
Paid personal leave	29.8	84.6	15.4	2.3	1.0	8.0	8.0
Bereavement leave	71.4	93.8	6.3	3.1	3.0	25.5	25.5
Education incentive/reimbursement	32.0						
Preventive healthcare	12.8						
Note: Some utilities report benefits in days, other utilities in hours. 'Benefit days' are the mean and median for utilities that report in days. Similarly for 'Benefit hours'.							

Part E: Benefits
Middle

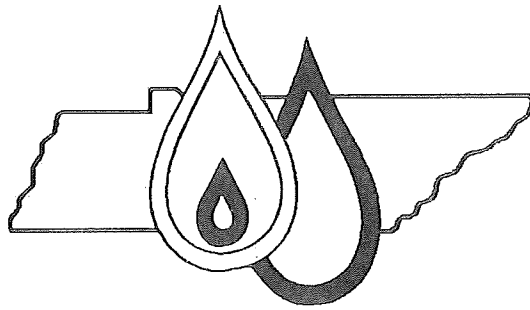
Benefit	Percent offering benefit	Percent reporting days	Percent reporting hours	Benefit days		Benefit hours	
				Mean	Median	Mean	Median
Paid vacation 1 year employee	88.4	49.1	50.9	28	7.9	49.9	40
Paid vacation 5 year employee	89.6	46.4	53.6	26	11.2	94.4	80
Paid vacation 10 year employee	84.6	47.1	52.9	24	15.0	126.1	120
Paid vacation over 10 years employee	79.7	47.8	52.2	22	17.2	147.6	132
Paid sick leave	82.4	56.9	43.1	29	11.4	116.1	72
Paid holidays per year	89.9	91.2	8.8	52	9.5	70.4	72
Paid personal leave	25.8	75.0	25.0	12	2.3	14	12
Bereavement leave	66.7	82.1	17.9	32	2.8	20.6	24
Education incentive/reimbursement	34.4						
Preventive healthcare	15.9						
Note: Some utilities report benefits in days, other utilities in hours. 'Benefit days' are the mean and median for utilities that report in days. Similarly for 'Benefit hours'.							

Part E: Benefits
East

Benefit	Percent offering benefit	Percent reporting days	Percent reporting hours	Benefit days		Benefit hours	
				Mean	Median	Mean	Median
Paid vacation 1 year employee	92.2	39.7	60.3	8.0	5.0	53.0	40.0
Paid vacation 5 year employee	95.3	40.0	60.0	13.3	14.5	93.6	80.0
Paid vacation 10 year employee	95.2	38.6	61.4	15.8	15.0	119.9	120.0
Paid vacation over 10 years employee	91.8	41.5	58.5	18.5	20.0	150.2	160.0
Paid sick leave	85.7	50.0	50.0	10.5	12.0	94.7	96.0
Paid holidays per year	96.8	90.9	9.1	9.8	10.0	78.4	88.0
Paid personal leave	41.3	73.1	26.9	2.4	2.0	33.1	24.0
Bereavement leave	83.9	78.3	21.7	2.7	3.0	24.0	24.0
Education incentive/reimbursement	52.5						
Preventive healthcare	20.3						
Note: Some utilities report benefits in days, other utilities in hours. 'Benefit days' are the mean and median for utilities that report in days. Similarly for 'Benefit hours'.							

Section II

-Salary Survey Information



Compiled by:
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Chief Executive Officer
Reward Systems, Inc.

Part G: Wage Information-Statewide

jobcode	Title	# Response	Lowest (1)	Highest (1)	Average (2)
1	General Manager	134	11.54	70.91	30.19
2	Assistant General Manager	33	15.50	55.53	30.38
3	Finance Director	24	11.90	49.28	29.18
4	Human Resources Manager	17	13.25	43.75	27.17
5	Customer Service Representative	50	9.00	19.95	14.71
6	Office Manager	94	8.94	32.76	18.18
7	Administrative Assistant	30	8.25	26.50	18.07
8	Accountant/Bookkeeper	60	6.50	30.93	16.79
9	Clerk/Receptionist	89	7.95	20.00	12.04
10	Chief Engineer	16	17.45	50.48	32.19
11	Water Plant Superintendent	54	12.02	36.06	23.39
12	Chief Water Operator/Supervisor	57	11.06	31.80	20.51
13	Water Treatment Plant Operator (I)	12	11.93	23.00	16.79
14	Water Treatment Plant Operator (II)	20	11.22	21.15	15.45
15	Water Treatment Plant Operator (III)	35	11.00	23.54	15.25
16	Water Treatment Plant Operator (IV)	36	12.50	26.04	17.91
17	Small Water System Operator	6	7.90	20.15	12.75
18	Biological Natural System Operator	10	9.50	19.62	15.12
19	Wastewater Plant Superintendent	19	16.00	40.00	25.56
20	Chief Wastewater Operator/Supervisor	24	13.04	28.88	19.73
21	Wastewater Plant Operator (I)	10	8.00	20.72	13.70
22	Wastewater Plant Operator (II)	11	10.00	20.72	15.06
23	Wastewater Plant Operator (III)	21	12.68	25.00	16.40
24	Wastewater Plant Operator (IV)	19	13.59	30.85	19.24
25	Collection superintendent	11	16.00	29.71	22.13
26	Collection Operator (I)	13	10.00	22.58	16.30
27	Collection Operator (II)	14	13.70	29.60	17.97
28	Distribution Superintendent	50	10.51	34.50	22.01
29	Distribution Operator (I)	31	8.94	27.20	14.47
30	Distribution Operator (II)	60	9.23	24.04	15.53
31	Gas system Manager	7	14.90	47.95	30.48
32	Service Department Manager	9	14.94	39.66	22.95
34	Gas Superintendent	5	17.07	33.45	24.86
35	Operations Supervisor	17	12.58	36.37	22.03
36	Service Foreman	11	15.14	33.03	20.28
37	Construction Foreman	15	12.02	25.13	17.65
38	Service Technician	17	9.64	19.78	14.28
39	Backflow Administrator	32	9.83	32.46	16.81

1) For these columns, if a utility reported a salary range for a particular job, a mid-point value was determined and inserted to calculate average rates.

2) This column is the average of all the average rates computed for each utility.

Part G: Wage Information-Statewide

jobcode	Title	# Response	Lowest (1)	Highest (1)	Average (2)
40	Construction Inspector	20	12.00	24.50	18.77
41	Equipment Operator	57	10.00	23.90	15.03
42	Meter Reader	81	8.00	24.38	13.41
43	GIS Analyst/Programmer	23	10.00	39.68	21.95
44	Laboratory Technician	15	11.79	22.10	17.51
45	Electrician	6	18.25	28.85	22.07
46	Mechanical/Maintenance Worker	37	10.25	21.39	14.55
48	Laborer	82	7.80	20.00	12.41

- 1) For these columns, if a utility reported a salary range for a particular job, a mid-point value was determined and inserted to calculate average rates.
- 2) This column is the average of all the average rates computed for each utility.

Part G: Wage Information -By Full-Time Employees (FTE)

jobcode	Title	< 5 FTE	Average	6-15 FTE	Average	16-50 FTE	Average	>51 FTE	Average	N/A FTE	Average
1	General Manager	26	\$19.52	60	\$26.46	33	\$37.88	14	\$48.06	1	*
2	Assistant General Manager	2	*	6	\$22.12	16	\$27.60	9	\$43.94		
3	Finance Director	2	*	3	*	11	\$30.22	8	\$36.44		
4	Human Resources Manager	1	*			8	\$29.34	8	\$26.73		
5	Customer Service Representative	2	*	14	\$13.85	22	\$15.59	12	\$14.84		
6	Office Manager	22	\$14.67	39	\$17.17	21	\$20.70	10	\$24.51	2	*
7	Administrative Assistant	1	*	7	\$16.77	13	\$18.18	9	\$20.02		
8	Accountant/Bookkeeper	8	\$11.57	18	\$14.61	21	\$18.91	10	\$21.71	3	*
9	Clerk/Receptionist	22	\$10.33	35	\$12.00	21	\$12.77	6	\$14.36	5	\$14.07
10	Chief Engineer					7	\$27.48	9	\$35.85		
11	Water Plant Superintendent	8	\$19.27	13	\$16.87	23	\$25.95	8	\$31.29	2	*
12	Chief Water Operator/Supervisor	5	\$20.18	20	\$17.75	21	\$21.99	9	\$23.51	2	*
13	Water Treatment Plant Operator (I)	5	\$17.10	1	*	4	\$15.98	2	*		
14	Water Treatment Plant Operator (II)	4	\$14.78	6	\$15.93	6	\$15.65	2	*	2	*
15	Water Treatment Plant Operator (III)	3	*	17	\$15.06	12	\$15.59	3	*		
16	Water Treatment Plant Operator (IV)			5	\$16.60	19	\$17.65	12	\$18.86		
17	Small Water System Operator			2	*	3	*			1	*
18	Biological Natural System Operator			7	\$14.30	3	*				
19	Wastewater Plant Superintendent	1	*	1	*	10	\$23.96	6	\$31.26	1	*
20	Chief Wastewater Operator/Supervisor	1	*	8	\$16.38	10	\$22.20	4	\$22.51	1	*
21	Wastewater Plant Operator (I)	1	*	1	*	6	\$14.72	2	*		
22	Wastewater Plant Operator (II)			3	*	6	\$15.72	1	*	1	*
23	Wastewater Plant Operator (III)	4	\$16.24	3	*	4	\$16.94	9	\$16.01	1	*
24	Wastewater Plant Operator (IV)	2	*	4	\$20.51	7	\$19.67	5	\$19.03	1	*
25	Collection Superintendent			2	*	3	*	5	\$23.30	1	*
26	Collection Operator (I)	2	*	6	\$16.70	3	*	2	*		
27	Collection Operator (II)	3	*	1	*	5	\$20.31	4	\$16.61	1	*

* Denotes not enough responses received under a particular category.

Part G: Wage Information -By Full-Time Employees (FTE)

jobcode	Title	< 5 FTE	Average	6-15 FTE	Average	16-50 FTE	Average	>51 FTE	Average	N/A FTE	Average
28	Distribution Superintendent	6	\$21.79	17	\$18.88	20	\$23.62	7	\$25.22		
29	Distribution Operator (I)	9	\$12.52	14	\$15.62	5	\$14.70	1	*	2	*
30	Distribution Operator (II)	10	\$14.16	28	\$14.78	17	\$16.52	5	\$19.11		
31	Gas System Manager					4	\$29.00	2	*	1	*
32	Service Department Manager			2	*	4	\$23.65	3	*		
34	Gas Superintendent			1	*	1	*	3	*		
35	Operations Supervisor			4	\$15.62	7	\$22.71	5	\$27.10	1	*
36	Service Foreman			2	*	4	\$18.72	5	\$22.79		
37	Construction Foreman			2	*	8	\$16.89	5	\$19.28		
38	Service Technician			6	\$13.85	5	\$12.45	5	\$16.52	1	*
39	Backflow Administrator	2	*	9	\$13.35	12	\$17.21	7	\$21.03	2	*
40	Construction Inspector	1	*	3	*	8	\$17.19	8	\$20.23		
41	Equipment Operator	7	\$13.71	21	\$14.20	19	\$16.15	8	\$16.31	2	*
42	Meter Reader	8	\$12.39	28	\$12.01	31	\$14.19	11	\$15.01	3	*
43	GIS Analyst/Programmer			1	*	14	\$20.93	8	\$24.72		
44	Laboratory Technician			4	\$15.87	6	\$16.06	5	\$20.56		
45	Electrician					3	*	3	*		
46	Mechanical/Maintenance Worker	5	\$13.52	13	\$13.20	12	\$14.43	7	\$18.01		
48	Laborer	13	\$10.97	36	\$11.88	22	\$13.51	9	\$13.15	2	*

* Denotes not enough responses received under a particular category.

Part G: Wage Information-By Population

jobcode	Title	<5,000	Average	5,000-10,000	Average	10,000-25,000	Average	25,000-50,000	Average	>50,000	Average	N/A	Average
1	General Manager	32	\$20.63	32	\$25.82	37	\$30.00	12	\$44.38	6	\$53.92	15	\$39.57
2	Assistant General Manager	3	*	2	*	11	\$25.93	7	\$33.45	5	\$47.19	5	\$29.19
3	Finance Director	3	*	2	*	5	\$27.95	6	\$29.77	5	\$35.16	3	*
4	Human Resources Manager			1	*	2	*	5	\$30.52	5	\$30.12	4	\$22.02
5	Customer Service Representative	3	*	8	\$13.48	15	\$15.11	11	\$15.87	7	\$14.57	6	\$14.98
6	Office Manager	19	\$14.01	27	\$17.37	22	\$19.29	8	\$22.34	5	\$25.98	13	\$18.55
7	Administrative Assistant	1	*	2	*	14	\$19.11	4	\$18.32	5	\$17.01	4	\$16.04
8	Accountant/Bookkeeper	10	\$10.71	7	\$14.21	17	\$16.92	8	\$21.69			12	\$17.62
9	Clerk/Receptionist	26	\$11.25	23	\$11.21	24	\$12.65	3	*	5	\$14.97	8	\$12.55
10	Chief Engineer					2	*	5	\$30.11	7	\$32.48	2	*
11	Water Plant Superintendent	15	\$17.86	6	\$22.09	13	\$22.90	8	\$29.33	5	\$32.98	7	\$23.66
12	Chief Water Operator/Supervisor	15	\$17.27	8	\$19.77	15	\$19.77	6	\$25.35	5	\$28.19	8	\$20.29
13	Water Treatment Plant Operator (I)	5	\$16.39	1	*	4	\$16.82	1	*	1	*	2	*
14	Water Treatment Plant Operator (II)	6	\$15.72	5	\$15.62	5	\$15.31	1	*	1	*		
15	Water Treatment Plant Operator (III)	11	\$13.82	9	\$15.26	8	\$16.29	6	\$16.38	1	*		
16	Water Treatment Plant Operator (IV)	4	\$14.30			13	\$17.11	9	\$19.32	5	\$20.36	5	\$17.90
17	Small Water System Operator	2	*	1	*	3	*						
18	Biological Natural System Operator	2	*	5	\$15.69	1	*			1	*	1	*
19	Wastewater Plant Superintendent	1	*			4	\$24.64	3	*	6	\$29.72	5	\$19.70

* Denotes not enough responses received under a particular category.

Part G: Wage Information-By Population

jobcode	Title	<5,000	Average	5,000-10,000	Average	10,000-25,000	Average	25,000-50,000	Average	>50,000	Average	N/A	Average
20	Chief Wastewater Operator/Supervisor	4	\$14.42	4	\$16.71	8	\$20.07	5	\$26.43	1	*	2	*
21	Wastewater Plant Operator (I)	2	*					4	\$11.72	4	\$16.14		
22	Wastewater Plant Operator (II)	3	*	1	*	2	*			3	*	2	*
23	Wastewater Plant Operator (III)	4	\$15.09	2	*	4	\$16.94	2	*	5	\$15.67	4	\$16.36
24	Wastewater Plant Operator (IV)	3	*	4	\$20.21	6	\$18.34	2	*	2	*	2	*
25	Collection Superintendent			1	*	3	*	2	*	3	*	2	*
26	Collection Operator (I)	4	\$17.60	3	*	3	*	1	*			2	*
27	Collection Operator (II)	3	*	2	*	2	*	3	*	2	*	2	*
28	Distribution Superintendent	7	\$17.12	8	\$21.59	20	\$21.20	4	\$26.54	6	\$28.61	5	\$21.24
29	Distribution Operator (I)	13	\$12.30	9	\$15.33	7	\$15.59	1	*			1	*
30	Distribution Operator (II)	12	\$13.59	12	\$14.49	22	\$16.26	5	\$18.98	4	\$18.96	5	\$13.31
31	Gas System Manager	1	*			3	*	1	*			2	*
32	Service Department Manager	3	*			1	*	2	*	1	*	2	*
34	Gas Superintendent	1	*	1	*			1	*	1	*	1	*
35	Operations Supervisor	1	*	3	*	1	*	6	\$26.63	1	*	5	\$22.55
36	Service Foreman	1	*	1	*	3	*	3	*			3	*
37	Construction Foreman	1	*	2	*	5	\$16.62	3	*	1	*	3	*
38	Service Technician	1	*	4	\$12.51	3	*	3	*	1	*	5	\$16.86
39	Backflow Administrator	3	*	4	\$15.95	14	\$15.54	4	\$19.11	3	*	4	\$20.80
40	Construction Inspector			2	*	5	\$17.28	4	\$21.16	4	\$19.79	5	\$16.93
41	Equipment Operator	8	\$12.91	16	\$13.81	18	\$16.56	6	\$16.45	3	*	6	\$13.86
42	Meter Reader	11	\$13.24	19	\$12.16	25	\$13.44	9	\$16.30	6	\$14.01	10	\$12.91
43	GIS Analyst/Programmer					6	\$18.55	9	\$23.02	5	\$23.46	3	*

* Denotes not enough responses received under a particular category.

Part G: Wage Information-By Population

jobcode	Title	<5,000	Average	5,000-10,000	Average	10,000-25,000	Average	25,000-50,000	Average	>50,000	Average	N/A	Average
44	Laboratory Technician	1	*	2	*	5	\$15.87	3	*	2	*	2	*
45	Electrician					2	*	1	*	3	*		
46	Mechanical/Maintenance Worker	5	\$13.82	10	\$13.47	7	\$13.42	6	\$16.96	4	\$17.80	5	\$13.56
48	Laborer	20	\$11.65	19	\$11.55	21	\$12.41	7	\$15.85	7	\$12.91	8	\$12.90

* Denotes not enough responses received under a particular category.

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