

EXHIBIT D

IBEW Water Survey - at 80% adjustment

Job Code	Position Title	Survey Results % at 58th Percentile	80% adjustment	New Annual Minimum (80%)	New Annual Maximum (80%)	Notes
4320	UTIL WTR CONTROL SYS TECH	0.81%	-	-	-	No Adjustment - Over Market
3552	SR CROSS CONN SPECIALIST	-0.02%	-	-	-	No Adjustment
4337	UTIL WTR QUALITY TECH	-12.96%	-10.37%	\$79,360	\$106,379	
5485	UTIL WTR MAINT MECH	-8.70%	-6.96%	\$86,535	\$105,120	
4300	UTIL SR WTR SYS OPER	-2.48%	-1.98%	\$109,441	\$133,010	
4280	UTIL WTR SYS OPER II	-7.56%	-6.05%	\$94,198	\$120,286	
4270	UTIL WTR SYS OPER I	-14.88%	-11.90%	\$85,899	\$104,376	
3720	UTIL WTR SUPV 1E	-16.04%	-12.83%	\$120,841	\$146,796	
3680	UTIL WTR TROUBLESHOOTER **5% ABOVE 5580**	-2.39%	-1.91%	\$99,917	\$121,450	Total adjustment 10.34% - to keep 5% differential from job code 5580
5580	UTIL WELDER/PIPEFTR	-12.59%	-10.07%	\$95,159	\$115,666	
3660	UTIL WATERWRKS PIPEFTR	-12.59%	-10.07%	\$104,928	\$110,158	
4010	UTIL EQUIP OPER	-16.78%	-13.43%	\$88,625	\$107,872	
4391	UTIL WTR MAINT PAINTER	4.65%	-	-	-	No Adjustment - Over Market
3620	UTIL WTR FIELD HELPER	-13.45%	-10.76%	\$63,851	\$77,554	
3670	UTIL WTR OPS & MAINT SUPV	-10.49%	-8.40%	\$127,908	\$148,109	
4371	UTIL WTR MAINT ELECTRICIAN	-5.19%	-4.15%	\$102,684	\$124,830	
5600	UTIL SHOP TOOL&FAB TECH	-2.37%	-1.90%	\$92,285	\$112,155	
5590	UTIL ASSIST SHOP TOOL/FAB TECH	-1.78%	-1.43%	\$96,691	\$101,511	