



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 12-32-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
PO Box 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310  
STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700  
TOM DALZELL  
BUSINESS MANAGER

January 11, 2013

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Dalzell:

This Letter Agreement reflects the agreement reached in general negotiations regarding the Commercial Driver's License Addendum (CDLA). The Company will convert the existing \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the CDLA hourly wage rate will be extended to additional classifications covered by this agreement. This agreement cancels and supersedes Letter Agreement R1-12-08. Details of the agreement are as follows:

1. For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.
2. Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.
3. Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.
4. In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.
5. Attached is a list of the impacted classifications. The Company and Union will review each classification to determine the future need for a commercial driver's license. It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.
6. There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.

7. Current and future Pre-apprentice Lineman will be required to maintain the CDL upon progression.
8. Effective July, 25, 2012, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.
9. For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.
10. Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.
11. Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.
12. Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.
13. Company shall pay all cost associated with obtaining and maintaining the CDL.
14. The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used. In addition to updating this agreement with additional classifications the Company and Union have reached agreement on the SAP/Payroll process to be used. The CDL pay will be included in the base wages by converting the \$600 annual amount to an hourly rate of \$0.29 effective November 1, 2012. This hourly CDL rate will be adjusted by the GWI each year and then added to an eligible employee's base wage rate. As described in the table of contents of Exhibit X, attached are CDL wage rates for 2012 - 2014. CDL pay will be included as base wages for eligible employees as identified in this agreement who properly update the Company with their Class A license information and participate in the Company's DOT Class A Random Drug testing.
15. The wage rate changes will be effective upon SAP implementation and retroactive to November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.

Mr. Tom Dalzell

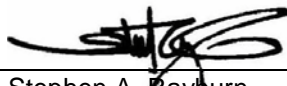
- 3 -

January 11, 2013  
12-32-PGE

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,


PACIFIC GAS & ELECTRIC COMPANY

By:   
\_\_\_\_\_  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

\_\_\_\_\_  
January 17, 2012

By:   
\_\_\_\_\_  
Tom Dalzell  
Business Manager

Attachment A

Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39) or  
Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228 (Fleet).

Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
<b>Title 200</b>	<b>50010376</b>	<b>Apprentice Cable Splicer</b>	<b>2281</b>
<b>Title 200</b>	<b>50010155</b>	<b>Apprentice Electrician-Electric &amp; Hydro</b>	<b>0481</b>
<b>Title 200</b>	<b>50010168</b>	<b>Apprentice Fitter</b>	<b>0561</b>
<b>Title 200</b>	<b>50010245</b>	<b>Apprentice Lineman</b>	<b>1101</b>
<b>Title 200</b>	<b>50010260</b>	<b>Apprentice Lineman Transmission</b>	<b>1188</b>
<b>Title 200</b>	<b>50010375</b>	<b>Cable Splicer</b>	<b>2280</b>
Title 200	50010317	Crane Operator	1594
<b>Title 200</b>	<b>50010191</b>	<b>Electric Crew Foreman</b>	<b>0740</b>
Title 200	50010193	Electric Crew Foreman - Transmission	0746
<b>Title 200</b>	<b>50010194</b>	<b>Electric Maintenance Crew Leader</b>	<b>0750</b>
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
<b>Title 200</b>	<b>50010149</b>	<b>Electrician - Electric &amp; Hydro</b>	<b>0467</b>
Title 200	50010273	Equipment Mechanic	1255
Title 200	50010276	Equipment Mechanic - DCPD	1259
Title 200	50010320	Equipment Operator - Gas	1645
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458
<b>Title 200</b>	<b>50010161</b>	<b>Fieldperson</b>	<b>0524</b>
<b>Title 200</b>	<b>50010167</b>	<b>Fitter</b>	<b>0560</b>
<b>Title 200</b>	<b>50010169</b>	<b>Fitter – Arc</b>	<b>0562</b>
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
<b>Title 200</b>	<b>50010175</b>	<b>Gas Crew Leader Non-Welding</b>	<b>0641</b>
<b>Title 200</b>	<b>50010174</b>	<b>Gas Crew Leader Welding</b>	<b>0640</b>
<b>Title 200</b>	<b>50010283</b>	<b>Gas Mechanic</b>	<b>1300</b>
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
<b>Title 200</b>	<b>50010244</b>	<b>Lineman</b>	<b>1100</b>
<b>Title 200</b>	<b>50010241</b>	<b>Lineman - Transmission</b>	<b>1094</b>
Title 200	50010298	Mechanic – Welder - CGT	1440
<b>Title 200</b>	<b>50010378</b>	<b>Night Cable Splicer</b>	<b>2283</b>
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662
Title 200	50010323	Transmission & Distribution Equip Opr	1660
Title 200	50010294	Transmission Mechanic – CGT	1406
Title 200	50010148	Truck Driver Heavy - Gas	0465
<b>Title 200</b>	<b>50010380</b>	<b>Unassigned Cable Splicer</b>	<b>2286</b>
<b>Title 200</b>	<b>50010156</b>	<b>Unassigned Electrician - Elec &amp; Hydro</b>	<b>0484</b>
<b>Title 200</b>	<b>50010170</b>	<b>Unassigned Fitter</b>	<b>0563</b>
<b>Title 200</b>	<b>50010246</b>	<b>Unassigned Lineman</b>	<b>1103</b>
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068
<b>Title 200</b>	<b>50010188</b>	<b>Underground Constr Crew Frmn - Electric</b>	<b>0737</b>
<b>Title 200</b>	<b>50010189</b>	<b>Underground Constr Crew Frmn - Gas</b>	<b>0738</b>

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
<b>Title 200</b>	<b>50010234</b>	<b>Underground Constr Journeyman - Elec</b>	<b>1077</b>
<b>Title 200</b>	<b>50010235</b>	<b>Underground Constr Journeyman - Gas</b>	<b>1078</b>
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanic Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

*\*Per L/A 07-56 Working Foreman 0845 shall have a class A license*

CDL List T200 & T300 Utilized for Company Convenience			
	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010360	Apprentice Water System Repairperson	2067
Title 200	50010227	Compliance Inspector	0998
Title 200	50010228	Compliance Inspector - Underground	0999
Title 200	50070742	Electrician - Switching	0494
Title 200	50202594	Engine Analyst - CGT	1422
Title 200	50010210	Garageman	0880
Title 200	50010413	Gas Control Technician – Division	2410
Title 200	50010427	Gas Control Technician – GSM	2435
Title 200	50315043	M&C Coordinator - Electric	1005
Title 200	50315042	M&C Coordinator - Gas	1004
Title 200	50315041	M&C Coordinator – Gas Transmission	1008
Title 200	50010197	Maintenance Subforeman - DCPD	0755
Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troubleman	2535
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174
Title 200	50010432	Troubleman	2540

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbn	0930
Title 200	50010200	Water System Crew Leader	0830
Title 300	50010379	Apprentice Cable Splicer - GC	2285
Title 300	50010157	Apprentice Electrician - GC	0488
Title 300	50010248	Apprentice Lineman - GC	1107
Title 300	50010438	Apprentice Welder - GC - Gas	2628
Title 300	50253876	Backhoe Operator-Not Gas	1612
Title 300	50010377	Cable Splicer – GC	2282
Title 300	50010096	Carpenter A-Gas	0163
Title 300	50010097	Carpenter B-Gas	0164
Title 300	50253770	Carpenter A- Not Gas	1601
Title 300	50253771	Carpenter B- Not Gas	1604
Title 300	50010152	Electrician - GC	0474
Title 300	50073099	Field Garageman	0885
Title 300	50010208	Garage Working Foreman	0857
Title 300	50010173	Labor Foreman A	0630
Title 300	50010247	Lineman –GC	1106
Title 300	50010287	Station Mechanic	1337
Title 300	50010171	Street Fitter	0580
Title 300	50010179	Subforeman A - Overhead	0650
Title 300	50010180	Subforeman A - Station/Hydro	0651
Title 300	50010178	Subforeman A - Underground	0649
Title 300	50010181	Subforeman B	0653
Title 300	50010223	Utility Worker - GC	0947
Title 300	50010435	Welder - GC - Gas	2617
Title 300	50253880	Welder - GC-Not Gas	1618
Title 300	50251365	Working Foreman A - Non-Climbing	0105
Title 300	50010205	Working Foreman B - Climbing	0853
Title 300	50010206	Working Foreman C – Gas	0854
Title 300	50251368	Working Foreman B – Gas	0255
Title 300	50251366	Working Foreman A – Gas	0257
Title 300	50251367	Working Foreman B - Non-Climbing	0107
Title 300	50253775	Working Foreman C-Not Gas	1608

<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>		<u>2014</u>	
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>2012</u>	<u>Rate+</u>	<u>2013</u>	<u>Rate+</u>	<u>2014</u>	<u>Rate+</u>
				<u>Rate</u>	<u>(\$ .29)</u>	<u>Rate</u>	<u>(\$ .30)</u>	<u>Rate</u>	<u>(\$ .31)</u>
Title 200	50010376	Apprentice Cable Splicer	2281 00	34.42	34.71	35.37	35.67	36.34	36.65
Title 200	50010376	Apprentice Cable Splicer	2281 06	35.18	35.47	36.15	36.45	37.14	37.45
Title 200	50010376	Apprentice Cable Splicer	2281 12	37.39	37.68	38.42	38.72	39.48	39.79
Title 200	50010376	Apprentice Cable Splicer	2281 18	38.39	38.68	39.45	39.75	40.53	40.84
Title 200	50010376	Apprentice Cable Splicer	2281 24	39.46	39.75	40.55	40.85	41.67	41.98
Title 200	50010376	Apprentice Cable Splicer	2281 30	40.43	40.72	41.54	41.84	42.68	42.99
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481 00	33.10	33.39	34.01	34.31	34.95	35.26
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481 06	33.43	33.72	34.35	34.65	35.29	35.60
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481 12	34.42	34.71	35.37	35.67	36.34	36.65
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481 18	35.18	35.47	36.15	36.45	37.14	37.45
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481 24	37.39	37.68	38.42	38.72	39.48	39.79
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481 30	38.39	38.68	39.45	39.75	40.53	40.84
Title 200	50010168	Apprentice Fitter	0561 00	33.72	34.01	34.65	34.95	35.60	35.91
Title 200	50010168	Apprentice Fitter	0561 06	34.08	34.37	35.02	35.32	35.98	36.29
Title 200	50010168	Apprentice Fitter	0561 12	35.09	35.38	36.05	36.35	37.04	37.35
Title 200	50010168	Apprentice Fitter	0561 18	35.85	36.14	36.84	37.14	37.85	38.16
Title 200	50010168	Apprentice Fitter	0561 24	36.65	36.94	37.66	37.96	38.70	39.01
Title 200	50010245	Apprentice Lineman	1101 00	33.10	33.39	34.01	34.31	34.95	35.26
Title 200	50010245	Apprentice Lineman	1101 06	33.43	33.72	34.35	34.65	35.29	35.60
Title 200	50010245	Apprentice Lineman	1101 12	34.42	34.71	35.37	35.67	36.34	36.65
Title 200	50010245	Apprentice Lineman	1101 18	35.18	35.47	36.15	36.45	37.14	37.45
Title 200	50010245	Apprentice Lineman	1101 24	37.39	37.68	38.42	38.72	39.48	39.79
Title 200	50010245	Apprentice Lineman	1101 30	38.39	38.68	39.45	39.75	40.53	40.84
Title 200	50010260	Apprentice Lineman - Transmission	1188 00	34.75	35.04	35.71	36.01	36.69	37.00
Title 200	50010260	Apprentice Lineman - Transmission	1188 06	35.70	35.99	36.68	36.98	37.69	38.00
Title 200	50010260	Apprentice Lineman - Transmission	1188 12	36.95	37.24	37.97	38.27	39.01	39.32
Title 200	50010260	Apprentice Lineman - Transmission	1188 18	38.01	38.30	39.06	39.36	40.13	40.44
Title 200	50010260	Apprentice Lineman - Transmission	1188 24	39.26	39.55	40.34	40.64	41.45	41.76

<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>		<u>2014</u>		
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>2012</u>	<u>Rate+</u>	<u>2013</u>	<u>Rate+</u>	<u>2014</u>	<u>Rate+</u>	
				<u>Rate</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>CDL Pay</u>	
					<u>(\$.29)</u>		<u>(\$.30)</u>		<u>(\$.31)</u>	
					<u>11/1/12</u>					
Title 200	50010260	Apprentice Lineman - Transmission	1188	30	40.28	40.57	41.39	41.69	42.53	42.84
Title 200	50010360	Apprentice Water System Repairperson	2067	00	33.10	33.39	34.01	34.31	34.95	35.26
Title 200	50010360	Apprentice Water System Repairperson	2067	06	33.42	33.71	34.34	34.64	35.28	35.59
Title 200	50010360	Apprentice Water System Repairperson	2067	12	34.42	34.71	35.37	35.67	36.34	36.65
Title 200	50010360	Apprentice Water System Repairperson	2067	18	35.18	35.47	36.15	36.45	37.14	37.45
Title 200	50010360	Apprentice Water System Repairperson	2067	24	36.46	36.75	37.46	37.76	38.49	38.80
Title 200	50010360	Apprentice Water System Repairperson	2067	30	37.39	37.68	38.42	38.72	39.48	39.79
Title 200	50010375	Cable Splicer	2280	S	44.81	45.10	46.04	46.34	47.31	47.62
Title 200	50010227	Compliance Inspector	0998	S	48.92	49.21	50.27	50.57	51.65	51.96
Title 200	50010228	Compliance Inspector - Underground	0999	S	44.81	45.10	46.04	46.34	47.31	47.62
Title 200	50010317	Crane Operator	1594	S	39.13	39.42	40.21	40.51	41.32	41.63
Title 200	50010191	Electric Crew Foreman	0740	00	51.18	51.47	52.59	52.89	54.04	54.35
Title 200	50010191	Electric Crew Foreman	0740	12	52.42	52.71	53.86	54.16	55.34	55.65
Title 200	50010193	Electric Crew Foreman - Transmission	0746	00	53.80	54.09	55.28	55.58	56.80	57.11
Title 200	50010193	Electric Crew Foreman - Transmission	0746	12	55.05	55.34	56.56	56.86	58.12	58.43
Title 200	50010194	Electric Maintenance Crew Leader	0750	00	45.30	45.59	46.55	46.85	47.83	48.14
Title 200	50010194	Electric Maintenance Crew Leader	0750	12	46.40	46.69	47.68	47.98	48.99	49.30
Title 200	50010242	Electric Transm & Dsbn Assistant	1096	00	23.76	24.05	24.41	24.71	25.08	25.39
Title 200	50010242	Electric Transm & Dsbn Assistant	1096	06	27.78	28.07	28.54	28.84	29.32	29.63
Title 200	50010242	Electric Transm & Dsbn Assistant	1096	12	31.77	32.06	32.64	32.94	33.54	33.85
Title 200	50010242	Electric Transm & Dsbn Assistant	1096	18	35.78	36.07	36.76	37.06	37.77	38.08
Title 200	50010149	Electrician - Electric & Hydro	0467	S	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50070742	Electrician - Switching	0494	S	45.46	45.75	46.71	47.01	47.99	48.30
Title 200	50202594	Engine Analyst	1422	S	45.06	45.35	46.30	46.60	47.57	47.88
Title 200	50010273	Equipment Mechanic	1255	S	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010276	Equipment Mechanic - DCPP	1259	00	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010276	Equipment Mechanic - DCPP	1259	12	45.46	45.75	46.71	47.01	47.99	48.30
Title 200	50010276	Equipment Mechanic - DCPP	1259	24	46.32	46.61	47.59	47.89	48.90	49.21



<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>		<u>2014</u>		
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>Rate</u>	<u>Rate+</u> <u>CDL Pay</u> <u>(\$29)</u> <u>effective</u> <u>11/1/12</u>	<u>Rate</u>	<u>Rate+</u> <u>CDL Pay</u> <u>(\$30)</u>	<u>Rate</u>	<u>Rate+</u> <u>CDL Pay</u> <u>(\$31)</u>	
Title 200	50010276	Equipment Mechanic - DCP	1259	36	47.61	47.90	48.92	49.22	50.27	50.58
Title 200	50010320	Equipment Operator - Gas	1645	S	39.35	39.64	40.43	40.73	41.54	41.85
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458	S	36.71	37.00	37.72	38.02	38.76	39.07
Title 200	50010161	Fieldperson	0524	00	33.72	34.01	34.65	34.95	35.60	35.91
Title 200	50010161	Fieldperson	0524	06	34.08	34.37	35.02	35.32	35.98	36.29
Title 200	50010161	Fieldperson	0524	12	35.09	35.38	36.05	36.35	37.04	37.35
Title 200	50010161	Fieldperson	0524	18	36.16	36.45	37.15	37.45	38.17	38.48
Title 200	50010161	Fieldperson	0524	24	36.65	36.94	37.66	37.96	38.70	39.01
Title 200	50010167	Fitter	0560	S	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010169	Fitter - Arc	0562	S	44.25	44.54	45.47	45.77	46.72	47.03
Title 200	50010186	Garage Subforeman	0730	S	45.30	45.59	46.55	46.85	47.83	48.14
Title 200	50010210	Garageman	0880	00	23.76	24.05	24.41	24.71	25.08	25.39
Title 200	50010210	Garageman	0880	06	26.75	27.04	27.49	27.79	28.25	28.56
Title 200	50010210	Garageman	0880	12	29.76	30.05	30.58	30.88	31.42	31.73
Title 200	50010210	Garageman	0880	18	32.75	33.04	33.65	33.95	34.58	34.89
Title 200	50010210	Garageman	0880	24	33.43	33.72	34.35	34.65	35.29	35.60
Title 200	50010413	Gas Control Technician - Division	2410	S	45.84	46.13	47.10	47.40	48.40	48.71
Title 200	50010427	Gas Control Technician - GSM	2435	S	45.84	46.13	47.10	47.40	48.40	48.71
Title 200	50010175	Gas Crew Leader Non-Welding	0641	S	45.30	45.59	46.55	46.85	47.83	48.14
Title 200	50010174	Gas Crew Leader Welding	0640	00	45.30	45.59	46.55	46.85	47.83	48.14
Title 200	50010174	Gas Crew Leader Welding	0640	12	46.40	46.69	47.68	47.98	48.99	49.30
Title 200	50010283	Gas Mechanic	1300	S	46.40	46.69	47.68	47.98	48.99	49.30
Title 200	50010322	Heavy Equipment Operator	1650	S	39.89	40.18	40.99	41.29	42.12	42.43
Title 200	50010144	Lead Driver	0433	S	39.13	39.42	40.21	40.51	41.32	41.63
Title 200	50010244	Lineman	1100	S	48.92	49.21	50.27	50.57	51.65	51.96
Title 200	50010241	Lineman - Transmission	1094	S	51.38	51.67	52.79	53.09	54.24	54.55
Title 200	50315043	M&C Coordinator - Electric	1005	00	48.92	49.21	50.27	50.57	51.65	51.96
Title 200	50315043	M&C Coordinator - Electric	1005	12	51.18	51.47	52.59	52.89	54.04	54.35

<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>		<u>2014</u>		
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>Rate</u>	<u>Rate+</u>	<u>Rate</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>CDL Pay</u>	
					<u>(\$.29)</u>		<u>(\$.30)</u>		<u>(\$.31)</u>	
Title 200	50315042	M&C Coordinator - Gas	1004	00	46.40	46.69	47.68	47.98	48.99	49.30
Title 200	50315042	M&C Coordinator - Gas	1004	12	48.64	48.93	49.98	50.28	51.35	51.66
Title 200	50315041	M&C Coordinator - Gas Transmission	1008	00	46.40	46.69	47.68	47.98	48.99	49.30
Title 200	50315041	M&C Coordinator - Gas Transmission	1008	12	48.64	48.93	49.98	50.28	51.35	51.66
Title 200	50010197	Maintenance Subforeman - DCPD	0755	00	49.76	50.05	51.13	51.43	52.54	52.85
Title 200	50010197	Maintenance Subforeman - DCPD	0755	12	51.04	51.33	52.44	52.74	53.88	54.19
Title 200	50010298	Mechanic - Welder	1440	S	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010232	Meteorological Instrumentperson	1036	S	41.34	41.63	42.48	42.78	43.65	43.96
Title 200	50010378	Night Cable Splicer	2283	00	45.50	45.79	46.75	47.05	48.04	48.35
Title 200	50010378	Night Cable Splicer	2283	06	46.40	46.69	47.68	47.98	48.99	49.30
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098	00	24.30	24.59	24.97	25.27	25.66	25.97
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098	06	29.16	29.45	29.96	30.26	30.78	31.09
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098	12	32.47	32.76	33.36	33.66	34.28	34.59
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098	18	36.55	36.84	37.56	37.86	38.59	38.90
Title 200	50368698	Pre-Apprentice Lineman	1114	00	23.76	24.05	24.41	24.71	25.08	25.39
Title 200	50368698	Pre-Apprentice Lineman	1114	06	27.78	28.07	28.54	28.84	29.32	29.63
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662	00	39.58	39.87	40.67	40.97	41.79	42.10
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662	06	41.11	41.40	42.24	42.54	43.40	43.71
Title 200	50010323	Transmission & Distribution Equip Opr	1660	00	37.70	37.99	38.74	39.04	39.81	40.12
Title 200	50010323	Transmission & Distribution Equip Opr	1660	06	39.13	39.42	40.21	40.51	41.32	41.63
Title 200	50010294	Transmission Mechanic	1406	S	41.61	41.90	42.75	43.05	43.93	44.24
Title 200	50010431	Transmission Troubleman	2535	S	52.37	52.66	53.81	54.11	55.29	55.60
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146	00	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146	12	45.46	45.75	46.71	47.01	47.99	48.30
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146	24	46.32	46.61	47.59	47.89	48.90	49.21
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146	36	47.61	47.90	48.92	49.22	50.27	50.58
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174	00	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174	12	45.46	45.75	46.71	47.01	47.99	48.30

<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>		<u>2014</u>		
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>Rate</u>	<u>effective</u>	<u>Rate</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>CDL Pay</u>	
					<u>(\$29)</u>		<u>Rate+</u>		<u>Rate+</u>	
							<u>(\$30)</u>		<u>(\$31)</u>	
Title 200	50010370	Traveling Mechanic-Rigger - DCP	2174	24	46.32	46.61	47.59	47.89	48.90	49.21
Title 200	50010370	Traveling Mechanic-Rigger - DCP	2174	36	47.61	47.90	48.92	49.22	50.27	50.58
Title 200	50010432	Troubleman	2540	S	49.87	50.16	51.24	51.54	52.65	52.96
Title 200	50010148	Truck Driver Heavy - Gas	0465	S	38.42	38.71	39.48	39.78	40.57	40.88
Title 200	50010380	Unassigned Cable Splicer	2286	S	44.81	45.10	46.04	46.34	47.31	47.62
Title 200	50010156	Unassigned Electrician - Elec & Hydro	0484	S	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010170	Unassigned Fitter	0563	S	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010246	Unassigned Lineman	1103	S	48.92	49.21	50.27	50.57	51.65	51.96
Title 200	50072958	Unassigned Transmission Mechanic	1414	S	41.61	41.90	42.75	43.05	43.93	44.24
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCP	2176	00	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCP	2176	12	45.46	45.75	46.71	47.01	47.99	48.30
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCP	2176	24	46.32	46.61	47.59	47.89	48.90	49.21
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCP	2176	36	47.61	47.90	48.92	49.22	50.27	50.58
Title 200	50010361	Unassigned Water System Repairperson	2068	S	40.68	40.97	41.80	42.10	42.95	43.26
Title 200	50010188	Underground Constr Crew Frmn - Electric	0737	00	51.18	51.47	52.59	52.89	54.04	54.35
Title 200	50010188	Underground Constr Crew Frmn - Electric	0737	12	52.42	52.71	53.86	54.16	55.34	55.65
Title 200	50010189	Underground Constr Crew Frmn - Gas	0738	00	46.31	46.60	47.58	47.88	48.89	49.20
Title 200	50010189	Underground Constr Crew Frmn - Gas	0738	12	48.64	48.93	49.98	50.28	51.35	51.66
Title 200	50010234	Underground Constr Journeyman - Elec	1077	S	48.92	49.21	50.27	50.57	51.65	51.96
Title 200	50010235	Underground Constr Journeyman - Gas	1078	S	45.37	45.66	46.62	46.92	47.90	48.21
Title 200	50010271	Utility Equipment Mechanic - Auberry	1252	S	43.29	43.58	44.48	44.78	45.70	46.01
Title 200	50010272	Utility Equipment Mechanic - Helms	1253	00	45.46	45.75	46.71	47.01	47.99	48.30
Title 200	50010272	Utility Equipment Mechanic - Helms	1253	12	46.54	46.83	47.82	48.12	49.14	49.45
Title 200	50010112	Utility Field Clerk - Bakersfield	0242	S	36.75	37.04	37.76	38.06	38.80	39.11
Title 200	50010347	Utility Operator - Hydro	1824	00	24.50	24.79	25.17	25.47	25.86	26.17
Title 200	50010347	Utility Operator - Hydro	1824	06	27.57	27.86	28.33	28.63	29.11	29.42
Title 200	50010347	Utility Operator - Hydro	1824	12	29.76	30.05	30.58	30.88	31.42	31.73
Title 200	50010347	Utility Operator - Hydro	1824	18	33.72	34.01	34.65	34.95	35.60	35.91

<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>		<u>2014</u>		
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>2012</u>	<u>Rate+</u>	<u>2013</u>	<u>Rate+</u>	<u>2014</u>	<u>Rate+</u>	
				<u>Rate</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>CDL Pay</u>	
					<u>(\$29)</u>		<u>(\$30)</u>		<u>(\$31)</u>	
					<u>11/1/12</u>					
Title 200	50010347	Utility Operator - Hydro	1824	24	37.81	38.10	38.85	39.15	39.92	40.23
Title 200	50010217	Utility Worker - Gas Transm & Dsbn	0930	00	23.76	24.05	24.41	24.71	25.08	25.39
Title 200	50010217	Utility Worker - Gas Transm & Dsbn	0930	06	26.75	27.04	27.49	27.79	28.25	28.56
Title 200	50010217	Utility Worker - Gas Transm & Dsbn	0930	12	29.75	30.04	30.57	30.87	31.41	31.72
Title 200	50010217	Utility Worker - Gas Transm & Dsbn	0930	18	32.75	33.04	33.65	33.95	34.58	34.89
Title 200	50010200	Water System Crew Leader	0830	S	43.81	44.10	45.01	45.31	46.25	46.56
Title 200	50010362	Water System Repairperson	2070	S	40.68	40.97	41.80	42.10	42.95	43.26
Title 200	50010202	Working Foreman	0845	S	43.22	43.51	44.41	44.71	45.63	45.94
Title 300	50010379	Apprentice Cable Splicer - GC	2285	00	36.14	36.43	37.13	37.43	38.15	38.46
Title 300	50010379	Apprentice Cable Splicer - GC	2285	06	36.92	37.21	37.94	38.24	38.98	39.29
Title 300	50010379	Apprentice Cable Splicer - GC	2285	12	39.25	39.54	40.33	40.63	41.44	41.75
Title 300	50010379	Apprentice Cable Splicer - GC	2285	18	40.28	40.57	41.39	41.69	42.53	42.84
Title 300	50010379	Apprentice Cable Splicer - GC	2285	24	41.44	41.73	42.58	42.88	43.75	44.06
Title 300	50010379	Apprentice Cable Splicer - GC	2285	30	42.46	42.75	43.63	43.93	44.83	45.14
Title 300	50010157	Apprentice Electrician - GC	0488	00	34.75	35.04	35.71	36.01	36.69	37.00
Title 300	50010157	Apprentice Electrician - GC	0488	06	35.67	35.96	36.65	36.95	37.66	37.97
Title 300	50010157	Apprentice Electrician - GC	0488	12	36.95	37.24	37.97	38.27	39.01	39.32
Title 300	50010157	Apprentice Electrician - GC	0488	18	38.00	38.29	39.05	39.35	40.12	40.43
Title 300	50010157	Apprentice Electrician - GC	0488	24	39.26	39.55	40.34	40.64	41.45	41.76
Title 300	50010157	Apprentice Electrician - GC	0488	30	40.30	40.59	41.41	41.71	42.55	42.86
Title 300	50010248	Apprentice Lineman - GC	1107	00	34.75	35.04	35.71	36.01	36.69	37.00
Title 300	50010248	Apprentice Lineman - GC	1107	06	35.67	35.96	36.65	36.95	37.66	37.97
Title 300	50010248	Apprentice Lineman - GC	1107	12	36.95	37.24	37.97	38.27	39.01	39.32
Title 300	50010248	Apprentice Lineman - GC	1107	18	38.00	38.29	39.05	39.35	40.12	40.43
Title 300	50010248	Apprentice Lineman - GC	1107	24	39.26	39.55	40.34	40.64	41.45	41.76
Title 300	50010248	Apprentice Lineman - GC	1107	30	40.30	40.59	41.41	41.71	42.55	42.86
Title 300	50010438	Apprentice Welder - GC - Gas	2628	00	35.43	35.72	36.40	36.70	37.40	37.71
Title 300	50010438	Apprentice Welder - GC - Gas	2628	06	36.35	36.64	37.35	37.65	38.38	38.69

<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>	<u>2014</u>	<u>2014</u>	<u>2014</u>	
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>Rate</u>	<u>Rate+</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>Rate+</u>	<u>CDL Pay</u>	
					<u>(\$29)</u>	<u>(\$30)</u>		<u>(\$31)</u>		
Title 300	50010438	Apprentice Welder - GC - Gas	2628	12	37.67	37.96	38.71	39.01	39.77	40.08
Title 300	50010438	Apprentice Welder - GC - Gas	2628	18	38.73	39.02	39.80	40.10	40.89	41.20
Title 300	50010438	Apprentice Welder - GC - Gas	2628	24	40.01	40.30	41.11	41.41	42.24	42.55
Title 300	50010438	Apprentice Welder - GC - Gas	2628	30	41.08	41.37	42.21	42.51	43.37	43.68
Title 300	50010305	Backhoe Operator - Gas	1515	00	39.22	39.51	40.30	40.60	41.41	41.72
Title 300	50010305	Backhoe Operator - Gas	1515	06	39.97	40.26	41.07	41.37	42.20	42.51
Title 300	50010305	Backhoe Operator - Gas	1515	12	41.71	42.00	42.86	43.16	44.04	44.35
Title 300	50010305	Backhoe Operator - Gas	1515	18	42.48	42.77	43.65	43.95	44.85	45.16
Title 300	50010305	Backhoe Operator - Gas	1515	24	43.91	44.20	45.12	45.42	46.36	46.67
Title 300	50010305	Backhoe Operator - Gas	1515	30	45.51	45.80	46.76	47.06	48.05	48.36
Title 300	50253876	Backhoe Operator-Not Gas	1612	00	38.47	38.76	39.53	39.83	40.62	40.93
Title 300	50253876	Backhoe Operator-Not Gas	1612	06	39.22	39.51	40.30	40.60	41.41	41.72
Title 300	50253876	Backhoe Operator-Not Gas	1612	12	40.90	41.19	42.02	42.32	43.18	43.49
Title 300	50253876	Backhoe Operator-Not Gas	1612	18	41.68	41.97	42.83	43.13	44.01	44.32
Title 300	50253876	Backhoe Operator-Not Gas	1612	24	43.07	43.36	44.25	44.55	45.47	45.78
Title 300	50253876	Backhoe Operator-Not Gas	1612	30	44.66	44.95	45.89	46.19	47.15	47.46
Title 300	50010377	Cable Splicer - GC	2282	S	47.04	47.33	48.33	48.63	49.66	49.97
Title 300	50010096	Carpenter A-Gas	0163	S	42.68	42.97	43.85	44.15	45.06	45.37
Title 300	50253770	Carpenter A-Not Gas	1601	S	41.89	42.18	43.04	43.34	44.22	44.53
Title 300	50010097	Carpenter B-Gas	0164	S	40.63	40.92	41.75	42.05	42.90	43.21
Title 300	50253771	Carpenter B-Not Gas	1604	S	39.87	40.16	40.97	41.27	42.10	42.41
Title 300	50070801	Crane Operator - Davis	1596	00	36.72	37.01	37.73	38.03	38.77	39.08
Title 300	50070801	Crane Operator - Davis	1596	06	39.43	39.72	40.51	40.81	41.62	41.93
Title 300	50070801	Crane Operator - Davis	1596	12	42.60	42.89	43.77	44.07	44.97	45.28
Title 300	50010318	Crane Operator - GC Field - Gas	1597	00	39.22	39.51	40.30	40.60	41.41	41.72
Title 300	50010318	Crane Operator - GC Field - Gas	1597	06	39.97	40.26	41.07	41.37	42.20	42.51
Title 300	50010318	Crane Operator - GC Field - Gas	1597	12	41.71	42.00	42.86	43.16	44.04	44.35
Title 300	50010318	Crane Operator - GC Field - Gas	1597	18	42.48	42.77	43.65	43.95	44.85	45.16

<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>		<u>2014</u>		
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>Rate</u>	<u>effective</u>	<u>Rate</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>CDL Pay</u>	
					<u>11/1/12</u>		<u>(\$.30)</u>		<u>(\$.31)</u>	
Title 300	50010318	Crane Operator - GC Field - Gas	1597	24	43.91	44.20	45.12	45.42	46.36	46.67
Title 300	50010318	Crane Operator - GC Field - Gas	1597	30	45.51	45.80	46.76	47.06	48.05	48.36
Title 300	50253877	Crane Operator - GC Field-Not Gas	1613	00	38.47	38.76	39.53	39.83	40.62	40.93
Title 300	50253877	Crane Operator - GC Field-Not Gas	1613	06	39.22	39.51	40.30	40.60	41.41	41.72
Title 300	50253877	Crane Operator - GC Field-Not Gas	1613	12	40.90	41.19	42.02	42.32	43.18	43.49
Title 300	50253877	Crane Operator - GC Field-Not Gas	1613	18	41.68	41.97	42.83	43.13	44.01	44.32
Title 300	50253877	Crane Operator - GC Field-Not Gas	1613	24	43.07	43.36	44.25	44.55	45.47	45.78
Title 300	50253877	Crane Operator - GC Field-Not Gas	1613	30	44.66	44.95	45.89	46.19	47.15	47.46
Title 300	50010140	Driller	0405	00	35.61	35.90	36.59	36.89	37.60	37.91
Title 300	50010140	Driller	0405	06	36.95	37.24	37.97	38.27	39.01	39.32
Title 300	50010140	Driller	0405	12	38.29	38.58	39.34	39.64	40.42	40.73
Title 300	50010140	Driller	0405	18	39.63	39.92	40.72	41.02	41.84	42.15
Title 300	50010140	Driller	0405	24	40.98	41.27	42.11	42.41	43.27	43.58
Title 300	50010140	Driller	0405	30	42.29	42.58	43.45	43.75	44.64	44.95
Title 300	50010140	Driller	0405	36	43.65	43.94	44.85	45.15	46.08	46.39
Title 300	50010152	Electrician - GC	0474	S	45.47	45.76	46.72	47.02	48.00	48.31
Title 300	50010277	Equipment Mechanic - GC	1260	S	43.29	43.58	44.48	44.78	45.70	46.01
Title 300	50010279	Field Garage Mechanic A	1270	S	45.47	45.76	46.72	47.02	48.00	48.31
Title 300	50010281	Field Garage Mechanic C	1276	00	34.43	34.72	35.38	35.68	36.35	36.66
Title 300	50010281	Field Garage Mechanic C	1276	06	35.80	36.09	36.78	37.08	37.79	38.10
Title 300	50073099	Field Garageman	0885	00	27.18	27.47	27.93	28.23	28.70	29.01
Title 300	50073099	Field Garageman	0885	06	30.06	30.35	30.89	31.19	31.74	32.05
Title 300	50073099	Field Garageman	0885	12	35.11	35.40	36.08	36.38	37.07	37.38
Title 300	50010230	Field Mechanic Inspector	1006	S	46.13	46.42	47.40	47.70	48.70	49.01
Title 300	50010162	Fieldperson - GC - Gas	0525	00	35.43	35.72	36.40	36.70	37.40	37.71
Title 300	50010162	Fieldperson - GC - Gas	0525	06	35.80	36.09	36.78	37.08	37.79	38.10
Title 300	50010162	Fieldperson - GC - Gas	0525	12	36.84	37.13	37.85	38.15	38.89	39.20
Title 300	50010162	Fieldperson - GC - Gas	0525	18	37.96	38.25	39.00	39.30	40.07	40.38

<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>		<u>2014</u>		
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>Rate</u>	<u>Rate+</u>	<u>Rate</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>CDL Pay</u>	
					<u>(\$.29)</u>		<u>(\$.30)</u>		<u>(\$.31)</u>	
Title 300	50010162	Fieldperson - GC - Gas	0525	24	38.50	38.79	39.56	39.86	40.65	40.96
Title 300	50210150	Fieldperson - Tower	0525	00	35.43	35.72	36.40	36.70	37.40	37.71
Title 300	50210150	Fieldperson - Tower	0525	06	35.80	36.09	36.78	37.08	37.79	38.10
Title 300	50210150	Fieldperson - Tower	0525	12	36.84	37.13	37.85	38.15	38.89	39.20
Title 300	50210150	Fieldperson - Tower	0525	18	37.96	38.25	39.00	39.30	40.07	40.38
Title 300	50210150	Fieldperson - Tower	0525	24	38.50	38.79	39.56	39.86	40.65	40.96
Title 300	50010208	Garage Working Foreman	0857	S	45.98	46.27	47.24	47.54	48.54	48.85
Title 300	50010326	Hole Digger Operator	1690	00	38.47	38.76	39.53	39.83	40.62	40.93
Title 300	50010326	Hole Digger Operator	1690	06	39.22	39.51	40.30	40.60	41.41	41.72
Title 300	50010326	Hole Digger Operator	1690	12	40.90	41.19	42.02	42.32	43.18	43.49
Title 300	50010326	Hole Digger Operator	1690	18	41.68	41.97	42.83	43.13	44.01	44.32
Title 300	50010326	Hole Digger Operator	1690	24	43.07	43.36	44.25	44.55	45.47	45.78
Title 300	50010326	Hole Digger Operator	1690	30	44.66	44.95	45.89	46.19	47.15	47.46
Title 300	50010173	Labor Foreman A	0630	00	37.81	38.10	38.85	39.15	39.92	40.23
Title 300	50010173	Labor Foreman A	0630	06	38.59	38.88	39.65	39.95	40.74	41.05
Title 300	50010173	Labor Foreman A	0630	12	39.55	39.84	40.64	40.94	41.76	42.07
Title 300	50010173	Labor Foreman A	0630	18	41.11	41.40	42.24	42.54	43.40	43.71
Title 300	50010247	Lineman - GC	1106	S	51.38	51.67	52.79	53.09	54.24	54.55
Title 300	50010231	Mechanical Inspector	1007	S	44.18	44.47	45.39	45.69	46.64	46.95
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646	00	39.82	40.11	40.92	41.22	42.05	42.36
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646	06	40.84	41.13	41.96	42.26	43.11	43.42
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616	00	39.06	39.35	40.13	40.43	41.23	41.54
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616	06	40.08	40.37	41.18	41.48	42.31	42.62
Title 300	50368700	Pre-Apprentice Lineman - GC	1115	00	24.95	25.24	25.64	25.94	26.35	26.66
Title 300	50368700	Pre-Apprentice Lineman - GC	1115	06	29.17	29.46	29.97	30.27	30.79	31.10
Title 300	50010287	Station Mechanic	1337	00	34.63	34.92	35.58	35.88	36.56	36.87
Title 300	50010287	Station Mechanic	1337	06	35.67	35.96	36.65	36.95	37.66	37.97
Title 300	50010287	Station Mechanic	1337	12	36.95	37.24	37.97	38.27	39.01	39.32

<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>		<u>2013</u>		<u>2014</u>		
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>Rate</u>	<u>Rate+</u>	<u>Rate</u>	<u>CDL Pay</u>	<u>Rate</u>	<u>CDL Pay</u>	
					<u>(\$29)</u>		<u>(\$30)</u>		<u>(\$31)</u>	
Title 300	50010287	Station Mechanic	1337	18	38.00	38.29	39.05	39.35	40.12	40.43
Title 300	50010287	Station Mechanic	1337	24	39.08	39.37	40.15	40.45	41.25	41.56
Title 300	50010287	Station Mechanic	1337	30	40.20	40.49	41.31	41.61	42.45	42.76
Title 300	50010287	Station Mechanic	1337	36	42.98	43.27	44.16	44.46	45.37	45.68
Title 300	50010171	Street Fitter	0580	00	35.10	35.39	36.07	36.37	37.06	37.37
Title 300	50010171	Street Fitter	0580	06	35.60	35.89	36.58	36.88	37.59	37.90
Title 300	50010171	Street Fitter	0580	12	36.49	36.78	37.49	37.79	38.52	38.83
Title 300	50010171	Street Fitter	0580	18	37.44	37.73	38.47	38.77	39.53	39.84
Title 300	50010171	Street Fitter	0580	24	38.26	38.55	39.31	39.61	40.39	40.70
Title 300	50010171	Street Fitter	0580	30	39.48	39.77	40.57	40.87	41.69	42.00
Title 300	50010171	Street Fitter	0580	36	41.41	41.70	42.55	42.85	43.72	44.03
Title 300	50010179	Subforeman A - Overhead	0650	00	53.80	54.09	55.28	55.58	56.80	57.11
Title 300	50010179	Subforeman A - Overhead	0650	06	55.05	55.34	56.56	56.86	58.12	58.43
Title 300	50010180	Subforeman A - Station/Hydro	0651	00	47.60	47.89	48.91	49.21	50.26	50.57
Title 300	50010180	Subforeman A - Station/Hydro	0651	06	48.73	49.02	50.07	50.37	51.45	51.76
Title 300	50010178	Subforeman A - Underground	0649	00	53.54	53.83	55.01	55.31	56.52	56.83
Title 300	50010178	Subforeman A - Underground	0649	06	54.80	55.09	56.31	56.61	57.86	58.17
Title 300	50010181	Subforeman B	0653	00	47.13	47.42	48.43	48.73	49.76	50.07
Title 300	50010181	Subforeman B	0653	06	47.60	47.89	48.91	49.21	50.26	50.57
Title 300	50258203	Tapping Technician	0261	00	48.53	48.82	49.86	50.16	51.23	51.54
Title 300	50258203	Tapping Technician	0261	06	49.68	49.97	51.05	51.35	52.45	52.76
Title 300	50010351	Tractor Operator - Gas	1840	S	45.51	45.80	46.76	47.06	48.05	48.36
Title 300	50253879	Tractor Operator-Not Gas	1617	S	44.66	44.95	45.89	46.19	47.15	47.46
Title 300	50010223	Utility Worker - GC	0947	00	25.68	25.97	26.39	26.69	27.12	27.43
Title 300	50010223	Utility Worker - GC	0947	06	28.12	28.41	28.89	29.19	29.68	29.99
Title 300	50010223	Utility Worker - GC	0947	12	30.53	30.82	31.37	31.67	32.23	32.54
Title 300	50010223	Utility Worker - GC	0947	18	32.94	33.23	33.85	34.15	34.78	35.09
Title 300	50010223	Utility Worker - GC	0947	24	34.38	34.67	35.33	35.63	36.30	36.61



<u>SAP Job</u>		<u>Legacy</u>		<u>2012</u>	<u>2012</u>	<u>2013</u>	<u>2013</u>	<u>2014</u>	<u>2014</u>	
<u>Code</u>	<u>Job Title</u>	<u>Code</u>	<u>Progression</u>	<u>Rate</u>	<u>Rate+</u> <u>CDL Pay</u> <u>(\$29)</u> <u>11/1/12</u>	<u>Rate</u>	<u>Rate+</u> <u>CDL Pay</u> <u>(\$30)</u>	<u>Rate</u>	<u>Rate+</u> <u>CDL Pay</u> <u>(\$31)</u>	
Title 300	50010435	Welder - GC - Gas	2617	S	46.33	46.62	47.60	47.90	48.91	49.22
Title 300	50253880	Welder - GC-Not Gas	1618	S	45.46	45.75	46.71	47.01	47.99	48.30
Title 300	50251366	Working Foreman A - Gas T&D	0257	00	48.53	48.82	49.86	50.16	51.23	51.54
Title 300	50251366	Working Foreman A - Gas T&D	0257	06	49.68	49.97	51.05	51.35	52.45	52.76
Title 300	50251365	Working Foreman A - Non-Climbing	0105	00	47.60	47.89	48.91	49.21	50.26	50.57
Title 300	50251365	Working Foreman A - Non-Climbing	0105	06	48.73	49.02	50.07	50.37	51.45	51.76
Title 300	50010205	Working Foreman B - Climbing	0853	00	47.35	47.64	48.65	48.95	49.99	50.30
Title 300	50010205	Working Foreman B - Climbing	0853	06	47.84	48.13	49.16	49.46	50.51	50.82
Title 300	50251368	Working Foreman B - Gas T&D	0255	00	48.04	48.33	49.36	49.66	50.72	51.03
Title 300	50251368	Working Foreman B - Gas T&D	0255	06	48.53	48.82	49.86	50.16	51.23	51.54
Title 300	50251367	Working Foreman B - Non-Climbing	0107	00	47.12	47.41	48.42	48.72	49.75	50.06
Title 300	50251367	Working Foreman B - Non-Climbing	0107	06	47.60	47.89	48.91	49.21	50.26	50.57
Title 300	50010206	Working Foreman C - Gas	0854	00	43.00	43.29	44.18	44.48	45.39	45.70
Title 300	50010206	Working Foreman C - Gas	0854	06	46.84	47.13	48.13	48.43	49.45	49.76
Title 300	50253775	Working Foreman C-Not Gas	1608	00	42.20	42.49	43.36	43.66	44.55	44.86
Title 300	50253775	Working Foreman C-Not Gas	1608	06	45.96	46.25	47.22	47.52	48.52	48.83