

EXHIBIT F
PACIFIC GAS & ELECTRIC COMPANY
STANDARD WAGE RATES - FIVE-DAY/FORTY-HOUR WORKWEEK BASIS
Effective January 1, 2017 through December 31, 2019
CLERICAL AND OFFICE CLASSIFICATIONS - WEEKLY
REPRESENTED BY LOCAL UNION NO. 1245 OF
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2017	1/1/2018	1/1/2019
50010441	2641	Senior Service Representative II	Start	\$ 42.23	\$ 43.60	\$ 45.02
50010467	2723	Senior Operating Clerk II	End 6 Mo	\$ 43.42	\$ 44.83	\$ 46.29
50010442	2642	Senior Accounting Clerk II	End 1 Yr	\$ 44.35	\$ 45.79	\$ 47.28
50070817	2765	Senior Service Representative-Typist II				
50010443	2646	Senior Operating Clerk-Typist II				
50070818	2767	Senior Accounting Clerk-Typist II				
50073091	2801	Senior Operating Clerk I-II				
50073094	2802	Senior Operating Clerk Typist I-II				
50073032	2585	Senior Clerk II - Service Planning				
50010445	2650	Senior Service Representative I	Start	\$ 40.24	\$ 41.55	\$ 42.90
50010477	2789	Senior Operating Clerk I	End 6 Mo	\$ 40.93	\$ 42.26	\$ 43.63
50010476	2788	Senior Accounting Clerk I	End 1 Yr	\$ 41.61	\$ 42.96	\$ 44.36
50010480	2811	Senior Service Representative-Typist I	End 18 Mo	\$ 42.23	\$ 43.60	\$ 45.02
50010447	2655	Senior Operating Clerk-Typist I				
50070821	2813	Senior. Accounting Clerk-Typist I				
50010433	2586	Senior Service Planning Clerk I				
50010448	2660	Service Representative	Start	\$ 30.39	\$ 31.38	\$ 32.40
50010449	2661	Accounting Clerk	End 6 Mo	\$ 32.17	\$ 33.22	\$ 34.30
50010450	2662	Operating Clerk	End 1 Yr	\$ 33.93	\$ 35.03	\$ 36.17
50010451	2663	Service Representative-Steno (PIO)	End 18 Mo	\$ 34.92	\$ 36.05	\$ 37.22
50010452	2664	Operating Clerk - Steno (PIO)	End 2 Yr	\$ 35.92	\$ 37.09	\$ 38.30
50010453	2666	Service Representative-Typist	End 30 Mo	\$ 36.89	\$ 38.09	\$ 39.33
50010454	2667	Operating Clerk-Typist	End 3 Yr	\$ 37.89	\$ 39.12	\$ 40.39
50010485	2873	Accounting Clerk-Typist	End 42 Mo	\$ 38.88	\$ 40.14	\$ 41.44
50070812	2697	Machine Operator	End 4 Yr	\$ 40.24	\$ 41.55	\$ 42.90
50010470	2769	Service Representative & Meter Reader				
50010466	2703	E&P Operating Clerk (PIO)				
50356342	2602	Service Representative I	Start	\$ 20.83	\$ 21.51	\$ 22.21
50372524	2605	Service Representative I Typist	End 18 Mo	\$ 26.04	\$ 26.89	\$ 27.76
			End 3 Yr	\$ 31.23	\$ 32.24	\$ 33.29
			End 54 Mo	\$ 40.24	\$ 41.55	\$ 42.90
50356343	2604	Service Representative II		\$ 40.24	\$ 41.55	\$ 42.90
50372601	2606	Service Representative II - Typist				
50010461	2683	Utility Clerk-Typist - Customer Services, Marketing	Start	\$ 17.77	\$ 18.35	\$ 18.95
50010462	2684	Utility Clerk-Typist - Operating	End 6 Mo	\$ 19.03	\$ 19.65	\$ 20.29
50010463	2685	Utility Clerk-Typist - Accounting	End 1 Yr	\$ 20.45	\$ 21.11	\$ 21.80
50010464	2689	Utility Machine Operator	End 18 Mo	\$ 22.55	\$ 23.28	\$ 24.04
			End 2 Yr	\$ 24.63	\$ 25.43	\$ 26.26
			End 30 Mo	\$ 26.71	\$ 27.58	\$ 28.48
			End 3 Yr	\$ 27.68	\$ 28.58	\$ 29.51
			End 42 Mo	\$ 28.58	\$ 29.51	\$ 30.47
			End 4 Yr	\$ 30.39	\$ 31.38	\$ 32.40

Hiring rates for the above classifications are based on experience and limited to wage progressions Start through End 30 Mo.

The above rates apply to employees hired 10-1-88 and after.

50010457	2675	Utility Clerk - Customer Services, Marketing	Start	\$ 17.77	\$ 18.35	\$ 18.95
50010458	2676	Utility Clerk - Operating	End 6 Mo	\$ 19.03	\$ 19.65	\$ 20.29
50010459	2677	Utility Clerk - Accounting	End 1 Yr	\$ 20.45	\$ 21.11	\$ 21.80
50010461	2683	Utility Clerk-Typist - Customer Services, Marketing	End 18 Mo	\$ 22.55	\$ 23.28	\$ 24.04
50010462	2684	Utility Clerk-Typist - Operating	End 2 Yr	\$ 24.63	\$ 25.43	\$ 26.26
50010463	2685	Utility Clerk-Typist - Accounting	End 30 Mo	\$ 26.71	\$ 27.58	\$ 28.48
50010464	2689	Utility Machine Operator	End 3 Yr	\$ 27.68	\$ 28.58	\$ 29.51
			End 42 Mo	\$ 28.58	\$ 29.51	\$ 30.47
			End 4 Yr	\$ 30.39	\$ 31.38	\$ 32.40

Hiring rates for the above classifications are based on experience and limited to wage progressions Start through End 30 Mo.

The above rates apply to employees hired 1-1-83 through 9-30-88.

50010488	2880	Clerk D - Customer Services, Marketing	Start	\$ 24.85	\$ 25.66	\$ 26.49
50010489	2881	Clerk D - Operating	End 6 Mo	\$ 25.76	\$ 26.60	\$ 27.46
50010490	2882	Clerk D - Controller	End 1 Yr	\$ 26.71	\$ 27.58	\$ 28.48
50072977	2892	Clerk-Typist D - Controller	End 18 Mo	\$ 27.68	\$ 28.58	\$ 29.51
			End 2 Yr	\$ 28.58	\$ 29.51	\$ 30.47
			End 30 Mo	\$ 30.39	\$ 31.38	\$ 32.40
			End 3 Yr	\$ 32.17	\$ 33.22	\$ 34.30
			End 42 Mo	\$ 33.93	\$ 35.03	\$ 36.17

The above rates apply to employees hired 1-1-76 through 1-31-80.

50010469	2760	Credit Representative	Start	\$ 37.24	\$ 38.45	\$ 39.70
50010471	2770	Credit Representative and Meter Reader	End 6 Mo	\$ 39.94	\$ 41.24	\$ 42.58
			End 1 Yr	\$ 41.09	\$ 42.43	\$ 43.81
50010472	2772	Meter Reader and Utility Clerk (Hired 10-1-88 and after)	Start	\$ 24.32	\$ 25.11	\$ 25.93
			End 6 Mo	\$ 27.30	\$ 28.19	\$ 29.11
			End 1 Yr	\$ 30.26	\$ 31.24	\$ 32.26
			End 18 Mo	\$ 33.24	\$ 34.32	\$ 35.44
			End 2 Yr	\$ 34.25	\$ 35.36	\$ 36.51
			End 30 Mo	\$ 35.27	\$ 36.42	\$ 37.60
50010473	2773	Mail Clerk Driver (General Office, Building Department)	Start	\$ 35.93	\$ 37.10	\$ 38.31
			End 6 Mo	\$ 36.99	\$ 38.19	\$ 39.43
50010479	2807	Data Entry Operator (Hired 10-1-88 and after)	Start	\$ 20.44	\$ 21.10	\$ 21.79
			End 6 Mo	\$ 22.55	\$ 23.28	\$ 24.04
			End 1 Yr	\$ 24.63	\$ 25.43	\$ 26.26
			End 18 Mo	\$ 26.71	\$ 27.58	\$ 28.48
			End 2 Yr	\$ 27.68	\$ 28.58	\$ 29.51
			End 30 Mo	\$ 28.58	\$ 29.51	\$ 30.47
			End 3 Yr	\$ 30.39	\$ 31.38	\$ 32.40
			End 42 Mo	\$ 32.17	\$ 33.22	\$ 34.30
			End 4 Yr	\$ 33.93	\$ 35.03	\$ 36.17
			End 54 Mo	\$ 34.92	\$ 36.05	\$ 37.22

End 5 Yr	\$ 35.91	\$ 37.08	\$ 38.29
End 66 Mo	\$ 36.89	\$ 38.09	\$ 39.33
End 6 Yr	\$ 37.89	\$ 39.12	\$ 40.39
End 78 Mo	\$ 38.88	\$ 40.14	\$ 41.44

Hiring rate for Data Entry Operator based on experience and limited to wage progression Start through End 2 Yr.

50070820	2808	Lead Data Entry Operator	Start	\$ 38.88	\$ 40.14	\$ 41.44
			End 6 Mo	\$ 39.77	\$ 41.06	\$ 42.39
			End 1 Yr	\$ 40.66	\$ 41.98	\$ 43.34
			End 18 Mo	\$ 41.61	\$ 42.96	\$ 44.36
			End 2 Yr	\$ 42.49	\$ 43.87	\$ 45.30

50010487	2879	Sr Computer Operator	Start	\$ 43.41	\$ 44.82	\$ 46.28
			End 6 Mo	\$ 44.33	\$ 45.77	\$ 47.26

50072931	2779	Computer Operator I-A (Incumbents Only)		\$ 44.71	\$ 46.16	\$ 47.66
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Applies to Incumbent Computer Console Operators who were at the 540.75 wage rate on 6-30-82. (See Letter Agreement 82-80-PGE)

50010486	2878	Computer Operator I	Start	\$ 38.88	\$ 40.14	\$ 41.44
			End 6 Mo	\$ 39.77	\$ 41.06	\$ 42.39
			End 1 Yr	\$ 40.66	\$ 41.98	\$ 43.34
			End 18 Mo	\$ 41.61	\$ 42.96	\$ 44.36
			End 2 Yr	\$ 42.49	\$ 43.87	\$ 45.30

End 2-Yr wage progression considered as top rate for bidding purposes.

50072981	2877	Computer Operator II	Start	\$ 32.17	\$ 33.22	\$ 34.30
			End 6 Mo	\$ 33.93	\$ 35.03	\$ 36.17
			End 1 Yr	\$ 34.92	\$ 36.05	\$ 37.22
			End 18 Mo	\$ 35.91	\$ 37.08	\$ 38.29
			End 2 Yr	\$ 36.89	\$ 38.09	\$ 39.33
			End 30 Mo	\$ 37.89	\$ 39.12	\$ 40.39

Computer Operator II at End 30-Mo wage progression will automatically progress to next higher classification after six months at top rate of classification and successful completion of appropriate training course.

50070822	2875	Computer Operator III (Hired 10-1-88 and after)	Start	\$ 20.44	\$ 21.10	\$ 21.79
			End 6 Mo	\$ 22.55	\$ 23.28	\$ 24.04
			End 1 Yr	\$ 24.63	\$ 25.43	\$ 26.26
			End 18 Mo	\$ 26.71	\$ 27.58	\$ 28.48
			End 2 Yr	\$ 27.68	\$ 28.58	\$ 29.51
			End 30 Mo	\$ 28.58	\$ 29.51	\$ 30.47
			End 3 Yr	\$ 30.39	\$ 31.38	\$ 32.40

Hiring rate for Computer Operator III based on experience and limited to wage progression Start through End 2 Yr.

Computer Operator III at End 3-Yr wage progression will automatically progress to next higher classification after six months at top rate of classification and successful completion of appropriate training course.

End 30-Mo wage progression considered top rate of pay for Computer Operator III.

50072983	2876	Computer Operator III-A		\$ 32.17	\$ 33.22	\$ 34.30
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Classification & Wage rate for personnel who transfer or bid into classification from wage rate greater than 30-month step

50070815	2731	Word Processing Operator - Customer Services, Marketing (Hired 10-1-88 and after)	Start	\$ 20.44	\$ 21.10	\$ 21.79
50072830	2732	Word Processing Operator - Operating (Hired 10-1-88 and after)	End 6 Mo	\$ 22.55	\$ 23.28	\$ 24.04
50070816	2733	Word Processing Operator - Accounting (Hired 10/1/88 and after)	End 1 Yr	\$ 24.63	\$ 25.43	\$ 26.26
			End 18 Mo	\$ 26.71	\$ 27.58	\$ 28.48
			End 2 Yr	\$ 27.68	\$ 28.58	\$ 29.51
			End 30 Mo	\$ 28.58	\$ 29.51	\$ 30.47
			End 3 Yr	\$ 30.39	\$ 31.38	\$ 32.40
			End 42 Mo	\$ 32.17	\$ 33.22	\$ 34.30
			End 4 Yr	\$ 33.93	\$ 35.03	\$ 36.17
			End 54 Mo	\$ 34.92	\$ 36.05	\$ 37.22

Hiring Rate for Word Processing Operator based on experience and limited to wage progression Start through End 2 Yr.

50010772	4906	Reprographics Job Coordinator	Start	\$ 40.23	\$ 41.54	\$ 42.89
			End 6 Mo	\$ 41.06	\$ 42.39	\$ 43.77
			End 1 Yr	\$ 41.87	\$ 43.23	\$ 44.63
			End 18 Mo	\$ 42.57	\$ 43.95	\$ 45.38
			End 2 Yr	\$ 43.41	\$ 44.82	\$ 46.28

50011257	7003	Senior Reprographics Operator	Start	\$ 38.51	\$ 39.76	\$ 41.05
			End 6 Mo	\$ 39.23	\$ 40.50	\$ 41.82
			End 1 Yr	\$ 40.36	\$ 41.67	\$ 43.02
			End 18 Mo	\$ 41.32	\$ 42.66	\$ 44.05
			End 2 Yr	\$ 42.49	\$ 43.87	\$ 45.30

50011258	7004	Reprographics Operator A	Start	\$ 34.17	\$ 35.28	\$ 36.43
			End 6 Mo	\$ 35.65	\$ 36.81	\$ 38.01
			End 1 Yr	\$ 36.31	\$ 37.49	\$ 38.71
			End 18 Mo	\$ 37.03	\$ 38.23	\$ 39.47
			End 2 Yr	\$ 37.74	\$ 38.97	\$ 40.24
			End 30 Mo	\$ 38.51	\$ 39.76	\$ 41.05
			End 3 Yr	\$ 39.23	\$ 40.50	\$ 41.82

50011259	7005	Reprographics Operator B (Hired 10-1-88 and after)	Start	\$ 23.75	\$ 24.52	\$ 25.32
			End 6 Mo	\$ 26.24	\$ 27.09	\$ 27.97
			End 1 Yr	\$ 28.77	\$ 29.71	\$ 30.68
			End 18 Mo	\$ 31.25	\$ 32.27	\$ 33.32
			End 2 Yr	\$ 31.83	\$ 32.86	\$ 33.93
			End 30 Mo	\$ 32.40	\$ 33.45	\$ 34.54
			End 3 Yr	\$ 32.97	\$ 34.04	\$ 35.15
			End 42 Mo	\$ 33.58	\$ 34.67	\$ 35.80
			End 4 Yr	\$ 34.17	\$ 35.28	\$ 36.43