

PACIFIC GAS AND ELECTRIC COMPANY  
 BASIC WAGE SCHEDULE - FIVE-DAY WEEK BASIS  
 Effective January 1, 2017 through December 31, 2019

Applicable to ALL REGIONS, DIVISIONS AND DEPARTMENTS EXCEPT GENERAL CONSTRUCTION

SAP JOB		PAY SCALE				
CODE	CODE	CLASSIFICATION	PROGRESSION	1/1/2017	1/1/2018	1/1/2019
<b>MATERIALS DISTRIBUTION</b>						
<b>WAREHOUSE OPERATIONS</b>						
50010317	1594	Crane Operator		45.04	46.50	48.01
50073021	0462	Truck Driver Heavy - Materials		43.40	44.81	46.27
50010233	1050	Janitor	Start	27.34	28.23	29.15
			End 6 Mo	30.21	31.19	32.20
			End 1 Yr	33.03	34.10	35.21
			End 18 Mo	35.87	37.04	38.24
50010144	0433	Lead(man) Driver		45.04	46.50	48.01
50010142	0422	Light Truck Driver - Materials	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
50486841	1215	D CPP Materials Facility Person		46.15	47.65	49.20
50010265	1215	Materials Facilityperson				
50010198	0765	Materials Facility Leader		50.37	52.01	53.70
50486839	1085	D CPP Materials Leadperson		43.83	45.25	46.72
50010239	1085	Materials Leadperson				
50486843	1214	D CPP Materials Handler-Hired 2009 or later	Start	27.34	28.23	29.15
50251335	1214	Materials Handler - Hired 2009 or later	End 6 Mo	29.31	30.26	31.24
			End 1 Yr	31.32	32.34	33.39
			End 18 Mo	33.29	34.37	35.49
			End 2 Yr	36.52	37.71	38.94
			End 30 Mo	39.00	40.27	41.58
			End 3 Yr	40.22	41.53	42.88
			End 42 Mo	41.62	42.97	44.37
50251341	1216	Utility Materialsman - Hired 2009 or later	Start	27.34	28.23	29.15
			End 6 Mo	29.31	30.26	31.24
			End 1 Yr	31.32	32.34	33.39
			End 18 Mo	33.29	34.37	35.49
			End 2 Yr	36.52	37.71	38.94
			End 30 Mo	39.00	40.27	41.58
			End 3 Yr	40.22	41.53	42.88
			End 42 Mo	41.62	42.97	44.37
50486840	1210	D CPP Materials Handler-Hired before 2009	Start	33.29	34.37	35.49
50010262	1210	Materials Handler - Hired before 2009	End 6 Mo	36.52	37.71	38.94
			End 1 Yr	39.00	40.27	41.58
			End 18 Mo	40.22	41.53	42.88
			End 2 Yr	41.62	42.97	44.37

50010212	0914	Pipe Handler		43.83	45.25	46.72
50072937	1910	Pipe Machine Operator		45.04	46.50	48.01
50072939	1960	Pipeperson	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17
50073024	0416	Truck Driver - Materials	Start	39.61	40.90	42.23
			End 6 Mo	40.85	42.18	43.55
<b>MACHINE SHOP</b>						
50070786	1132	Apprentice Machinist	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10
50010095	0160	Carpenter	Start	43.40	44.81	46.27
			End 6 Mo	45.04	46.50	48.01
			End 1 Yr	45.60	47.08	48.61
50073182	0690	Lead Carpenter	Start	46.81	48.33	49.90
			End 1 Yr	49.61	51.22	52.88
50010250	1112	Machinist		49.82	51.44	53.11
50010252	1127	Unassigned Machinist				
50010437	2626	Certified Welder		49.82	51.44	53.11
50073013	2623	Unassigned Certified Welder				
50072992	0400	Crater	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
			End 1 Yr	40.85	42.18	43.55
50010192	0745	Machine Shop Leader	Start	48.13	49.69	51.30
			End 1 Yr	51.20	52.86	54.58
50070789	1165	Maintenance Worker - Stores	Start	40.85	42.18	43.55
			End 1 Yr	43.40	44.81	46.27
50072858	1455	Metal Worker	Start	45.60	47.08	48.61
			End 6 Mo	47.68	49.23	50.83
			End 1 Yr	49.36	50.96	52.62
50070790	1180	Plant Maintenance Worker		49.36	50.96	52.62
50072999	2624	Routine Welder	Start	40.85	42.18	43.55
			End 1 Yr	43.40	44.81	46.27
50072841	0920	Utility Worker - Mechanical Meter Dsbn	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17

**ELECTRIC AND UTILITY**

50072524	0483	Apprentice Electrician	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10
50010437	2626	Certified Welder		49.82	51.44	53.11
50073013	2623	Unassigned Certified Welder				
50010194	0750	Electric Maintenance Crew Leader	Start	52.14	53.83	55.58
		L/A 12-66	End 1 Yr	54.93	56.72	58.56
50010185	0710	Electric Shop Leader				
50272160	0711	Traveling Electric Shop Leader	Start	52.14	53.83	55.58
			End 1 Yr	53.40	55.14	56.93
50010151	0469	Electrician		49.82	51.44	53.11
50073005	0486	Unassigned Electrician - Materials				
50010160	0499	Traveling Electrician - Materials				
50010163	0530	Filterperson	Start	40.85	42.18	43.55
50010356	1934	Painter - Materials Distribution	End 1 Yr	43.40	44.81	46.27
50010366	2135	Transformer Repairperson - Materials	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
			End 1 Yr	40.85	42.18	43.55
50010215	0923	Utility Worker - Elec Mt Dsbn	Start	27.34	28.23	29.15
50010159	0498	Traveling Utility Worker - Materials	End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17

**ELECTRIC DEPARTMENT**

**OFFICE**

50010118	0252	Assistant Foreman's Clerk	Start	41.53	42.88	44.27
			End 6 Mo	42.24	43.61	45.03
			End 1 Yr	42.95	44.35	45.79
50010117	0250	Foreman's Clerk	Start	41.17	42.51	43.89
50010120	0254	Utility Foreman's Clerk	End 6 Mo	42.25	43.62	45.04
			End 1 Yr	43.83	45.25	46.72
			End 18 Mo	44.76	46.21	47.71
			End 2 Yr	45.60	47.08	48.61
50010119	0253	Foreman's Clerk (More than 2 Assistants)	Start	44.76	46.21	47.71
			End 6 Mo	45.60	47.08	48.61
			End 1 Yr	46.15	47.65	49.20
			End 18 Mo	47.46	49.00	50.59

**TRANSMISSION AND DISTRIBUTION**

50010376	2281	Apprentice Cable Splicer (PIO)	Start	39.61	40.90	42.23
			End 6 Mo	40.49	41.81	43.17
			End 1 Yr	43.04	44.44	45.88
			End 18 Mo	44.18	45.62	47.10
			End 2 Yr	45.42	46.90	48.42
			End 30 Mo	46.52	48.03	49.59
51754495	1639	Apprentice Cable Splicer (Hired after 1/1/15)	Start	39.61	40.90	42.23
			End 6 Mo	40.49	41.81	43.17
			End 1 Yr	43.04	44.44	45.88
			End 18 Mo	44.18	45.62	47.10
			End 2 Yr	45.42	46.90	48.42
			End 30 Mo	46.52	48.03	49.59
			End 3 Yr	48.05	49.61	51.22
50449466	1117	Apprentice Lineman	Start	38.10	39.34	40.62
			End 6 Mo	39.23	40.50	41.82
			End 1 Yr	40.41	41.72	43.08
			End 18 Mo	41.62	42.97	44.37
			End 2 Yr	42.86	44.25	45.69
			End 30 Mo	44.16	45.60	47.08
			End 42 Mo	45.49	46.97	48.50
50010260	1188	Apprentice Lineman - Transmission	Start	39.99	41.29	42.63
			End 6 Mo	41.08	42.42	43.80
			End 1 Yr	42.52	43.90	45.33
			End 18 Mo	43.74	45.16	46.63
			End 2 Yr	45.18	46.65	48.17
			End 30 Mo	46.36	47.87	49.43
50010199	0820	Cable Crew Foreman	Start	53.40	55.14	56.93
			End 1 Yr	55.11	56.90	58.75
50444050	0821	Cable Crew Foreman (+7 Emps)		57.87	59.75	61.69
50072918	1105	Cable Lineman - Temporary		49.82	51.44	53.11
50010375	2280	Cable Splicer		51.57	53.25	54.98
50010380	2286	Unassigned Cable Splicer				
50010091	0140	Cableman - San Francisco Division	Start	54.29	56.05	57.87
			End 1 Yr	55.11	56.90	58.75
50070767	0960	Cableman's Utility Worker	Start	39.61	40.90	42.23
			End 6 Mo	40.85	42.18	43.55
50010227	0998	Compliance Inspector		56.30	58.13	60.02
50010228	0999	Compliance Inspector Underground		51.57	53.25	54.98
51574842	3571	Distribution Line Technician		60.32	62.28	64.30

50010191	0740	Electric Crew Foreman	Start	58.91	60.82	62.80
			End 1 Yr	60.32	62.28	64.30
50010190	0739	Electric Crew Foreman (When in charge of a crew of 5 other employees)		63.36	65.42	67.55
50430687	0744	Electric Crew Foreman SME (Temp)	Start	61.85	63.86	65.94
			End 1 Yr	63.34	65.40	67.53
51784961	3311	Electric Crew Foreman, Service Pre 18 mo	Start	64.80	66.91	69.08
51784962	3312	Electric Crew Foreman, Service Post 18 mo LA 16-44	End 1 Yr	66.36	68.52	70.75
50010193	0746	Electric Crew Foreman - Transmission	Start	61.92	63.93	66.01
			End 1 Yr	63.36	65.42	67.55
50070744	0747	Electric Crew Foreman +5 - Transmission		66.55	68.71	70.94
51863059	3356	Electric Line Assistant	Start	27.34	28.23	29.15
			End 6 Mo	30.80	31.80	32.83
			12 Mo	34.24	35.35	36.50
			18 Mo	37.69	38.91	40.17
50010242	1096	Electric T&D Assistant (PIO)	Start	27.34	28.23	29.15
			End 6 Mo	31.96	33.00	34.07
			End 1 Yr	36.56	37.75	38.98
			End 18 Mo	41.17	42.51	43.89
50010147	0458	Field Clerk - Electric T&D (PIO)		42.25	43.62	45.04
50070746	1186	Helicopter Crew Foreman (Temp)	Start	64.78	66.89	69.06
			End 1 Yr	66.39	68.55	70.78
50116249	1185	Helicopter Line Worker (Temp)		61.96	63.97	66.05
50010226	0990	Inspector (PIO)		45.60	47.08	48.61
50010172	0623	Labor Crew Leader - Elec Transm & Dsbn		45.04	46.50	48.01
50010244	1100	Lineman		56.30	58.13	60.02
50010246	1103	Unassigned Lineman				
50070780	1108	Utility Lineman - Burney				
51784667	3572	Lineman, Service Pre 18 mo		61.94	63.95	66.03
51784958	3573	Lineman, Service Post 18 mo LA 16-44				
50430686	1055	Lineman SME (Temp)		59.10	61.02	63.00
50010241	1094	Lineman - Transmission		59.13	61.05	63.03
50072972	1093	Unassigned Lineman - Transmission				
50073161	2010	Manhole Pumpman		38.47	39.72	41.01
50010184	0683	Night Cable Crew Foreman	Start	55.72	57.53	59.40
			End 6 Mo	56.72	58.56	60.46

50444101	0684	Night Cable Crew Foreman (+7 Emps)		59.54	61.48	63.48
50010378	2283	Night Cable Splicer	Start	52.37	54.07	55.83
			End 6 Mo	53.40	55.14	56.93
50010243	1098	Night Electric T&D Assistant	Start	27.97	28.88	29.82
			End 6 Mo	33.55	34.64	35.77
			End 1 Yr	37.37	38.58	39.83
			End 18 Mo	42.07	43.44	44.85
50072921	2013	Night Manhole Pumpman		39.36	40.64	41.96
50010325	1663	Night T&D Equipment Operator - S.F. Div.	Start	44.67	46.12	47.62
			End 6 Mo	46.39	47.90	49.46
50368698	1114	Pre-Apprentice Lineman	Start	27.34	28.23	29.15
			End 6 Mo	31.96	33.00	34.07
50010261	1190	Street Light Maintenceman	Start	39.61	40.90	42.23
			End 6 Mo	40.85	42.18	43.55
50010381	2290	Transmission Cableman		53.42	55.16	56.95
50010431	2535	Transmission Troubleman		60.27	62.23	64.25
50010432	2540	Troubleman		57.39	59.26	61.19
50072877	2550	Utility Troubleman				
50010323	1660	T&D Equipment Operator	Start	43.40	44.81	46.27
			End 6 Mo	45.04	46.50	48.01
50010324	1662	Transm & Dsbn Equipment Opr - Transm	Start	45.55	47.03	48.56
			End 6 Mo	47.31	48.85	50.44
50010188	0737	Underground Construction Crew Foreman - Electric	Start	58.91	60.82	62.80
			End 1 Yr	60.32	62.28	64.30
		Underground Construction Crew Foreman shall receive an additional \$50.00 per week.				
50010234	1077	Underground Construction Journeyman		56.30	58.13	60.02
		Underground Construction Journeyman shall receive an additional \$50.00 per week.				
50010202	0845	Working Foreman		49.74	51.36	53.03
50442771	1765	W&R Dispatcher-in-Training - Electric		38.63	39.89	41.19
50442772	1763	W&R Dispatcher - Electric	Start	41.62	42.97	44.37
50442774	1764	W&R Relief Dispatcher - Electric	End 6 Mo	42.55	43.93	45.36
			End 1 Yr	46.03	47.53	49.07
			End 18 Mo	49.83	51.45	53.12

Relief: The rate of W&R Dispatcher - Electric plus \$5.00 per week plus 8 times the Sunday premium

**METER**

50010422	2421	Apprentice Metering Electronics Technician	Start	45.42	46.90	48.42
			End 6 Mo	46.15	47.65	49.20
			End 1 Yr	47.41	48.95	50.54
51508445	2456	Apprentice Metering Systems Technician	Start	44.18	45.62	47.10
			End 6 Mo	45.42	46.90	48.42
			End 1 Yr	46.15	47.65	49.20
			End 18 Mo	47.41	48.95	50.54
			End 2 Yr	49.36	50.96	52.62
			End 30 Mo	50.41	52.05	53.74
50010372	2201	CIP Inspector	Start	28.35	29.27	30.22
			End 6 Mo	31.79	32.82	33.89
			End 1 Yr	38.45	39.70	40.99
50070800	1491	Electric Field Meterperson (PIO)	Start	39.99	41.29	42.63
			End 6 Mo	43.36	44.77	46.23
			End 1 Yr	46.03	47.53	49.07
50010414	2411	Metering Electronics Technician		52.76	54.47	56.24
50072967	2422	Unassigned Metering Electric Technician				
50406798	2225	Meter Maintenance Person	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	38.25	39.49	40.77
			End 2 Yr	40.21	41.52	42.87
50010424	2431	Metering Systems Technician		52.76	54.47	56.24
50010425	2432	Unassigned Metering Systems Technician				
50010389	2370	Metering Technician Crew Leader	Start	57.87	59.75	61.69
			End 1 Yr	60.87	62.85	64.89
51922773	2782	Sr. Routine Meter Person (PIO)	Start	41.23	42.57	43.95
			End 6 Mo	42.41	43.79	45.21
51922774	2785	Routine Meter Person (PIO)	Start	26.38	27.24	28.13
			End 6 Mo	29.62	30.58	31.57
			End 1 Yr	32.82	33.89	34.99
			End 18 Mo	36.06	37.23	38.44
			End 2 Yr	37.15	38.36	39.61
			End 30 Mo	38.25	39.49	40.77
50010302	1489	Shop Meterperson	Start	39.99	41.29	42.63
			End 6 Mo	43.36	44.77	46.23
			End 1 Yr	46.03	47.53	49.07
51530453	0610	Shop Utility Worker L/A R1-13-43	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17
50486040	1773	W&R Dispatcher in Training - Metering		38.63	39.89	41.19

50486038	1771	W&R Dispatcher - Metering	Start	41.62	42.97	44.37
50486039	1772	W&R Relief Dispatcher Metering	End 6 Mo	42.55	43.93	45.36
			End 1 Yr	46.03	47.53	49.07
			End 18 Mo	49.83	51.45	53.12

Relief: The rate of W&R Dispatcher - Metering plus \$5.00 per week plus 8 times the Sunday premium

**MAINTENANCE**

50010256	1141	Apprentice Electrical Machinist	Start	38.10	39.34	40.62
50010155	0481	Apprentice Electrician	End 6 Mo	38.47	39.72	41.01
50072873	2630	Apprentice Welder - Electric	End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10
50010406	2401	Apprentice Electrical Technician	Start	45.99	47.48	49.02
			End 6 Mo	47.32	48.86	50.45
			End 1 Yr	48.04	49.60	51.21
			End 18 Mo	49.35	50.95	52.61
			End 2 Yr	51.39	53.06	54.78
50010411	2408	Apprentice Telecommunications Technician	Start	44.18	45.62	47.10
			End 6 Mo	45.42	46.90	48.42
			End 1 Yr	46.15	47.65	49.20
			End 18 Mo	47.41	48.95	50.54
			End 2 Yr	49.36	50.96	52.62
50010317	1594	Crane Operator (Temp)		45.04	46.50	48.01
51904047	3589	Electric Locator		49.82	51.44	53.11
50010194	0750	Electric Maintenance Crew Leader	Start	52.14	53.83	55.58
			End 1 Yr	54.93	56.72	58.56
50010195	0751	Electric Maintenance Crew Leader (Helms)	Start	54.75	56.53	58.37
			End 1 Yr	57.68	59.55	61.49
		Rate applies after 1 year in classification at Helms.	Start	54.74	56.52	58.36
			End 1 Yr	59.05	60.97	62.95
50010255	1140	Electrical Machinist		49.82	51.44	53.11
50010257	1143	Unassigned Electrical Machinist				
50010254	1139	Electrical Machinist (Helms)		52.31	54.01	55.77
		Rate applies after 1 year in classification at Helms.		53.57	55.31	57.11
50010405	2400	Electrical Technician		56.57	58.41	60.31
50010408	2403	Unassigned Electrical Technician				
50010196	0752	Lead Electrical Technician		59.40	61.33	63.32
50010407	2402	Electrical Technician (Helms)	Start	59.40	61.33	63.32
			End 12 Mo	59.40	61.33	63.32



50232070	0758	Lead Electrical Technician - Helms	Start	62.37	64.40	66.49
			End 12 Mo	63.86	65.94	68.08
50010149	0467	Electrician - Electric & Hydro		49.82	51.44	53.11
50010156	0484	Unassigned Electrician - Elec & Hydro				
50073084	0459	Electrician (Helms)	Start	52.31	54.01	55.77
			End 1 Yr	53.57	55.31	57.11
50070742	0494	Electrician - Switching		52.31	54.01	55.77
50073130	0890	Gardener	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17
50073022	0463	Truck Driver Heavy - Electric		43.40	44.81	46.27
50073177	0624	Labor Crew Leader - Electric Maintenance		45.04	46.50	48.01
50073019	0424	Truck Driver Light - Electric	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
50070792	1231	Mechanic - Electric	Start	40.49	41.81	43.17
			End 6 Mo	43.40	44.81	46.27
50072927	1930	Painter (Temp)		43.40	44.81	46.27
50010410	2407	Telecommunications Crew Leader		58.16	60.05	62.00
50073073	2426	Telecom Crew Foreman - DCPD	Start	55.11	56.90	58.75
			End 6 Mo	56.47	58.31	60.21
			Start Rate 1	57.87	59.75	61.69
			Start Rate 2	58.97	60.89	62.87
			Start Rate 3	60.63	62.60	64.63
			End 6 Mo Rate 1	59.29	61.22	63.21
			End 6 Mo Rate 2	60.42	62.38	64.41
			End 6 Mo Rate 3	62.11	64.13	66.21
		Rate 1 applies after being regularly headquartered at DCPD for 1 year.				
		Rate 2 applies after being regularly headquartered at DCPD for 2 years.				
		Rate 3 applies after being regularly headquartered at DCPD for 3 years.				
50010420	2417	Telecommunications Operations Analyst (DCPD, Fairfield and Genral Office Computer Centers, Sacramento Valley Region and San Joaquin Valley Region Headquarters only)	Start	39.52	40.80	42.13
			End 6 Mo	40.78	42.11	43.48
			End 1 Yr	41.80	43.16	44.56
			End 18 Mo	43.11	44.51	45.96

50010412	2409	Telecommunications Technician		52.76	54.47	56.24
50010401	2393	Unassigned Telecommunications Technician				
50251337	0251	Senior Telecommunications Technician		55.39	57.19	59.05
50010397	2389	Telecommunications Technician (Helms)		55.39	57.19	59.05
		Rate applies after 1 year in classification at Helms		56.72	58.56	60.46
50010417	2414	DCPP Telecommunications Technician	Start	52.76	54.47	56.24
50072960	2427	Unassigned Telecommunications Technician - DCPP				
			Rate 1	55.39	57.19	59.05
			Rate 2	56.44	58.27	60.16
			Rate 3	58.02	59.91	61.86
		Rate 1 applies after being regularly headquartered at DCPP for 1 year.				
		Rate 2 applies after being regularly headquartered at DCPP for 2 years.				
		Rate 3 applies after being regularly headquartered at DCPP for 3 years.				
50010218	0932	Utility Worker - Telecommunications	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17
50073069	0442	Tractor Driver Heavy - Electric	Start	40.85	42.18	43.55
			End 6 Mo	43.40	44.81	46.27
50070764	0437	Light Tractor Driver - Electric (Less than 30 H.P.)	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
50010367	2140	Transformer Repairperson	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
			End 1 Yr	40.85	42.18	43.55
50073051	0417	Truck Driver - Electric	Start	39.61	40.90	42.23
			End 6 Mo	40.85	42.18	43.55
50010436	2620	Welder		45.60	47.08	48.61
50072889	2633	Unassigned Welder				
50010216	0925	Utility Worker - Electric Maintenance	Start	27.34	28.23	29.15
50072845	0921	Utility Worker - Drum	End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17
50010214	0922	Utility Worker - Helms	Start	28.70	29.63	30.59
			End 6 Mo	32.33	33.38	34.46
			End 1 Yr	35.96	37.13	38.34
			End 18 Mo	39.58	40.87	42.20
			Rate 1 End 1 Yr	36.82	38.02	39.26
			Rate 2 End 18 Mo	40.52	41.84	43.20
		Rate 1 applies after 1 year in classification at Helms and at 1 year wage step.				
		Rate 2 applies after 1 year in classification at Helms and at 18 month wage step.				

**OPERATING (including Hydro Operating)**

50010345	1822	Apprentice System Operator	Start	33.29	34.37	35.49
			End 6 Mo	34.92	36.05	37.22
			End 1 Yr	36.50	37.69	38.91
			End 18 Mo	39.73	41.02	42.35
			End 2 Yr	42.94	44.34	45.78
50010346	1823	Assistant System Operator	Start	27.34	28.23	29.15
			End 6 Mo	29.07	30.01	30.99
			End 1 Yr	30.78	31.78	32.81
			End 18 Mo	32.53	33.59	34.68
			End 2 Yr	34.24	35.35	36.50
Cook						
50070763	0355	When cooking for a group averaging less than 5 persons and having responsibility for upkeep of a dormitory		37.69	38.91	40.17
50010139	0356	When cooking for a group averaging from 5 to 10 persons and having responsibility for upkeep of a dormitory		39.61	40.90	42.23
50072989	0357	When cooking for a group averaging from 10 to 15 persons and having responsibility for upkeep of a dormitory		43.40	44.81	46.27
50083870	0360	When cooking for a group averaging more than 15 persons and having responsibility for upkeep of a dormitory		45.60	47.08	48.61
Wages for Cook classifications are gross, from which boarding house charges at established rates will be deducted						
Cook's Utility Worker						
50070768	0964	At an establishment where less than 10 persons are boarded		32.26	33.31	34.39
50070769	0965	At an establishment where from 10 to 15 persons are boarded		33.06	34.13	35.24
50070770	0966	At an establishment where more than 15 persons are boarded		33.06	34.13	35.24
Wages for Cook's Utility Worker classifications are gross, from which boarding house charges at established rates will be deducted						
50010338	1803	Grid System Control Operator (PIO)	Start	58.87	60.78	62.76
			End 6 Mo	60.53	62.50	64.53
			End 1 Yr	62.95	65.00	67.11
50010319	1610	Division Operator - San Francisco Division (PIO)	Start	54.66	56.44	58.27
			End 6 Mo	58.33	60.23	62.19
			End 1 Yr	60.46	62.42	64.45

Housekeeper

50010225	0980	At an establishment where less than 10 persons are boarded		32.26	33.31	34.39
50070771	0983	At an establishment where from 10 to 15 persons are boarded		33.06	34.13	35.24
50070772	0984	At an establishment where more than 15 persons are boarded		34.02	35.13	36.27

Wages for Housekeeper classifications are gross, from which boarding house charges at established rates will be deducted

50010349	1826	Hydro Operator	Start	55.56	57.37	59.23
50010350	1827	Unassigned Hydro Operator	End 6 Mo	56.36	58.19	60.08
50010348	1825	Hydro Operator-In-Training	Start	33.29	34.37	35.49
			End 6 Mo	38.90	40.16	41.47
			End 12 M	42.26	43.63	45.05
50010341	1809	Lead System Operator	Start	60.65	62.62	64.66
			End 6 Mo	62.07	64.09	66.17
50226825	1828	Unassigned Hydro Operator - Helms	Start	58.34	60.24	62.20
			End 6 Mo	59.16	61.08	63.07
			End 1 Yr	60.59	62.56	64.59
50010334	1740	Roving Operator (Hydro Plants)	Start	52.27	53.97	55.72
50010335	1741	Roving Operator - Unassigned	End 6 Mo	52.86	54.58	56.35
50072879	1745	Utility Roving Operator - Stockton only				
50073114	0070	Station Attendant		45.04	46.50	48.01
50010339	1805	System Operator	Start	47.96	49.52	51.13
50010342	1811	Unassigned System Operator	End 6 Mo	49.83	51.45	53.12
			End 1 Yr	51.71	53.39	55.13
			End 18 Mo	53.61	55.35	57.15
			End 2 Yr	56.26	58.09	59.98
			End 30 Mo	57.98	59.86	61.81
50010344	1819	Hydro Operator (Helms)	Start	58.34	60.24	62.20
			End 6 Mo	59.16	61.08	63.07
			End 1 Yr	60.59	62.56	64.59
50010347	1824	Utility Operator - Hydro	Start	28.19	29.11	30.06
			End 6 Mo	31.73	32.76	33.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	38.81	40.07	41.37
			End 2 Yr	43.52	44.93	46.39
50072881	1880	Utility Operator - Substation	Start	47.58	49.13	50.73
			End 6 Mo	48.13	49.69	51.30
50072843	0926	Utility Worker - Electric Operating	Start	27.34	28.23	29.15
50072845	0921	Utility Worker - Drum	End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17

**CLERICAL - HYDRO**

50010122	0264	First Hydro Clerk	Start	41.17	42.51	43.89
			End 6 Mo	41.96	43.32	44.73
			End 1 Yr	43.40	44.81	46.27
			End 18 Mo	44.44	45.88	47.37
			End 2 Yr	45.16	46.63	48.15

50010124	0266	First Hydro Clerk - Helms	Start	43.20	44.60	46.05
			End 6 Mo	44.04	45.47	46.95
			End 1 Yr	45.55	47.03	48.56
			End 18 Mo	46.68	48.20	49.77
			End 2 Yr	47.40	48.94	50.53

Rate 1	46.66	48.18	49.75
Rate 2	47.78	49.33	50.93
Rate 3	48.55	50.13	51.76

Rate 1 applies after 1 year in classification at Helms and at 1-year wage step.

Rate 2 applies after 1 year in classification at Helms and at 18-month wage step.

Rate 3 applies after 1 year in classification at Helms and at 2-year wage step.

50010123	0265	Routine Hydro Clerk	Start	27.34	28.23	29.15
			End 6 Mo	31.06	32.07	33.11
			End 1 Yr	34.77	35.90	37.07
			End 18 Mo	38.47	39.72	41.01
			End 2 Yr	39.61	40.90	42.23
			End 30 Mo	41.17	42.51	43.89

50010121	0263	Senior Hydro Clerk	Start	45.16	46.63	48.15
			End 6 Mo	46.15	47.65	49.20
			End 1 Yr	47.10	48.63	50.21
			End 18 Mo	48.14	49.70	51.32

**GAS DEPARTMENT**

**GAS DISTRIBUTION AND CONTROL CENTER**

50489164	1599	Apprentice Distribution Gas System Operator	Start	44.44	45.88	47.37
			End 6 Mo	45.86	47.35	48.89
			End 1 Yr	48.55	50.13	51.76

50489065	1598	Distribution Gas System Operator (Relief)		51.78	53.46	55.20
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Relief: The rate of Distribution Gas System Operator plus \$5.00 per week plus 8 times the Sunday premium

51836159	3342	Senior Distribution Gas System Operator (Relief)	Start	54.37	56.14	57.96
			End of 6 Mo	56.96	58.81	60.72

Relief: The rate of Distribution Gas System Operator plus \$5.00 per week plus 8 times the Sunday premium

**TRANSMISSION AND DISTRIBUTION**

51654541	0066	Apprentice Corrosion Mechanic	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
51636998	0564	Apprentice Fitter-Arc	Start	38.81	40.07	41.37
			End 6 Mo	39.22	40.49	41.81
			End 1 Yr	40.38	41.69	43.04
			End 18 Mo	41.26	42.60	43.98
			End 2 Yr	42.19	43.56	44.98
			End 30 Mo	44.18	45.62	47.10
50010270	1245	Corrosion Mechanic (PIO) L/A 14-35	Start	43.04	44.44	45.88
			End 6 Mo	44.18	45.62	47.10
			End 1 Yr	45.04	46.50	48.01
			End 18 Mo	45.89	47.38	48.92
			End 2 Yr	47.10	48.63	50.21
51654542	0067	Corrosion Mechanic-NACE CP1		49.82	51.44	53.11
51708057	0067	UN Corrosion Mechanic-NACE CP1				
50010161	0524	Fieldperson	Start	38.81	40.07	41.37
50070741	0526	Night Fieldperson - S. F. Division Only	End 6 Mo	39.22	40.49	41.81
			End 1 Yr	40.38	41.69	43.04
			End 18 Mo	41.61	42.96	44.36
			End 2 Yr	42.19	43.56	44.98
50010167	0560	Fitter (PIO)		49.82	51.44	53.11
50010170	0563	Unassigned Fitter (PIO) L/A 14-35				
50010169	0562	Fitter - Arc		50.93	52.59	54.30
51654528	0062	Unassigned Fitter-Arc				
51654546	0358	Gas Compliance Representative	Start	38.81	40.07	41.37
			End 6 Mo	39.22	40.49	41.81
			End 1 Yr	40.38	41.69	43.04
			End 18 Mo	41.61	42.96	44.36
			End 2 Yr	44.30	45.74	47.23
51654530	0063	Gas Crew Leader-Arc		54.60	56.37	58.20
50010175	0641	Gas Crew Foreman L/A 16-49		52.14	53.83	55.58
50010174	0640	Gas Crew Leader L/A 14-35	Start	52.14	53.83	55.58
			End 1 Yr	53.40	55.14	56.93
50010283	1300	Gas Mechanic		53.40	55.14	56.93
51654537	0064	Gas T&D Equipment Operator		45.91	47.40	48.94
50010148	0465	Heavy Truck Driver (PIO) L/A 14-35		44.22	45.66	47.14
51654545	0339	Lead Corrosion Mechanic		53.40	55.14	56.93

50315042	1004	M&C Coordinator	Start	53.41	55.15	56.94
			End 1 Yr	55.98	57.80	59.68
51654543	0338	Senior Corrosion Mechanic-NACE CP2		50.93	52.59	54.30
51654548	0359	Senior Gas Compliance Representative		46.51	48.02	49.58
51654540	0065	Senior Gas T&D Equipment Operator		48.21	49.78	51.40
50010189	0738	Underground Construction Crew Leader - Gas	Start	53.29	55.02	56.81
			End 1 Yr	55.98	57.80	59.68
		Underground Construction Crew Leader shall receive an additional \$50.00 per week.				
50010235	1078	Underground Construction Journeyman - Gas		52.21	53.91	55.66
		Underground Construction Journeyman shall receive an additional \$50.00 per week.				
50010217	0930	Utility Worker - Gas Transm & Dsbn	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.24	35.35	36.50
			End 18 Mo	37.69	38.91	40.17
51781783	1655	Working Leader-Division Gas T&D LA 15-32		59.12	61.04	63.02
<b>GAS FIRST RESPONDER CLASSIFICATIONS (LA 16-43)</b>						
51786006	3578	Gas Crew Leader-Arc, 1st Responder Pre 18 mo		60.07	62.02	64.04
51786007	3579	Gas Crew Leader-Arc, 1st Responder Post 18 mo				
51786008	3340	Gas Crew Leader, 1st Responder Pre 18 mo	Start	57.36	59.22	61.14
			End 1 Yr	58.74	60.65	62.62
51786009	3341	Gas Crew Leader, 1st Responder Post 18 mo				
51786012	3574	Fitter-Arc, 1st Responder Pre 18 mo		56.02	57.84	59.72
51786014	6576	UN Fitter-Arc, 1st Responder Pre 18 mo				
51786013	6575	Fitter-Arc, 1st Responder Post 18 mo				
51786015	3577	UN Fitter-Arc, 1st Responder Post 18 mo				
51786002	3582	Sr Gas T&D Equip Optr, 1st Resp Pre 18 mo		53.05	54.77	56.55
51786003	3583	Sr Gas T&D Equipmt Optr, 1st Resp Post 18 mo				
51785475	3580	Gas T&D Equipment Operator, 1st Resp Pre 18 mo		50.51	52.15	53.84
51786001	3581	Gas T&D Equipment Operator, 1st Resp Pos 18 mo				
51786010	3313	Fieldperson, 1st Responder Pre 18 mo	Start	42.69	44.08	45.51
51786011	3314	Fieldperson, 1st Responder Post 18 mo	End 6 Mo	43.15	44.55	46.00
			End 1 Yr	44.42	45.86	47.35
			End 18 Mo	45.77	47.26	48.80
			End 2 Yr	46.40	47.91	49.47

**GAS SUPER CREW CLASSIFICATIONS (LA 16-48)**

51942103	3359	Super Crew M&C Coord-Gas Pre 12 mo	Start	56.08	57.90	59.78
51942126	3360	Super Crew M&C Coord-Gas Post 12 mo	End 1 Yr	58.77	60.68	62.65
51942128	4001	Super Crew Gas Crew Lder-Arc Pre 12 mo		57.33	59.19	61.11
51942129	4002	Super Crew Gas Crew Lder-Arc Post 12 mo				
51942134	3361	Super Crew Gas Crew Leader Pre 12 mo	Start	54.75	56.53	58.37
51942135	3362	Super Crew Gas Crew Leader Post 12 mo	End 1 Yr	56.08	57.90	59.78
51947079	4015	Super Crew Gas Crew Foreman Pre 12 mo		54.75	56.53	58.37
51947083	4016	Super Crew Gas Crew Foreman Post 12 mo				
51942136	4003	Super Crew Gas Mechanic Pre 12 mo		56.08	57.90	59.78
51942142	4004	Super Crew Gas Mechanic Post 12 mo				
51942143	4005	Super Crew Fitter-Arc Pre 12 mo		53.47	55.21	57.00
51942147	4006	Super Crew Fitter-Arc Post 12 mo				
51942252	4007	Super Crew Fitter Pre 12 mo		52.31	54.01	55.77
51942255	4008	Super Crew Fitter Post 12 mo				
51942259	4009	Super Crew Sr Gas T&D Eqmt Opr Pre 12 mo		50.63	52.28	53.98
51942260	4010	Super Crew Sr Gas T&D Eqmt Opr Post 12 mo				
51942261	4011	Super Crew Gas T&D Equipmt Opr Pre 12 mo		48.21	49.78	51.40
51942262	4012	Super Crew Gas T&D Equipmt Opr Post 12 mo				
51942263	3363	Super Crew Fieldperson Pre 12 mo	Start	40.75	42.07	43.44
51942264	3364	Super Crew Fieldperson Post 12 mo	End 6 Mo	41.18	42.52	43.90
			End 1 Yr	42.39	43.77	45.19
			End 18 Mo	43.69	45.11	46.58
			End 2 Yr	44.29	45.73	47.22
51942265	4013	Super Crew Sr Gas Complce Pre 12 mo		48.83	50.42	52.06
51942267	4014	Super Crew Sr Gas Complce Rep Post 12 mo				
51942269	3365	Super Crew Gas Compliance Rep Pre 12 mo	Start	40.75	42.07	43.44
51942271	3366	Super Crew Gas Compliance Rep Post 12 mo	End 6 Mo	41.18	42.52	43.90
			End 1 Yr	42.39	43.77	45.19
			End 18 Mo	43.69	45.11	46.58
			End 2 Yr	46.52	48.03	49.59
51942272	3367	Super Crew Utility Worker Pre 12 mo	Start	28.71	29.64	30.60
51942273	3368	Super Crew Utility Worker Post 12 mo	End 6 Mo	32.34	33.39	34.48
			End 1 Yr	35.94	37.11	38.32
			End 18 Mo	39.58	40.87	42.20

**SERVICE**

50010293	1405	Service Mechanic		50.41	52.05	53.74
51645906	2211	Lead Gas Service Representative		52.92	54.64	56.42



50010373	2210	Gas Service Representative	Start	41.05	42.38	43.76
			End 6 Mo	41.98	43.34	44.75
			End 1 Yr	43.49	44.90	46.36
			End 18 Mo	45.42	46.90	48.42
			End 2 Yr	47.25	48.79	50.38
			End 30 Mo	49.12	50.72	52.37
51645908	2212	Utility Gas Service Representative	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	38.25	39.49	40.77
			End 2 Yr	40.21	41.52	42.87
50073353	1762	W&R Dispatcher-In-Training Gas		38.63	39.89	41.19
50073351	1760	Work and Resource Dispatcher - Gas	Start	41.62	42.97	44.37
50073352	1761	Work and Resource Relief Dispatcher - Gas	End 6 Mo	42.55	43.93	45.36
			End 1 Yr	46.03	47.53	49.07
			End 18 Mo	49.83	51.45	53.12

Relief: The rate of Work and Resource Dispatcher plus \$5.00 per week plus 8 times the Sunday premium

#### **GAS METER REPAIR FACILITY**

50010291	1375	Meter/Regulator Mechanic	Start	38.73	39.99	41.29
			End 6 Mo	39.36	40.64	41.96
			End 1 Yr	40.22	41.53	42.88
			End 18 Mo	41.62	42.97	44.37
			End 2 Yr	42.74	44.13	45.56
50010067	0055	Plant Assistant	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.24	35.35	36.50
			End 18 Mo	37.69	38.91	40.17
			End 2 Yr	38.10	39.34	40.62
50316166	1390	Plant Mechanic	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	41.39	42.74	44.13
			End 30 Mo	44.44	45.88	47.37
50010421	2420	Plant Technician		49.36	50.96	52.62
50010292	1376	Senior Meter/Regulator Mechanic		43.83	45.25	46.72

**GAS PIPELINE OPERATION & MAINTENANCE - TRANSMISSION AND DISTRIBUTION  
(GPO&M-T&D)**

**MAINTENANCE**

50072865	2437	Apprentice Gas Control Technician	Start	38.10	39.34	40.62
50072871	1401	Apprentice Transmission Mechanic	End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10
50010290	1368	Apprentice Measurement and Control Mechanic (PIO) L/A 14-40	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10
50010288	1365	Measurement and Control Mechanic (PIO)		50.93	52.59	54.30
50010289	1366	Unassigned Measurement and Control Mechanic (PIO) L/A 14-40				
50202594	1422	Engine Analyst		51.85	53.54	55.28
50010300	1483	Field Meterperson	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
			End 1 Yr	40.85	42.18	43.55
51664842	0361	Lead Transmission Mechanic		52.31	54.01	55.77
50315041	1008	M&C Coordinator - Gas Transmission	Start	53.40	55.14	56.93
			End 1 Yr	55.98	57.80	59.68
50010294	1406	Transmission Mechanic		49.82	51.44	53.11
50072958	1414	Unassigned Transmission Mechanic				
50010427	2435	Gas Control Technician		52.76	54.47	56.24
51664845	2436	Unassigned Gas Control Technician				
50072607	2434	Lead Gas Control Technician		55.39	57.19	59.05
50010298	1440	Mechanic-Welder		49.82	51.44	53.11
51517789	0380	Mechanic Welder In-Service		51.31	52.98	54.70
50010219	0935	Utility Worker	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17

**TRANSMISSION GAS SYSTEM OPERATIONS**

50073138	1591	Apprentice Transmission Gas System Operator	Start	44.44	45.88	47.37
			End 6 Mo	45.86	47.35	48.89
			End 1 Yr	48.55	50.13	51.76

50010314	1587	Transmission Gas System Operator		51.78	53.46	55.20
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Relief Transmission Gas System Operator

The appropriate rate of Transmission Gas System Operator, plus \$5.00 per week plus 8 times the hourly Sunday premium

**STATION OPERATIONS**

51664844	0368	Apprentice Station Operator	Start	39.41	40.69	42.01
			End 6 Mo	41.88	43.24	44.65
			End 1 Yr	45.55	47.03	48.56

51664843	0362	Station Operator		46.87	48.39	49.96
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51666202	0369	Station Operator, Unassigned				
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50210204	2131	Senior Station Operator		50.83	52.48	54.19
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50210205	2131	Senior Station Operator-Relief		50.83	52.48	54.19
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Senior Station Operator wage, plus \$5, plus 8 times the hourly Sunday premium.

50010065	0048	Senior Maintenance Assistant		43.45	44.86	46.32
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50010066	0049	Maintenance Assistant II	Start	37.69	38.91	40.17
			End 6 Mo	39.61	40.90	42.23
			End 1 Yr	41.62	42.97	44.37

A Maintenance Assistant II will automatically progress to Senior Maintenance Assistant upon completion of skill proficiency examination and 6 months at top step

50010068	0057	Maintenance Assistant I	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51

A Maintenance Assistant I will automatically progress to Maintenance Assistant II upon completion of 18 months in rate or hold top step for 6 months

**SEE L/A 14-40 for classifications in italics below**

Relief Operator-Mechanic (PIO)

The appropriate rate of Operator-Mechanic, plus \$5.00 per week plus 8 times the hourly Sunday premium

50010332	1708	Operator-Mechanic I (PIO)	Start	38.99	40.26	41.57
			End 6 Mo	39.40	40.68	42.00
			End 1 Yr	40.51	41.83	43.19
			End 18 Mo	41.38	42.72	44.11
			End 2 Yr	44.73	46.18	47.68

Relief Senior Operator Mechanic (PIO)

The appropriate rate of Senior Operator Mechanic, plus \$5.00 per week plus 8 times the hourly Sunday premium

50010309	1577	Senior Gas Transmission Operator (PIO)	Start	48.61	50.19	51.82
			End 1 Yr	50.83	52.48	54.19

Relief Senior Gas Transmission Operator (PIO)

The appropriate rate of Senior Gas Transmission Operator, plus \$5.00 per week plus 8 times the hourly Sunday premium

**TRANSMISSION PROJECT CLEARANCE OPERATIONS (TPCO)**

51530458	3585	Gas Control Technician - TPCO		55.40	57.20	59.06
51527024	3586	Lead Gas Control Technician - TPCO		58.16	60.05	62.00
51530457	3587	Lead Mechanic-Welder-TPCO		54.92	56.70	58.54
51790919	3584	Lead Mechnaic-Welder (TPCO) In-Service Welding		56.57	58.41	60.31
51527201	3588	Transmission Mechanic - TPCO		52.31	54.01	55.77
51852535	3355	Utility Worker-TPCO	Start	28.71	29.64	30.60
			End 6 Mo	32.34	33.39	34.48
			End 1 Yr	35.95	37.12	38.33
			End 18 Mo	39.58	40.87	42.20

**LNG/CNG OPERATIONS**

51567004	3343	LNG/CNG Technician		55.40	57.20	59.06
51567005	3344	Lead LNG/CNG Technician		58.16	60.05	62.00

**GENERAL SERVICES DEPARTMENT**

**GARAGE**

50010275	1258	Apprentice Equipment Mechanic	Start	39.00	40.27	41.58
			End 6 Mo	39.91	41.21	42.55
			End 1 Yr	40.85	42.18	43.55
			End 18 Mo	41.96	43.32	44.73
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10
50010273	1255	Equipment Mechanic		49.82	51.44	53.11
50010271	1252	Utility Equipment Mechanic - Auberry				
50010274	1256	Unassigned Equipment Mechanic				
50010272	1253	Utility Equipment Mechanic - Helms	Start	52.31	54.01	55.77
			End 1 Yr	53.57	55.31	57.11
50070796	1254	Utility Equipment Mechanic (DER)		49.82	51.44	53.11

50010276	1259	Equipment Mechanic - DCP		49.82	51.44	53.11
			Rate 1	52.31	54.01	55.77
			Rate 2	53.30	55.03	56.82
			Rate 3	54.80	56.58	58.42

Rate 1 applies after being regularly headquartered at DCP for 1 year.

Rate 2 applies after being regularly headquartered at DCP for 2 years.

Rate 3 applies after being regularly headquartered at DCP for 3 years.

50073128	0060	Garage Attendant - General Office	Start	39.61	40.90	42.23
			End 6 Mo	40.57	41.89	43.25
			End 1 Yr	41.17	42.51	43.89

50010186	0730	Garage Subforeman		52.14	53.83	55.58
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50010187	0733	Garage Subforeman (DCP)		52.14	53.83	55.58
			Rate 1	54.73	56.51	58.35
			Rate 2	55.79	57.60	59.47
			Rate 3	57.35	59.21	61.13

Rate 1 applies after being regularly headquartered at DCP for 1 year.

Rate 2 applies after being regularly headquartered at DCP for 2 years.

Rate 3 applies after being regularly headquartered at DCP for 3 years.

50010210	0880	Garageman	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17
			End 2 Yr	38.47	39.72	41.01

50010143	0423	Light Truck Driver - Garage	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23

50072928	1928	Painter - Garage		43.40	44.81	46.27
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50010237	1083	Parking Leadman (50 Main Garage)	Start	43.40	44.81	46.27
			End 6 Mo	45.04	46.50	48.01
			End 1 Yr	46.60	48.11	49.67

50010126	0277	Parts Clerk	Start	39.61	40.90	42.23
			End 6 Mo	40.22	41.53	42.88
			End 1 Yr	41.39	42.74	44.13
			End 18 Mo	41.96	43.32	44.73
			End 2 Yr	43.40	44.81	46.27

#### BUILDING SERVICE

50010158	0492	Building Engineer - GO only	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.85	42.18	43.55
			End 2 Yr	43.40	44.81	46.27
			End 30 Mo	45.04	46.50	48.01

Relief Building Engineer  
The appropriate rate of Building Engineer, plus \$5.00 per week  
plus 8 times the hourly Sunday premium

50010268	1242	Building Mechanic	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.85	42.18	43.55
			End 2 Yr	43.40	44.81	46.27
			End 30 Mo	45.04	46.50	48.01
50010182	0665	Building Crew Leader	Start	49.61	51.22	52.88
			End 1 Yr	50.37	52.01	53.70
50010183	0666	Building Crew Leader (DCPP)		50.37	52.01	53.70
			Start Rate 1	52.89	54.61	56.38
			Start Rate 2	53.89	55.64	57.45
			Start Rate 3	55.41	57.21	59.07
			Rate 1 applies after being regularly headquartered at DCPP for 1 year.			
			Rate 2 applies after being regularly headquartered at DCPP for 2 years.			
			Rate 3 applies after being regularly headquartered at DCPP for 3 years.			
50010382	2355	Building Technician		52.27	53.97	55.72
51683083	0005	Critical Facility Technician		52.27	53.97	55.72
50073127	0590	Floorperson - General Office only	Start	36.58	37.77	39.00
			End 6 Mo	38.10	39.34	40.62
50073130	0890	Gardener	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17
50010233	1050	Janitor	Start	27.34	28.23	29.15
50070776	1060	Janitress	End 6 Mo	30.21	31.19	32.20
			End 1 Yr	33.03	34.10	35.21
			End 18 Mo	35.87	37.04	38.24
50073181	0493	Lead Building Engineer - General Office only		47.10	48.63	50.21
50010266	1235	Lead Building Mechanic				
50010267	1236	Lead Building Mechanic - DCPP	Start	47.10	48.63	50.21
			Rate 1	49.43	51.04	52.70
			Rate 2	50.38	52.02	53.71
			Rate 3	51.79	53.47	55.21
			Rate 1 applies after being regularly headquartered at DCPP for 1 year.			
			Rate 2 applies after being regularly headquartered at DCPP for 2 years.			
			Rate 3 applies after being regularly headquartered at DCPP for 3 years.			
50070777	1073	Lead Janitor - General Office		38.73	39.99	41.29
50073170	1935	Lead Painter - General Office	Start	45.04	46.50	48.01
			End 6 Mo	47.10	48.63	50.21
			End 1 Yr	48.14	49.70	51.32

50072847	0927	Utility Worker - Building Services	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17
50072848	0929	Utility Worker - Building (DCPP)	Start	29.16	30.11	31.09
			End 6 Mo	31.99	33.03	34.10
			End 1 Yr	34.84	35.97	37.14
			End 18 Mo	37.69	38.91	40.17

**NUCLEAR POWER GENERATION DEPARTMENT DIABLO CANYON POWER PLANT**

**OPERATING**

Relief Operator or Engineer

The appropriate rate of the designated operating classification, plus \$5.00 per week plus 8 times the hourly Sunday premium

50010312	1583	DCPP Reactor Operator		58.53	60.43	62.39
50010233	1050	Janitor	Start	27.34	28.23	29.15
50070776	1060	Janitress	End 6 Mo	30.21	31.19	32.20
			End 1 Yr	33.03	34.10	35.21
			End 18 Mo	35.87	37.04	38.24
50010327	1699	DCPP Nuclear Operator	Start	39.56	40.85	42.18
			End 6 Mo	39.95	41.25	42.59
			End 1 Yr	41.15	42.49	43.87
			End 18 Mo	42.52	43.90	45.33
			End 2 Yr	44.69	46.14	47.64
			End 30 Mo	45.89	47.38	48.92
			End 42 Mo	50.69	52.34	54.04
			End 54 Mo	55.46	57.26	59.12
50252644	1584	DCPP Nuclear Operator Level 9		58.53	60.43	62.39
50010311	1582	DCPP Work Control Lead		61.46	63.46	65.52

**ELECTRICAL MAINTENANCE**

50072523	2366	Apprentice Electrical Control Technician (DCPP)	Start	44.18	45.62	47.10
			End 6 Mo	45.42	46.90	48.42
			End 1 Yr	46.15	47.65	49.20
			End 18 Mo	47.41	48.95	50.54
			End 2 Yr	49.36	50.96	52.62
50072851	0482	DCPP Apprentice Electrician - Steam	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10

50010386	2365	Electrical Control Technician (DCPP)		52.76	54.47	56.24
50073008	2367	Unassigned Electrical Control Technician (DCPP)	Rate 1	55.39	57.19	59.05
			Rate 2	56.44	58.27	60.16
			Rate 3	58.02	59.91	61.86

Rate 1 applies after being regularly headquartered at DCPD for 1 year.  
Rate 2 applies after being regularly headquartered at DCPD for 2 years.  
Rate 3 applies after being regularly headquartered at DCPD for 3 years.

50073082	0472	Electrician (DCPP)	Start	49.82	51.44	53.11
50073006	0489	Unassigned Electrician (DCPP)	Rate 1	52.31	54.01	55.77
50010154	0479	Traveling Electrician (DCPP)	Rate 2	53.30	55.03	56.82
50072952	0491	Unassigned Traveling Electrician (DCPP)	Rate 3	54.80	56.58	58.42

Rate 1 applies after being regularly headquartered at DCPD for 1 year.  
Rate 2 applies after being regularly headquartered at DCPD for 2 years.  
Rate 3 applies after being regularly headquartered at DCPD for 3 years.

50073079	0748	Electric Maintenance Subforeman - DCPD	Start	57.27	59.13	61.05
50010197	0755	Maintenance Subforeman - DCPD	End 1 Yr	58.73	60.64	62.61
50010137	0332	Tool Maintenance Clerk - Electrical (DCPP)	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
			End 1 Yr	40.85	42.18	43.55
			End 18 Mo	41.62	42.97	44.37
			End 2 Yr	43.40	44.81	46.27

**MECHANICAL MAINTENANCE**

50070785	1131	DCPD Apprentice Machinist - Steam	Start	38.10	39.34	40.62
50010369	2171	Apprentice Mechanic - Rigger	End 6 Mo	38.47	39.72	41.01
50072874	2629	Apprentice Welder - Steam	End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10

50072942	2631	Certified Welder (DCPD)	Start	49.82	51.44	53.11
50073012	2632	Unassigned Certified Welder (DCPD)	Rate 1	52.31	54.01	55.77
50010439	2634	Traveling Certified Welder (DCPD)	Rate 2	53.30	55.03	56.82
50072894	2635	Unassigned Traveling Certified Welder (DCPD)	Rate 3	54.80	56.58	58.42

Rate 1 applies after being regularly headquartered at DCPD for 1 year.  
Rate 2 applies after being regularly headquartered at DCPD for 2 years.  
Rate 3 applies after being regularly headquartered at DCPD for 3 years.

50070782	1113	Machinist (DCPD)	Start	49.82	51.44	53.11
50010253	1128	Unassigned Machinist (DCPD)	Rate 1	52.31	54.01	55.77
50010258	1146	Traveling Machinist (DCPD)	Rate 2	53.30	55.03	56.82
50070784	1129	Unassigned Traveling Machinist (DCPD)	Rate 3	54.80	56.58	58.42
50010370	2174	Traveling Mechanic - Rigger (DCPD)				
50010371	2176	Unassigned Traveling Mechanic - Rigger (DCPD)				

Rate 1 applies after being regularly headquartered at DCPD for 1 year.  
Rate 2 applies after being regularly headquartered at DCPD for 2 years.  
Rate 3 applies after being regularly headquartered at DCPD for 3 years.



50073055	2167	Traveling Rigger		49.82	51.44	53.11
50072896	2164	Unassigned Traveling Rigger				
50010138	0336	DCPP Tool Maintenance Clerk - Mechanical	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
			End 1 Yr	40.85	42.18	43.55
			End 18 Mo	41.62	42.97	44.37
			End 2 Yr	43.40	44.81	46.27
50506640	0941	DCPP Traveling Utility Worker	Start	29.16	30.11	31.09
			End 6 Mo	31.99	33.03	34.10
			End 1 Yr	34.85	35.98	37.15
			End 18 Mo	37.69	38.91	40.17
<b>TECHNICAL MAINTENANCE</b>						
50010404	2398	Apprentice Control Technician	Start	44.18	45.62	47.10
			End 6 Mo	45.42	46.90	48.42
			End 1 Yr	46.15	47.65	49.20
			End 18 Mo	47.41	48.95	50.54
			End 2 Yr	49.36	50.96	52.62
50010363	2091	Apprentice Instrument Repairman	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10
50010383	2357	Chemical & Radiation Protection Technician (DCPP)	Start	40.01	41.31	42.65
50010384	2358	Traveling Chemical & Radiation Protection Technician (DCPP)	End 6 Mo	43.15	44.55	46.00
			End 1 Yr	46.33	47.84	49.39
			End 18 Mo	49.82	51.44	53.11
			End 2 Yr	53.32	55.05	56.84
			End 3 Yr	54.81	56.59	58.43
			End 4 Yr	56.47	58.31	60.21
50010391	2380	Control Technician (DCPP)	Start	52.76	54.47	56.24
50073010	2381	Unassigned Control Technician (DCPP)	Rate 1	55.39	57.19	59.05
50010392	2382	Traveling Control Technician (DCPP)	Rate 2	56.44	58.27	60.16
50072955	2399	Unassigned Traveling Control Technician (DCPP)	Rate 3	58.02	59.91	61.86
50010394	2385	Shift Control Technician (DCPP)				
50010390	2375	Unassigned Shift Control Technician (DCPP)				
			Rate 1 applies after being regularly headquartered at DCPD for 1 year.			
			Rate 2 applies after being regularly headquartered at DCPD for 2 years.			
			Rate 3 applies after being regularly headquartered at DCPD for 3 years.			
50070806	2095	Instrument Repairman (DCPP)	Start	49.82	51.44	53.11
50072973	2096	Unassigned Instrument Repairman (DCPP)	Rate 1	52.31	54.01	55.77
50073058	2099	Traveling Instrument Repairman (DCPP)	Rate 2	53.30	55.03	56.82
50072893	2092	Unassigned Traveling Instrument Repairman (DCPP)	Rate 3	54.80	56.58	58.42
			Rate 1 applies after being regularly headquartered at DCPD for 1 year.			
			Rate 2 applies after being regularly headquartered at DCPD for 2 years.			
			Rate 3 applies after being regularly headquartered at DCPD for 3 years.			

50010387	2368	DCPP Decontamination Specialist	Start	41.43	42.78	44.17
			End 1 Yr	45.39	46.87	48.39
			End 2 Yr	49.36	50.96	52.62
50073151	0756	DCPP Technical Maintenance Subforeman	Start	57.27	59.13	61.05
			End 1 Yr	58.73	60.64	62.61
50073070	0334	DCPP Tool Maintenance Clerk - Instrument Maintenance	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
			End 1 Yr	40.85	42.18	43.55
			End 18 Mo	41.62	42.97	44.37
			End 2 Yr	43.40	44.81	46.27
50072838	0944	DCPP Utility Worker	Start	27.34	28.23	29.15
50010222	0946	Traveling Utility Worker - Technical	End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.24	35.35	36.50
			End 18 Mo	37.69	38.91	40.17
50072846	0938	DCPP Utility Worker - Chemical and Radiation Protection Technician	Start	40.69	42.01	43.38
			End 6 Mo	41.69	43.04	44.44
			End 1 Yr	42.69	44.08	45.51
50073111	0939	Shift Utility Worker - Chemical and Radiation Prot DCP	Start	29.16	30.11	31.09
			End 6 Mo	31.99	33.03	34.10
			End 1 Yr	34.84	35.97	37.14
			End 18 Mo	37.69	38.91	40.17
<b>FIRE DEPARTMENT</b>						
51892857	3358	DCPP Fire Captain Advanced	Start	52.38	54.08	55.84
			End 6 Mo	54.69	56.47	58.31
			End 1 Yr	55.17	56.96	58.81
50010164	0540	DCPP Fire Captain	Start	50.35	51.99	53.68
			End 6 Mo	52.66	54.37	56.14
			End 1 Yr	53.14	54.87	56.65
51892856	3357	DCPP Firefighter Advanced	Start	46.71	48.23	49.80
			End 6 Mo	48.13	49.69	51.30
			End 1 Yr	50.24	51.87	53.56
50010165	0545	DCPP Firefighter	Start	44.68	46.13	47.63
			End 6 Mo	46.11	47.61	49.16
			End 1 Yr	48.21	49.78	51.40
50010166	0547	DCPP Shift Firewatch Relief	Start	29.62	30.58	31.57
			End 6 Mo	30.62	31.62	32.65
			End 1 Yr	32.54	33.60	34.69

**CLERICAL**

50010131	0301	DCPP Control Room Assistant (PIO)	Start	35.87	37.04	38.24
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	41.17	42.51	43.89
			End 2 Yr	41.96	43.32	44.73
			End 30 Mo	43.09	44.49	45.94
			End 3 Yr	44.44	45.88	47.37
			End 42 Mo	45.16	46.63	48.15
50462905	1629	DCPP Administrative Associate - Nuclear	Start	25.01	25.82	26.66
			End 6 Mo	26.77	27.64	28.54
			End 1 Yr	28.61	29.54	30.50
50462906	1630	DCPP Administrative Specialist - Nuclear	Start	29.16	30.11	31.09
			End 6 Mo	32.24	33.29	34.37
			End 1 Yr	35.37	36.52	37.71
			End 18 Mo	38.47	39.72	41.01
			End 2 Yr	39.61	40.90	42.23
			End 30 Mo	41.17	42.51	43.89
			End 3 Yr	41.96	43.32	44.73
			End 42 Mo	43.40	44.81	46.27
50462907	1631	DCPP Senior Administrator - Nuclear	Start	45.16	46.63	48.15
			End 6 Mo	46.15	47.65	49.20
			End 1 Yr	47.10	48.63	50.21
			End 18 Mo	48.14	49.70	51.32
50010129	0293	DCPP First Plant Clerk (PIO)	Start	41.17	42.51	43.89
			End 6 Mo	41.96	43.32	44.73
			End 1 Yr	43.40	44.81	46.27
			End 18 Mo	44.44	45.88	47.37
			End 2 Yr	45.16	46.63	48.15

**NEW GENERATION POWER FACILITIES**

**FOSSIL GENERATION**

50319268	2452	Lead Power Plant Technician		58.02	59.91	61.86
50212251	2428	Power Plant Technician		50.83	52.48	54.19
50212252	2429	Advanced Power Plant Technician		52.76	54.47	56.24
50288409	2425	Associate Power Plant Technician	Start	38.10	39.34	40.62
			End 6 Mo	38.47	39.72	41.01
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10
50220164	1726	Power Plant Assistant	Start	41.17	42.51	43.89
			End 6 Mo	41.96	43.32	44.73
			End 1 Yr	43.40	44.81	46.27
			End 18 Mo	44.44	45.88	47.37
			End 2 Yr	45.16	46.63	48.15

**SOLAR GENERATION**

50391068	1012	Solar Technician		49.82	51.44	53.11
50391069	1013	Senior Solar Technician		51.69	53.37	55.10

**HYDRO MAINTENANCE**

50010360	2067	Apprentice Water System Repairperson	Start	38.10	39.34	40.62
			End 6 Mo	38.46	39.71	41.00
			End 1 Yr	39.61	40.90	42.23
			End 18 Mo	40.49	41.81	43.17
			End 2 Yr	41.96	43.32	44.73
			End 30 Mo	43.04	44.44	45.88
50070773	1037	Assistant Meteorological Instrumentperson	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
			End 1 Yr	40.49	41.81	43.17
			End 18 Mo	41.62	42.97	44.37
50073096	0247	Field Clerk - Water	Start	35.87	37.04	38.24
			End 6 Mo	37.03	38.23	39.47
			End 1 Yr	38.47	39.72	41.01
			End 18 Mo	39.61	40.90	42.23
			End 2 Yr	41.17	42.51	43.89
			End 30 Mo	41.96	43.32	44.73
			End 3 Yr	43.04	44.44	45.88
			End 42 Mo	44.18	45.62	47.10
50073014	0425	Truck Driver Light - Water	Start	38.47	39.72	41.01
			End 6 Mo	39.61	40.90	42.23
50010232	1036	Meteorological Instrumentperson		47.58	49.13	50.73
50073023	0418	Truck Driver - Water	Start	39.61	40.90	42.23
			End 6 Mo	40.85	42.18	43.55
50070766	0945	Utility Worker - Water	Start	27.34	28.23	29.15
			End 6 Mo	30.79	31.79	32.82
			End 1 Yr	34.25	35.36	36.51
			End 18 Mo	37.69	38.91	40.17
50010362	2070	Water Systems Repairperson	Start	46.82	48.34	49.91
50010361	2068	Unassigned Water System Repairperson	End 1 Yr	48.08	49.64	51.25
			End 24 Mo	48.69	50.27	51.90
50070804	2069	Water Systems Repairperson (Helms)	Start	49.16	50.76	52.41
50072890	2066	Unassigned Water Systems Repairperson (Helms)	End 1 Yr	50.49	52.13	53.82
			End 24 Mo	51.12	52.78	54.50
			Rate applies after 1 year in classification at Helms.			
			End 1 Yr	51.69	53.37	55.10
			End 24 Mo	52.35	54.05	55.81
50010200	0830	Water System Crew Leader		52.43	54.13	55.89

50072833	1905	Water Treatment Plant Operator		45.42	46.90	48.42
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**WORK AND RESOURCE DEPARTMENT**

50315043	1005	M&C Coordinator - Electric	Start	56.30	58.13	60.02
			End 1 Yr	58.91	60.82	62.80

50316500	1009	M&C Coordinator - Gas & Electric (Temp)		60.32	62.28	64.30
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**ENVIRONMENTAL FIELD SERVICES**

50261562	3261	Environmental Field Specialist	Min Rate	7,476	7,719	7,970
			Max Rate	9,038	9,332	9,635

50261563	3262	Environmental Field Specialist, Senior	Min Rate	9,005	9,298	9,600
			Max Rate	10,846	11,198	11,562

50261564	3263	Consulting Environmental Field Specialist, Senior	Min Rate	10,005	10,330	10,666
			Max Rate	12,015	12,405	12,808

\* Classifications without an SAP job code may not be used until the code is established.

**BASIC WAGE SCHEDULE - HOURLY WAGE RATE**  
**Effective January 1, 2017 through December 31, 2019**  
**PHYSICAL EMPLOYEES**  
**GENERAL CONSTRUCTION**

<b>SAP JOB CODE</b>	<b>PAY SCALE CODE</b>	<b>CLASSIFICATION</b>	<b>PROGRESSION</b>	<b>1/1/2017</b>	<b>1/1/2018</b>	<b>1/1/2019</b>
<b>FIELD CLASSIFICATIONS</b>						
50010379	2285	Apprentice Cable Splicer (PIO)	Start	41.59	42.94	44.34
			End 6 Mo	42.49	43.87	45.30
			End 1 Yr	45.17	46.64	48.16
			End 18 Mo	46.36	47.87	49.43
			End 2 Yr	47.69	49.24	50.84
			End 30 Mo	48.87	50.46	52.10
51754496		Apprentice Cable Splicer (Hired after 1/1/15)	Start	41.59	42.94	44.34
			End 6 Mo	42.49	43.87	45.30
			End 1 Yr	45.17	46.64	48.16
			End 18 Mo	46.36	47.87	49.43
			End 2 Yr	47.69	49.24	50.84
			End 30 Mo	48.87	50.46	52.10
			End 3 Yr	50.47	52.11	53.80
50010399	2391	Apprentice Communication Technician	Start	48.67	50.25	51.88
50010396	2388	Apprentice Electrical Technician	End 6 Mo	49.35	50.95	52.61
			End 1 Yr	50.44	52.08	53.77
			End 18 Mo	51.88	53.57	55.31
			End 2 Yr	53.96	55.71	57.52
50010157	0488	Apprentice Electrician	Start	39.99	41.29	42.63
			End 6 Mo	41.05	42.38	43.76
			End 1 Yr	42.52	43.90	45.33
			End 18 Mo	43.73	45.15	46.62
			End 2 Yr	45.18	46.65	48.17
			End 30 Mo	46.38	47.89	49.45

50010415	2412	Apprentice Gas Technician	Start	47.66	49.21	50.81
			End 6 Mo	48.34	49.91	51.53
			End 1 Yr	49.38	50.98	52.64
			End 18 Mo	50.79	52.44	54.14
			End 2 Yr	52.38	54.08	55.84
			End 30 Mo	53.75	55.50	57.30
50072866	2419	Apprentice Instrument Technician	Start	46.75	48.27	49.84
			End 6 Mo	47.41	48.95	50.54
			End 1 Yr	48.45	50.02	51.65
			End 18 Mo	49.83	51.45	53.12
			End 2 Yr	51.40	53.07	54.79
			End 30 Mo	52.74	54.45	56.22
50449467	1118	Apprentice Lineman - GC	Start	39.99	41.29	42.63
			End 6 Mo	41.18	42.52	43.90
			End 1 Yr	42.43	43.81	45.23
			End 18 Mo	43.70	45.12	46.59
			End 2 Yr	45.02	46.48	47.99
			End 30 mo	46.37	47.88	49.44
			End 3 Yr	47.75	49.30	50.90
End 42 Mo	49.18	50.78	52.43			
50449468	1189	Appr Lineman-Helicopter-GC Temp	Start	45.18	46.65	48.17
			End 6 Mo	46.54	48.05	49.61
			End 1 Yr	47.94	49.50	51.11
			End 18 mo	49.37	50.97	52.63
			End 2 Yr	50.86	52.51	54.22
			End 30 Mo	52.39	54.09	55.85
			End 3 Yr	53.94	55.69	57.50
End 42 Mo	55.56	57.37	59.23			
51560454	1901	Appr Water System Repairperson - GC (AWSR)	Start	39.99	41.29	42.63
			End 6 Mo	40.39	41.70	43.06
			End 12 Mo	41.60	42.95	44.35
			End 18 Mo	42.51	43.89	45.32
			End 24 Mo	44.05	45.48	46.96
			End 30 Mo	45.18	46.65	48.17
50010438	2628	Apprentice Welder-GC - Gas (Except Service Center, Davis, or Oakland)	Start	40.77	42.10	43.47
			End 6 Mo	41.84	43.20	44.60
			End 1 Yr	43.35	44.76	46.21
			End 18 Mo	44.57	46.02	47.52
			End 2 Yr	46.04	47.54	49.09
			End 30 Mo	47.28	48.82	50.41
50253881	1619	Apprentice Welder - GC - Not Gas	Start	39.99	41.29	42.63
			End 6 Mo	41.05	42.38	43.76
			End 1 Yr	42.52	43.90	45.33
			End 18 Mo	43.73	45.15	46.62
			End 2 Yr	45.18	46.65	48.17
			End 30 Mo	46.38	47.89	49.45
50072900	2625	Arc-Welder		46.75	48.27	49.84

50010305	1515	Backhoe Operator - Gas				
All Backhoes - Includes truck-mounted Warner-Swasey Gradall, Model G660; Crawler-mounted Hein-Werner Hyd. Backhoe/Excavator, Model C 14A; Power Screen. (Backhoe Operator is considered a specialist and not an integral part of the crew, except as provided in footnotes to Subforeman, Working Foreman and Labor Foreman)						
			Start	45.14	46.61	48.12
			End 6 Mo	46.00	47.50	49.04
			End 1 Yr	48.01	49.57	51.18
			End 18 Mo	48.89	50.48	52.12
			End 2 Yr	50.54	52.18	53.88
			End 30 Mo	52.38	54.08	55.84
50253876	1612	Backhoe Operator - Not Gas	Start	44.28	45.72	47.21
			End 6 Mo	45.14	46.61	48.12
			End 1 Yr	47.07	48.60	50.18
			End 18 Mo	47.97	49.53	51.14
			End 2 Yr	49.57	51.18	52.84
			End 30 Mo	51.40	53.07	54.79
50010377	2282	Cable Splicer		54.13	55.89	57.71
50010096	0163	Carpenter L/A 14-39-GC Gas		49.12	50.72	52.37
50253770	1601	Carpenter A - Not Gas		48.20	49.77	51.39
50253771	1604	Carpenter B - Not Gas		45.89	47.38	48.92
50072946	0053	Clerical Assistant	Start	35.48	36.63	37.82
			End 6 Mo	36.32	37.50	38.72
			End 1 Yr	37.57	38.79	40.05
			End 18 Mo	38.55	39.80	41.09
			End 2 Yr	39.38	40.66	41.98
			End 30 Mo	40.21	41.52	42.87
			End 3 Yr	41.19	42.53	43.91
50010398	2390	Communication Technician		55.40	57.20	59.06
51665126	1032	Construction Inspector		52.31	54.01	55.77
51664847	1033	Construction Operator - GC Gas	Start	40.77	42.10	43.47
			End 6 Mo	41.19	42.53	43.91
			End 12 Mo	42.39	43.77	45.19
			End 18 Mo	43.68	45.10	46.57
			End 24 Mo	44.31	45.75	47.24
			End 30 Mo	45.84	47.33	48.87
			End 36 Mo	46.99	48.52	50.10
50253877	1613	Crane Operator - GC Field-Not Gas	Start	44.28	45.72	47.21
			End 6 Mo	45.14	46.61	48.12
			End 1 Yr	47.07	48.60	50.18
			End 18 Mo	47.97	49.53	51.14
			End 2 Yr	49.57	51.18	52.84
			End 30 Mo	51.40	53.07	54.79

50010201	0844	Drilling Working Foreman B	Start	54.73	56.51	58.35
			End 6 Mo	55.32	57.12	58.98
50010203	0846	Drilling Working Foreman C (PIO)	Start	49.48	51.09	52.75
			End 6 Mo	53.90	55.65	57.46
50010395	2387	Electrical Technician		59.40	61.33	63.32
50010152	0474	Electrician		52.32	54.02	55.78
50010279	1270	Field Garage Mechanic "A"		52.32	54.02	55.78
50010280	1275	Field Garage Mechanic "B"	Start	41.65	43.00	44.40
			End 6 Mo	42.26	43.63	45.05
			End 1 Yr	46.37	47.88	49.44
50010281	1276	Field Garage Mechanic "C"	Start	39.62	40.91	42.24
			End 6 Mo	41.19	42.53	43.91
50073099	0885	Field Garageman (Hired 1-1-88 and after)	Start	31.29	32.31	33.36
			End 6 Mo	34.60	35.72	36.88
			End 1 Yr	40.41	41.72	43.08
50010230	1006	Field Mechanical Inspector		53.09	54.82	56.60
50073125	0276	Field Partsman	Start	37.26	38.47	39.72
			End 6 Mo	39.54	40.83	42.16
			End 1 Yr	40.94	42.27	43.64
			End 18 Mo	42.24	43.61	45.03
			End 2 Yr	45.55	47.03	48.56
50253772	1605	Fieldperson - GC-Not Gas	Start	39.99	41.29	42.63
			End 6 Mo	40.41	41.72	43.08
			End 1 Yr	41.58	42.93	44.33
			End 18 Mo	42.85	44.24	45.68
			End 2 Yr	43.47	44.88	46.34
50210150	0525	Fieldperson - Tower	Start	40.77	42.10	43.47
			End 6 Mo	41.19	42.53	43.91
			End 1 Yr	42.39	43.77	45.19
			End 18 Mo	43.68	45.10	46.57
			End 2 Yr	44.31	45.75	47.24
50010115	0246	First Field Clerk	Start	43.66	45.08	46.55
			End 6 Mo	44.48	45.93	47.42
			End 1 Yr	45.54	47.02	48.55
			End 18 Mo	46.68	48.20	49.77
			End 2 Yr	47.89	49.45	51.06
50010284	1301	Gas Mechanic (PIO) L/A 14-39	Start	40.61	41.93	43.29
			End 6 Mo	41.84	43.20	44.60
			End 1 Yr	43.35	44.76	46.21
			End 18 Mo	44.57	46.02	47.52
			End 2 Yr	45.86	47.35	48.89
			End 30 Mo	47.17	48.70	50.28
50010416	2413	Gas Technician		56.48	58.32	60.22



50073145	1510	Gunite Nozzleman	Start	44.28	45.72	47.21
50010326	1690	Hole Digger Operator	End 6 Mo	45.14	46.61	48.12
			End 1 Yr	47.07	48.60	50.18
			End 18 Mo	47.97	49.53	51.14
			End 2 Yr	49.57	51.18	52.84
			End 30 Mo	51.40	53.07	54.79
50082473	1181	Helicopter Line Worker - GC (Temp)		65.04	67.15	69.33
50082474	1182	Helicopter Subforeman - GC (Temp)	Start	68.11	70.32	72.61
			End 6 Mo	69.72	71.99	74.33
50109133	1184	Helicopter Towerman (Temp)	Start	43.97	45.40	46.88
			End 6 Mo	45.29	46.76	48.28
			End 1 Yr	47.57	49.12	50.72
			End 18 Mo	49.28	50.88	52.53
			End 2 Yr	51.03	52.69	54.40
50070715	2418	Instrument Technician		55.41	57.21	59.07
LABOR FOREMAN						
<p>The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Labor Foreman. The step in which a new Labor Foreman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over his highest rate supervised excluding specialists, such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Tractor Operator A, or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered to be an integral part of the crew.</p>						
50010173	0630	Labor Foreman A (PIO)				
<p>A - Supervises a crew performing semi-skilled work, such as, but not limited to, clearing, excavating, sloping, concrete work, sorting and distribution material.</p>						
			Start	43.52	44.93	46.39
			End 6 Mo	44.41	45.85	47.34
			End 1 Yr	45.52	47.00	48.53
			End 18 Mo	47.31	48.85	50.44
51758207	1638	Lead Electrical Technician - GC LA 15-13		62.37	64.40	66.49
50072606	1267	Lead Field Garage Mechanic		52.99	54.71	56.49
50070778	1086	Lead Materials Handler		46.00	47.50	49.04
51879770	3920	Lead Tapping Technician		60.04	61.99	64.00
50010247	1106	Lineman		59.13	61.05	63.03
50430688	1116	Lineman SME - GC (Temp)		62.07	64.09	66.17

50010263	1211	Material Handler	Start	34.97	36.11	37.28
			End 6 Mo	38.36	39.61	40.90
			End 1 Yr	40.94	42.27	43.64
			End 18 Mo	42.25	43.62	45.04
			End 2 Yr	43.73	45.15	46.62
50253878	1616	Miscellaneous Equipment Operator - Not Gas	Start	44.94	46.40	47.91
			End 6 Mo	46.12	47.62	49.17
50010354	1924	Painter A		46.27	47.77	49.32
50010355	1925	Painter B	Start	39.10	40.37	41.68
			End 6 Mo	40.51	41.83	43.19
			End 1 Yr	42.50	43.88	45.31
			End 18 Mo	44.28	45.72	47.21
			End 2 Yr	45.24	46.71	48.23
50070802	1926	Painter Utility Worker (Hired 1-1-88 and after)	Start	30.04	31.02	32.03
			End 6 Mo	33.35	34.43	35.55
			End 1 Yr	36.66	37.85	39.08
51665127	1031	Pipeline Inspector CWI		54.41	56.18	58.01
50368700	1115	Pre-Apprentice Lineman - GC LA 12-53	Start	28.72	29.65	30.61
			End 6 Mo	33.57	34.66	35.79
50072986	2157	Rigger	Start	41.91	43.27	44.68
			End 6 Mo	43.18	44.58	46.03
			End 1 Yr	44.28	45.72	47.21
			End 18 Mo	45.37	46.84	48.36
			End 2 Yr	47.07	48.60	50.18
			End 30 Mo	51.83	53.51	55.25
50010114	0245	Routine Field Clerk (Hired 1-1-88 and after) Must pass pre-employment test and type 15 w.p.m. present incumbent only	Start	30.52	31.51	32.53
			End 6 Mo	33.56	34.65	35.78
			End 1 Yr	36.60	37.79	39.02
			End 18 Mo	39.65	40.94	42.27
			End 2 Yr	40.55	41.87	43.23
			End 30 Mo	41.65	43.00	44.40
			End 3 Yr	43.22	44.62	46.07
Routine Field Clerk will automatically progress to First Field Clerk upon completion of six months at top rate of pay						
51664846	1029	Senior Construction Operator - GC Gas	Start	45.14	46.61	48.12
			End 6 Mo	46.00	47.50	49.04
			End 1 Yr	48.01	49.57	51.18
			End 18 Mo	48.89	50.48	52.12
			End 2 Yr	50.54	52.18	53.88
			End 30 Mo	52.38	54.08	55.84
50010113	0243	Senior Field Clerk	Start	48.50	50.08	51.71
			End 6 Mo	49.46	51.07	52.73
			End 1 Yr	50.56	52.20	53.90

50010287	1337	Station Mechanic	Start	39.85	41.15	42.49
			End 6 Mo	41.05	42.38	43.76
			End 1 Yr	42.52	43.90	45.33
			End 18 Mo	43.73	45.15	46.62
			End 2 Yr	44.97	46.43	47.94
			End 30 Mo	46.27	47.77	49.32
			End 3 Yr	49.46	51.07	52.73

50010171	0580	Street Fitter	Start	40.40	41.71	43.07
			End 6 Mo	40.98	42.31	43.69
			End 1 Yr	41.99	43.35	44.76
			End 18 Mo	43.09	44.49	45.94
			End 2 Yr	44.03	45.46	46.94
			End 30 Mo	45.45	46.93	48.46
			End 3 Yr	47.66	49.21	50.81

**SUBFOREMAN**

The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Subforeman. The step in which a new Subforeman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists, such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Crane Operator, Tractor Operator A or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered an integral part of the crew.

50010179	0650	A - Supervises crews performing highest class of work including, but not limited to, "hot" operations. May work at his craft with the crew he supervises. (Line construction only)	Start	61.92	63.93	66.01
			End 6 Mo	63.36	65.42	67.55

50010180	0651	A - Supervises crews performing highest class of work including, but not limited to, "hot" operations. May work at his craft with the crew he supervises. (Excluding Line construction)	Start	54.79	56.57	58.41
			End 6 Mo	56.08	57.90	59.78

50010181	0653	B - Supervises crews containing skilled craftsman of highest grade at level of Electrician, Lineman, Welder or above, but who is limited as to class of work he may supervise. May work at his craft with the crew he supervises.	Start	54.24	56.00	57.82
			End 6 Mo	54.79	56.57	58.41

50430689	0652	Subforeman A - Overhead SME (Temp)	Start	65.01	67.12	69.30
			End 6 Mo	66.53	68.69	70.92

50258203	0261	Tapping Technician	Start	55.84	57.65	59.52
			End 6 Mo	57.17	59.03	60.95

50010176	0644	Technical Crew Leader A - Gas		60.39	62.35	64.38
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50253773	1606	Technical Crew Leader A - Not Gas Per L/A 12-66		60.55	62.52	64.55
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50010177	0645	Technical Crew Leader B - Gas	Start	58.54	60.44	62.40
			End 6 Mo	59.13	61.05	63.03
50010400	2392	Telecommunications Equipment Installer	Start	38.03	39.27	40.55
			End 6 Mo	38.90	40.16	41.47
			End 1 Yr	39.86	41.16	42.50
			End 18 Mo	40.85	42.18	43.55
			End 2 Yr	44.97	46.43	47.94
			End 30 Mo	46.27	47.77	49.32
			End 3 Yr	51.40	53.07	54.79
50010430	2520	Towerman	Start	39.99	41.29	42.63
			End 6 Mo	41.19	42.53	43.91
			End 1 Yr	43.20	44.60	46.05
			End 18 Mo	44.79	46.25	47.75
			End 2 Yr	46.36	47.87	49.43
50253879	1617	Tractor Operator - Not Gas		51.40	53.07	54.79
50073066	1661	T&D Equipment Operator - GC	Start	45.55	47.03	48.56
			End 6 Mo	47.31	48.85	50.44
50010178	0649	Underground Subforeman A	Start	61.61	63.61	65.68
			End 6 Mo	63.07	65.12	67.24
51664850	1034	Utility Construction Inspector	Start	40.77	42.10	43.47
			End 6 Mo	41.19	42.53	43.91
			End 1 Yr	42.39	43.77	45.19
			End 18 Mo	43.68	45.10	46.57
			End 2 Yr	44.31	45.75	47.24
			End 30 Mo	45.84	47.33	48.87
			End 36 Mo	46.99	48.52	50.10
50010223	0947	Utility Worker	Start	29.56	30.52	31.51
50107750	0961	Utility Worker - Communications	End 6 Mo	32.35	33.40	34.49
50210201	0947	Utility Worker - Tower	End 1 Yr	35.13	36.27	37.45
			End 18 Mo	37.91	39.14	40.41
			End 2 Yr	39.57	40.86	42.19
51560455	1902	Water System Repairperson - GC (WSR)	Start	49.16	50.76	52.41
			End 12 Mo	50.49	52.13	53.82
			End 24 Mo	51.12	52.78	54.50
50010435	2617	Welder - Gas		53.32	55.05	56.84
50497923	2599	Welder- GC Gas (In-Service Welding) L/A 12-35		54.92	56.70	58.54
50253880	1618	Welder-GC - Not Gas		52.31	54.01	55.77

## Working Foreman

The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Working Foreman. The step in which a new Working Foreman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists, such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Crane Operator, Tractor Operator A or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered an integral part of the crew.

50010204	0850	A - Supervises highest class work including but not limited to "hot" operations (climbing)	Start	55.06	56.85	58.70
			End 6 Mo	56.36	58.19	60.08
50251366	0257	A - Gas	Start	55.84	57.65	59.52
			End 6 Mo	57.17	59.03	60.95
51517786	0378	A - Gas In-Service Welding	Start	57.52	59.39	61.32
			End 6 Mo	58.89	60.80	62.78
50251365	0105	A - non-climbing	Start	54.79	56.57	58.41
			End 6 Mo	56.08	57.90	59.78
50010205	0853	B - Supervises a crew containing one or more skilled craftsmen of the highest grade at the level of Electrician, Lineman, Welder, or higher classifications (climbing).	Start	54.49	56.26	58.09
			End 6 Mo	55.06	56.85	58.70
50251368	0255	B - Gas	Start	55.29	57.09	58.95
			End 6 Mo	55.84	57.65	59.52
51517784	0379	B - Gas In-Service Welding	Start	56.95	58.80	60.71
			End 6 Mo	57.52	59.39	61.32
50251367	0107	B - non-Climbing	Start	54.23	55.99	57.81
			End 6 Mo	54.79	56.57	58.41
50010206	0854	C - Gas (PIO) L/A 14-39	Start	49.48	51.09	52.75
			End 6 Mo	53.90	55.65	57.46
50253775	1608	C - Not Gas	Start	48.56	50.14	51.77
			End 6 Mo	52.89	54.61	56.38
50010207	0855	D - Supervises a crew containing skilled craftsmen at level of Carpenter B or below.	Start	46.24	47.74	49.29
			End 6 Mo	47.01	48.54	50.12
			End 1 Yr	48.50	50.08	51.71
51781311	1656	Working Leader-GC Gas LA 15-33		62.08	64.10	66.18

**SERVICE CENTER CLASSIFICATIONS**

50010278	1261	Apprentice Equipment Mechanic	Start	39.00	40.27	41.58
50070803	2028	Apprentice Repairperson	End 6 Mo	39.91	41.21	42.55
			End 1 Yr	40.85	42.18	43.55
			End 18 Mo	41.96	43.32	44.73
			End 2 Yr	43.04	44.44	45.88
			End 30 Mo	44.18	45.62	47.10
50072914	2622	AWS Certified Welder		49.82	51.44	53.11
50070801	1596	Crane Operator	Start	42.26	43.63	45.05
			End 6 Mo	45.37	46.84	48.36
			End 1 Yr	49.02	50.61	52.25
50073083	0466	Electrician		49.82	51.44	53.11
50010277	1260	Equipment Mechanic - GC				
50010134	0313	First Shop Clerk	Start	41.17	42.51	43.89
			End 6 Mo	41.96	43.32	44.73
			End 1 Yr	43.40	44.81	46.27
			End 18 Mo	44.44	45.88	47.37
			End 2 Yr	45.16	46.63	48.15
50010208	0857	Garage Working Foreman		52.91	54.63	56.41
<p>The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Working Foreman. The step in which a new Working Foreman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists, such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Crane Operator, Tractor Operator A or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered an integral part of the crew.</p>						
50073129	0882	Garageman - GC (Hired 1-1-88 and after)	Start	27.34	28.23	29.15
			End 6 Mo	31.98	33.02	34.09
			End 1 Yr	35.53	36.68	37.87
			End 18 Mo	37.69	38.91	40.17
			End 2 Yr	38.47	39.72	41.01
50072605	0515	Lead Electrician		50.84	52.49	54.20
50073173	1345	Lead Mechanic				
50010358	2026	Lead Repairperson (Davis Service Center)				
50070811	2619	Lead Welder				
50070781	1110	Machinist		49.82	51.44	53.11
50010236	1082	Materials Leadman - GC		43.83	45.25	46.72

50010264	1212	Materials Handler GC	Start	33.29	34.37	35.49
			End 6 Mo	36.51	37.70	38.93
			End 1 Yr	39.00	40.27	41.58
			End 18 Mo	40.22	41.53	42.88
			End 2 Yr	41.62	42.97	44.37
50010231	1007	Mechanical Inspector		50.84	52.49	54.20
50010238	1084	Parts Leadman		43.83	45.25	46.72
50010125	0275	Partsman	Start	35.48	36.63	37.82
			End 6 Mo	37.69	38.91	40.17
			End 1 Yr	39.00	40.27	41.58
			End 18 Mo	40.22	41.53	42.88
			End 2 Yr	41.62	42.97	44.37
50010359	2027	Repairperson		49.82	51.44	53.11
50070762	0314	Routine Shop Clerk (Hired 1/1/88 and after)	Start	27.34	28.23	29.15
			End 6 Mo	31.06	32.07	33.11
			End 1 Yr	34.77	35.90	37.07
			End 18 Mo	38.47	39.72	41.01
			End 2 Yr	39.61	40.90	42.23
			End 30 Mo	41.17	42.51	43.89
50073106	1408	Service Mechanic	Start	41.96	43.32	44.73
			End 6 Mo	43.04	44.44	45.88
			End 1 Yr	44.18	45.62	47.10
50010209	0858	Services Working Foreman	The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Working Foreman. The step in which a new Working Foreman is palced in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists, such as Trencher, Backhoe Operator, or hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Crane Operator, Tractor Operator A, or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered an integral part of the crew.	52.91	54.63	56.41
50073113	0434	Special Driver		43.86	45.29	46.76
50073119	0917	Steel Fabricator	Start	33.29	34.37	35.49
			End 6 Mo	36.51	37.70	38.93
			End 1 Yr	39.00	40.27	41.58
			End 18 Mo	40.22	41.53	42.88
			End 2 Yr	41.62	42.97	44.37
50010213	0918	Steel Fabricator Leadman		43.83	45.25	46.72
50072831	2618	Welder	Start	42.37	43.75	45.17
			End 6 Mo	45.58	47.06	48.59
			End 1 Yr	46.61	48.12	49.68
			End 18 Mo	47.76	49.31	50.91
			End 2 Yr	49.23	50.83	52.48

