

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
SECOND EDITION APRIL 2017

SAP JOB	PAY						
CODE	SCALE	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	\$ 44.36	\$ 45.80	\$ 47.29	
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					
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					
50010448	2660	Service Representative	Start	\$ 30.38	\$ 31.37	\$ 32.39	
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	\$ 34.91	\$ 36.04	\$ 37.21	
50010452	2664	Operating Clerk - Steno (PIO)	End 2 Yr	\$ 35.91	\$ 37.08	\$ 38.29	
50010453	2666	Service Representative-Typist	End 30 Mo	\$ 36.90	\$ 38.10	\$ 39.34	
50010454	2667	Operating Clerk-Typist	End 3 Yr	\$ 37.90	\$ 39.13	\$ 40.40	
50010485	2873	Accounting Clerk-Typist	End 42 Mo	\$ 38.88	\$ 40.14	\$ 41.44	
50010466	2703	E&P Operating Clerk (PIO)	End 4 Yr	\$ 40.24	\$ 41.55	\$ 42.90	
50356342	2602	Service Representative I	Start	\$ 20.83	\$ 21.51	\$ 22.21	
50372524	2605	Service Representative I Typist	End 18 Mo	\$ 26.03	\$ 26.88	\$ 27.75	
			End 3 Yr	\$ 31.23	\$ 32.24	\$ 33.29	
			End 54 Mo	\$ 40.24	\$ 41.55	\$ 42.90	
50356343	2604	<i>Service Representative II</i>		\$ 40.24	\$ 41.55	\$ 42.90	
50372601	2606	<i>Service Representative II - Typist</i>					
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	\$ 20.44	\$ 21.10	\$ 21.79	
50010464	2689	Utility Machine Operator	End 18 Mo	\$ 22.54	\$ 23.27	\$ 24.03	
			End 2 Yr	\$ 24.62	\$ 25.42	\$ 26.25	
			End 30 Mo	\$ 26.70	\$ 27.57	\$ 28.47	

End 3 Yr	\$ 27.68	\$ 28.58	\$ 29.51
End 42 Mo	\$ 28.58	\$ 29.51	\$ 30.47
End 4 Yr	\$ 30.38	\$ 31.37	\$ 32.39

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	\$ 20.44	\$ 21.10	\$ 21.79
50010461	2683	Utility Clerk-Typist - Customer Services, Marketing	End 18 Mo	\$ 22.54	\$ 23.27	\$ 24.03
		Utility Clerk-Typist	End 2 Yr	\$ 24.62	\$ 25.42	\$ 26.25
50010462	2684	Utility Clerk-Typist - Operating	End 30 Mo	\$ 26.70	\$ 27.57	\$ 28.47
50010463	2685	Utility Clerk-Typist - Accounting	End 3 Yr	\$ 27.68	\$ 28.58	\$ 29.51
50010464	2689	Utility Machine Operator	End 42 Mo	\$ 28.58	\$ 29.51	\$ 30.47
			End 4 Yr	\$ 30.38	\$ 31.37	\$ 32.39

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	\$ 24.86	\$ 25.67	\$ 26.50
50010489	2881	Clerk D - Operating	End 6 Mo	\$ 25.76	\$ 26.60	\$ 27.46
50010490	2882	Clerk D - Controller	End 1 Yr	\$ 26.70	\$ 27.57	\$ 28.47
			End 18 Mo	\$ 27.68	\$ 28.58	\$ 29.51
			End 2 Yr	\$ 28.58	\$ 29.51	\$ 30.47
			End 30 Mo	\$ 30.38	\$ 31.37	\$ 32.39
			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				
50010471	2770	Credit Representative and Meter Reader				
			Start	\$ 37.25	\$ 38.46	\$ 39.71
			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	\$26.38	\$27.24	\$28.13
			End 6 Mo	\$29.62	\$30.58	\$31.57
			End 1 Yr	\$32.82	\$33.89	\$34.99
		See notes in Modify tab	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
50010473	2773	Mail Clerk Driver (General Office, Building Department)	Start	\$ 35.93	\$ 37.10	\$ 38.31
			End 6 Mo	\$ 36.98	\$ 38.18	\$ 39.42

50010479	2807	Data Entry Operator (Hired 10-1-88 and after)	Start	\$ 20.44	\$ 21.10	\$ 21.79
			End 6 Mo	\$ 22.54	\$ 23.27	\$ 24.03
			End 1 Yr	\$ 24.62	\$ 25.42	\$ 26.25
			End 18 Mo	\$ 26.70	\$ 27.57	\$ 28.47
			End 2 Yr	\$ 27.68	\$ 28.58	\$ 29.51
			End 30 Mo	\$ 28.58	\$ 29.51	\$ 30.47
			End 3 Yr	\$ 30.38	\$ 31.37	\$ 32.39
			End 42 Mo	\$ 32.17	\$ 33.22	\$ 34.30
			End 4 Yr	\$ 33.93	\$ 35.03	\$ 36.17
			End 54 Mo	\$ 34.91	\$ 36.04	\$ 37.21
			End 5 Yr	\$ 35.91	\$ 37.08	\$ 38.29
			End 66 Mo	\$ 36.90	\$ 38.10	\$ 39.34
			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.

50010487	2879	Sr Computer Operator	Start	\$ 43.42	\$ 44.83	\$ 46.29
			End 6 Mo	\$ 44.34	\$ 45.78	\$ 47.27

50072931	2779	Computer Operator I-A (Incumbents Only)		\$ 44.72	\$ 46.17	\$ 47.67
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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	\$ 39.76	\$ 41.05	\$ 42.38
			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.

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.

50070815	2731	Word Processing Operator - Customer Services, Marketing (Hired 10-1-88 and after)	Start	\$ 20.44	\$ 21.10	\$ 21.79
			End 6 Mo	\$ 22.54	\$ 23.27	\$ 24.03
			End 1 Yr	\$ 24.62	\$ 25.42	\$ 26.25
50072830	2732	Word Processing Operator - Operating (Hired 10-1-88 and after)	End 18 Mo	\$ 26.70	\$ 27.57	\$ 28.47
			End 2 Yr	\$ 27.68	\$ 28.58	\$ 29.51
			End 30 Mo	\$ 28.58	\$ 29.51	\$ 30.47

End 3 Yr	\$ 30.38	\$ 31.37	\$ 32.39
End 42 Mo	\$ 32.17	\$ 33.22	\$ 34.30
End 4 Yr	\$ 33.93	\$ 35.03	\$ 36.17
End 54 Mo	\$ 34.91	\$ 36.04	\$ 37.21

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	\$ 40.24	\$ 41.55	\$ 42.90
			End 6 Mo	\$ 41.06	\$ 42.39	\$ 43.77
			End 1 Yr	\$ 41.87	\$ 43.23	\$ 44.63
			End 18 Mo	\$ 42.56	\$ 43.94	\$ 45.37
			End 2 Yr	\$ 43.42	\$ 44.83	\$ 46.29
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	\$ 34.16	\$ 35.27	\$ 36.42
			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	\$ 26.25	\$ 27.10	\$ 27.98
			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	\$ 32.41	\$ 33.46	\$ 34.55
			End 3 Yr	\$ 32.97	\$ 34.04	\$ 35.15
			End 42 Mo	\$ 33.58	\$ 34.67	\$ 35.80
			End 4 Yr	\$ 34.16	\$ 35.27	\$ 36.42