

NORTHERN CALIFORNIA POWER AGENCY INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO WAGE SCHEDULE HOURLY RATE BASIS					
WAGE INCREASE PERCENT (A)		3.75%		3.50%	3.25%
GEOTHERMAL BROADBANDING CLASSIFICATION	PROGRESSION	Hourly Rate			
		2015	2016	2017	2018
Chemical / Performance Technician		\$47.13	\$48.90	\$50.61	\$52.25
Mechanic Operator	Level I	38.08	39.51	40.89	42.22
	Level II	44.79	46.47	48.10	49.66
	Level III	47.39	49.17	50.89	52.54
	Level IV	48.81	50.64	52.41	54.11
	Level V	49.77	51.64	53.45	55.19
	Lead Person *	52.26	54.22	56.12	57.94
Operator Technician	Level I	38.08	39.51	40.89	42.22
	Level II	44.79	46.47	48.10	49.66
	Level III	47.94	49.74	51.48	53.15
	Level IV	50.08	51.96	53.78	55.53
	Level V	51.08	53.00	54.86	56.64
	Lead Person *	53.60	55.61	57.56	59.43
Technician Operator	Level I	38.08	39.51	40.89	42.22
	Level II	46.90	48.66	50.36	52.00
	Level III	48.81	50.64	52.41	54.11
	Level IV	51.63	53.57	55.44	57.24
	Level V	52.69	54.67	56.58	58.42
	Lead Person *	55.28	57.35	59.36	61.29

Note: (A) Effective 12/27/15 for 2016 and with the first payroll period ending on or after January 1 for 2017, and 2018.

#### Geysers Broadband Program

##### 1. Three classifications tracks for Geysers Project

- a) Operations Track
  - i) Lead Operator Tech (1 per shift)
  - ii) Operator Tech
- b) Mechanical Track
  - i) Lead Mechanic Operator
  - ii) Mechanic Operator
- c) Technician Track
  - i) Lead Technician Operator
  - ii) Technician Operator

##### 2. Job Classifications

- a) Lead \*
  - i) Lead will be filled by interview with those qualified and recommended for advancement by their supervisor/manager; in the event that there are no qualified Level V candidates rated as "Recommended for Advancement", the Agency has the right to fill the position based on a candidate with the best qualifications.
  - ii) On a temporary basis, at its sole discretion, NCPA has the right to temporarily upgrade an employee to the Lead during outages or for a specific project. The employee will receive Lead pay for the duration of the temporary upgrade.
- b) Progression through Levels
  - i) Progression from one step to the next will be performance based, not limited to time in grade. It will be tied to a rating of "Meets" or higher on the performance appraisal and possessing the required job skills.
- c) A new employee can be brought into the range at any pay level including Lead depending on his/her experience level and qualifications. This program is designed based on journey level competencies. In the event that a non-journey level person is hired with competencies that are below the entry step, a lower starting salary and development plan may be developed based on the individual's competencies and experience.
- d) NCPA may hire below Level I into the Helper classification if needed.
- e) If an employee on his/her annual review receives an overall rating of "Less Than Satisfactory" he/she will not advance to the next pay level until the overall performance rating is increased to at least "Satisfactory/Meets Requirements" on a subsequent annual appraisal.

##### 3. Grandfathering

- a) Existing employees as of 01/01/09 will not be required to progress to higher steps.
- b) If the Agency needs additional skills covered in one of the 3 broadbanded tracks, grandfathered employees may be provided the training necessary to gain the skills and required to perform the new tasks. Additional pay or step advancement will only occur if the employee completes all of the requirements for the next step increase.
- c) New hires or employees who transfer out of the line of progression will be required to complete the progression for the new classification within the specified time frame.

##### 4. Training plans will be subject to changes as required by changing job demands and NCPA will consult with IBEW on these changes.

##### 5. Reasonable time while on shift will be provided to complete required training.

##### 6. If a position requires certification for certain job duties (boom truck, scaffolding, etc.) the Agency will determine how many positions will be filled and will be on a voluntary (seniority) basis. If no one volunteers, the Agency can assign the low seniority person in classification for the added responsibility.

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CT BROADBANDING CLASSIFICATION		PROGRESSION		Hourly Rate			
		2015	2016	2017	2018		
CT Specialist	Level I	38.08	39.51	40.89	42.22		
	Level II	44.79	46.47	48.10	49.66		
	Level III	49.29	51.14	52.93	54.65		
	Level IV	51.63	53.57	55.44	57.24		
	Level V	52.92	54.90	56.82	58.67		
	Lead Person *	55.59	57.67	59.69	61.63		

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CT Broadband Program

1. Headquarters: CT Lodi Facility
2. Staffing Plan
  - a) The one Lead and 3 CT Specialist day shift positions will be changed to four Level IV permanent CT Specialist day shift positions. Filling these positions will be by management selection.
  - b) CT Specialist Maintenance personnel may be placed on shift for periods of up to 28 days as per the provisions of the existing MOU at the discretion of management.
3. Job Classifications - Two classifications for combined CT1 / CT2 / LEC:
  - a) Lead CT Specialist \*
    - i) Lead CT Specialist will be filled by interview with those qualified and recommended for advancement by their supervisor/manager; in the event that there are no qualified Level V CT Specialists rated as "Recommended for Advancement", the Agency has the right to fill the position based on a candidate with the best qualifications.
    - ii) On a temporary basis, at its sole discretion, NCPA has the right to temporarily upgrade an employee to the Lead during outages or for a specific project. The employee will receive Lead CT Specialist pay for the duration of the temporary upgrade.
  - b) CT Specialist
    - i) Progression from one step to the next will be performance based, not limited to time in grade. It will also be tied to a rating of "Meets" or higher on the performance appraisal.
  - c) A new employee can be brought into the CT Specialist Program at any pay level including Lead CT Specialist depending on his/her experience level and qualifications. This program is designed based on journey level competencies. In the event that a non-journey level person is hired with competencies that are below the entry step, a lower starting salary and development plan may be developed based on the individual's competencies and experience.
  - d) NCPA may hire below Level I into the Helper classification if needed.
  - e) If an employee on his/her annual review receives an overall rating of "Less Than Satisfactory" he/she will not advance to the next pay level until the overall performance rating is increased to at least "Satisfactory/Meets Requirements" on a subsequent annual appraisal.
4. If a position requires certification for certain job duties (boom truck, scaffolding, etc.) the Agency will determine how many positions will be filled and will be on a voluntary (seniority) basis. If no one volunteers, the Agency can assign the low seniority person in classification for the added responsibility.