

<b>EMPLOYER</b>	<b>Hourly Rate</b>	<b>% Increase</b>	<b>Effective Date</b>	<b>Note(s)</b>	<b>Bus Rep</b>
<b>Alameda Municipal Power</b>					
System Operator (1st Shift)	\$56.09	3.00	01/01/18		Souders
System Operator (2nd Shift)	\$57.41				
System Operator (3rd Shift)	\$58.73				
<b>City of Roseville</b>					
Electric System Dispatcher	\$72.04		04/27/19		Souders
Sr. Electric System Dispatcher	\$79.24		04/27/19		
<b>City of Santa Clara</b>					
System Opertor	\$78.76	3.50	12/17/17	(2)	Souders
<b>Modesto Irrigation District</b>					
Dispatcher	\$58.90	2.75	12/25/16		Lawton
<b>NCPA</b>					
Geothermal					Macor
Operator Tech Geothermal Level V	\$61.00	2.70	01/01/19	(4)	
Operator Tech Geotherml Lead	\$64.05	2.70	01/01/19	(4)	
Tech Operator Geothermal Level V	\$63.65	2.70	01/01/19	(4)	
Tech Opertor Geothermal Lead	\$66.83	2.70	01/01/19	(4)	
Lodi Energy Center					
Combustion Turbine Specialist Level 5	\$61.72	2.70	01/01/19	(4)	
Combustion Turbine Specialist Lead	\$64.81	2.70	01/01/19	(4)	
<b>Pacific Gas &amp; Electric Co</b>					
System Operator	\$59.86		01/01/18	(1)	Dean
<b>Sacramento Municipal Utility District</b>					
HYDRO Operator	\$57.18	3.25	01/01/19	(3)	Mennel
HYDRO Operator SR	\$61.76	3.25	01/01/19	(3)	
HYDRO Operator Foreman	\$68.37	3.25	01/01/19	(3)	
Distribution Operator 1	\$68.08	3.25	01/01/19	(3)	
Distribution Operator 2	\$72.51	3.25	01/01/19	(3)	
Power System Operator 1	\$80.25	3.25	01/01/19	(3)	
Power System Operator 2	\$84.23	3.25	01/01/19	(3)	
Power System Operator SR	\$88.47	3.25	01/01/19	(3)	
<b>Sierra Pacific Power (NV Energy)</b>					
Operator, Dispatch System Assitant	\$48.38	2.00	09/22/19		Wait
Operator, Distribution	\$50.28	2.00	09/22/19		
Operator, Transmission	\$57.95	2.00	09/22/19		
<b>United States Bureau of Reclamation</b>					
HYDRO Operator	\$52.54	2.78	01/01/19		Mennel
HYDRO Operator SR	\$59.11	2.78	01/01/19		

HYDRO System Controller <sup>(1)</sup> (1 year probation	\$72.64	2.78	01/01/19
HYDRO System Controller	\$73.64	2.78	01/01/19
HYDRO system Controller SR	\$86.90		01/01/19

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Notes:

- (1) +5% with NERC Certification
- (2) +6% with NERC Certifications
- (3) 4% of non PERS-able payment based on 2019 wages
- (4) Includes 2.5% Labor Market Adjustment & Conversion of Shift Premiums to 2.5% of base