

PACIFIC GAS AND ELECTRIC COMPANY
 BASIC WAGE SCHEDULE - FIVE-DAY WEEK BASIS
 Effective January 1, 2020 through December 31, 2021

Applicable to ALL REGIONS, DIVISIONS AND DEPARTMENTS EXCEPT GENERAL CONSTRUCTION

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
MATERIALS DISTRIBUTION					
WAREHOUSE OPERATIONS					
50010317	1594	Crane Operator		\$ 49.46	\$ 50.94
50073021	0462	Truck Driver Heavy - Materials		\$ 47.65	\$ 49.08
50010233	1050	Janitor	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.16	\$ 34.15
			End 1 Yr	\$ 36.27	\$ 37.36
			End 18 Mo	\$ 39.40	\$ 40.58
50010144	0433	Lead(man) Driver		\$ 49.46	\$ 50.94
50010142	0422	Light Truck Driver - Materials	Start	\$ 42.24	\$ 43.51
			End 6 Mo	\$ 43.50	\$ 44.81
50486841	1215	DCPP Materials Facility Person		\$ 50.68	\$ 52.20
50010265	1215	Materials Facilityperson			
50010198	0765	Materials Facility Leader		\$ 55.31	\$ 56.97
50486839	1085	DCPP Materials Leadperson		\$ 48.13	\$ 49.57
50010239	1085	Materials Leadperson			
50486843	1214	DCPP Materials Handler-Hired 2009 or later	Start	\$ 30.02	\$ 30.92
50251335	1214	Materials Handler - Hired 2009 or later	End 6 Mo	\$ 32.18	\$ 33.15
			End 1 Yr	\$ 34.39	\$ 35.42
			End 18 Mo	\$ 36.55	\$ 37.65
			End 2 Yr	\$ 40.11	\$ 41.31
			End 30 Mo	\$ 42.83	\$ 44.11
			End 3 Yr	\$ 44.17	\$ 45.50
			End 42 Mo	\$ 45.70	\$ 47.07
50251341	1216	Utility Materialsman - Hired 2009 or later	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 32.18	\$ 33.15
			End 1 Yr	\$ 34.39	\$ 35.42
			End 18 Mo	\$ 36.55	\$ 37.65
			End 2 Yr	\$ 40.11	\$ 41.31
			End 30 Mo	\$ 42.83	\$ 44.11
			End 3 Yr	\$ 44.17	\$ 45.50
			End 42 Mo	\$ 45.70	\$ 47.07
50486840	1210	DCPP Materials Handler-Hired before 2009	Start	\$ 36.55	\$ 37.65
50010262	1210	Materials Handler - Hired before 2009	End 6 Mo	\$ 40.11	\$ 41.31
			End 1 Yr	\$ 42.83	\$ 44.11
			End 18 Mo	\$ 44.17	\$ 45.50
			End 2 Yr	\$ 45.70	\$ 47.07

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50010212	0914	Pipe Handler		\$ 48.13	\$ 49.57
50072937	1910	Pipe Machine Operator		\$ 49.46	\$ 50.94
50072939	1960	Pipeperson	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
50073024	0416	Truck Driver - Materials	Start	\$ 43.50	\$ 44.81
			End 6 Mo	\$ 44.85	\$ 46.20
MACHINE SHOP					
50070786	1132	Apprentice Machinist	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
50010095	0160	Carpenter	Start	\$ 47.65	\$ 49.08
			End 6 Mo	\$ 49.46	\$ 50.94
			End 1 Yr	\$ 50.07	\$ 51.57
50073182	0690	Lead Carpenter	Start	\$ 51.40	\$ 52.94
			End 1 Yr	\$ 54.47	\$ 56.10
50010250	1112	Machinist		\$ 54.70	\$ 56.34
50010252	1127	Unassigned Machinist			
50010437	2626	Certified Welder		\$ 54.70	\$ 56.34
50072992	0400	Crater	Start	\$ 42.24	\$ 43.51
			End 6 Mo	\$ 43.50	\$ 44.81
			End 1 Yr	\$ 44.85	\$ 46.20
50010192	3376	Machine Shop Leader	Start	\$ 57.25	\$ 58.97
			End 1 Yr	\$ 58.65	\$ 60.41
50070789	1165	Maintenance Worker - Stores	Start	\$ 44.85	\$ 46.20
			End 1 Yr	\$ 47.65	\$ 49.08
50072858	1455	Metal Worker	Start	\$ 50.07	\$ 51.57
			End 6 Mo	\$ 52.35	\$ 53.92
			End 1 Yr	\$ 54.20	\$ 55.83
50070790	1180	Plant Maintenance Worker		\$ 54.20	\$ 55.83
50072999	2624	Routine Welder	Start	\$ 44.85	\$ 46.20
			End 1 Yr	\$ 47.65	\$ 49.08
50072841	0920	Utility Worker - Mechanical Meter Dsbn	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
ELECTRIC AND UTILITY					
50072524	0483	Apprentice Electrician	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
52011131	3373	Apprentice Electrician-Electric Asset Management (EAM)	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
			End 3 Yr	\$ 49.00	\$ 50.47
			End 42 Mo	\$ 49.48	\$ 50.96
50010437	2626	Certified Welder		\$ 54.70	\$ 56.34
50010194	0750	Electric Maintenance Crew Leader L/A 12-66	Start	\$ 57.25	\$ 58.97
			End 1 Yr	\$ 60.32	\$ 62.13
50010185	0710	Electric Shop Leader	Start	\$ 57.25	\$ 58.97
50272160	0711	Traveling Electric Shop Leader	End 1 Yr	\$ 58.65	\$ 60.41
50010151	0469	Electrician		\$ 54.70	\$ 56.34
50073005	0486	Unassigned Electrician - Materials			
50010160	0499	Traveling Electrician - Materials			
50010163	0530	Filterperson	Start	\$ 44.85	\$ 46.20
50010356	1934	Painter - Materials Distribution	End 1 Yr	\$ 47.65	\$ 49.08
50010366	2135	Transformer Repairperson - Materials	Start	\$ 42.24	\$ 43.51
			End 6 Mo	\$ 43.50	\$ 44.81
			End 1 Yr	\$ 44.85	\$ 46.20
50010215	0923	Utility Worker - Elec Mt Dsbn	Start	\$ 30.02	\$ 30.92
50010159	0498	Traveling Utility Worker - Materials	End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
ELECTRIC DEPARTMENT OFFICE					
50010118	0252	Assistant Foreman's Clerk	Start	\$ 45.60	\$ 46.97
			End 6 Mo	\$ 46.39	\$ 47.78
			End 1 Yr	\$ 47.16	\$ 48.57
50010117	0250	Foreman's Clerk	Start	\$ 45.21	\$ 46.57
50010120	0254	Utility Foreman's Clerk	End 6 Mo	\$ 46.40	\$ 47.79
			End 1 Yr	\$ 48.13	\$ 49.57
			End 18 Mo	\$ 49.14	\$ 50.61
			End 2 Yr	\$ 50.07	\$ 51.57

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50010119	0253	Foreman's Clerk (More than 2 Assistants)	Start	\$ 49.14	\$ 50.61
			End 6 Mo	\$ 50.07	\$ 51.57
			End 1 Yr	\$ 50.68	\$ 52.20
			End 18 Mo	\$ 52.11	\$ 53.67
TRANSMISSION AND DISTRIBUTION					
51754495	1639	Apprentice Cable Splicer (Hired after 1/1/15)	Start	\$ 43.50	\$ 44.81
			End 6 Mo	\$ 44.45	\$ 45.78
			End 1 Yr	\$ 47.26	\$ 48.68
			End 18 Mo	\$ 48.51	\$ 49.97
			End 2 Yr	\$ 49.88	\$ 51.38
			End 30 Mo	\$ 51.08	\$ 52.61
			End 3 Yr	\$ 52.76	\$ 54.34
50449466	1117	Apprentice Lineman	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 43.07	\$ 44.36
			End 1 Yr	\$ 44.37	\$ 45.70
			End 18 Mo	\$ 45.70	\$ 47.07
			End 2 Yr	\$ 47.06	\$ 48.47
			End 30 Mo	\$ 48.47	\$ 49.92
			End 3 Yr	\$ 49.96	\$ 51.46
			End 42 Mo	\$ 51.43	\$ 52.97
50010260	1188	Apprentice Lineman - Transmission	Start	\$ 43.92	\$ 45.24
			End 6 Mo	\$ 45.12	\$ 46.47
			End 1 Yr	\$ 46.69	\$ 48.09
			End 18 Mo	\$ 48.03	\$ 49.47
			End 2 Yr	\$ 49.62	\$ 51.11
			End 30 Mo	\$ 50.91	\$ 52.44
50010199	0820	Cable Crew Foreman	Start	\$ 58.65	\$ 60.41
			End 1 Yr	\$ 60.51	\$ 62.33
50444050	0821	Cable Crew Foreman (+7 Emps)		\$ 63.54	\$ 65.45
50072918	1105	Cable Lineman - Temporary		\$ 54.70	\$ 56.34
50010375	2280	Cable Splicer		\$ 56.63	\$ 58.33
50010380	2286	Unassigned Cable Splicer			
50010091	0140	Cableman - San Francisco Division	Start	\$ 59.61	\$ 61.40
			End 1 Yr	\$ 60.51	\$ 62.33
50070767	0960	Cableman's Utility Worker	Start	\$ 43.50	\$ 44.81
			End 6 Mo	\$ 44.85	\$ 46.20
50010227	0998	Compliance Inspector		\$ 61.82	\$ 63.67
50010228	0999	Compliance Inspector Underground		\$ 56.63	\$ 58.33
51574842	3571	Distribution Line Technician		\$ 66.23	\$ 68.22
50010191	0740	Electric Crew Foreman	Start	\$ 64.68	\$ 66.62
			End 1 Yr	\$ 66.23	\$ 68.22

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50010190	0739	Electric Crew Foreman (When in charge of a crew of 5 other employees)		\$ 69.58	\$ 71.67
50430687	0744	Electric Crew Foreman SME (Temp)	Start End 1 Yr	\$ 67.92 \$ 69.57	\$ 69.96 \$ 71.66
51784961	3312	Electric Crew Foreman, Service	Start End 1 Yr	\$ 71.15 \$ 72.87	\$ 73.28 \$ 75.06
50010193	0746	Electric Crew Foreman - Transmission	Start End 1 Yr	\$ 67.98 \$ 69.58	\$ 70.02 \$ 71.67
50070744	0747	Electric Crew Foreman +5 - Transmission		\$ 73.07	\$ 75.26
51863059	3356	Electric Line Assistant	Start End 6 Mo 12 Mo 18 Mo	\$ 30.02 \$ 33.81 \$ 37.60 \$ 41.38	\$ 30.92 \$ 34.82 \$ 38.73 \$ 42.62
50010242	1096	Electric T&D Assistant (PIO)	Start End 6 Mo End 1 Yr End 18 Mo	\$ 30.02 \$ 35.09 \$ 40.15 \$ 45.21	\$ 30.92 \$ 36.14 \$ 41.35 \$ 46.57
50010147	0458	Field Clerk - Electric T&D (PIO)		\$ 46.40	\$ 47.79
50070746	1186	Helicopter Crew Foreman (Temp)	Start End 1 Yr	\$ 71.13 \$ 72.89	\$ 73.26 \$ 75.08
50116249	1185	Helicopter Line Worker (Temp)		\$ 68.03	\$ 70.07
50010226	0990	Inspector (PIO)		\$ 50.07	\$ 51.57
50010172	0623	Labor Crew Leader - Elec Transm & Dsbn		\$ 49.46	\$ 50.94
50010244	1100	Lineman		\$ 61.82	\$ 63.67
50010246	1103	Unassigned Lineman			
50070780	1108	Utility Lineman - Burney			
51784667	3573	Lineman, Service		\$ 68.01	\$ 70.05
50430686	1055	Lineman SME (Temp)		\$ 64.89	\$ 66.84
50010241	1094	Lineman - Transmission		\$ 64.91	\$ 66.86
50072972	1093	Unassigned Lineman - Transmission			
50073161	2010	Manhole Pumpman		\$ 42.24	\$ 43.51
50010184	0683	Night Cable Crew Foreman	Start End 6 Mo	\$ 61.19 \$ 62.27	\$ 63.03 \$ 64.14
50444101	0684	Night Cable Crew Foreman (+7 Emps)		\$ 65.38	\$ 67.34
50010378	2283	Night Cable Splicer	Start End 6 Mo	\$ 57.50 \$ 58.65	\$ 59.23 \$ 60.41

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50010243	1098	Night Electric T&D Assistant	Start	\$ 30.72	\$ 31.64
			End 6 Mo	\$ 36.85	\$ 37.96
			End 1 Yr	\$ 41.01	\$ 42.24
			End 18 Mo	\$ 46.19	\$ 47.58
50072921	2013	Night Manhole Pumpman		\$ 43.22	\$ 44.52
50010325	1663	Night T&D Equipment Operator - S.F. Div.	Start	\$ 49.05	\$ 50.52
			End 6 Mo	\$ 50.94	\$ 52.47
50010261	1190	Street Light Maintenceman	Start	\$ 43.50	\$ 44.81
			End 6 Mo	\$ 44.85	\$ 46.20
50010381	2290	Transmission Cableman		\$ 58.67	\$ 60.43
50010431	2535	Transmission Troubleman		\$ 66.18	\$ 68.17
50010432	2540	Troubleman		\$ 63.03	\$ 64.92
50072877	2550	Utility Troubleman			
50010323	1660	T&D Equipment Operator	Start	\$ 47.65	\$ 49.08
			End 6 Mo	\$ 49.46	\$ 50.94
50010324	1662	Transm & Dsbn Equipment Opr - Transm	Start	\$ 50.03	\$ 51.53
			End 6 Mo	\$ 51.95	\$ 53.51
50010188	0737	Underground Construction Crew Foreman - Electric	Start	\$ 64.68	\$ 66.62
			End 1 Yr	\$ 66.23	\$ 68.22
		Underground Construction Crew Foreman shall receive an additional \$50.00 per week.			
50010234	1077	Underground Construction Journeyman		\$ 61.82	\$ 63.67
		Underground Construction Journeyman shall receive an additional \$50.00 per week.			
50010202	0845	Working Foreman		\$ 54.61	\$ 56.25
50442771	1765	W&R Dispatcher-in-Training - Electric		\$ 42.43	\$ 43.70
50442772	1763	W&R Dispatcher - Electric	Start	\$ 45.70	\$ 47.07
50442774	1764	W&R Relief Dispatcher - Electric	End 6 Mo	\$ 46.71	\$ 48.11
			End 1 Yr	\$ 50.54	\$ 52.06
			End 18 Mo	\$ 54.71	\$ 56.35
		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	\$ 49.88	\$ 51.38
			End 6 Mo	\$ 50.68	\$ 52.20
			End 1 Yr	\$ 52.06	\$ 53.62
			End 18 Mo	\$ 54.20	\$ 55.83

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
51508445	2456	Apprentice Metering Systems Technician	Start	\$ 48.51	\$ 49.97
			End 6 Mo	\$ 49.88	\$ 51.38
			End 1 Yr	\$ 50.68	\$ 52.20
			End 18 Mo	\$ 52.06	\$ 53.62
			End 2 Yr	\$ 54.20	\$ 55.83
			End 30 Mo	\$ 55.34	\$ 57.00
50010372	2201	CIP Inspector	Start	\$ 31.14	\$ 32.07
			End 6 Mo	\$ 34.90	\$ 35.95
			End 1 Yr	\$ 42.22	\$ 43.49
50070800	1491	Electric Field Meterperson (PIO)	Start	\$ 43.92	\$ 45.24
			End 6 Mo	\$ 47.62	\$ 49.05
			End 1 Yr	\$ 50.54	\$ 52.06
52232611	3400	Energy Diversion Investigator	Start	\$ 45.48	\$ 46.84
			End 12 Mo	\$ 46.84	\$ 48.25
			End 24 Mo	\$ 48.37	\$ 49.82
52232612	3399	Energy Diversion Specialist	Start	\$ 50.12	\$ 51.62
			End 12 Mo	\$ 53.82	\$ 55.43
50010414	2411	Metering Electronics Technician		\$ 57.93	\$ 59.67
50072967	2422	Unassigned Metering Electric Technician			
50406798	2225	Meter Maintenance Person	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.99	\$ 43.25
			End 2 Yr	\$ 44.16	\$ 45.48
50010424	2431	Metering Systems Technician		\$ 57.93	\$ 59.67
50010425	2432	Unassigned Metering Systems Technician			
50010389	2370	Metering Technician Crew Leader	Start	\$ 63.54	\$ 65.45
			End 1 Yr	\$ 66.84	\$ 68.85
51922773	2782	Sr. Routine Meter Person (PIO)	Start	\$ 45.27	\$ 46.63
			End 6 Mo	\$ 46.57	\$ 47.97
51922774	2785	Routine Meter Person (PIO)	Start	\$ 28.97	\$ 29.84
			End 6 Mo	\$ 32.52	\$ 33.50
			End 1 Yr	\$ 36.04	\$ 37.12
			End 18 Mo	\$ 39.59	\$ 40.78
			End 2 Yr	\$ 40.80	\$ 42.02
			End 30 Mo	\$ 41.99	\$ 43.25
50010302	1489	Shop Meterperson	Start	\$ 43.92	\$ 45.24
			End 6 Mo	\$ 47.62	\$ 49.05
			End 1 Yr	\$ 50.54	\$ 52.06
51530453	0610	Shop Utility Worker L/A R1-13-43	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50486040	1773	W&R Dispatcher in Training - Metering		\$ 42.43	\$ 43.70
50486038	1771	W&R Dispatcher - Metering	Start	\$ 45.70	\$ 47.07
50486039	1772	W&R Relief Dispatcher Metering	End 6 Mo	\$ 46.71	\$ 48.11
			End 1 Yr	\$ 50.54	\$ 52.06
			End 18 Mo	\$ 54.71	\$ 56.35

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	\$ 41.84	\$ 43.10
50010155	0481	Apprentice Electrician	End 6 Mo	\$ 42.24	\$ 43.51
50072873	2630	Apprentice Welder - Electric	End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
50010406	2401	Apprentice Electrical Technician	Start	\$ 50.49	\$ 52.00
			End 6 Mo	\$ 51.96	\$ 53.52
			End 1 Yr	\$ 52.75	\$ 54.33
			End 18 Mo	\$ 54.19	\$ 55.82
			End 2 Yr	\$ 56.42	\$ 58.11
50010411	2408	Apprentice Telecommunications Technician	Start	\$ 48.51	\$ 49.97
			End 6 Mo	\$ 49.88	\$ 51.38
			End 1 Yr	\$ 50.68	\$ 52.20
			End 18 Mo	\$ 52.06	\$ 53.62
			End 2 Yr	\$ 54.20	\$ 55.83
52013502	3369	Computer Field Analyst	Start	\$ 30.02	\$ 30.92
52013504	3369	Computer Field Analyst-DCPP	End 12 Mo	\$ 35.44	\$ 36.50
			End 24 Mo	\$ 37.61	\$ 38.74
			End 36 Mo	\$ 39.53	\$ 40.72
			End 48 Mo	\$ 40.90	\$ 42.13
			End 60 Mo	\$ 42.27	\$ 43.54
52034604	4017	Computer Field Analyst-Technical Expert		\$ 57.09	\$ 58.80
52034605	3370	Computer Field Analyst-Technical Expert-DCPP		\$ 57.09	\$ 58.80
			Rate 1	\$ 59.95	\$ 61.75
			Rate 2	\$ 61.10	\$ 62.93
			Rate 3	\$ 62.81	\$ 64.69
		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.			
50010317	1594	Crane Operator (Temp)		\$ 49.46	\$ 50.94
51904047	3589	Electric Locator		\$ 54.70	\$ 56.34
50010194	0750	Electric Maintenance Crew Leader	Start	\$ 57.25	\$ 58.97
			End 1 Yr	\$ 60.32	\$ 62.13

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50010195	0751	Electric Maintenance Crew Leader (Helms)	Start	\$ 60.11	\$ 61.91
			End 1 Yr	\$ 63.32	\$ 65.22
		Rate applies after 1 year in classification at Helms.	Start	\$ 60.11	\$ 61.91
			End 1 Yr	\$ 64.84	\$ 66.79
50010255	1140	Electrical Machinist		\$ 54.70	\$ 56.34
50010257	1143	Unassigned Electrical Machinist			
50010254	1139	Electrical Machinist (Helms)		\$ 57.44	\$ 59.16
		Rate applies after 1 year in classification at Helms.		\$ 58.81	\$ 60.57
50010405	2400	Electrical Technician		\$ 62.12	\$ 63.98
50010408	2403	Unassigned Electrical Technician			
52013507	4018	Lead Computer Field Analyst		\$ 53.26	\$ 54.86
52013508	3371	Lead Computer Field Analyst-DCPP		\$ 53.26	\$ 54.86
			Rate 1	\$ 55.93	\$ 57.61
			Rate 2	\$ 56.99	\$ 58.70
			Rate 3	\$ 58.58	\$ 60.34
		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.			
50010196	0752	Lead Electrical Technician		\$ 65.22	\$ 67.18
50010407	2402	Electrical Technician (Helms)	Start	\$ 65.22	\$ 67.18
			End 12 Mo	\$ 66.77	\$ 68.77
50232070	0758	Lead Electrical Technician - Helms	Start	\$ 68.48	\$ 70.53
			End 12 Mo	\$ 70.12	\$ 72.22
50010149	0467	Electrician - Electric & Hydro		\$ 54.70	\$ 56.34
50010156	0484	Unassigned Electrician - Elec & Hydro			
50073084	0459	Electrician (Helms)	Start	\$ 57.44	\$ 59.16
			End 1 Yr	\$ 58.81	\$ 60.57
50070742	0494	Electrician - Switching		\$ 57.44	\$ 59.16
50073130	0890	Gardener	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
52013505	4019	Senior Computer Field Analyst		\$ 48.53	\$ 49.99
52013506	3372	Senior Computer Field Analyst-DCPP		\$ 48.53	\$ 49.99
			Rate 1	\$ 50.96	\$ 52.49
			Rate 2	\$ 51.93	\$ 53.49
			Rate 3	\$ 53.38	\$ 54.98
		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.			
50073022	0463	Truck Driver Heavy - Electric		\$ 47.65	\$ 49.08

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50073177	0624	Labor Crew Leader - Electric Maintenance		\$ 49.46	\$ 50.94
50073019	0424	Truck Driver Light - Electric	Start End 6 Mo	\$ 42.24 \$ 43.50	\$ 43.51 \$ 44.81
50070792	1231	Mechanic - Electric	Start End 6 Mo	\$ 44.45 \$ 47.65	\$ 45.78 \$ 49.08
50072927	1930	Painter (Temp)		\$ 47.65	\$ 49.08
50010410	2407	Telecommunications Crew Leader		\$ 63.86	\$ 65.78
50073073	2426	Telecom Crew Foreman - DCP	Start End 6 Mo	\$ 60.51 \$ 61.99	\$ 62.33 \$ 63.85
			Start Rate 1 Start Rate 2 Start Rate 3	\$ 63.54 \$ 64.77 \$ 66.57	\$ 65.45 \$ 66.71 \$ 68.57
			End 6 Mo Rate 1 End 6 Mo Rate 2 End 6 Mo Rate 3	\$ 65.11 \$ 66.34 \$ 68.21	\$ 67.06 \$ 68.33 \$ 70.26
		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.			
50010420	2417	Telecommunications Operations Analyst (DCP, Fairfield and General Office Computer Centers, Sacramento Valley Region and San Joaquin Valley Region Headquarters only)	Start End 6 Mo End 1 Yr End 18 Mo	\$ 43.39 \$ 44.78 \$ 45.90 \$ 47.34	\$ 44.69 \$ 46.12 \$ 47.28 \$ 48.76
50010412	2409	Telecommunications Technician		\$ 57.93	\$ 59.67
50010401	2393	Unassigned Telecommunications Technician			
50251337	0251	Senior Telecommunications Technician		\$ 60.82	\$ 62.64
50010397	2389	Telecommunications Technician (Helms)		\$ 60.82	\$ 62.64
		Rate applies after 1 year in classification at Helms		\$ 62.27	\$ 64.14
50010417	2414	DCP Telecommunications Technician	Start	\$ 57.93	\$ 59.67
50072960	2427	Unassigned Telecommunications Technician - DCP	Rate 1 Rate 2 Rate 3	\$ 60.82 \$ 61.96 \$ 63.72	\$ 62.64 \$ 63.82 \$ 65.63
		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.			
50010218	0932	Utility Worker - Telecommunications	Start End 6 Mo End 1 Yr End 18 Mo	\$ 30.02 \$ 33.81 \$ 37.61 \$ 41.38	\$ 30.92 \$ 34.82 \$ 38.74 \$ 42.62

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50073069	0442	Tractor Driver Heavy - Electric	Start End 6 Mo	\$ 44.85 \$ 47.65	\$ 46.20 \$ 49.08
50070764	0437	Light Tractor Driver - Electric (Less than 30 H.P.)	Start End 6 Mo	\$ 42.24 \$ 43.50	\$ 43.51 \$ 44.81
50010367	2140	Transformer Repairperson	Start End 6 Mo End 1 Yr	\$ 42.24 \$ 43.50 \$ 44.85	\$ 43.51 \$ 44.81 \$ 46.20
50073051	0417	Truck Driver - Electric	Start End 6 Mo	\$ 43.50 \$ 44.85	\$ 44.81 \$ 46.20
50010436	2620	Welder		\$ 50.07	\$ 51.57
50072889	2633	Unassigned Welder			
50010216	0925	Utility Worker - Electric Maintenance	Start	\$ 30.02	\$ 30.92
50072845	0921	Utility Worker - Drum	End 6 Mo End 1 Yr End 18 Mo	\$ 33.81 \$ 37.61 \$ 41.38	\$ 34.82 \$ 38.74 \$ 42.62
50010214	0922	Utility Worker - Helms	Start End 6 Mo End 1 Yr End 18 Mo	\$ 31.51 \$ 35.51 \$ 39.49 \$ 43.47	\$ 32.46 \$ 36.58 \$ 40.67 \$ 44.77
			Rate 1 End 1 Yr	\$ 40.44	\$ 41.65
			Rate 2 End 18 Mo	\$ 44.50	\$ 45.84
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)					
52309230	3389	Apprentice System Operator (LA 19-10)	Start End 6 Mo End 1 Yr End 18 Mo End 2 Yr	\$ 40.21 \$ 42.16 \$ 44.07 \$ 47.99 \$ 51.86	\$ 41.42 \$ 43.42 \$ 45.39 \$ 49.43 \$ 53.42
52309229	3390	Assistant System Operator (LA 19-10)	Start End 6 Mo End 1 Yr End 18 Mo End 2 Yr	\$ 33.03 \$ 35.11 \$ 37.18 \$ 39.29 \$ 41.35	\$ 34.02 \$ 36.16 \$ 38.30 \$ 40.47 \$ 42.59
		Cook			
50070763	0355	When cooking for a group averaging less than 5 persons and having responsibility for upkeep of a dormitory		\$ 41.38	\$ 42.62
50010139	0356	When cooking for a group averaging from 5 to 10 persons and having responsibility for upkeep of a dormitory		\$ 43.50	\$ 44.81
50072989	0357	When cooking for a group averaging from 10 to 15 persons and having responsibility for upkeep of a dormitory		\$ 47.65	\$ 49.08

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50083870	0360	When cooking for a group averaging more than 15 persons and having responsibility for upkeep of a dormitory		\$ 50.07	\$ 51.57
		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		\$ 35.41	\$ 36.47
50070769	0965	At an establishment where from 10 to 15 persons are boarded		\$ 36.30	\$ 37.39
50070770	0966	At an establishment where more than 15 persons are boarded		\$ 37.36	\$ 38.48
		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	\$ 64.65	\$ 66.59
			End 6 Mo	\$ 66.47	\$ 68.46
			End 1 Yr	\$ 69.12	\$ 71.19
		Housekeeper			
50010225	0980	At an establishment where less than 10 persons are boarded		\$ 35.41	\$ 36.47
50070771	0983	At an establishment where from 10 to 15 persons are boarded		\$ 36.30	\$ 37.39
50070772	0984	At an establishment where more than 15 persons are boarded		\$ 37.36	\$ 38.48
		Wages for Housekeeper classifications are gross, from which boarding house charges at established rates will be deducted			
50010349	1826	Hydro Operator	Start	\$ 61.01	\$ 62.84
50010350	1827	Unassigned Hydro Operator	End 6 Mo	\$ 61.88	\$ 63.74
50010348	1825	Hydro Operator-In-Training	Start	\$ 36.55	\$ 37.65
			End 6 Mo	\$ 42.71	\$ 43.99
			End 12 Mo	\$ 46.41	\$ 47.80
52309233	3391	Lead System Operator (LA 19-10)	Start	\$ 73.26	\$ 75.46
			End 6 Mo	\$ 74.97	\$ 77.22
50226825	1828	Unassigned Hydro Operator - Helms	Start	\$ 64.07	\$ 65.99
			End 6 Mo	\$ 64.96	\$ 66.91
			End 1 Yr	\$ 66.53	\$ 68.53
50010334	1740	Roving Operator (Hydro Plants)	Start	\$ 57.39	\$ 59.11
50010335	1741	Roving Operator - Unassigned	End 6 Mo	\$ 58.03	\$ 59.77
50072879	1745	Utility Roving Operator - Stockton only			
50073114	0070	Station Attendant		\$ 49.46	\$ 50.94

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
52309231	3393	System Operator	Start	\$ 70.03	\$ 72.13
52309232	3394	Unassigned System Operator (LA 19-10)			
50010344	1819	Hydro Operator (Helms)	Start	\$ 64.07	\$ 65.99
			End 6 Mo	\$ 64.96	\$ 66.91
			End 1 Yr	\$ 66.53	\$ 68.53
50010347	1824	Utility Operator - Hydro	Start	\$ 30.96	\$ 31.89
			End 6 Mo	\$ 34.83	\$ 35.87
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 42.61	\$ 43.89
			End 2 Yr	\$ 47.78	\$ 49.21
50072881	1880	Utility Operator - Substation	Start	\$ 52.25	\$ 53.82
			End 6 Mo	\$ 52.83	\$ 54.41
50072843	0926	Utility Worker - Electric Operating	Start	\$ 30.02	\$ 30.92
50072845	0921	Utility Worker - Drum	End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
CLERICAL - HYDRO					
50010122	0264	First Hydro Clerk	Start	\$ 45.21	\$ 46.57
			End 6 Mo	\$ 46.07	\$ 47.45
			End 1 Yr	\$ 47.65	\$ 49.08
			End 18 Mo	\$ 48.79	\$ 50.25
			End 2 Yr	\$ 49.59	\$ 51.08
50010124	0266	First Hydro Clerk - Helms	Start	\$ 47.43	\$ 48.85
			End 6 Mo	\$ 48.36	\$ 49.81
			End 1 Yr	\$ 50.03	\$ 51.53
			End 18 Mo	\$ 51.26	\$ 52.80
			End 2 Yr	\$ 52.05	\$ 53.61
			Rate 1	\$ 51.24	\$ 52.78
			Rate 2	\$ 52.46	\$ 54.03
			Rate 3	\$ 53.31	\$ 54.91
		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	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 34.09	\$ 35.11
			End 1 Yr	\$ 38.19	\$ 39.34
			End 18 Mo	\$ 42.24	\$ 43.51
			End 2 Yr	\$ 43.50	\$ 44.81
			End 30 Mo	\$ 45.21	\$ 46.57
50010121	0263	Senior Hydro Clerk	Start	\$ 49.59	\$ 51.08
			End 6 Mo	\$ 50.68	\$ 52.20
			End 1 Yr	\$ 51.72	\$ 53.27
			End 18 Mo	\$ 52.84	\$ 54.43

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
GAS DEPARTMENT					
GAS DISTRIBUTION AND CONTROL CENTER					
50489164	1599	Apprentice Distribution Gas System Operator	Start	\$ 48.79	\$ 50.25
			End 6 Mo	\$ 50.36	\$ 51.87
			End 1 Yr	\$ 53.31	\$ 54.91
50489065	1598	Distribution Gas System Operator (Relief)		\$ 56.86	\$ 58.57
		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	\$ 59.70	\$ 61.49
			End of 6 Mo	\$ 62.54	\$ 64.42
		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	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
51636998	0564	Apprentice Fitter-Arc	Start	\$ 42.61	\$ 43.89
			End 6 Mo	\$ 43.06	\$ 44.35
			End 1 Yr	\$ 44.33	\$ 45.66
			End 18 Mo	\$ 45.30	\$ 46.66
			End 2 Yr	\$ 46.32	\$ 47.71
			End 30 Mo	\$ 48.51	\$ 49.97
50010270	1245	Corrosion Mechanic (PIO) L/A 14-35	Start	\$ 47.26	\$ 48.68
			End 6 Mo	\$ 48.51	\$ 49.97
			End 1 Yr	\$ 49.46	\$ 50.94
			End 18 Mo	\$ 50.39	\$ 51.90
			End 2 Yr	\$ 51.72	\$ 53.27
51654542	0067	Corrosion Mechanic-NACE CP1		\$ 54.70	\$ 56.34
51708057	0067	UN Corrosion Mechanic-NACE CP1			
50010161	0524	Fieldperson	Start	\$ 42.61	\$ 43.89
50070741	0526	Night Fieldperson - S. F. Division Only	End 6 Mo	\$ 43.06	\$ 44.35
			End 1 Yr	\$ 44.33	\$ 45.66
			End 18 Mo	\$ 45.69	\$ 47.06
			End 2 Yr	\$ 46.32	\$ 47.71
50010167	0560	Fitter (PIO)		\$ 54.70	\$ 56.34
50010170	0563	Unassigned Fitter (PIO) L/A 14-35			
50010169	0562	Fitter - Arc		\$ 55.91	\$ 57.59
51654528	0062	Unassigned Fitter-Arc			
51654546	0358	Gas Compliance Representative	Start	\$ 42.61	\$ 43.89
			End 6 Mo	\$ 43.06	\$ 44.35
			End 1 Yr	\$ 44.33	\$ 45.66
			End 18 Mo	\$ 45.69	\$ 47.06
			End 2 Yr	\$ 48.65	\$ 50.11

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
51654530	0063	Gas Crew Leader-Arc		\$ 59.95	\$ 61.75
50010175	0641	Gas Crew Foreman L/A 16-49		\$ 57.25	\$ 58.97
50010174	0640	Gas Crew Leader L/A 14-35	Start End 1 Yr	\$ 57.25 \$ 58.65	\$ 58.97 \$ 60.41
50010283	1300	Gas Mechanic		\$ 58.65	\$ 60.41
51654537	0064	Gas T&D Equipment Operator		\$ 50.42	\$ 51.93
50010148	0465	Heavy Truck Driver (PIO) L/A 14-35		\$ 48.56	\$ 50.02
51654545	0339	Lead Corrosion Mechanic		\$ 58.65	\$ 60.41
50315042	1004	M&C Coordinator	Start End 1 Yr	\$ 58.65 \$ 61.46	\$ 60.41 \$ 63.30
51654543	0338	Senior Corrosion Mechanic-NACE CP2		\$ 55.91	\$ 57.59
51654548	0359	Senior Gas Compliance Representative		\$ 51.07	\$ 52.60
51654540	0065	Senior Gas T&D Equipment Operator		\$ 52.95	\$ 54.54
50010189	0738	Underground Construction Crew Leader - Gas	Start End 1 Yr	\$ 58.51 \$ 61.46	\$ 60.27 \$ 63.30
		Underground Construction Crew Leader shall receive an additional \$50.00 per week.			
50010235	1078	Underground Construction Journeyman - Gas		\$ 57.34	\$ 59.06
		Underground Construction Journeyman shall receive an additional \$50.00 per week.			
50010217	0930	Utility Worker - Gas Transm & Dsbn	Start End 6 Mo End 1 Yr End 18 Mo	\$ 30.02 \$ 33.81 \$ 37.60 \$ 41.38	\$ 30.92 \$ 34.82 \$ 38.73 \$ 42.62
51781783	1655	Working Leader-Division Gas T&D LA 15-32		\$ 64.91	\$ 66.86
GAS FIRST RESPONDER CLASSIFICATIONS (LA 16-43)					
51786006	3579	Gas Crew Leader-Arc, 1st Responder		\$ 65.96	\$ 67.94
51786008	3341	Gas Crew Leader, 1st Responder	Start End 1 Yr	\$ 62.97 \$ 64.50	\$ 64.86 \$ 66.44
51786012	3575	Fitter-Arc, 1st Responder			
51786014	3577	UN Fitter-Arc, 1st Responder		\$ 61.51	\$ 63.36
51786002	3583	Sr Gas T&D Equip Optr, 1st Resp		\$ 58.25	\$ 60.00
51785475	3581	Gas T&D Equipment Operator, 1st Resp		\$ 55.46	\$ 57.12

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
51786010	3314	Fieldperson, 1st Responder	Start	\$ 46.88	\$ 48.29
			End 6 Mo	\$ 47.38	\$ 48.80
			End 1 Yr	\$ 48.77	\$ 50.23
			End 18 Mo	\$ 50.26	\$ 51.77
			End 2 Yr	\$ 50.95	\$ 52.48
GAS SUPER CREW CLASSIFICATIONS (LA 16-48)					
51942103	3360	Super Crew M&C Coord-Gas	Start	\$ 61.57	\$ 63.42
			End 1 Yr	\$ 64.53	\$ 66.47
51942128	4002	Super Crew Gas Crew Lder-Arc		\$ 62.94	\$ 64.83
51942134	3362	Super Crew Gas Crew Leader	Start	\$ 60.12	\$ 61.92
			End 1 Yr	\$ 61.57	\$ 63.42
51947079	4016	Super Crew Gas Crew Foreman		\$ 60.12	\$ 61.92
51942136	4004	Super Crew Gas Mechanic		\$ 61.57	\$ 63.42
51942143	4006	Super Crew Fitter-Arc		\$ 58.71	\$ 60.47
51942259	4010	Super Crew Sr Gas T&D Eqmt Opr		\$ 55.60	\$ 57.27
51942261	4012	Super Crew Gas T&D Equipmt Opr		\$ 52.94	\$ 54.53
51942263	3364	Super Crew Fieldperson	Start	\$ 44.74	\$ 46.08
			End 6 Mo	\$ 45.22	\$ 46.58
			End 1 Yr	\$ 46.55	\$ 47.95
			End 18 Mo	\$ 47.98	\$ 49.42
			End 2 Yr	\$ 48.64	\$ 50.10
51942265	4014	Super Crew Sr Gas Compomplice Rep		\$ 53.62	\$ 55.23
51942269	3366	Super Crew Gas Compliance Rep	Start	\$ 44.74	\$ 46.08
			End 6 Mo	\$ 45.22	\$ 46.58
			End 1 Yr	\$ 46.55	\$ 47.95
			End 18 Mo	\$ 47.98	\$ 49.42
			End 2 Yr	\$ 51.08	\$ 52.61
51942272	3368	Super Crew Utility Worker	Start	\$ 31.52	\$ 32.47
			End 6 Mo	\$ 35.51	\$ 36.58
			End 1 Yr	\$ 39.47	\$ 40.65
			End 18 Mo	\$ 43.47	\$ 44.77
SERVICE					
50010293	1405	Service Mechanic		\$ 55.34	\$ 57.00
51645906	2211	Lead Gas Service Representative		\$ 58.12	\$ 59.86
50010373	2210	Gas Service Representative	Start	\$ 45.08	\$ 46.43
			End 6 Mo	\$ 46.09	\$ 47.47
			End 1 Yr	\$ 47.76	\$ 49.19
			End 18 Mo	\$ 49.88	\$ 51.38
			End 2 Yr	\$ 51.89	\$ 53.45
			End 30 Mo	\$ 53.94	\$ 55.56

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
51645908	2212	Utility Gas Service Representative	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.99	\$ 43.25
			End 2 Yr	\$ 44.16	\$ 45.48
50073353	1762	W&R Dispatcher-In-Training Gas		\$ 42.43	\$ 43.70
50073351	1760	Work and Resource Dispatcher - Gas	Start	\$ 45.70	\$ 47.07
50073352	1761	Work and Resource Relief Dispatcher - Gas	End 6 Mo	\$ 46.71	\$ 48.11
			End 1 Yr	\$ 50.54	\$ 52.06
			End 18 Mo	\$ 54.71	\$ 56.35
		Relief: The rate of Work and Resource Dispatcher plus \$5.00 per week plus 8 times the Sunday premium			
52101708	3374	Gas Control Communications Specialist	Start	\$ 39.59	\$ 40.78
			End 1 Yr	\$ 45.70	\$ 47.07
			End 18 Mo	\$ 46.71	\$ 48.11
			End 2 Yr	\$ 50.54	\$ 52.06
			End 30 Mo	\$ 54.71	\$ 56.35
52101709	3375	Gas Control Communications Specialist, Sr.	Start	\$ 49.11	\$ 50.58
			End 6 Mo	\$ 52.40	\$ 53.97
			End 1 Yr	\$ 55.69	\$ 57.36
GAS METER REPAIR FACILITY					
50010291	1375	Meter/Regulator Mechanic	Start	\$ 42.53	\$ 43.81
			End 6 Mo	\$ 43.22	\$ 44.52
			End 1 Yr	\$ 44.17	\$ 45.50
			End 18 Mo	\$ 45.70	\$ 47.07
			End 2 Yr	\$ 46.93	\$ 48.34
50010067	0055	Plant Assistant	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.60	\$ 38.73
			End 18 Mo	\$ 41.38	\$ 42.62
			End 2 Yr	\$ 41.84	\$ 43.10
50316166	1390	Plant Mechanic	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 45.45	\$ 46.81
			End 30 Mo	\$ 48.79	\$ 50.25
50010421	2420	Plant Technician		\$ 54.20	\$ 55.83
50010292	1376	Senior Meter/Regulator Mechanic		\$ 48.13	\$ 49.57

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
GAS PIPELINE OPERATION & MAINTENANCE - TRANSMISSION AND DISTRIBUTION (GPO&M-T&D)					
MAINTENANCE					
50072865	2437	Apprentice Gas Control Technician	Start	\$ 41.84	\$ 43.10
50072871	1401	Apprentice Transmission Mechanic	End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
50010288	1365	Measurement and Control Mechanic (PIO)		\$ 55.91	\$ 57.59
50010289	1366	Unassigned Measurement and Control Mechanic (PIO) L/A 14-40			
50202594	1422	Engine Analyst		\$ 56.95	\$ 58.66
50010300	1483	Field Meterperson	Start	\$ 42.24	\$ 43.51
			End 6 Mo	\$ 43.50	\$ 44.81
			End 1 Yr	\$ 44.85	\$ 46.20
51664842	0361	Lead Transmission Mechanic		\$ 57.44	\$ 59.16
50315041	1008	M&C Coordinator - Gas Transmission	Start	\$ 58.65	\$ 60.41
			End 1 Yr	\$ 61.46	\$ 63.30
50010294	1406	Transmission Mechanic		\$ 54.70	\$ 56.34
50072958	1414	Unassigned Transmission Mechanic			
50010427	2435	Gas Control Technician		\$ 57.93	\$ 59.67
51664845	2436	Unassigned Gas Control Technician			
50072607	2434	Lead Gas Control Technician		\$ 60.82	\$ 62.64
50010298	1440	Mechanic-Welder		\$ 54.70	\$ 56.34
51517789	0380	Mechanic Welder In-Service		\$ 56.34	\$ 58.03
50010219	0935	Utility Worker	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
TRANSMISSION GAS SYSTEM OPERATIONS					
50073138	1591	Apprentice Transmission Gas System Operator	Start	\$ 48.79	\$ 50.25
			End 6 Mo	\$ 50.36	\$ 51.87
			End 1 Yr	\$ 53.31	\$ 54.91
50010314	1587	Transmission Gas System Operator		\$ 56.86	\$ 58.57
		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			

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
STATION OPERATIONS					
51664844	0368	Apprentice Station Operator	Start	\$ 43.26	\$ 44.56
			End 6 Mo	\$ 45.99	\$ 47.37
			End 1 Yr	\$ 50.03	\$ 51.53
51664843	0362	Station Operator		\$ 51.46	\$ 53.00
51666202	0369	Station Operator, Unassigned			
50210204	2131	Senior Station Operator		\$ 55.82	\$ 57.49
50210205	2131	Senior Station Operator-Relief		\$ 55.82	\$ 57.49
		Senior Station Operator wage, plus \$5, plus 8 times the hourly Sunday premium.			
50010065	0048	Senior Maintenance Assistant		\$ 47.71	\$ 49.14
50010066	0049	Maintenance Assistant II	Start	\$ 41.38	\$ 42.62
			End 6 Mo	\$ 43.50	\$ 44.81
			End 1 Yr	\$ 45.70	\$ 47.07
		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	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
		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			
		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	\$ 42.82	\$ 44.10
			End 6 Mo	\$ 43.25	\$ 44.55
			End 1 Yr	\$ 44.49	\$ 45.82
			End 18 Mo	\$ 45.43	\$ 46.79
			End 2 Yr	\$ 49.11	\$ 50.58
		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	\$ 53.37	\$ 54.97
			End 1 Yr	\$ 55.82	\$ 57.49
		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			

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
TRANSMISSION PROJECT CLEARANCE OPERATIONS (TPCO)					
51530458	3585	Gas Control Technician - TPCO		\$ 60.83	\$ 62.65
51527024	3586	Lead Gas Control Technician - TPCO		\$ 63.86	\$ 65.78
51530457	3587	Lead Mechanic-Welder-TPCO		\$ 60.30	\$ 62.11
51790919	3584	Lead Mechnaic-Welder (TPCO) In-Service Welding		\$ 62.12	\$ 63.98
51527201	3588	Transmission Mechanic - TPCO		\$ 57.44	\$ 59.16
51852535	3355	Utility Worker-TPCO	Start	\$ 31.52	\$ 32.47
			End 6 Mo	\$ 35.51	\$ 36.58
			End 1 Yr	\$ 39.48	\$ 40.66
			End 18 Mo	\$ 43.47	\$ 44.77
LNG/CNG OPERATIONS					
51567004	3343	LNG/CNG Technician		\$ 60.83	\$ 62.65
51567005	3344	Lead LNG/CNG Technician		\$ 63.86	\$ 65.78
GENERAL SERVICES DEPARTMENT					
GARAGE					
50010275	1258	Apprentice Equipment Mechanic	Start	\$ 42.83	\$ 44.11
			End 6 Mo	\$ 43.83	\$ 45.14
			End 1 Yr	\$ 44.85	\$ 46.20
			End 18 Mo	\$ 46.07	\$ 47.45
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
50010273	1255	Equipment Mechanic		\$ 54.70	\$ 56.34
50010271	1252	Utility Equipment Mechanic - Auberry			
50010274	1256	Unassigned Equipment Mechanic			
50010272	1253	Utility Equipment Mechanic - Helms	Start	\$ 57.44	\$ 59.16
			End 1 Yr	\$ 58.81	\$ 60.57
50070796	1254	Utility Equipment Mechanic (DER)		\$ 54.70	\$ 56.34
50010276	1259	Equipment Mechanic - DCPD		\$ 54.70	\$ 56.34
			Rate 1	\$ 57.44	\$ 59.16
			Rate 2	\$ 58.52	\$ 60.28
			Rate 3	\$ 60.17	\$ 61.98
		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.			
50073128	0060	Garage Attendant - General Office	Start	\$ 43.50	\$ 44.81
			End 6 Mo	\$ 44.55	\$ 45.89
			End 1 Yr	\$ 45.21	\$ 46.57

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50010186	0730	Garage Subforeman		\$ 57.25	\$ 58.97
50010187	0733	Garage Subforeman (DCPP)		\$ 57.25	\$ 58.97
			Rate 1	\$ 60.10	\$ 61.90
			Rate 2	\$ 61.25	\$ 63.09
			Rate 3	\$ 62.96	\$ 64.85
		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.			
50010210	0880	Garageman	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
			End 2 Yr	\$ 42.24	\$ 43.51
50010143	0423	Light Truck Driver - Garage	Start	\$ 42.24	\$ 43.51
			End 6 Mo	\$ 43.50	\$ 44.81
50072928	1928	Painter - Garage		\$ 47.65	\$ 49.08
50010237	1083	Parking Leadman (50 Main Garage)	Start	\$ 47.65	\$ 49.08
			End 6 Mo	\$ 49.46	\$ 50.94
			End 1 Yr	\$ 51.17	\$ 52.71
50010126	0277	Parts Clerk	Start	\$ 43.50	\$ 44.81
			End 6 Mo	\$ 44.17	\$ 45.50
			End 1 Yr	\$ 45.45	\$ 46.81
			End 18 Mo	\$ 46.07	\$ 47.45
			End 2 Yr	\$ 47.65	\$ 49.08
BUILDING SERVICE					
50010158	0492	Building Engineer - GO only	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.85	\$ 46.20
			End 2 Yr	\$ 47.65	\$ 49.08
			End 30 Mo	\$ 49.46	\$ 50.94
		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	\$ 41.84	\$ 43.10
52354763	1242	Building Mechanic-DCPD	End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.85	\$ 46.20
			End 2 Yr	\$ 47.65	\$ 49.08
			End 30 Mo	\$ 49.46	\$ 50.94
50010182	0665	Building Crew Leader	Start	\$ 54.47	\$ 56.10
			End 1 Yr	\$ 55.31	\$ 56.97
50010183	0666	Building Crew Leader (DCPD)		\$ 55.31	\$ 56.97
			Start Rate 1	\$ 58.07	\$ 59.81
			Start Rate 2	\$ 59.17	\$ 60.95

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
			Start Rate 3	\$ 60.84	\$ 62.67
		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.			
50010382	2355	Building Technician		\$ 57.39	\$ 59.11
52232300	3377	Critical Facilities Lead	Start	\$ 59.03	\$ 60.80
			End 6 Mo	\$ 60.00	\$ 61.80
51683083	0005	Critical Facility Technician		\$ 57.39	\$ 59.11
50073127	0590	Floorperson - General Office only	Start	\$ 40.17	\$ 41.38
			End 6 Mo	\$ 41.84	\$ 43.10
50073130	0890	Gardener	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
50010233	1050	Janitor	Start	\$ 30.02	\$ 30.92
50070776	1060	Janitress	End 6 Mo	\$ 33.16	\$ 34.15
			End 1 Yr	\$ 36.27	\$ 37.36
			End 18 Mo	\$ 39.40	\$ 40.58
50073181	0493	Lead Building Engineer - General Office only		\$ 51.72	\$ 53.27
50010266	1235	Lead Building Mechanic			
50010267	1236	Lead Building Mechanic - DCPD	Start	\$ 51.72	\$ 53.27
			Rate 1	\$ 54.29	\$ 55.92
			Rate 2	\$ 55.32	\$ 56.98
			Rate 3	\$ 56.87	\$ 58.58
		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.			
50070777	1073	Lead Janitor - General Office		\$ 42.53	\$ 43.81
50073170	1935	Lead Painter - General Office	Start	\$ 49.46	\$ 50.94
			End 6 Mo	\$ 51.72	\$ 53.27
			End 1 Yr	\$ 52.84	\$ 54.43
50072847	0927	Utility Worker - Building Services	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
50072848	0929	Utility Worker - Building (DCPD)	Start	\$ 32.02	\$ 32.98
			End 6 Mo	\$ 35.13	\$ 36.18
			End 1 Yr	\$ 38.25	\$ 39.40
			End 18 Mo	\$ 41.38	\$ 42.62

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
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		\$ 64.26	\$ 66.19
50010233	1050	Janitor	Start	\$ 30.02	\$ 30.92
50070776	1060	Janitress	End 6 Mo	\$ 33.16	\$ 34.15
			End 1 Yr	\$ 36.27	\$ 37.36
			End 18 Mo	\$ 39.40	\$ 40.58
50010327	1699	DCPP Nuclear Operator	Start	\$ 43.45	\$ 44.75
			End 6 Mo	\$ 43.87	\$ 45.19
			End 1 Yr	\$ 45.19	\$ 46.55
			End 18 Mo	\$ 46.69	\$ 48.09
			End 2 Yr	\$ 49.08	\$ 50.55
			End 30 Mo	\$ 50.39	\$ 51.90
			End 42 Mo	\$ 55.66	\$ 57.33
			End 54 Mo	\$ 60.89	\$ 62.72
50252644	1584	DCPP Nuclear Operator Level 9		\$ 64.26	\$ 66.19
50010311	1582	DCPP Work Control Lead		\$ 67.49	\$ 69.51
ELECTRICAL MAINTENANCE					
50072523	2366	Apprentice Electrical Control Technician (DCPP)	Start	\$ 48.51	\$ 49.97
			End 6 Mo	\$ 49.88	\$ 51.38
			End 1 Yr	\$ 50.68	\$ 52.20
			End 18 Mo	\$ 52.06	\$ 53.62
			End 2 Yr	\$ 54.20	\$ 55.83
50072851	0482	DCPP Apprentice Electrician - Steam	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
50010386	2365	Electrical Control Technician (DCPP)		\$ 57.93	\$ 59.67
50073008	2367	Unassigned Electrical Control Technician (DCPP)	Rate 1	\$ 60.82	\$ 62.64
			Rate 2	\$ 61.96	\$ 63.82
			Rate 3	\$ 63.72	\$ 65.63
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.					
50073082	0472	Electrician (DCPP)	Start	\$ 54.70	\$ 56.34
50073006	0489	Unassigned Electrician (DCPP)	Rate 1	\$ 57.44	\$ 59.16
50010154	0479	Traveling Electrician (DCPP)	Rate 2	\$ 58.52	\$ 60.28
50072952	0491	Unassigned Traveling Electrician (DCPP)	Rate 3	\$ 60.17	\$ 61.98

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
		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	\$ 62.88	\$ 64.77
50010197	0755	Maintenance Subforeman - DCPD	End 1 Yr	\$ 64.49	\$ 66.42
50010137	0332	Tool Maintenance Clerk - Electrical (DCPD)	Start	\$ 42.24	\$ 43.51
			End 6 Mo	\$ 43.50	\$ 44.81
			End 1 Yr	\$ 44.85	\$ 46.20
			End 18 Mo	\$ 45.70	\$ 47.07
			End 2 Yr	\$ 47.65	\$ 49.08
MECHANICAL MAINTENANCE					
50070785	1131	DCPD Apprentice Machinist - Steam	Start	\$ 41.84	\$ 43.10
50010369	2171	Apprentice Mechanic - Rigger	End 6 Mo	\$ 42.24	\$ 43.51
50072874	2629	Apprentice Welder - Steam	End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
50072942	2631	Certified Welder (DCPD)	Start	\$ 54.70	\$ 56.34
50073012	2632	Unassigned Certified Welder (DCPD)	Rate 1	\$ 57.44	\$ 59.16
50010439	2634	Traveling Certified Welder (DCPD)	Rate 2	\$ 58.52	\$ 60.28
50072894	2635	Unassigned Traveling Certified Welder (DCPD)	Rate 3	\$ 60.17	\$ 61.98
		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	\$ 54.70	\$ 56.34
50010253	1128	Unassigned Machinist (DCPD)	Rate 1	\$ 57.44	\$ 59.16
50010258	1146	Traveling Machinist (DCPD)	Rate 2	\$ 58.52	\$ 60.28
50070784	1129	Unassigned Traveling Machinist (DCPD)	Rate 3	\$ 60.17	\$ 61.98
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		\$ 54.70	\$ 56.34
50072896	2164	Unassigned Traveling Rigger			
50010138	0336	DCPD Tool Maintenance Clerk - Mechanical	Start	\$ 42.24	\$ 43.51
			End 6 Mo	\$ 43.50	\$ 44.81
			End 1 Yr	\$ 44.85	\$ 46.20
			End 18 Mo	\$ 45.70	\$ 47.07
			End 2 Yr	\$ 47.65	\$ 49.08
50506640	0941	DCPD Traveling Utility Worker	Start	\$ 32.02	\$ 32.98
			End 6 Mo	\$ 35.13	\$ 36.18
			End 1 Yr	\$ 38.26	\$ 39.41
			End 18 Mo	\$ 41.38	\$ 42.62

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
TECHNICAL MAINTENANCE					
50010404	2398	Apprentice Control Technician	Start	\$ 48.51	\$ 49.97
			End 6 Mo	\$ 49.88	\$ 51.38
			End 1 Yr	\$ 50.68	\$ 52.20
			End 18 Mo	\$ 52.06	\$ 53.62
			End 2 Yr	\$ 54.20	\$ 55.83
50010363	2091	Apprentice Instrument Repairman	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
50010383	2357	Chemical & Radiation Protection Technician (DCPP)	Start	\$ 43.93	\$ 45.25
50010384	2358	Traveling Chemical & Radiation Protection Technician (DCPP)	End 6 Mo	\$ 47.38	\$ 48.80
			End 1 Yr	\$ 50.87	\$ 52.40
			End 18 Mo	\$ 54.70	\$ 56.34
			End 2 Yr	\$ 58.55	\$ 60.31
			End 3 Yr	\$ 60.18	\$ 61.99
			End 4 Yr	\$ 61.99	\$ 63.85
50010391	2380	Control Technician (DCPP)	Start	\$ 57.93	\$ 59.67
50073010	2381	Unassigned Control Technician (DCPP)	Rate 1	\$ 60.82	\$ 62.64
50010392	2382	Traveling Control Technician (DCPP)	Rate 2	\$ 61.96	\$ 63.82
50072955	2399	Unassigned Traveling Control Technician (DCPP)	Rate 3	\$ 63.72	\$ 65.63
50010394	2385	Shift Control Technician (DCPP)			
50010390	2375	Unassigned Shift Control Technician (DCPP)			
		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.			
50070806	2095	Instrument Repairman (DCPP)	Start	\$ 54.70	\$ 56.34
50072973	2096	Unassigned Instrument Repairman (DCPP)	Rate 1	\$ 57.44	\$ 59.16
50073058	2099	Traveling Instrument Repairman (DCPP)	Rate 2	\$ 58.53	\$ 60.29
50072893	2092	Unassigned Traveling Instrument Repairman (DCPP)	Rate 3	\$ 60.17	\$ 61.98
		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.			
50010387	2368	DCPP Decontamination Specialist	Start	\$ 45.51	\$ 46.88
			End 1 Yr	\$ 49.85	\$ 51.35
			End 2 Yr	\$ 54.20	\$ 55.83
50073151	0756	DCPP Technical Maintenance Subforeman	Start	\$ 62.88	\$ 64.77
			End 1 Yr	\$ 64.49	\$ 66.42
50073070	0334	DCPP Tool Maintenance Clerk - Instrument Maintenance	Start	\$ 42.24	\$ 43.51
			End 6 Mo	\$ 43.50	\$ 44.81
			End 1 Yr	\$ 44.85	\$ 46.20
			End 18 Mo	\$ 45.70	\$ 47.07
			End 2 Yr	\$ 47.65	\$ 49.08

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION		1/1/2020		1/1/2021
50072838	0944	DCPP Utility Worker	Start	\$	30.02	\$	30.92
50010222	0946	Traveling Utility Worker - Technical	End 6 Mo	\$	33.81	\$	34.82
			End 1 Yr	\$	37.60	\$	38.73
			End 18 Mo	\$	41.38	\$	42.62
50072846	0938	DCPP Utility Worker - Chemical and Radiation Protection Tech	Start	\$	36.55	\$	37.65
			End 6 Mo	\$	38.98	\$	40.15
			End 1 Yr	\$	41.38	\$	42.62
50073111	0939	Shift Utility Worker - Chemical and Radiation Prot DCP	Start	\$	32.02	\$	32.98
			End 6 Mo	\$	35.13	\$	36.18
			End 1 Yr	\$	38.25	\$	39.40
			End 18 Mo	\$	41.38	\$	42.62
FIRE DEPARTMENT							
51892857	3358	DCPP Fire Captain Advanced	Start	\$	57.52	\$	59.25
			End 6 Mo	\$	60.06	\$	61.86
			End 1 Yr	\$	60.57	\$	62.39
50010164	0540	DCPP Fire Captain	Start	\$	55.29	\$	56.95
			End 6 Mo	\$	57.82	\$	59.55
			End 1 Yr	\$	58.35	\$	60.10
51892856	3357	DCPP Firefighter Advanced	Start	\$	51.29	\$	52.83
			End 6 Mo	\$	52.84	\$	54.43
			End 1 Yr	\$	55.17	\$	56.83
50010165	0545	DCPP Firefighter	Start	\$	49.07	\$	50.54
			End 6 Mo	\$	50.63	\$	52.15
			End 1 Yr	\$	52.95	\$	54.54
50010166	0547	DCPP Shift Firewatch Relief	Start	\$	32.52	\$	33.50
			End 6 Mo	\$	33.63	\$	34.64
			End 1 Yr	\$	35.73	\$	36.80
CLERICAL							
50010131	0301	DCPP Control Room Assistant (PIO)	Start	\$	39.40	\$	40.58
			End 6 Mo	\$	42.24	\$	43.51
			End 1 Yr	\$	43.50	\$	44.81
			End 18 Mo	\$	45.21	\$	46.57
			End 2 Yr	\$	46.07	\$	47.45
			End 30 Mo	\$	47.32	\$	48.74
			End 3 Yr	\$	48.79	\$	50.25
			End 42 Mo	\$	49.59	\$	51.08
50462905	1629	DCPP Administrative Associate - Nuclear	Start	\$	27.46	\$	28.28
			End 6 Mo	\$	29.41	\$	30.29
			End 1 Yr	\$	31.42	\$	32.36
50462906	1630	DCPP Administrative Specialist - Nuclear	Start	\$	32.02	\$	32.98
			End 6 Mo	\$	35.40	\$	36.46
			End 1 Yr	\$	38.84	\$	40.01
			End 18 Mo	\$	42.24	\$	43.51
			End 2 Yr	\$	43.50	\$	44.81

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
			End 30 Mo	\$ 45.21	\$ 46.57
			End 3 Yr	\$ 46.07	\$ 47.45
			End 42 Mo	\$ 47.65	\$ 49.08
50462907	1631	DCCP Senior Administrator - Nuclear	Start	\$ 49.59	\$ 51.08
			End 6 Mo	\$ 50.68	\$ 52.20
			End 1 Yr	\$ 51.72	\$ 53.27
			End 18 Mo	\$ 52.84	\$ 54.43
50010129	0293	DCCP First Plant Clerk (PIO)	Start	\$ 45.21	\$ 46.57
			End 6 Mo	\$ 46.07	\$ 47.45
			End 1 Yr	\$ 47.65	\$ 49.08
			End 18 Mo	\$ 48.79	\$ 50.25
			End 2 Yr	\$ 49.59	\$ 51.08
NEW GENERATION POWER FACILITIES					
FOSSIL GENERATION					
50319268	2452	Lead Power Plant Technician		\$ 63.72	\$ 65.63
50212251	2428	Power Plant Technician		\$ 55.82	\$ 57.49
50212252	2429	Advanced Power Plant Technician		\$ 57.93	\$ 59.67
50288409	2425	Associate Power Plant Technician	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.24	\$ 43.51
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 47.26	\$ 48.68
			End 30 Mo	\$ 48.51	\$ 49.97
50220164	1726	Power Plant Assistant	Start	\$ 45.21	\$ 46.57
			End 6 Mo	\$ 46.07	\$ 47.45
			End 1 Yr	\$ 47.65	\$ 49.08
			End 18 Mo	\$ 48.79	\$ 50.25
			End 2 Yr	\$ 49.59	\$ 51.08
SOLAR GENERATION					
50391068	1012	Solar Technician		\$ 54.70	\$ 56.34
50391069	1013	Senior Solar Technician		\$ 56.75	\$ 58.45
HYDRO MAINTENANCE					
50010360	2067	Apprentice Water System Repairperson	Start	\$ 41.84	\$ 43.10
			End 6 Mo	\$ 42.23	\$ 43.50
			End 1 Yr	\$ 43.50	\$ 44.81
			End 18 Mo	\$ 44.45	\$ 45.78
			End 2 Yr	\$ 46.07	\$ 47.45
			End 30 Mo	\$ 47.26	\$ 48.68
50073096	0247	Field Clerk - Water	Start	\$ 39.40	\$ 40.58
			End 6 Mo	\$ 40.65	\$ 41.87
			End 1 Yr	\$ 42.24	\$ 43.51
			End 18 Mo	\$ 43.50	\$ 44.81

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
			End 2 Yr	\$ 45.21	\$ 46.57
			End 30 Mo	\$ 46.07	\$ 47.45
			End 3 Yr	\$ 47.26	\$ 48.68
			End 42 Mo	\$ 48.51	\$ 49.97
			End 4 Yr	\$ 49.80	\$ 51.29
50073014	0425	Truck Driver Light - Water	Start	\$ 42.24	\$ 43.51
			End 6 Mo	\$ 43.50	\$ 44.81
50010232	2070	Meteorological Instrumentperson	Start	\$ 51.41	\$ 52.95
			End 1 Yr	\$ 52.79	\$ 54.37
			End 24 Mo	\$ 53.47	\$ 55.07
50073023	0418	Truck Driver - Water	Start	\$ 43.50	\$ 44.81
			End 6 Mo	\$ 44.85	\$ 46.20
50070766	0945	Utility Worker - Water	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
50010362	2070	Water Systems Repairperson	Start	\$ 51.41	\$ 52.95
50010361	2068	Unassigned Water System Repairperson	End 1 Yr	\$ 52.79	\$ 54.37
			End 24 Mo	\$ 53.47	\$ 55.07
50070804	2069	Water Systems Repairperson (Helms)	Start	\$ 53.98	\$ 55.60
50072890	2066	Unassigned Water Systems Repairperson (Helms)	End 1 Yr	\$ 55.43	\$ 57.09
			End 24 Mo	\$ 56.14	\$ 57.82
		Rate applies after 1 year in classification at Helms.			
			End 1 Yr	\$ 56.75	\$ 58.45
			End 24 Mo	\$ 57.47	\$ 59.19
50010200	0830	Water System Crew Leader		\$ 57.57	\$ 59.30
50072833	1905	Water Treatment Plant Operator		\$ 49.88	\$ 51.38
WORK AND RESOURCE DEPARTMENT					
50315043	1005	M&C Coordinator - Electric	Start	\$ 61.82	\$ 63.67
			End 1 Yr	\$ 64.68	\$ 66.62
50316500	1009	M&C Coordinator - Gas & Electric (Temp)		\$ 66.23	\$ 68.22
ENVIRONMENTAL FIELD SERVICES					
50261562	3261	Environmental Field Specialist	Min Rate	\$ 8,209	\$ 8,455
			Max Rate	\$ 9,924	\$ 10,222
50261563	3262	Environmental Field Specialist, Senior	Min Rate	\$ 9,888	\$ 10,185
			Max Rate	\$ 11,909	\$ 12,266
50261564	3263	Consulting Environmental Field Specialist, Senior	Min Rate	\$ 10,986	\$ 11,316
			Max Rate	\$ 13,192	\$ 13,588

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

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
--------------	----------------	----------------	-------------	----------	----------

BASIC WAGE SCHEDULE - HOURLY WAGE RATE
 Effective January 1, 2020 through December 31, 2021
PHYSICAL EMPLOYEES
GENERAL CONSTRUCTION

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
--------------	----------------	----------------	-------------	----------	----------

FIELD CLASSIFICATIONS

51754496		Apprentice Cable Splicer (Hired after 1/1/15)	Start	\$	45.67	\$	47.04
			End 6 Mo	\$	46.66	\$	48.06
			End 1 Yr	\$	49.60	\$	51.09
			End 18 Mo	\$	50.91	\$	52.44
			End 2 Yr	\$	52.37	\$	53.94
			End 30 Mo	\$	53.66	\$	55.27
			End 3 Yr	\$	55.41	\$	57.07
50010399	2391	Apprentice Communication Technician	Start	\$	51.34	\$	52.88
			End 6 Mo	\$	52.06	\$	53.62
			End 1 Yr	\$	53.20	\$	54.80
			End 18 Mo	\$	54.71	\$	56.35
			End 2 Yr	\$	56.92	\$	58.63
50010396	2388	Apprentice Electrical Technician	Start	\$	53.44	\$	55.04
			End 6 Mo	\$	54.19	\$	55.82
			End 1 Yr	\$	55.38	\$	57.04
			End 18 Mo	\$	56.97	\$	58.68
			End 2 Yr	\$	59.25	\$	61.03
50010157	0488	Apprentice Electrician	Start	\$	43.92	\$	45.24
			End 6 Mo	\$	45.08	\$	46.43
			End 1 Yr	\$	46.69	\$	48.09
			End 18 Mo	\$	48.02	\$	49.46
			End 2 Yr	\$	49.62	\$	51.11
			End 30 Mo	\$	50.93	\$	52.46
50010415	2412	Apprentice Gas Technician	Start	\$	52.33	\$	53.90
			End 6 Mo	\$	53.09	\$	54.68
			End 1 Yr	\$	54.22	\$	55.85
			End 18 Mo	\$	55.76	\$	57.43
			End 2 Yr	\$	57.52	\$	59.25
			End 30 Mo	\$	59.03	\$	60.80
50072866	2419	Apprentice Instrument Technician	Start	\$	51.34	\$	52.88
			End 6 Mo	\$	52.06	\$	53.62
			End 1 Yr	\$	53.20	\$	54.80
			End 18 Mo	\$	54.71	\$	56.35
			End 2 Yr	\$	56.43	\$	58.12
			End 30 Mo	\$	57.91	\$	59.65
50449467	1118	Apprentice Lineman - GC	Start	\$	43.92	\$	45.24
			End 6 Mo	\$	45.22	\$	46.58
			End 1 Yr	\$	46.59	\$	47.99
			End 18 Mo	\$	47.99	\$	49.43
			End 2 Yr	\$	49.43	\$	50.91

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
			End 30 mo	\$ 50.92	\$ 52.45
			End 3 Yr	\$ 52.42	\$ 53.99
			End 42 Mo	\$ 54.00	\$ 55.62
50449468	1189	Appr Lineman-Helicopter-GC Temp	Start	\$ 49.62	\$ 51.11
			End 6 Mo	\$ 51.09	\$ 52.62
			End 1 Yr	\$ 52.64	\$ 54.22
			End 18 mo	\$ 54.21	\$ 55.84
			End 2 Yr	\$ 55.85	\$ 57.53
			End 30 Mo	\$ 57.53	\$ 59.26
			End 3 Yr	\$ 59.23	\$ 61.01
			End 42 Mo	\$ 61.01	\$ 62.84
51560454	1901	Appr Water System Repairperson - GC (AWSR)	Start	\$ 43.92	\$ 45.24
			End 6 Mo	\$ 44.35	\$ 45.68
			End 12 Mo	\$ 45.68	\$ 47.05
			End 18 Mo	\$ 46.68	\$ 48.08
			End 24 Mo	\$ 48.37	\$ 49.82
			End 30 Mo	\$ 49.62	\$ 51.11
50010438	2628	Appr Welder-GC-Gas (Except Service Center, Davis, or Oakland)	Start	\$ 44.77	\$ 46.11
			End 6 Mo	\$ 45.94	\$ 47.32
			End 1 Yr	\$ 47.60	\$ 49.03
			End 18 Mo	\$ 48.95	\$ 50.42
			End 2 Yr	\$ 50.56	\$ 52.08
			End 30 Mo	\$ 51.91	\$ 53.47
50253881	1619	Apprentice Welder - GC - Not Gas	Start	\$ 43.92	\$ 45.24
			End 6 Mo	\$ 45.08	\$ 46.43
			End 1 Yr	\$ 46.69	\$ 48.09
			End 18 Mo	\$ 48.02	\$ 49.46
			End 2 Yr	\$ 49.62	\$ 51.11
			End 30 Mo	\$ 50.93	\$ 52.46
50072900	2625	Arc-Welder		\$ 51.34	\$ 52.88
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	\$ 49.56	\$ 51.05
			End 6 Mo	\$ 50.51	\$ 52.03
			End 1 Yr	\$ 52.72	\$ 54.30
			End 18 Mo	\$ 53.68	\$ 55.29
			End 2 Yr	\$ 55.49	\$ 57.15
			End 30 Mo	\$ 57.52	\$ 59.25
50253876	1612	Backhoe Operator - Not Gas	Start	\$ 48.63	\$ 50.09
			End 6 Mo	\$ 49.56	\$ 51.05
			End 1 Yr	\$ 51.69	\$ 53.24
			End 18 Mo	\$ 52.67	\$ 54.25
			End 2 Yr	\$ 54.43	\$ 56.06
			End 30 Mo	\$ 56.43	\$ 58.12

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50010377	2282	Cable Splicer		\$ 59.45	\$ 61.23
50010096	0163	Carpenter L/A 14-39-GC Gas		\$ 53.94	\$ 55.56
50253770	1601	Carpenter A - Not Gas		\$ 52.94	\$ 54.53
50253771	1604	Carpenter B - Not Gas		\$ 50.39	\$ 51.90
50010398	2390	Communication Technician		\$ 60.83	\$ 62.65
51665126	1032	Construction Inspector		\$ 57.44	\$ 59.16
51664847	1033	Construction Operator - GC Gas	Start	\$ 44.77	\$ 46.11
			End 6 Mo	\$ 45.23	\$ 46.59
			End 12 Mo	\$ 46.55	\$ 47.95
			End 18 Mo	\$ 47.97	\$ 49.41
			End 24 Mo	\$ 48.66	\$ 50.12
			End 30 Mo	\$ 50.34	\$ 51.85
			End 36 Mo	\$ 51.61	\$ 53.16
50253877	1613	Crane Operator - GC Field-Not Gas	Start	\$ 48.63	\$ 50.09
			End 6 Mo	\$ 49.56	\$ 51.05
			End 1 Yr	\$ 51.69	\$ 53.24
			End 18 Mo	\$ 52.67	\$ 54.25
			End 2 Yr	\$ 54.43	\$ 56.06
			End 30 Mo	\$ 56.43	\$ 58.12
50010201	0844	Drilling Working Foreman B	Start	\$ 60.10	\$ 61.90
			End 6 Mo	\$ 60.76	\$ 62.58
50010203	0846	Drilling Working Foreman C (PIO)	Start	\$ 54.33	\$ 55.96
			End 6 Mo	\$ 59.18	\$ 60.96
50010395	2387	Electrical Technician		\$ 65.22	\$ 67.18
50010152	0474	Electrician		\$ 57.45	\$ 59.17
50010279	1270	Field Garage Mechanic "A"		\$ 57.45	\$ 59.17
50010280	1275	Field Garage Mechanic "B"	Start	\$ 45.73	\$ 47.10
			End 6 Mo	\$ 46.41	\$ 47.80
			End 1 Yr	\$ 50.92	\$ 52.45
50010281	1276	Field Garage Mechanic "C"	Start	\$ 43.51	\$ 44.82
			End 6 Mo	\$ 45.23	\$ 46.59
50073099	0885	Field Garageman (Hired 1-1-88 and after)	Start	\$ 34.36	\$ 35.39
			End 6 Mo	\$ 37.99	\$ 39.13
			End 1 Yr	\$ 44.37	\$ 45.70
50010230	1006	Field Mechanical Inspector		\$ 58.30	\$ 60.05

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50073125	0276	Field Partsman	Start	\$ 40.91	\$ 42.14
			End 6 Mo	\$ 43.42	\$ 44.72
			End 1 Yr	\$ 44.95	\$ 46.30
			End 18 Mo	\$ 46.39	\$ 47.78
			End 2 Yr	\$ 50.03	\$ 51.53
50253772	1605	Fieldperson - GC-Not Gas	Start	\$ 43.92	\$ 45.24
			End 6 Mo	\$ 44.37	\$ 45.70
			End 1 Yr	\$ 45.66	\$ 47.03
			End 18 Mo	\$ 47.05	\$ 48.46
			End 2 Yr	\$ 47.74	\$ 49.17
50210150	0525	Fieldperson - Tower	Start	\$ 44.77	\$ 46.11
			End 6 Mo	\$ 45.23	\$ 46.59
			End 1 Yr	\$ 46.55	\$ 47.95
			End 18 Mo	\$ 47.97	\$ 49.41
			End 2 Yr	\$ 48.66	\$ 50.12
50010115	0246	First Field Clerk	Start	\$ 47.95	\$ 49.39
			End 6 Mo	\$ 48.83	\$ 50.29
			End 1 Yr	\$ 50.01	\$ 51.51
			End 18 Mo	\$ 51.26	\$ 52.80
			End 2 Yr	\$ 52.59	\$ 54.17
50010416	2413	Gas Technician		\$ 62.02	\$ 63.88
50073145	1510	Gunite Nozzleman	Start	\$ 48.63	\$ 50.09
50010326	1690	Hole Digger Operator	End 6 Mo	\$ 49.56	\$ 51.05
			End 1 Yr	\$ 51.69	\$ 53.24
			End 18 Mo	\$ 52.67	\$ 54.25
			End 2 Yr	\$ 54.43	\$ 56.06
			End 30 Mo	\$ 56.43	\$ 58.12
50082473	1181	Helicopter Line Worker - GC (Temp)		\$ 71.41	\$ 73.55
50082474	1182	Helicopter Subforeman - GC (Temp)	Start	\$ 74.79	\$ 77.03
			End 6 Mo	\$ 76.56	\$ 78.86
50109133	1184	Helicopter Towerman (Temp)	Start	\$ 48.29	\$ 49.74
			End 6 Mo	\$ 49.73	\$ 51.22
			End 1 Yr	\$ 52.24	\$ 53.81
			End 18 Mo	\$ 54.11	\$ 55.73
			End 2 Yr	\$ 56.03	\$ 57.71
50070715	2418	Instrument Technician		\$ 60.84	\$ 62.67
		LABOR FOREMAN			

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
		<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 Hold 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) A - Supervises a crew performing semi-skilled work, such as, but not limited to, clearing, excavating, sloping, concrete work, sorting and distribution material.	Start End 6 Mo End 1 Yr End 18 Mo	\$ 47.78 \$ 48.76 \$ 49.99 \$ 51.95	\$ 49.21 \$ 50.22 \$ 51.49 \$ 53.51
51758207	1638	Lead Electrical Technician - GC LA 15-13		\$ 68.48	\$ 70.53
50072606	1267	Lead Field Garage Mechanic		\$ 58.18	\$ 59.93
52111406	4000	Lead Inspector		\$ 60.31	\$ 62.12
50070778	1086	Lead Materials Handler		\$ 50.51	\$ 52.03
52111405	4001	Lead Pipeline Inspector-CWI		\$ 62.73	\$ 64.61
51879770	3920	Lead Tapping Technician		\$ 65.92	\$ 67.90
50010247	1106	Lineman		\$ 64.91	\$ 66.86
50430688	1116	Lineman SME - GC (Temp)		\$ 68.16	\$ 70.20
50010263	1211	Material Handler	Start End 6 Mo End 1 Yr End 18 Mo End 2 Yr	\$ 38.40 \$ 42.13 \$ 44.95 \$ 46.40 \$ 48.02	\$ 39.55 \$ 43.39 \$ 46.30 \$ 47.79 \$ 49.46
50253878	1616	Miscellaneous Equipment Operator - Not Gas	Start End 6 Mo	\$ 49.35 \$ 50.65	\$ 50.83 \$ 52.17
52369032	3401	New Business Liaison-Electric		\$ 57.45	\$ 59.17
50010354	1924	Painter A		\$ 50.81	\$ 52.33
50010355	1925	Painter B	Start End 6 Mo End 1 Yr End 18 Mo End 2 Yr	\$ 42.93 \$ 44.49 \$ 46.67 \$ 48.63 \$ 49.68	\$ 44.22 \$ 45.82 \$ 48.07 \$ 50.09 \$ 51.17

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50070802	1926	Painter Utility Worker Hired 1-1-88 and after	Start	\$ 32.99	\$ 33.98
			End 6 Mo	\$ 36.61	\$ 37.71
			End 1 Yr	\$ 40.24	\$ 41.45
51665127	1031	Pipeline Inspector CWI		\$ 59.74	\$ 61.53
50072986	2157	Rigger	Start	\$ 46.03	\$ 47.41
			End 6 Mo	\$ 47.41	\$ 48.83
			End 1 Yr	\$ 48.63	\$ 50.09
			End 18 Mo	\$ 49.80	\$ 51.29
			End 2 Yr	\$ 51.69	\$ 53.24
			End 30 Mo	\$ 56.92	\$ 58.63
50010114	0245	Routine Field Clerk (Hired 1-1-88 and after) only	Start	\$ 33.51	\$ 34.52
			End 6 Mo	\$ 36.86	\$ 37.97
			End 1 Yr	\$ 40.19	\$ 41.40
			End 18 Mo	\$ 43.54	\$ 44.85
			End 2 Yr	\$ 44.53	\$ 45.87
			End 30 Mo	\$ 45.73	\$ 47.10
			End 3 Yr	\$ 47.45	\$ 48.87
Routine Field Clerk will automatically progress to First Field Clerk upon completion of six months at top rate of pay					
52254758	3378	Safety & Infrastructure Protection Technician	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 33.81	\$ 34.82
			End 1 Yr	\$ 37.61	\$ 38.74
			End 18 Mo	\$ 41.38	\$ 42.62
52254759	3379	Safety & Infrastructure Protection Crew Lead	Start	\$ 45.52	\$ 46.89
			End 1 Yr	\$ 47.59	\$ 49.02
51664846	1029	Senior Construction Operator - GC Gas	Start	\$ 49.56	\$ 51.05
			End 6 Mo	\$ 50.51	\$ 52.03
			End 1 Yr	\$ 52.72	\$ 54.30
			End 18 Mo	\$ 53.68	\$ 55.29
			End 2 Yr	\$ 55.49	\$ 57.15
			End 30 Mo	\$ 57.52	\$ 59.25
50010113	0243	Senior Field Clerk	Start	\$ 53.25	\$ 54.85
			End 6 Mo	\$ 54.31	\$ 55.94
			End 1 Yr	\$ 55.52	\$ 57.19
50010287	1337	Station Mechanic	Start	\$ 43.78	\$ 45.09
			End 6 Mo	\$ 45.08	\$ 46.43
			End 1 Yr	\$ 46.69	\$ 48.09
			End 18 Mo	\$ 48.02	\$ 49.46
			End 2 Yr	\$ 49.37	\$ 50.85
			End 30 Mo	\$ 50.81	\$ 52.33
50010171	0580	Street Fitter	Start	\$ 44.36	\$ 45.69
			End 6 Mo	\$ 44.98	\$ 46.33
			End 1 Yr	\$ 46.10	\$ 47.48
			End 18 Mo	\$ 47.32	\$ 48.74
			End 2 Yr	\$ 48.35	\$ 49.80
			End 30 Mo	\$ 49.91	\$ 51.41

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
			End 3 Yr	\$ 52.33	\$ 53.90
		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	\$ 67.98	\$ 70.02
			End 6 Mo	\$ 69.58	\$ 71.67
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	\$ 60.15	\$ 61.95
			End 6 Mo	\$ 61.57	\$ 63.42
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	\$ 59.55	\$ 61.34
			End 6 Mo	\$ 60.15	\$ 61.95
50430689	0652	Subforeman A - Overhead SME (Temp)	Start	\$ 71.38	\$ 73.52
			End 6 Mo	\$ 73.05	\$ 75.24
50258203	0261	Tapping Technician	Start	\$ 61.33	\$ 63.17
			End 6 Mo	\$ 62.78	\$ 64.66
50010176	0644	Technical Crew Leader A - Gas		\$ 66.31	\$ 68.30
50253773	1606	Technical Crew Leader A - Not Gas Per L/A 12-66		\$ 66.50	\$ 68.50
50010177	0645	Technical Crew Leader B - Gas	Start	\$ 64.27	\$ 66.20
			End 6 Mo	\$ 64.91	\$ 66.86
50010400	2392	Telecommunications Equipment Installer	Start	\$ 41.77	\$ 43.02
			End 6 Mo	\$ 42.71	\$ 43.99
			End 1 Yr	\$ 43.79	\$ 45.10
			End 18 Mo	\$ 44.85	\$ 46.20
			End 2 Yr	\$ 49.37	\$ 50.85
			End 30 Mo	\$ 50.81	\$ 52.33
			End 3 Yr	\$ 56.43	\$ 58.12

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50010430	2520	Towerman	Start	\$ 43.92	\$ 45.24
			End 6 Mo	\$ 45.23	\$ 46.59
			End 1 Yr	\$ 47.43	\$ 48.85
			End 18 Mo	\$ 49.18	\$ 50.66
			End 2 Yr	\$ 50.91	\$ 52.44
50253879	1617	Tractor Operator - Not Gas		\$ 56.43	\$ 58.12
50073066	1661	T&D Equipment Operator - GC	Start	\$ 50.03	\$ 51.53
			End 6 Mo	\$ 51.95	\$ 53.51
50010178	0649	Underground Subforeman A	Start	\$ 67.65	\$ 69.68
			End 6 Mo	\$ 69.26	\$ 71.34
51664850	1034	Utility Construction Inspector	Start	\$ 44.77	\$ 46.11
			End 6 Mo	\$ 45.23	\$ 46.59
			End 1 Yr	\$ 46.55	\$ 47.95
			End 18 Mo	\$ 47.97	\$ 49.41
			End 2 Yr	\$ 48.66	\$ 50.12
			End 30 Mo	\$ 50.34	\$ 51.85
			End 36 Mo	\$ 51.61	\$ 53.16
50010223	0947	Utility Worker	Start	\$ 32.47	\$ 33.44
50107750	0961	Utility Worker - Communications	End 6 Mo	\$ 35.54	\$ 36.61
50210201	0947	Utility Worker - Tower	End 1 Yr	\$ 38.58	\$ 39.74
			End 18 Mo	\$ 41.63	\$ 42.88
			End 2 Yr	\$ 43.46	\$ 44.76
51560455	1902	Water System Repairperson - GC (WSR)	Start	\$ 53.98	\$ 55.60
			End 12 Mo	\$ 55.43	\$ 57.09
			End 24 Mo	\$ 56.14	\$ 57.82
50010435	2617	Welder - Gas		\$ 58.55	\$ 60.31
50497923	2599	Welder- GC Gas (In-Service Welding) L/A 12-35		\$ 60.30	\$ 62.11
50253880	1618	Welder-GC - Not Gas		\$ 57.44	\$ 59.16
		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.			
		A - Supervises highest class work including but not limited to "hot" operations (climbing)			
50010204	0850		Start	\$ 60.46	\$ 62.27
			End 6 Mo	\$ 61.88	\$ 63.74

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50251366	0257	A - Gas	Start End 6 Mo	\$ 61.33 \$ 62.78	\$ 63.17 \$ 64.66
51517786	0378	A - Gas In-Service Welding	Start End 6 Mo	\$ 63.16 \$ 64.66	\$ 65.05 \$ 66.60
50251365	0105	A - non-climbing	Start End 6 Mo	\$ 60.15 \$ 61.57	\$ 61.95 \$ 63.42
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 End 6 Mo	\$ 59.83 \$ 60.46	\$ 61.62 \$ 62.27
50251368	0255	B - Gas	Start End 6 Mo	\$ 60.71 \$ 61.33	\$ 62.53 \$ 63.17
51517784	0379	B - Gas In-Service Welding	Start End 6 Mo	\$ 62.53 \$ 63.16	\$ 64.41 \$ 65.05
50251367	0107	B - non-Climbing	Start End 6 Mo	\$ 59.54 \$ 60.15	\$ 61.33 \$ 61.95
50010206	0854	C - Gas (PIO) L/A 14-39	Start End 6 Mo	\$ 54.33 \$ 59.18	\$ 55.96 \$ 60.96
50253775	1608	C - Not Gas	Start End 6 Mo	\$ 53.33 \$ 58.07	\$ 54.93 \$ 59.81
50010207	0855	D - Supervises a crew containing skilled craftsmen at level of Carpenter B or below.	Start End 6 Mo End 1 Yr	\$ 50.77 \$ 51.63 \$ 53.25	\$ 52.29 \$ 53.18 \$ 54.85
51781311	1656	Working Leader-GC Gas LA 15-33		\$ 68.17	\$ 70.22
SERVICE CENTER CLASSIFICATIONS					
50010278	1261	Apprentice Equipment Mechanic	Start	\$ 42.83	\$ 44.11
50070803	2028	Apprentice Repairperson	End 6 Mo End 1 Yr End 18 Mo End 2 Yr End 30 Mo	\$ 43.83 \$ 44.85 \$ 46.07 \$ 47.26 \$ 48.51	\$ 45.14 \$ 46.20 \$ 47.45 \$ 48.68 \$ 49.97
50072914	2622	AWS Certified Welder		\$ 54.70	\$ 56.34
50070801	1596	Crane Operator	Start End 6 Mo End 1 Yr	\$ 46.41 \$ 49.80 \$ 53.82	\$ 47.80 \$ 51.29 \$ 55.43
50073083	0466	Electrician		\$ 54.70	\$ 56.34
50010277	1260	Equipment Mechanic - GC			

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
50010208	0857	Garage Working Foreman		\$ 58.10	\$ 59.84
		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.			
50073129	0882	Garageman - GC (Hired 1-1-88 and after)	Start	\$ 30.02	\$ 30.92
			End 6 Mo	\$ 35.12	\$ 36.17
			End 1 Yr	\$ 39.01	\$ 40.18
			End 18 Mo	\$ 41.38	\$ 42.62
			End 2 Yr	\$ 42.24	\$ 43.51
50072605	0515	Lead Electrician		\$ 55.83	\$ 57.50
50073173	1345	Lead Mechanic			
50010358	2026	Lead Repairperson (Davis Service Center)			
50070811	2619	Lead Welder			
50070781	1110	Machinist		\$ 54.70	\$ 56.34
50010236	1082	Materials Leadman - GC		\$ 48.13	\$ 49.57
50010264	1212	Materials Handler GC	Start	\$ 36.55	\$ 37.65
			End 6 Mo	\$ 40.10	\$ 41.30
			End 1 Yr	\$ 42.83	\$ 44.11
			End 18 Mo	\$ 44.17	\$ 45.50
			End 2 Yr	\$ 45.70	\$ 47.07
50010231	1007	Mechanical Inspector		\$ 55.83	\$ 57.50
50010238	1084	Parts Leadman		\$ 48.13	\$ 49.57
50010125	0275	Partsman	Start	\$ 38.96	\$ 40.13
			End 6 Mo	\$ 41.38	\$ 42.62
			End 1 Yr	\$ 42.83	\$ 44.11
			End 18 Mo	\$ 44.17	\$ 45.50
			End 2 Yr	\$ 45.70	\$ 47.07
50010359	2027	Repairperson		\$ 54.70	\$ 56.34
50073106	1408	Service Mechanic	Start	\$ 46.07	\$ 47.45
			End 6 Mo	\$ 47.26	\$ 48.68
			End 1 Yr	\$ 48.51	\$ 49.97
50010209	0858	Services Working Foreman			

SAP JOB CODE	PAY SCALE CODE	CLASSIFICATION	PROGRESSION	1/1/2020	1/1/2021
		<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>			
				\$ 58.10	\$ 59.84
50073113	0434	Special Driver		\$ 48.17	\$ 49.62
50073119	0917	Steel Fabricator	Start	\$ 36.55	\$ 37.65
			End 6 Mo	\$ 40.10	\$ 41.30
			End 1 Yr	\$ 42.83	\$ 44.11
			End 18 Mo	\$ 44.17	\$ 45.50
			End 2 Yr	\$ 45.70	\$ 47.07
50010213	0918	Steel Fabricator Leadman		\$ 48.13	\$ 49.57
50072831	2618	Welder	Start	\$ 46.53	\$ 47.93
			End 6 Mo	\$ 50.05	\$ 51.55
			End 1 Yr	\$ 51.19	\$ 52.73
			End 18 Mo	\$ 52.43	\$ 54.00
			End 2 Yr	\$ 54.05	\$ 55.67