

**Sacramento Municipal Utility District  
And  
IBEW, Local Union 1245**

**MEMORANDUM  
OF  
UNDERSTANDING**

**January 1, 2022**

**-**

**December 31, 2025**

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## PREAMBLE

Pursuant to the requirements of Government Code Section 3500, et seq, representatives of the Sacramento Municipal Utility District, hereinafter referred to as "SMUD", and the International Brotherhood of Electrical Workers Local Union 1245, hereinafter referred to as "the Union or IBEW", have met and conferred in good faith with the purpose of promoting harmonious labor relations and establishing and maintaining appropriate wages, hours, and other terms and conditions of employment. SMUD recognizes the Union as the representative of all employees of SMUD commonly referred to as "Hourly-Rated" employees, as defined in Board Resolution Number 6441. The provisions of this Agreement hereinafter set forth shall apply to those employees of SMUD for whom the Union is the established representative.

## **ARTICLE 1**

### **DEFINITIONS**

#### **1. INTRODUCTION**

The following terms are defined here for use throughout this Agreement.

#### **2. HEADQUARTERS DEFINITIONS**

The following reporting "To and From" work locations are headquarters: Sacramento (which includes Customer Service Center, and Headquarters Campus), East Campus Operations Center, Elk Grove Yard, and Fresh Pond.

#### **3. EMPLOYEE DEFINITIONS**

##### **A. Regular Employee**

1. The term "regular employee" includes:

- a) Permanent, full-time Civil Service employees.
- b) The General Manager/CEO and full-time non-Civil Service employees appointed by the Board of Directors.
- c) Non-Civil Service employees appointed to permanent positions with the expectation they will qualify and receive Civil Service appointments to their positions.
- d) Permanent, part-time employees who are hired to work at least 20 hours per week on a fixed schedule.
- e) Full-time Limited Term or Temporary Construction employees (reference Public Utility Code Section 12055) hired for more than 6 consecutive months.

2. The term "regular employee" excludes:

- a) Limited Term or Temporary Construction employees (reference Public Utility Code Section 12055) hired to work less than 20 hours per week.
- b) Employees who are on-call or work on an as-needed basis.
- c) Employees who are on an unpaid leave of absence.
- d) Full-time Limited Term or Temporary Construction employees (reference Public Utility Code Section 12055) hired for 6 months or less.



**B. Relief Shift Employee**

The employee performs the duties of emergency relief and must be available for working revolving shifts on any day of the week. The employee can be assigned for the relief of any shift without advance notice.

**C. Rotating Shift Employee**

The employee's regular work schedule requires them to rotate between two or more shifts. This includes, but is not limited to, Troubleshooters (not resident Troubleshooters).

**D. Service Employee**

Employees are assigned to perform work that is directly related to providing utility service, including work on the electric facilities. Service employees include Revenue Protection Representatives, Troubleshooters, etc.

**E. Shift Employee**

The employee's regular work schedule is the second or third shift.

**F. Special Shift Employee**

**The Special Shift Employees, including PSO, DSO, and Troubleshooters are permitted to eat their meal on SMUD time during their regularly scheduled work hours. (*Revised 1/1/2022*)**

**4. OVERTIME DEFINITIONS**

**A. Change In Shift**

The employee is permanently or temporarily transferred to a new work schedule or shift that will last one workweek or more.

**B. Early Call-In**

The employee is called to work early and works into their regular work hours.

**C. Emergency Call-Out**

The employee is called to work on their regular workday to perform emergency work that does not extend into their regular work hours, or the employee is called to perform emergency work on their day off.

**D. Emergency Work**

Overtime work which has not been prearranged.

**E. Extended Work Schedule**

The employee is required to work beyond their regular work hours.

**F. Prearranged Overtime**

The employee is notified before leaving work on a workday to work overtime, and they are given at least 12 hours off before the reporting time. *(Revised 1/1/2013)*

**5. SHIFT DEFINITIONS**

**A. First Shift**

Work periods regularly scheduled to begin between the hours of 4:00 a.m. and 11:55 a.m.

**B. Second Shift**

Work periods regularly scheduled to begin between the hours of 12:00 noon and 7:55 p.m.

**C. Third Shift**

Work periods regularly scheduled to begin between the hours of 8:00 p.m. and 3:55 a.m.

## ARTICLE 2

### UNION SECURITY

#### 1. INTRODUCTION

The following Agency Shop provisions shall apply to all employees represented by the Union.

#### 2. DUES/FEES

A. Any employee of SMUD in a classification represented by the Union who is not on leave of absence shall, as a condition of continued employment and within ninety days of his/her date of hire, **(1) become a member of the Union and pay the membership fee, (2) pay the Union a service fee in an amount not to exceed periodic dues and general assessments of the Union, or (3) pay no fee. The Union shall obtain written authorization from any employee authorizing such fees and maintain such authorization until three years after the signing employee is no longer a member of a bargaining unit. The Union shall provide a list to SMUD of all the employees authorizing the fee deductions and SMUD shall deduct fees from the listed employees' paychecks each payday. The amount of any membership of service fees shall be determined by the Union and implemented by SMUD in the first payroll period which starts 30 days after written notice of the new amount is received by SMUD. Union fees will be split equally and deducted per pay period in the first two pay periods of the month. (Revised 1/1/2022)**

#### 3. UNION RESPONSIBILITIES

- A. The Union shall keep an adequate itemized record of its financial transactions and shall, by April 1 of each year, make available to SMUD, and to all bargaining unit employees, a detailed written financial report for the fiscal year ending the preceding December 31, in the form of a balance sheet and an operating statement, certified as to its accuracy by its president and the treasurer or corresponding principal officer, or by a certified public accountant.
- B. The Union certifies to SMUD that it has adopted, implemented, and will maintain procedures in accordance with applicable statutes, any decisions by a court of competent jurisdiction, and any other applicable legal authority.
- C. Hold Harmless: The Union agrees to indemnify and hold SMUD harmless against any and all liability including but not limited to such items as wages, damages, awards, fines, court costs, and attorney fees which may arise by reason of the result of the operation of this Article.

#### 4. CHANGE OF LAW

In the event there is a change in the law whereby any provision hereof becomes invalid **by change in law or published court ruling, or the requirements set forth in SB 866 (2017) are changed**, the parties hereto shall meet-and-confer within thirty (30) days to negotiate a substitute provision which conforms to said law or court decision. **(Revised 1/1/2022)**

**5. IBEW ACCESS TO NEW EMPLOYEE ORIENTATIONS**

**SMUD shall notify the IBEW of the time and location of all new employee orientation (NEO) meetings at least ten (10) working days prior to the meeting, unless an urgent and unforeseeable need for an orientation meeting precludes SMUD from providing such notice. If ten (10) working days advance notice cannot be provided, SMUD shall provide as much advance notice as possible. The IBEW shall be afforded thirty (30) minutes during the NEO to present information about the IBEW to new IBEW employees.**  
*(Revised 1/1/2022)*

## ARTICLE 3

### WAGES AND CLASSIFICATION

#### 1. PAYDAY

Pay periods cover 2 weeks. They begin at 12:01 a.m. Saturday and end at midnight Friday. Employees will be paid on the Friday following the end of the pay period. Area personnel normally distribute paychecks the preceding day. If the distribution date (Thursday) is a holiday, employees' checks will be distributed on Wednesday, and dated Friday. If the payday (Friday) is a holiday, employees' checks will be dated and distributed on Thursday.

#### 2. ENTRY RATES - NEW EMPLOYEES

New employees normally receive the first step or entry rate for their classification. If an employee has exceptional qualifications, they may be considered for a starting rate above the first step. Approval of the Department Director, with the advice and concurrence of the **Director, People Services & Strategies**, is required. (*Revised 1/1/2022*)

Consideration in starting employees above the entry level will include:

- A. Quality and quantity of their experience relevant to the classification.
- B. **Wage Rate** level and qualification of other SMUD employees in the same classification. (*Revised 1/1/2022*)
- C. The employee's **Wage Rate** demands (considering pay, benefits, and future adjustments). (*Revised 1/1/2022*)
- D. The availability of other qualified applicants.

#### 3. WAGE SCHEDULE PROGRESSION

- A. When pay ranges are designated, movement to the next higher step is based on specified time in grade and satisfactory performance.
- B. Apprentices must demonstrate progressive skill and achievement toward journey level proficiency before advancement to the next step in an apprentice range.

#### 4. MERIT INCREASES

All current employees in a classification with an established pay range are eligible for merit increases at 6-month intervals until they reach the top of the range. Merit increases are granted for effective performance. (*Revised 1/1/2013*)

Effective 1/1/2013 all newly hired personnel in a classification with an established pay range are eligible for the first merit increase after 12 months and at six-month intervals thereafter until they reach the top of the range. Merit increases are granted for effective performance.

This change does not affect current employees transferring into new classifications. (*Revised 1/1/2013*)

**All employees that are in an apprenticeship will be eligible to receive their merit increases at six-month intervals. (*Revised 1/1/2022*)**

**A. Eligibility**

- 1) Current full-time employees in a classification with a wage range are considered for a merit increase at 6-month intervals.

Effective 1/1/2013, all newly hired full-time employees' first merit increase will be after 12 months and thereafter, at six-month intervals. This change will not affect current employees transferring into new classifications. (*Revised 1/1/2013*)

- 2) Current part-time employees are considered for a merit increase when they have worked the equivalent number of hours (1,044 hours) needed for a full-time employee to be eligible for a merit increase.

Effective 1/1/2013, all newly hired part-time employees are considered for a merit increase when they have worked the equivalent number of hours (2,080) needed for a full-time employee to be eligible for a merit increase. (*Revised 1/1/2013*)

- 3) Probationary Period -- Absences during the probationary period may extend the merit increase eligibility date. Probationary periods interrupted by absences exceeding 10 consecutive working days may be extended by 10 working days for each 10 days of absence. Time off charged to jury duty, holidays or military leave of less than four weeks will not be considered as absences when computing probationary period extensions.
- 4) Leave Without Pay - When employees are absent without pay (except military service) for more than 90 calendar days, the absence may result in merit increase eligibility dates being adjusted to reflect the time absent.

**B. Temporary Appointments**

Temporary appointments to a higher classification may affect merit increase eligibility.

- 1) When employees are temporarily appointed to a higher or different classification, they retain eligibility for merit increases in their original classification.
- 2) When employees are on a timecard upgrade, they do not accrue time toward a merit increase in the higher classification.
- 3) When temporarily appointed to a higher classification by an ESN, the employee will not accrue time for merit increase in the higher classification unless appointed for more than 6 consecutive months.

### **C. Effective Date**

Merit increases are effective on the first day of the pay period closest to the date of the original appointment, promotion, or transfer to a different classification.

The new supervisor shall determine merit increase dates for employees who retain their same classification, but are permanently transferred to another work area.

### **D. Granting Merit Increases**

- 1) The normal merit increase is one step for satisfactory performance. Merit increases of 2 or more steps (specials) may be given for exceptional performance.
- 2) Justification for granting or withholding a merit increase must accompany the authorizing Merit **Wage Rate** Review. (*Revised 1/1/2022*)

### **E. Withholding Merit Increases**

- 1) A merit increase may be withheld. A factual statement is required to document unsatisfactory progress or performance. It must be discussed with the employee at least 5 days prior to the effective date of the merit increase.
- 2) The decision to withhold a merit increase is subject to appeal in the same manner as other grievances.

### **F. Reinstating Withheld Merit Increases**

- 1) A withheld merit increase may be reinstated after the employee has corrected the deficiencies.
- 2) A withheld merit increase normally will not be considered for reinstatement for at least 6 months.
- 3) When a withheld merit increase is reinstated, the date of reinstatement establishes the next merit increase eligibility date.

## **5. TEMPORARY UPGRADES**

### **A. Pay Rates**

If employees are temporarily assigned to work in a higher classification, they are paid at the higher rate for the time worked.

If the ranges overlap, employees will be paid the rate that is a minimum of 5% above their current rate. If the ranges do not overlap, employees will be paid the entry rate of that class.

**B. Minimum Time Worked**

The daily accumulated time at the higher classification must equal 2 hours or more. (Time may be accumulated in increments of not less than 1/2 hour.)

**C. When an ESN is Required**

Assignments to higher classifications for a period in excess of 15 working days require an approved ESN.

**D. Certification Requirements for Upgrade**

Employees may not be upgraded to a journey level classification in which a SMUD apprenticeship is a prerequisite unless they have been certified by their department Director as having comparable training and experience. **The Director, People Service & Strategies**, will review the certification. (*Revised 1/1/2022*)

**E. Temporary Vacancies**

- 1) Temporary vacancies may be filled by a temporary upgrade. An individual from the work area will be upgraded if the individual and at least 2 other people within the work area are on a current eligibility list. This may be done without certification. If less than 3 people from the work area are on the list, or if no eligible list exists, the vacancy may be filled from any source available. Temporary upgrades will not be made for more than 12 consecutive months.
- 2) SMUD agrees to upgrade a journey level to subforeman-woman if he/she is asked to supervise another journey level or someone in a lower classification for more than 2 hours. (Not applicable for journey level helper and trainer-trainee situations.)
- 3) Employees temporarily promoted or transferred to PAS or OSE represented classifications will retain the benefits and working conditions of hourly-rated employees.

**6. WAGE RATE - ASSIGNED LOWER CLASSIFICATION**

When a position is reclassified to a lower pay rate, the incumbent shall be entitled to transfer to a vacant position in the same or a comparable class for which they are qualified. If the incumbent elects to remain in the reclassified position, the employee's **Wage Rate** will be protected for 2 years. An employee remaining in a reclassified position shall not be required to serve a probationary period. (*Revised 1/1/2022*)



## 7. APPRENTICE WAGE RATES

When employees voluntarily move into an apprenticeship program or other similar training program, their starting **Wage Rate** in the new classification is individually determined. The employee's specific **Wage Rate** is determined by the department Director with the review of the Director, **People Services & Strategies**, after considering the following: (*Revised 1/1/2022*)

- A. The value of the employee's experience as it relates to the minimum and desirable qualifications of the new position.
- B. The experience and pay steps of other employees in the new classification.
- C. Pay Scales for apprenticeships will be as follows: (*Revised 1/1/2022*)
  - 1. The starting **Wage Rate** is equal to 65% of the Journey Level Wage Rate for the Classification, and
  - 2. The Top Step **Wage Rate** is equal to 95% of the Journey Level Wage Rate for the Classification
  - 3. **Wage Rates** for interim steps shall be set based on the number of steps established for the apprentice classification.

## 8. PAYMENT FOR TIME NOT WORKED

Payment for time not worked (i.e., personal leave, jury duty, sick leave, military leave, etc.) is made at the employee's regular rate of pay unless they are temporarily promoted by ESN. The fact that the employee was receiving a shift differential, or had been temporarily upgraded before and/or after paid leave time, is not relevant.

## 9. WAGES

**Effective the pay period that includes January 1, 2022, all wage increases shall be reflected in IBEW appendix A.**

### A. Equity Adjustments

**Effective the pay period that includes January 1, 2022, and prior to any general wage increase, employees in the following job classifications will be eligible for an equity adjustment as specified below. (*Revised 1/1/2022*)**

<u>Job Class</u>	<u>2022 Equity Adjustment</u>
<u>Line Worker Series</u>	11%
<u>Electrical Technician Series</u>	7%
<u>Cable Splicer/Electrician Series</u>	3%
<u>Cable Splic/Elec Constr Frmn/Wm Classification</u>	2.5%
<u>Substation Construction Frmn/Wm Classification</u>	2.5%

If mutually agreeable to both SMUD and the Union, a wage re-opener may be requested by either party as needed (no more than once per calendar year) to meet and confer over any equity adjustments that may be needed due to a change in market conditions in an effort to address demonstrated issues with effectively attracting and/or retaining employees in these job classes. *(Revised 1/1/2022)*

## B. Two – Tier Classifications

Effective the pay period that includes January 1, of each year, employees hired after 1/1/2013 at the Open class wage for Hydro Operator Series, Distribution System Operator Series, Power System Operator Series, Material Specialist III and IV, and Line Equipment Operator will be eligible for the annual wage increases up to the Closed Class (1/) wage by 2025 as follows: *(Revised 1/1/2022)*

Classification	2021 Wage Rate		Annual Wage Increases (including General Wage Increase)			
	Open Class	Closed Class (1/)	2022	2023	2024	2025
POWER SYS OPER (E)	\$57.54	\$70.17	8.50%	8.25%	8.50%	8.49%
SHIFT/POWER SYS OPER I	\$70.14	\$85.55	8.75%	8.25%	8.25%	8.51%
SHIFT/POWER SYS OPER II	\$73.65	\$89.80	8.75%	8.25%	8.25%	8.47%
SHIFT/SR POWER SYS OPER	\$77.34	\$94.32	8.75%	8.25%	8.25%	8.50%
DISTRBUTN SYSTEM OPER I	\$62.12	\$72.57	7.25%	7.00%	7.00%	7.86%
DISTRBUTN SYSTEM OPER II	\$66.14	\$77.30	7.25%	7.00%	7.00%	7.91%
LEAD DIST SYS OPER	\$68.75	\$80.42	7.25%	7.00%	7.00%	8.00%
SR DISTRIBUTION SYSTEM OPERATOR	\$69.46	\$85.02	8.75%	8.50%	8.50%	8.39%
LINE EQUIP OPER	\$43.97	\$52.47	8.00%	7.50%	7.75%	8.15%
HYD OPER	\$55.98	\$60.96	5.50%	5.25%	5.25%	5.64%
HYD OPER APPR	\$53.18	\$57.90	5.50%	5.25%	5.25%	5.62%
HYD OPER FRMN/WN	\$66.96	\$72.88	5.50%	5.25%	5.25%	5.58%
SR HYD OPER	\$60.48	\$65.84	5.50%	5.25%	5.25%	5.61%
MATERIAL SPCLST III	\$41.31	\$49.37	8.00%	7.75%	7.75%	8.06%
MATERIAL SPCLST IV	\$43.90	\$52.47	8.00%	7.75%	7.75%	8.07%

## C. General Wage Increase

Effective the pay period that includes January 1, of each year, SMUD shall provide a general wage increase for all IBEW represented employees as follows: *(Revised 1/1/2022)*

<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
3.5%	3.0%	3.0%	3.25%

## ARTICLE 4

### WAGE PREMIUMS

#### 1. **INTRODUCTION**

SMUD pays wage premiums **and/or incentives** for commercial driver's license, shift differential, asbestos certification, **Class C driver's license with Hazmat endorsement, crane certification, automotive service excellence, helicopter premium**, and lead certification as outlined below. *(Revised 1/1/2022)*

#### 2. **SHIFT DIFFERENTIAL**

##### **A. Shift Differential Eligibility**

Shift premiums are not paid to part-time employees. Shift premiums are paid to full-time employees **based on which shift they start in per the following:** *(Revised 1/1/2022)*

1) **First Shift (4:00 a.m. and 11:55 a.m.)**

This shift does not carry a shift differential.

2) **Second Shift (12:00 noon and 7:55 p.m.)**

This shift carries a differential of 6 percent of the Journey Electrician wage.

3) **Third Shift (8:00 p.m. and 3:55 a.m.)**

This shift carries a differential of 8 percent of the Journey Electrician wage.

4) **12-Hour Shift**

No shift premium is paid for the 12-hour day shift. The night shift premium for employees on the 12-hour rotating shift schedule is the third shift differential.

##### **B. Shift Differential Pay**

- 1) Any shift differential payable for an employee's regularly scheduled hours of work is also paid for any time worked immediately before or following their regular hours of work.

Example: An employee's regularly scheduled work hours are 3:30 p.m. to 11:30 p.m. They are asked to work from 3:30 p.m. to 1:30 a.m. on a certain day. They are paid the second-shift differential for the entire work period.

- 2) When employees are required to work a shift that does not start just before or after their own regularly scheduled shift, they are paid the shift differential applicable to the shift in progress at the start of such work.

Example: An employee's regularly scheduled work hours are 3:30 p.m. to 11:30 p.m. With 24 hours' notice they are asked to change shifts for five days or more to the established 1:00 a.m. to 9:00 a.m. shift. They are paid the third shift differential for the entire work period.

### **C. Overtime Rate**

The appropriate overtime rate is applied to the shift differential when working overtime on the second or third shift.

### **D. Non-Work Time**

- 1) Shift differentials are paid only for hours actually worked. They are not paid for non-work time such as holidays, sick leave, personal leave, etc.
- 2) Shift employees working on a non-workday (a day not scheduled as a workday) receive a shift differential only when working a full, regularly established shift. Working any other 8-hour period on a non-workday does not qualify for the shift differential.

Example 1: An employee is a shift employee regularly scheduled to work from Monday through Friday. They are asked to work on a Saturday from 4:30 p.m. to 12:30 a.m., which is not a regularly established shift. The time worked would not qualify for a shift differential.

Example 2: An employee is a shift employee regularly scheduled to work from Monday through Friday. They are asked to work Saturday on a regularly established shift (4:00 p.m. to 12 p.m.). The time worked would qualify for a shift differential.

## **3. COMMERCIAL (CLASS A OR B) DRIVER'S LICENSE**

- A. The provisions of this section do not apply to employees whose job classifications require them to possess a Commercial Driver's License as a condition of employment. (See Appendix B for job classification applicability)
- B. Employees within designated classes who possess a valid Commercial license in order to meet threshold requirements shall be placed on a pay range which is **\$1.15**/hour higher than the regular straight time hourly rate of pay for their classification as full consideration for such licensure and willingness to operate SMUD vehicles requiring this license. Employees who are required to obtain a "Hazmat" endorsement shall be placed on a pay range which is **\$1.27**/hour higher than the regular straight time hourly rate of pay for their classification as full consideration for such licensure and willingness to operate SMUD vehicles requiring this license and endorsement. (*Revised 1/1/2022*)
- C. Area Heads, Directors or Supervisors will meet with representatives of the Union to develop a minimum threshold for each work area. Thresholds will be based on operational need and not just preference.
- D. Work area threshold levels as determined are added to this agreement as Appendix C.

- E. SMUD prefers to meet its need for drivers with a Commercial license on a voluntary basis. However, should the number of valid Commercial Driver's licenses fall below the threshold established for a work area; additional volunteers will be solicited among the work group. If sufficient volunteers are still not obtained, SMUD may require the least senior person in the class series at the work area to obtain and maintain a valid Commercial license (and endorsements where appropriate).
- F. Any employee who becomes ineligible for the Commercial license must immediately notify their supervisor in writing. The Commercial license wage premium will be suspended until proof of renewed eligibility is provided. The employee who becomes ineligible for the Commercial license will (where possible) be reassigned duties within the same classification, not requiring a Commercial license.
- G. Subject to the provisions of Section E above, any employee who desires to surrender their Commercial license voluntarily may do so provided they give SMUD at least 30 days written notice.
- H. It is the intention of SMUD and the Union to work together to resolve any unforeseen problems that may be encountered.

#### **4. CERTIFIED ASBESTOS WORKERS**

Employees who are certified Asbestos Workers through SMUD provided (or authorized) training programs will receive a lump sum payment of \$150 upon successful completion of the training and certification/**recertification** and a wage premium of **\$1.00** per hour for the hours worked on permitted asbestos abatement or removal jobs. (*Revised 1/1/2022*)

#### **5. CLASS C DRIVER'S LICENSE WITH HAZMAT ENDORSEMENT**

**Employees within designated classes who possess a valid Class C License with Hazmat Endorsement shall be placed on a pay range which is \$0.75/hour higher than the regular straight time hourly rate of pay for their classification as full consideration for such licensure and willingness to perform work requiring this licensure and endorsement.**  
(*Revised 1/1/2022 per LOA 17-020*)

#### **6. CRANE CERTIFICATION**

**All employees required to maintain a crane certification and be eligible to receive the crane premium will be at management's discretion. The pay range for employees who are certified crane operators shall be \$0.95/hour higher than the regular straight time hourly rate of pay for their classification.** (*Revised 1/1/2022*)

- **Employees who obtain a *Swing Cab Telescopic Crane* certification/recertification will receive a wage premium and lump sum payment of \$1,500\*. Employees must provide a certificate of completion in order to receive the lump sum payment.**
- **Employees who obtain an *Articulating Boom Crane* certification/recertification are not eligible for lump sum payment, only the wage premium.**

- All employees with crane certification are required to maintain a Class A driver's license. The above crane premium will be paid in conjunction with the CDL premium listed in 3A and 3B to all employees that obtain a crane certification.

SMUD prefers to meet its need for crane operators on a voluntary basis. However, should the number of certified crane operators fall below operational needs, additional volunteers will be solicited among the work group. If sufficient volunteers are still not obtained, SMUD may require the least senior person in the class series at the work area to obtain and maintain a crane certificate (and endorsements where appropriate).

\* Will be paid out effective with implementation of MOU for existing employees based on their most recent and active certificate.

## **7. AUTOMOTIVE SERVICE EXCELLENCE (ASE) CERTIFICATIONS**

A. Fleet employees who have passed probation and obtain a certification, or re-certification, from one of the following certification series will be eligible for a lump sum payment of \$150 upon completion of the initial certification, or re-certification. Employees will be eligible to receive another \$150 per certification if all certifications in the series are completed for a Master Certified status. Employees must provide a certificate of completion for each certification and for the Master Certified status in order to receive the lump sum payments. All lump payments for initial and re-certifications listed below shall apply. *(Revised 1/1/2022 per LOA 18-004)*

Certification Series eligible for the lump sum payments:

- **Automobile and Light Truck Certification (A1-A9 Series)**
  - \$150 lump sum payment for each A1-A9 certification examination
  - \$1,350 additional lump sum payment once A1-A9 series certification is completed for Master Certified status
- **Medium-Heavy Truck Certification (T1-T8 Series)**
  - \$150 lump sum payment for each T1-T8 certification examination
  - \$1,200 additional lump sum payment once T1-T8 series certification is completed for Master Certified status
- **Collision Repair & Refinish Certification (B2-B5 Series)**
  - \$150 lump sum payment for each B2-B5 certification examination
  - \$600 additional lump sum payment once B2-B5 series certification is completed for Master Certified status
- **Advanced Engine Performance Specialist Certification (L1, L2, L3)**
  - \$150 lump sum payment for each L1, L2, L3 certification examination
  - While this certification does not have a Master Certified status, SMUD recognizes the benefits of having employees obtain all three certifications and will still provide an additional \$450 lump sum payment if all three L certifications are obtained

Fleet employees will be reimbursed for the test fees they pay for tests they successfully pass in accordance with SMUD's Reimbursement Policy, Management Procedure 03.02.02.101.

**Fleet employees are eligible for the Master Certified status lump sum upon completion then upon renewal.**

**8. HELICOPTER PREMIUM**

**Qualified personnel doing helicopter line work will short haul from a helicopter to perform maintenance and construction work on towers, structures, and/or related conductors or hardware. This work may be performed on both energized and de-energized circuits.**

**To be qualified for helicopter line work, employees must have successfully completed a training class specific to the task being performed and meet appropriate FAA regulation weight limitation requirements. This work would not include helicopter inspections or patrols of SMUD facilities.**

**SMUD will pay a premium to linemen/women who perform helicopter line work. The premium will be 5% per hour above the the current wage rate in the Lineworker Series. The premium will be paid from the start of the day's assignment to the end of the day's assignment. These employees will continue to be eligible for other appropriate premiums while they are performing such work.**

**Employees who are in the lineworker series are eligible to volunteer for helicopter line work. Helicopter line work assignments will be made based upon previous tower work experience and on seniority. The list for volunteers will be updated every two years or as needed. *(Revised 1/1/2022 per LOA 09-035)***

## ARTICLE 5

### BASIC AND ALTERNATIVE WORK SCHEDULES

#### 1. **INTRODUCTION**

The normal workweek for full-time employees is 40 hours. Part-time employees normally work less than 40 hours per week on a regular or services-as-needed schedule.

#### 2. **BASIC WORK SCHEDULES**

##### A. **Normal Work Schedule**

Employees' normal work schedule is an 8-hour workday, Monday through Friday, with a scheduled lunch period approximately midway through the regular workday.

##### B. **Established Work Schedule**

An employee's established work schedule is consistent with the normal operation of their division or department. An employee's schedule may be changed to:

- 1) Provide better service to customers or other work units.
- 2) Stagger working hours to alleviate traffic congestion.
- 3) Reflect seasonal changes in daylight hours or temperature conditions
- 4) Provide extended coverage for maintenance, testing, and operating activities.
- 5) Reflect the desires of employees in a work unit (with supervisory approval).

Established work schedules will not be changed arbitrarily.

##### C. **Special Work Schedules**

Special work schedules are different from the normal work schedules. They include, but are not limited to, the following:

- 1) Tuesday through Saturday schedules (may be assigned to employees in rotation).
- 2) Schedules that require working one-half day on Saturday with an equivalent number of hours off during the same week.
- 3) Schedules of special shift employees to maintain a watch. This includes such employees as Power System Operators, Distribution System Operators, Troubleshooters.



Other special schedules may be established when employees are assigned work, which cannot be performed with a normal work schedule.

**D. Emergency Relief Schedule**

If an employee is classified to perform the duties of emergency relief as Power System Operator, Distribution System Operator, Extra/Relief Troubleshooter, or other similar position, or if they are assigned as a relief operator, they will be available for duty in revolving shifts on any day of the week. They can be assigned for the relief of any shift without advance notice.

**E. Change In Schedule**

Hours of work may be changed by mutual agreement of SMUD and the particular employees involved. When done for the convenience of the employees, overtime policies would not apply.

Nothing in SMUD policy prohibits an employee from being assigned to work outside of their work schedule or from being transferred from one schedule to another, provided they are paid in accordance with SMUD's applicable overtime policies.

**3. ALTERNATIVE WORK SCHEDULES**

**A. 9/80 Shifts**

**1) Work Schedule**

The bi-weekly work schedule will consist of 8 days at 9 hours per day and one day at 8 hours per day and will be paid at the straight-time rate.

Normal "off days" under the 9/80 schedule will be either Monday or Friday. A workweek that allows the day off to fall on a day other than a Monday or Friday may be arranged as an exception with the concurrence of the employee, the Union and the Department Director.

Employee requests for changes from one work schedule or pattern to another must be approved by the appropriate Department Director and can only be done during the semi-annual open enrollment period (either in the month of February to be effective the first pay period in April, or in July to be effective the first pay period in September). Open enrollment months may only be changed by mutual agreement between the Union and SMUD. Where special circumstances warrant an exception, an employee's schedule may be changed outside of the open enrollment period with the approval of the Department Director.

Shift changes are to be minimized. Shift changes for less than full workweeks are not considered an official change in shift, and the provisions of this Article regarding shift changes will apply.

a) All IBEW represented employees (*Revised 1/1/2013*)

Any weekday will be considered the employee's normal shift day (i.e., 9 or 10 hour). Saturday and Sunday will be considered an 8-hour shift day.

## **2) Lunch Period**

A minimum one-half hour unpaid lunch period will be scheduled approximately midway through the workday, **and on an employee's split day, the unpaid lunch period shall be taken after at least halfway through the shift.** (*Revised 1/1/2022*)

## **3) Participation**

- a) Eligibility for participation will be determined by the appropriate Department Director based on the operational requirements of the department.
- b) Participation in the 9/80 work schedule is voluntary.

## **4) Continuation of 9/80 Schedule**

The 9/80 Schedule will only be continued with mutual agreement between SMUD and the Union. The 9/80 Schedule may be discontinued upon the request of either SMUD or the Union. After an official request has been made in writing to discontinue the 9/80 Schedule, a 30-day cooling-off period will be observed prior to the actual termination date of the schedule. It is the intention of SMUD and the Union to work together to resolve any unforeseen problems that may arise in administering the 9/80 Schedule. It is recognized that some departments have established unique guidelines for policy interpretation in crew situations. These guidelines must be reviewed and modified as appropriate jointly by the Union and Department Director.

## **B. 4/10 Shifts**

### **1) Work Schedule**

The **work schedule** will consist of 4 days at 10 hours per day and will be paid at the straight-time rate. (*Revised 1/1/2022*)

The normal **work schedule** will be Monday through Thursday, or Tuesday through Friday, with either Mondays or Fridays as the off day. A workweek that allows the day off to fall on a day other than Monday or Friday may be arranged as an exception with the concurrence of the employee, the Union, and the Department Director. (*Revised 1/1/2022*)

Employee requests for changes from one work schedule or pattern to another must be approved by the appropriate Department Director and can only be done during the semi-annual open enrollment period (either in the month of February to be effective the first pay period in April, or in July to be effective the first pay period in September). Open enrollment months may only be changed by mutual agreement between the Union and SMUD. Where special circumstances warrant an exception, an employee's schedule may be changed outside of the open enrollment period with the approval of the Department Director.

Shift changes are to be minimized. Shift changes for less than full workweeks are not considered an official change in shift, and the provisions of this Article regarding shift changes will apply.

a) All IBEW Represented Employees (*Revised 1/1/2013*)

Any weekday will be considered the employee's normal shift day (i.e., 9 or 10 hour). Saturday and Sunday will be considered an 8-hour shift day.

**2) Lunch Period**

A minimum one-half hour unpaid lunch period will be scheduled approximately midway through the workday.

**3) Participation**

a) Eligibility for participation will be determined by the appropriate Department Director based on the operational requirements of the department.

b) Participation in the 4/10 work schedule is voluntary.

**4) Continuation of 4/10 Schedule**

The 4/10 Schedule will only be continued with mutual agreement between SMUD and the Union. The 4/10 Schedule may be discontinued upon the request of either SMUD or the Union. After an official request has been made in writing to discontinue the 4/10 Schedule, a 30-day cooling-off period will be observed prior to the actual termination date of the schedule. It is the intention of SMUD and the Union to work together to resolve any unforeseen problems that may arise in administering the 4/10 Schedule. It is recognized that some departments have established unique guidelines for policy interpretation in crew situations. These guidelines must be reviewed and modified as appropriate jointly by the Union and Department Director.

**C. 12-Hour Shift**

- 1) Each group that has rotating 12-hour shift requirements will prepare and post in the work area an annual shift schedule. This schedule will be posted prior to January first of each year.
- 2) Shift schedules shall be designed such that no employee shall be regularly required to work more than 5 consecutive 12-hour days during any one workweek.

When business circumstances dictate the need for additional consecutive days, SMUD will ask for volunteers prior to making the additional days mandatory.

- 3) "Workweek" shall be defined as a 7 consecutive day period **starting at midnight on Friday unless otherwise established in writing by the meet and confer process.** (*Revised 1/1/2022*)

- 4) During an outage, overhaul or when scheduled for training, an employee may be temporarily assigned to another schedule (e.g., 4/10, 9/80, 5/40) to meet that business requirement.
- 5) Personnel on 12-hour shifts and relief shifts will not observe a lunch period, but will eat their meal on SMUD time.
  - a) Training shifts will observe a one-half hour unpaid lunch period.

#### **6) Shift Changes**

Shift changes are to be minimized. Shift changes for less than full workweeks are not considered an official change in shift, and the provisions of this Article regarding shift changes will apply.

#### **7) Benefits**

All benefits that are currently based on an employee's base rate of pay will continue to be based on a 40-hour workweek rate. Benefits that are currently based on an employee's actual earnings will be so determined.

#### **8) Relief Crew**

If scheduled to work as part of a relief crew, employees will be guaranteed 40 hours pay for that workweek.

Employees on the relief crew will be given a minimum of 12 hours off between shifts. If employees do not receive 12 hours off between shifts, they will be paid the applicable overtime pay rate for those hours worked that encroach upon the 12-hour shift requirements.

#### **9) Continuation of the 12-Hour Shift**

The 12-hour shift schedule will be reviewed on a regular basis. Either SMUD or the Union may request to return to an 8-hour shift schedule at any individual location or all work locations by giving 60 days written notice should, in the opinion of either party, the 12-hour shift program adversely affect the operation of SMUD or the employees. It is the intention of SMUD and the Union to work together to resolve any difficulties or problems that may be encountered on the 12-hour shift rotation.

### **4. CHANGE IN SHIFT**

Work schedules and shifts may be changed based on SMUD requirements. An official change in shift occurs if employees are permanently or temporarily transferred to a new work schedule or shift for one workweek or more. Exception: See Subsection B below.

A change in shift does not occur if an employee's work hours are extended by an early call in, or they are asked to work beyond their regular work hours.

A change in shift does not occur if an employee's work hours are changed at the employee's request or for the employee's convenience.

**A. Shift Change For One Workweek Or More**

- 1) If employees are transferred to a new work schedule or shift for one workweek or more, they will:
  - a) Be given at least 24 hours' notice in advance of the new starting time, and
  - b) Have a minimum of 12 hours off between shifts, and
  - c) Be required to work no more than 40 hours at the straight-time rate of pay **in the calendar week.** (*Revised 1/1/2022*)
- 2) If employees do not receive 24 hours' notice or 12 hours off between shifts, they will receive the applicable overtime pay rate for those hours worked which encroach upon the 24-hour notice or the 12-hour shift requirements, whichever is greater.
- 3) Normal overtime, overtime meals, travel time, and rest period provisions will apply to the employee's newly scheduled shift as if it was their regular working hours.

**B. Shift Change For Less Than One Workweek**

Shift changes for less than full workweeks are not considered an official change in shift. Employees will be compensated at the applicable overtime rate for all hours worked outside their regular work hours. Exception: Shift changes for less than full workweeks for static swing and night shift employees will be considered an official change in shift and will not be compensated at the applicable overtime rate for all hours worked outside their regular work hours if the following provisions are met:

1. Management provides at least two weeks' notice of the shift changes;
2. Management does not exceed three different shift changes for less than one workweek in a quarter.

For example, Fleet management can change their static night shift employees' shifts for less than one workweek on three different occasions within a quarter without compensating employees at the applicable overtime rate if the provisions noted above are met. This flexibility will assist management in scheduling SMUD and vendor training, and work group events. (*Revised 1/1/2018 per LOA*)

5. **RETURN TO REGULAR WORK SCHEDULE**

When employees return to their regularly scheduled work hours, they will be compensated at their straight-time rate of pay for work performed during their regular work hours. Employees will also have a minimum of 12 hours off between shifts.

If employees do not receive 12 hours off between shifts, they will be paid the applicable overtime pay rate for those hours worked that encroach upon the 12-hour shift requirements.

6. **LUNCH PERIODS**

**A. Regular Lunch Period**

Unless employees are special shift employees, they have a scheduled lunch period approximately midway through their established work schedule.

Special shift employees are permitted to eat their meal on SMUD time during regularly scheduled work hours.

**B. Change In Lunch Period**

- 1) An employee's regular lunch period may be advanced or delayed one hour or less, without the payment of overtime, for any of the following reasons:
  - a) When work on facilities serving a customer can most conveniently be performed during the employee's lunch period.
  - b) When work must be performed because of an interruption of utility service or other emergency.
  - c) When work must be performed to eliminate a hazard to life or property.
  - d) When the foreman/woman and the employees involved mutually establish a different lunch period or agree to a temporary change in the regular lunch period.
- 2) If an employee's lunch period is advanced or delayed more than one hour due to any of the first 3 reasons above, they will be paid at the applicable overtime rate for the time worked during their normal lunch period. The employee will be provided reasonable time to eat their lunch on SMUD time.

## ARTICLE 6

### ON-CALL PAY

#### 1. **INTRODUCTION**

Employees in classifications addressed in this article are required to be on-call for emergency response. Employees in classifications not addressed in this article are not required to be on-call.

#### 2. **GENERAL ON-CALL PROVISIONS**

The following provisions are applicable to all classifications that are required to be on-call. Classification specific provisions are addressed in separate sections or Side Letters of Agreement

A. Normally on-call will span a period of 7 consecutive days.

B. The appropriate supervisor is responsible for calling employees.

C. Employees will be allowed to trade assignments at any time up until the on-call period has begun. Once the on-call period has begun, employees may have another employee cover a portion of the assignment with supervisory approval.

D. Employees on-call will be compensated at the rate of two (2) hours of their regular, straight-time base rate of pay for each weekday on-call.

**Employees on-call will be compensated at the rate of four (4) hours of their regular, straight-time base rate of pay for each Saturday and Sunday. (Revised 1/1/2022)**

**Employees on-call will be compensated at the rate of six (6) hours of their regular, straight-time base rate of pay for SMUD paid holiday on-call. (Revised 1/1/2022)**

E. Employees on-call are required to be fit for duty and available to report to work in a reasonable amount of time.

F. All applicable overtime provisions will apply if the on-call employee is required to respond.

G. Employees on-call will be provided with a cell phone, **at the request of the employees.** (Revised 1/1/2022)

#### 3. **DISTRIBUTION SYSTEM OPERATORS**

See Side Letter of Agreement LR 16-032

#### **4. TELECOMMUNICATIONS TECHNICIANS**

- A. Employees in the following classifications in the Telecommunications Unit and the Telephone Services Unit may be subject to on-call:
- Senior Telecommunications Technician
  - Telecommunications Technician
- B. On-call will span a period of 7 consecutive days, from 0730 hours Tuesday through 0730 hours the following Tuesday.
- C. SMUD will seek volunteers for on-call assignments. Assignments will be made on the basis of employee preference.
- D. If there are insufficient volunteers for an on-call period, employees will be appointed. An employee who has been on-call without volunteering cannot be appointed again until all employees have served a required on-call period.
- E. Volunteers may be called to work alongside the on-call employee for on the job training purposes. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist. Assisting employees will be sought from the volunteer list first unless specific expertise is required.
- F. In addition to being provided a cell phone and pager, employees in the Telephone Services Unit should be provided with a laptop computer furnished with a modem and appropriate software to access the supported systems.

#### **5. LINE CONSTRUCTION CLASSIFICATIONS**

##### **A. Foreman/woman, Fault Locator, and Line Equipment Operator Regular On-call**

Employees in the following classifications will be subject to the following regular on-call provisions:

- Line Construction Foreman-woman
  - Line Foreman-woman, Light
  - Line Sub foreman-woman
  - Fault Locator
  - Line Equipment Operator
- 1) An on-call schedule will be established that rotates assignments among employees in the above classifications.
- a. At the end of each calendar year the schedule will be rotated so that the same crews don't have on-call on the same holidays every year.
  - b. For crew stability, the on-call crew will consist of the Foreman's regular assigned crew. (*Revised 1/1/2013*)



- c. The start of the on-call assignment will be effective at the start of shift on Monday and end the start of shift on the following Monday.
- 2) The two on-call line foremen/women will alternate trouble calls during their respective week starting with the first foreman/woman listed on the schedule. However, if the on-call supervisor determines that the crew already out can handle a subsequent trouble call, the foreman/woman and crew will not be called.

When additional personnel are needed when both the "A" and "B" crews are either already working and/or are on a rest period, the On-call Supervisor will call the next on-call foreman on the on-call rotation sheet. If the next foreman on the on-call rotation sheet is unable to respond, the supervisor will continue calling the next foreman in line.

*Example: "C" foreman unavailable, "D" foreman gets the next call and so forth.*

The foreman/woman informs supervisor of regular crew members called out. If additional line hands are needed due to the size of the job and/or not all regular crew members are able to respond, then the supervisor will check the emergency sign-up sheet to fill vacancies. If the supervisor is unable to fill the crew from the emergency sign-up sheet, then the supervisor will go to the emergency hours list and fill the crew starting with personnel in the classification required with the least amount of total overtime hours. *(Revised 1/1/2018 per LOA)*

When emergency work slows down, crews not on call will be released first.

- 3) In addition to being provided a cell phone, Foremen will be provided with a SMUD vehicle equipped with a radio. *(Revised 1/1/2013)*
- 4) When the on-call employee has made arrangements for another employee to take their calls, both the scheduled and the replacement employee are responsible for notifying the on-call Foreman about the substitution arrangements. The substitute foreman/woman will utilize the crew assigned to the scheduled on-call foreman/woman for all overtime work. The Foreman is responsible for notifying the on-call Supervisor of the change in employee. *(Revised 1/1/2013)*
- 5) The dispatcher is responsible for keeping the on-call supervisor informed of all after-hours activity including changes in location, and the need for additional tools, equipment, or personnel. The on-call supervisor is responsible for providing the necessary support personnel.
- 6) The on-call Supervisor shall call out the on-call Foreman(s) when emergency work is required. The on-call Foreman(s) shall call out their crew. *(Revised 1/1/2013)*
- 7) Employees who are on-call must notify the on-call supervisor if they are unable to meet their on-call responsibilities because of a personal emergency. Once notified, the on-call supervisor must decide if they need to fill behind the absent employee.

If so, they will contact employees on the schedule (in appropriate order) seeking a volunteer to cover the remainder of the on-call assignment. The volunteer replacement will maintain their position on the schedule.

- 8) On-call crews are eligible for Prearranged Overtime work on their ADO and on Saturdays as a crew, as long as, customer service is not hindered or impacted.
- 9) Employees can volunteer to be placed on a weekly volunteer roster. This roster will be ranked from the ranked overtime list.

#### **B. Lineman-woman, Apprentice and Pre- Apprentice Regular On-call**

Employees in the following classifications will be subject to the following regular on-call provisions:

- Lineman-woman
  - Apprentice Lineman-woman
  - Pre-Apprentice Lineman-woman
- 1) An on-call schedule will be established that rotates on-call assignments among employees in the above classifications. The crew assignments will be to the employees' normal on-call foreman/woman's assigned crew.
    - a. At the end of each calendar year the schedule will be rotated so that the same crews don't have on-call on the same holidays every year.
    - b. For Crew stability, the on-call crew will consist of the crew's core group of five (5).
    - c. The start of the on-call assignment will be effective at the start of shift on Monday and end the start of shift on the following Monday.
    - d. When additional personnel are needed when both the "A" and "B" crews are either already working and/or are on a rest period, the On-call Supervisor will call the next on-call foreman on the on-call rotation sheet. If the next foreman on the on-call rotation sheet is unable to respond, the supervisor will continue calling the next foreman in line.

*Example: "C" foreman unavailable, "D" foreman gets the next call and so forth.*

The foreman/woman informs supervisor of regular crew members called out.

- e. If additional line hands are needed due to the size of the job and/or not all regular crew members are able to respond, then the supervisor will check the emergency signup sheet to fill vacancies. If the supervisor is unable to fill the crew from the emergency signup sheet, then the supervisor will go to the emergency hours list and fill the crew starting with personnel in the classification required with the least amount of total overtime hours. *(Revised 1/1/2018 per LOA)*
  - f. When emergency work slows down, crews not on call will be released first.
- 2) Employees can volunteer to be placed on a weekly volunteer roster. This roster will be ranked from the ranked overtime list.

- 3) Employees who volunteer and are not assigned to an on-call crew remain on the weekly volunteer roster, but the General On-call Provisions do not apply.
- 4) Employees will be allowed to trade or arrange for a qualified, equivalent substitute to take their calls. Apprentices hired after May 31, 2005, will be required to serve their on-call during the regular rotation unless excused by their supervisor in coordination with the Training Coordinator. Both the scheduled and the replacement employee are responsible for notifying the on-call supervisor about the substitution arrangements. The on-call supervisor is responsible for notifying the on-call foreman/woman concerning the substitution.
- 5) If the job requires staffing above the normal on-call crew, the on-call supervisor will call necessary employees from the weekly volunteer roster in appropriate order.
- 6) Additional crew members beyond the normal crew size will be assigned by the on-call supervisors from the appropriate list. After the voluntary list has been exhausted, the on-call supervisor may elect to call any qualified employee to respond. *(Revised 1/1/2013)*
- 7) On-call crews are eligible for Prearranged Overtime work on their ADO and on Saturdays as a crew, as long as, customer service is not hindered or impacted

### **C. Short Notice On-call**

During storms, earthquakes, and other emergency situations when management has determined that the regular on-call staffing is inadequate to meet the operational (power restoration) needs of SMUD, employees working in Distribution Services, Line, will be subject to the following short notice on-call provisions:

- 1) To this end, employees who have volunteered for short notice shall be offered on a crew basis to the next on-call crew in rotation. If a full crew is not available, the crew shall find their own replacements according to the rules for emergency on-call replacement. If the crew is not available to work, the next crew up in the rotation will be offered the short notice on-call. *(Revised 1/1/2013)*
- 2) Employees will be notified that they are being placed on short notice on-call as early as possible but no later than the end of the regular workday. Such assignments will be for one day unless otherwise indicated.
- 3) Employees assigned will be provided with a **cell phone, at the request of the employees.** *(Revised 1/1/2022)*
- 4) Short notice on-call employees are required to remain fit for duty, be reachable by phone, and be available to report to work in a reasonable amount of time.
- 5) Short notice on-call assignments are intended to meet a short-term staffing need, and as such, they are not expected to last for more than 6 consecutive days.

- 6) Employees on short notice on-call will receive two (2) hours of pay at the regular straight time rate for each weekday so assigned.

Employees on short notice on-call will receive **four (4)** hours of pay at the regular straight time rate for each Saturday **and** Sunday. (*Revised 1/1/2022*)

**Employees on short notice on-call will receive six (6) hours of pay at the regular straight time rate for each SMUD paid holiday so assigned. (*Revised 1/1/2022*)**

- 7) All applicable overtime provisions will apply if the on-call employee is required to respond.

## **6. GAS OPERATIONS CLASSIFICATIONS**

A. Employees in the following classifications in Gas Operations will be subject to on-call:

- Gas Foreman/woman, Light
- Gas Pipeline Fieldperson
- Gas Control Technician (*Revised 1/1/2013*)

B. On-call will be rotated among appropriate employees to assure equitableness. In the event a scheduled on-call employee is unable to perform his/her duties, the on-call assignment will first be assigned to an appropriate employee with the lowest overtime hours actually worked over the previous 12-month period. (*Revised 1/1/2013*)

C. In addition to being provided a cell phone, employees will be provided with a SMUD vehicle and radio. The SMUD vehicle will be provided for the on-call period only. (*Revised 1/1/2013*)

D. Typically, employees who are on-call will be dispatched by the Power System Operator (PSO) or the GPO On-Call supervisor to report to the site of the indicated problem and assess the nature of the problem. After safely securing the site, the on-call employee will notify the PSO of the status of the situation. In the event that additional resources may be needed to resolve the situation, the on-call employee will make those recommendations to the PSO. (*Revised 1/1/2013*)

## **7. HAZARDOUS WASTE CREW**

A. Employees in the following classifications may be subject to on-call:

- Hazardous Waste Foreman-woman, Light
- Hazardous Waste Technician

B. On-call assignments will be limited to one employee during any on-call period. During an on-call period, Hazardous Waste Technician employees will be temporarily upgraded to the Hazardous Waste Foreman-woman, Light classification for the duration of any call out response required. Additionally, the compensation paid for being on-call, will be paid at the Hazardous Waste Foreman-woman, Light rate.

- C. In addition to being provided a cell phone, employees will be provided with a SMUD vehicle equipped with a radio. SMUD vehicle will be provided for the on-call period only.

**8. WAREHOUSE OPERATIONS**

- A. Employees in the classification of Material Specialist in Warehouse Operations assigned to East Campus Operations Center will be subject to on-call.
- All Material Specialists
  - All Material Specialists/Crane certified
- B. Two separate On-call Rosters will be established that rotates assignments among employees, one for Material Specialists and one for Material Specialist with Crane certification, who have volunteered for On-call. The assignments will be rotated to assure equitableness.
- C. On-call will span a period of 7 calendar days beginning at the start of shift on Monday and end the start of shift the following Monday.
- D. Only one employee will be on call on any on-call period. If additional staffing is required, the on-call supervisor will call out the next person on the schedule until the appropriate help is secured, i.e., crane operator, class "A" driver, etc.
- E. On-call personnel will be provided a cell phone.
- F. Volunteers shall be allowed to temporarily remove themselves from the on-call list under the following conditions.
- Regular scheduled attendance for educational purposes with advanced notice.
  - Participation in civic or religious activities with advanced notice.
- G. Employees will be allowed to trade or arrange for a qualified, equivalent substitute to take their calls. Both the scheduled and the replacement employee are responsible for notifying the On-call Supervisor about the substitution arrangements.
- H. Employees who are on-call must notify the On-call Supervisor if they are unable to meet their on-call responsibilities because of a personal emergency. Once notified, the On-call Supervisor will assign an appropriate replacement from the on-call roster.
- I. On-call employees will not be available to work off site Pre-arranged Overtime.
- J. All applicable overtime provisions will apply if the on-call employee is required to respond.
- K. If the employee is called out, they should call the On-Call Supervisor after they have worked four (4) hours for further instructions.

### **Short Notice On-Call**

During storms, earthquakes, and other emergency situations when management has determined that the regular on-call staffing is inadequate to meet the operational (power restoration) needs of SMUD, Material Specialists will be subject to the following short notice on-call provisions:

- Employees that have signed up for volunteer overtime will be requested first. Then remaining employees will be asked.
- If the short notice on-call requirements cannot be filled from volunteers then employees will be appointed starting with those who have the least amount of total overtime hours worked.
- Due to the severity of the emergency, SMUD may require 24 hour coverage at the Warehouse. In this event, volunteers with the lowest combined total overtime may be sent home and asked to report back at specific times. The on-call employee will have first choice of shift day or night.
- Employees assigned will be provided with a Cell Phone.
- Short notice on-call employees are required to remain fit for duty, be reachable by cell phone, and be available to report to work in a reasonable amount of time.
- Employees on short notice on-call will receive the appropriate hours of pay at the regular straight time rate for each day so assigned.
- Employees will not work longer than 15 consecutive hours at any given time including straight time and overtime hours combined.

### **Continuation of Shift**

If continuation of shift is required the on-call Employee will be asked to stay.

### **Exception**

- Not qualified (Class A or Crane Operator)
- Work is being performed in the field by Warehouse staff. Example: A Warehouse delivery crew is out in the field and will not return by their scheduled end of shift the on-call employee will not be called out to finish this work.  
(Rev 1/1/2022 per LOA 15-014)

## **9. CABLE LOCATORS**

- A. Employees in the following classifications are subject to on-call: Cable Locators
- B. An on-call schedule has been established and will be updated using SMUD seniority.
- C. Scheduled on-call employees may offer their call to other qualified personnel on the schedule. The call shall be offered to each employee in the order that they are scheduled, until accepted. If no eligible employee accepts the call, then the scheduled Cable Locator must fulfill his or her on-call obligations.

- D. On-call personnel must report to the location of the emergency work within 2 hours of the call. The on-call Cable Locator will be assigned a SMUD vehicle to take home for the duration of the on-call assignment. *(Revised 1/1/2018 per LOA)*
- E. On-call overtime begins when the Cable Locator receives the call and ends when the locating work has been performed, and the Cable Locator returns directly home, and reports complete to the on-call Supervisor. *(Revised 1/1/2018 per LOA)*

**10. SUBSTATION ELECTRICIANS**

- A. **Employees in the following classifications will be subject to on-call:**
  - Substation Foreman-woman, Const
  - Substation Foreman-woman, Light
  - Substation Sub-foreman-woman
  - Electrician Journey Level
  - Electrician Apprentice
- B. **On-call will span a period of seven (7) consecutive days from 0630 hours Tuesday through 0630 hours the following Tuesday.**
- C. **SMUD will seek volunteers for on-call assignments, for 1 foreman, 1 journeyman, and 1 apprentice/journeyman.**
  - One volunteer list will be prepared that encompasses all overtime, i.e., prearranged, emergency, and continuation.
  - The overtime list will use the year-to-date hours for ranking purposes.
  - Assignments will be made on the basis of employee preference.
  - If not enough volunteers are signed up for foreman; management may elect to accept a qualified volunteer journey level as a replacement instead of a mandatory assignment for a foreman.
- D. **Volunteers will be requested in advance for a 12 week period. If more volunteers than are required sign up, personnel in each classification (Foreman, Electrician, and Apprentice) with the least Overtime hours worked will be chosen first.**
- E. **If there are insufficient volunteers for an on-call period, employees will be appointed. The employee with the least amount of WROC work hours will be mandated. An employee who has been on-call without volunteering cannot be appointed again until all employees in that classification have served an on-call period. To monitor this Mandated On-Call and Voluntary On-Call will be tracked separately.**
- F. **Volunteers may be called to work alongside the on-call employee for on the job training purposes. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist. Assisting employees will be sought from the current ranked overtime list first unless specific expertise is required.**
- G. **On-call Electricians may be provided cell phones.**

- H. During the week of on call, foreman will have the option to take home their assigned SMUD vehicles.**
- I. The straight time hours of on-call pay shall not be included in the overtime work hours accrued on the Substation/Network Overtime Report.**
- J. Volunteers shall be allowed to temporarily remove themselves from the on-call list under the following conditions.**
- **Regular scheduled attendance for educational purposes with advanced notice.**
  - **Participation in civic or religious activities with advanced notice.**
- K. Personnel on-call shall be allowed to work pre-arranged overtime on Saturday, Sunday and their Alternate Day Off (ADO).**
- L. When response to an emergency is necessary during normal business hours, the provisions of Article 8.3.A of the MOU will guide management's actions.**
- M. Normal response to an emergency call-out will require the services of the entire on-call crew, consisting of a 1-Foreman/wn, 1-Journey level Electrician, and 1-Apprentice or journey level Electrician. However, the following circumstances require the response of only one on-call crew member, either a foreman/wn or journey level Electrician, although an Apprentice may be required to participate in the call for training purposes:**
- **RTU monitoring**
  - **Substation monitoring**
  - **Checking breakers in non-RTU package substations**
  - **Manually control switching of non-RTU capacitors in package substations**
  - **Switching transformer fans on "manual" for summer time max cooling**
- The employee with the least amount of overtime hours on the ranked overtime list will be selected on a rotating basis.**
- N. During Storms, earthquakes, and other emergency situations when management has determined that the regular on-call Distribution Services Substation Electricians staffing is inadequate to meet the operational (power restoration) needs of the SMUD, Distribution Services Substation Electricians will be subject to the following short notice on-call provisions:**
- **It is the intent of the SMUD to satisfy the short notice on-call requirements by seeking volunteers. If the on-call requirements cannot be filled by volunteers, then employees will be appointed to be on-call in order of the employee's position on the ranked overtime list.**
  - **Employees will be notified that they are being placed on short notice on-call as early as possible but no later than the end of the regular workday. Such assignments will be for one day unless otherwise indicated.**
  - **Employees assigned may be provided with a cell phone.**
- (Rev 1/1/2022 per LOA 07-038)*



**11. ELECTRICAL TECHNICIAN**

- A. Employees in the following classifications are subject to on-call:**
- **Light Foreman**
  - **Senior Electrical Technicians**
  - **Journey Level Electrical Technicians**
  - **Apprentice Electrical Technicians with the Foreman and/or Supervisor approval.**
- B. On-call will span a period of seven (7) consecutive days from 0630 hours Tuesday through 0630 hours the following Tuesday.**
- C. SMUD will seek volunteers for on-call assignments. Assignments will be made on the basis of employee preference.**
- D. If there are insufficient volunteers for an on-call period, employees will be appointed. An employee who has been on-call without volunteering cannot be appointed again until all employees have served a required on-call period. To monitor this process, two (2) lists will be used to track MANDATED ON-CALL and VOLUNTARY ON-CALL.**
- E. Volunteers may be called to work alongside the on-call employee for on the job training purposes. This will require prior approval from the On-Call Supervisor and/or Electrical Technician Foreman.**
- F. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist. Assisting employees shall have the necessary expertise to assist with solving the problem.**
- G. Electrical Technicians may be provided a cell phone with hands free speaker capability.**
- H. During the week of on call, employees will have the option to take home their assigned SMUD vehicles**
- I. The straight time hours of on-call pay shall not be included in the overtime work hours accrued on the Substation/Network Overtime Report.**
- J. Volunteers shall be allowed to temporarily remove themselves from the on-call list under the following conditions.**
- **Regular scheduled attendance for educational purposes *with advanced notice*.**
  - **Participation in civic or religious activities *with advanced notice*.**
- K. If the total number of qualified Electrical Technicians for on-call drops below six (6) supporting personnel for an extended period of more than 1 month or a permanent leave condition, the on-call program *can no longer be supported*. At this time, On-Call for the Electrical Technician's Group will terminate immediately, until such time as the support exceeds six (6) qualified Electrical Technician's.**

- L. Personnel on-call shall be allowed to work pre-arranged overtime on Saturday, Sunday and their Alternate Day Off (ADO).**
- M. Utilize a rolling three (3) to six (6) month schedule.**
- N. When response to an emergency is necessary during normal business hours, the provisions of Article 8.3 of the MOU will guide management's actions.**
- O. Electrical Technician's will share work responsibility with the Electrician's for the following On-Call assignments:**
  - **RTU Monitoring**
  - **Substation Monitoring**
  - **Verifying breaker status in non – RTU substations.**

**Lead role for RTU watch will be determined by the Substation Overtime Document. If the Electrical Technician On-Call has the lesser hours, he/she will be contacted initially to verify their RTU watch availability.**

**In the event that an Electrical Technician is performing RTU watch and another SMUD emergency call occurs requiring his/her services, the On-Call Supervisor shall contact a member of the Substations On-call Electrician group to replace the Electrical Technician.**

**If the Electrical Technician is in the early stages of his/her RTU watch shift and the other SMUD emergency calls can be reconciled expediently, then the Electrical Technician shall be allowed to return to continue his/her RTU watch shift.**

- P. During Storms, earthquakes and other emergency situations when management has determined that the regular on-call Grid Assets Substation Electrical Technician staffing is inadequate to meet the operation needs of SMUD, Electrical Technicians will be subject to the following short notice on-call provisions:**
  - **It is the intent of SMUD to satisfy the short notice on-call requirements by seeking volunteers. If volunteers cannot fill the on-call requirements, then employees will be appointed to be on-call in order of the employee's position on the ranked overtime list.**
  - **Employees will be notified that they are being placed on short notice on-call as early as possible but not later than the end of the regular workday. Such assignments will be for one day unless otherwise indicated.**  
*(Rev 1/1/2022 per LOA 14-021)*

**12. NETWORK CABLE SPLICER/ELECTRICIAN**

- A. Employees in the following classifications will be subject to on-call:**
  - A. Any Network Cable Splicer/Electrician Foreman**
  - B. Network Cable Splicer/Electrician Journey Level**
  - C. Network Cable Splicer/Electrician Apprentice**
- B. On-call will span a period of seven (7) consecutive days from 0630 hours Tuesday through 0630 hours the following Tuesday.**
- C. An On-Call schedule will be established that rotates On-Call crew assignments so that the On-Call responsibilities are shared as equally as possible. A crew shall consist of no less than 1-Light Foreman, 1-Journeyman, and 1-Apprentice or 1- Journeyman. The crew shall consist of the same employees assigned to the crew during regular hours. For training purposes, management may assign additional personnel to the On-Call crew.**
- D. At the end of each calendar year the crew assignments will be rotated so that the same crews do not have On-Call on the same holidays each year.**
- E. The On-Call schedule will generally be established by seniority. The most senior foreman will select their first week of On-Call responsibility that will be followed by On-Call responsibility each 5th consecutive week. By seniority, each remaining foreman will select their respective 5 week rotation until all On-Call weeks have been scheduled. The following year the 2nd most senior foreman will select first and the most senior foreman will select last.**
- F. Employees will be allowed to trade or arrange for a qualified substitute to take their calls. Apprentices will be required to serve their on call during the regular rotation unless excused by their supervisor. Both the scheduled and replacement employee are responsible for submitting their request to the Network Asset Supervisor or the Manager, Substation Maintenance and Construction using the On-Call Replacement Form, SMUD Form 2637. The Network Asset Supervisor or the Manager, Substation Maintenance and Construction shall notify the On Call supervisor and On Call Foreman of any substitutions.**
- G. If the scheduled On-Call crew does not have a full crew; volunteers will be solicited from the bi-weekly ranked overtime list.**
- H. If the work requires staffing above the normal On-Call crew, the On-Call Supervisor will call the necessary employees from the bi-weekly ranked overtime list.**
- I. In the event the On-Call crew cannot solve an emergency problem alone, other employees may be called to assist. Assisting employees will be sought from the current ranked overtime list.**
- J. On-call Network Cable Splicer/Electricians will be provided cell phones upon request.**

- K. During the week of on call, the foreman will have the option to take home their assigned SMUD vehicle.**
- L. The On-Call Supervisor shall call out the On-Call Foreman and the respective crew members when emergency work is required.**
- M. The straight time hours of On-Call pay shall not be included in the overtime work hours accrued on the Network Cable Splicer/Electrician Overtime Report.**
- N. Crew members are allowed to temporarily remove themselves from the on-call list the following conditions.**
  - 1. Regular scheduled attendance for educational purposes with advanced notice.**
  - 2. Participation in civic or religious activities with advanced notice.**
- O. On-Call employees are eligible for Prearranged Overtime work on their Alternate Day off (ADO) and on Saturdays, if approved by the Network Asset Supervisor or the Manager, Substation Maintenance and construction. If the On-Call employees are performing Prearranged Overtime work on their Alternate Day Off (ADO) or on a Saturday and a response to an emergency is necessary, generally the On-Call employees will shut down and make safe the Prearranged Work and transition to the emergency work. However, if after consulting with the on-site foreman, the On-Call Supervisor believes this transition cannot be done safely or may jeopardize system reliability or customer service, the On-Call Supervisor may elect to call other qualified employees to assist and determine who will respond to the emergency and who will complete or shutdown the Prearranged Work. Assisting employees will be sought from the current ranked overtime list.**
- P. If in the course of a regular work day, management determines that certain work should continue past regular work hours, management will decide if the crew working the job will continue into overtime or the On-Call crew will be called to continue the work.**
- Q. When response to an emergency is necessary during normal business hours, the provisions of Article 8.3.A of the MOU will guide management's actions with the exception that the On Call Supervisor will decide whether the on call crew will respond to calls between 1300 and the end of regular business hours.**
- R. During Storms, earthquakes, and other emergency situations when management has determined that the regular On-Call staffing is inadequate to meet the operational (power restoration) needs of SMUD, Grid Assets Network Cable Splicer/Electricians will be subject to the following short notice on-call provisions:**
  - 1. It is the intent of SMUD to satisfy the short notice on-call requirements by seeking volunteers. If the on-call requirements cannot be filled by volunteers, then employees will be appointed to be on-call in order of the employee's position on the ranked overtime list.**

2. Employees will be notified that they are being placed on short notice on-call as early as possible but no later than the end of the regular workday. Such assignments will be for one day unless otherwise indicated.
3. Employees assigned will be provided with a cell phone if requested.  
(Rev 1/1/2022 LOA 15-027)

**13. FACILITIES ELECTRICIANS**

- A. Employees in the following classifications in the Facilities Unit may be subject to on-call:
  - Facilities Electrician
  - Facilities Electrician Foreman
- B. On-call assignments will be limited to one employee during any on-call period. During an on-call period, Facilities Electrician employees will be compensated per the MOU at their current classification and temporarily upgraded to the Facilities Electrical Foreman-Woman Light classification for the duration of any call out response required.
- C. Typically, the on-call employee will receive a call from Security or a SMUD employee using the posted on-call list. The on-call employee will decide if call needs to be handled after hours or can wait until normal business hours. If unsure, s/he can contact the on-call supervisor for clarification.
- D. Once the on-call employee decides to respond to a call, s/he will notify the on-call supervisor, advising him/her that s/he will be taking a call.
- E. SMUD will seek volunteers for on-call assignments. Assignments will be made on the basis of employee preference.
- F. If there are insufficient volunteers for an on-call period, employees will be appointed. An employee who has been on-call without volunteering cannot be appointed again until all employees have served a required on-call period.
- G. An on-call schedule will be established that rotates assignments among the work group.
  1. At the end of each calendar year the schedule will be rotated so that the same employees don't have on-call assignments on the same holidays every year.
  2. The start of the on-call assignment will be effective at the start of shift on Wednesday and end the start of shift on the following Wednesday.
- H. Volunteers may be called to work alongside the on-call employee for on the job training purposes with supervision's approval. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist with

approval from the on-call supervisor. Assisting employees will be sought from the volunteer list first unless specific expertise is required.

- I. On-call employees may be provided a cell phone.
- J. Employees will have the option of taking a SMUD vehicle home or picking one up from the shop as needed.
- K. All overtime provisions from Article 7 of the MOU apply.  
(Rev 1/1/2022 per LOA 16-014)

**14. FACILITIES STATIONARY ENGINEERS**

- A. Employees in the following classifications in the Facilities Unit may be subject to on-call:
  - Facilities Stationary Engineer II
  - Facilities Stationary Engineer Foremen II
- B. On-call assignments will be limited to one employee during any on-call period. During an on-call period, Facilities Stationary Engineer employees will be compensated per the MOU at their current classification and temporarily upgraded to the Facilities Stationary Engineer Foreman-Woman Light classification for the duration of any call out response required.
- C. Typically, the on-call employee will receive a call from Security or a SMUD employee using the posted on-call list. The on-call employee will decide if call needs to be handled after hours or can wait until normal business hours. If unsure, s/he can contact the on-call supervisor for clarification.
- D. Once the on-call employee decides to respond to a call, s/he will notify the on-call supervisor, advising him/her that s/he will be taking a call.
- E. SMUD will seek volunteers for on-call assignments. Assignments will be made on the basis of employee preference.
- F. If there are insufficient volunteers for an on-call period, employees will be appointed. An employee who has been on-call without volunteering cannot be appointed again until all employees have served a required on-call period.
- G. An on-call schedule will be established that rotates assignments among the work group.
  - 1. At the end of each calendar year the schedule will be rotated so that the same employees don't have on-call assignments on the same holidays every year.
  - 2. The start of the on-call assignment will be effective at the start of shift on Wednesday and end the start of shift on the following Wednesday.

- H. Volunteers may be called to work alongside the on-call employee for on the job training purposes with supervision's approval. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist with approval from the on-call supervisor. Assisting employees will be sought from the volunteer list first unless specific expertise is required.**
- I. In addition to being provided a cell phone, employees in the Stationary Engineer Unit shall be provided with a laptop computer furnished with a modem and appropriate software to access the supported systems.**
- J. Employees will have the option of taking a SMUD vehicle home or picking one up from the shop as needed.**
- K. All overtime provisions from Article 7 of the MOU apply.  
(Rev 1/1/2022 per LOA 16-015)**

## ARTICLE 7

### OVERTIME

#### 1. INTRODUCTION

Any employee may be requested to work overtime to meet the needs of SMUD. A willingness to work overtime when requested is a condition of employment. When permitted by the work situation, overtime is first allocated to qualified volunteers. It will be distributed among employees within each work group in the classification involved as equally as practicable.

SMUD makes every attempt to minimize the amount of overtime employees are required to work. This is to ensure minimal disruption of an employee's leisure time and to protect the employee's health. SMUD pays a premium to employees to recognize the inconvenience incurred for working hours outside of their regular work schedule. Overtime is computed to the nearest quarter hour.

#### 2. ELIGIBILITY

All hourly rated employees are eligible for cash compensation for overtime when they work more than 8 hours on a normal work schedule, work more than 40 hours in a workweek, work on a non-workday, work on a holiday, or work outside of regular work hours on a workday.

Employees who are in a light duty status are restricted from working overtime, unless specific medical documentation is provided outlining the number of days in the week the employee can work and the number of hours per day. (*Revised 1/1/2013*)

#### 3. ALTERNATIVE WORK SCHEDULES

##### A. 9/80 Shifts

Overtime will only be paid for hours worked in excess of 9 hours per day on regularly scheduled days of 9 hours, 8 hours per day on regularly scheduled days of 8 hours, or 40 hours per **work** week. All other overtime situations will be handled according to these Articles except that "regular work hours" or "regular work schedule" will be defined as a bi-weekly pattern of eight 9 hour shifts and one 8-hour shift according to a regular and pre-established schedule. **The workweek begins half-way through the scheduled 8-hour day and opposite the employee's ADO and continues for 7 consecutive 24-hour periods unless otherwise agreed to by SMUD.** The **double time** overtime rate will be paid for all hours worked outside an employee's regularly scheduled workweek. (*Revised 1/1/2022*)

##### B. 4/10 Shifts

Overtime will only be paid for hours worked in excess of 10 hours per day or 40 hours per **work** week. All other overtime situations will be handled according to these Articles except that "regular work hours" or "regular work schedule" will be a 10-hour shift rather



than an 8-hour shift. **The workweek begins at midnight on Friday and continues for 7 consecutive 24-hour periods unless otherwise agreed to by SMUD.**

The **double time** overtime rate will be paid for all hours worked outside an employee's regularly scheduled workweek. (*Revised 1/1/2022*)

**C. 12-Hour Shift**

Overtime will only be paid for hours worked in excess of 12 hours per day or 40 hours per **work** week. All other overtime situations will be handled according to these Articles except that "regular work hours" or "regular work schedule" will be a 12-hour shift rather than an 8-hour shift. **The workweek begins at midnight on Friday and continues for 7 consecutive 24-hour periods unless otherwise agreed to by SMUD.** The **double time** overtime rate will be paid for all hours worked outside an employee's regularly scheduled workweek. (*Revised 1/1/2022*)

All hours worked will be compensated at the straight time hourly rate except as outlined below:

- 1) Overtime will be paid at the **double time** overtime rate for all hours worked outside of the normal work hours.
  - a) Extended hours on a normal workday are paid at the **double time** overtime rate.
  - b) Any regularly scheduled hours in excess of 40 hours in a workweek will be compensated at the **double time** overtime rate.
- 2) All other overtime situations will be handled according to these Articles except that "regular work hours" or "regular work schedule" will refer to a 12-hour shift rather than an 8-hour shift. When assigned to the training shift or to a less than 12-hour relief shift, the rules for the appropriate shift schedule will apply.

**4. COMPUTATION OF PAY**

**A. Straight Time Pay**

Time worked during an employee's regular work hours is paid at the straight time rate of pay.

**B. Double Time Pay**

Except as provided herein; time worked outside an employee's regular work schedule is paid at 2 times the straight-time rate.

**Mutual Aid:** All hours incurred while a SMUD IBEW- represented employee works under the auspices of a SMUD Mutual Assistance Agreement with another utility are paid at 2 times the straight time rate. (*Revised 1/1/2022*)

**C. Holiday Pay**

Holiday premium pay provisions are outlined in the Holidays Article.

**D. Maximum Overtime**

Employees will not work more than 16 consecutive hours or combination of hours that has the same effect of not providing the proper rest period. Exceptions to this would only occur in circumstances involving public safety or welfare. Supervisors authorizing work in excess of 16 consecutive hours will ensure the employee is capable of continuing work in a safe manner.

**5. IBEW OVERTIME ASSIGNMENTS**

Overtime work shall be distributed among employees within each work group in a classification as equally as practicable. SMUD will post in each work location a ranked overtime list. This ranked list criteria will be developed within each work group by written agreement between SMUD and Union. This list will be updated every pay period and will be used when selecting employees to work overtime.

**A. Overtime Assignments**

When the situation permits, SMUD will seek volunteers for required overtime. Work assignments will be made from volunteers in reverse order from the ranked overtime list. If there are insufficient volunteers for required overtime, employees will be appointed based on reverse order from the ranked overtime list.

**B. Improper Overtime Assignments**

If employees on the ranked overtime list are improperly bypassed for overtime, appropriate overtime compensation will be paid to the employees who were bypassed.

**C. Sign-up Procedures**

- 1) The sign-up list will be posted Wednesday and will remain posted until the end of the work shift on the following Tuesday for those employees desiring to work voluntary prearranged overtime for the following prearranged overtime period commencing on Friday.

Employees desiring voluntary overtime must sign-up or be asked prior to the end of the preceding work shift. (Phone contact is acceptable for employees not reporting to their normal work location that day).

Overtime timesheets submitted late or with errors may not be included in the next ranked voluntary overtime sheet.

A new employee will be given the average number of overtime hours worked by those on the list at that time and will then be placed on the list with those hours.

An employee who has been promoted or changes classification will be given the average number of overtime hours by those on the list at that time and will then be placed on the list with those hours.

2. Posted Locations

Signup sheets for voluntary prearranged overtime will be posted in the designated area for each work group.

3. Prearranged Overtime Assignment and Administration

- If employees have scheduled prearranged work, they can maintain their own crew and get their own substitutes according to the rules for emergency on-call replacement. Each crew members' first obligation is to their own crew. If their own crew is not working, they are free to volunteer for another crew. (*Revised 1/1/2013*)
- The work period for this signup sheet is the beginning of shift on the Friday until the beginning of shift the next Friday.
- The accounting period for record purposes will be from January 1 through December 31 of each year. To start this procedure on January 1, SMUD seniority will be used.
- Volunteer employees must have all the qualifications required for the specific overtime assignment.
- Volunteer employees with the lowest number of recorded prearranged overtime hours will be offered overtime assignments.
- Employees that refuse an assignment will be credited with the maximum prearranged hours worked by employees used for that day a standard 8 hours, which will be recorded as turn down time.
- When multi-day jobs or jobs in progress are being assigned from the voluntary overtime sheet, preference will be given to employees that have volunteered for each of the days anticipated. This practice will by-pass employees with a lower number of overtime hours and will not be considered a by-pass.
- Overtime hours will be entered into SAP from the previous Friday. Additions, corrections, or adjustments to the ranked list will not be applied to the current posted prearranged overtime signup sheet.
- Errors or omissions on the volunteer signup sheet must be reported by the employee or their representative in order to be changed. Two full business days will be allowed to confirm or correct any reported errors.

- An Employee who is off duty on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.

#### 4. Mandatory Overtime

- Mandatory prearranged overtime will be assigned first to employees with the lowest recorded prearranged overtime hours actually worked.
- An Employee that does not have a specific skill or qualification required for the mandatory assignment may be passed for that specific assignment.
- Employees assigned under this section may find a qualified replacement but, will be charged the maximum prearranged with standard 8 hours turn down time.

#### 5. Other Employees

- When the work group has a need for manpower in excess of volunteers it may go to other work groups within Grid Assets for qualified employees and reduce the number of mandatory assignments needed.
- From time-to-time SMUD may use employees from other work groups. When this practice occurs, SMUD agrees to use the employees in the immediate work group for relief purposes (up-grade) prior to going to other work groups.
- Employees from other work groups will use the prearranged overtime procedure established in their work group for assignments.

### 6. COMPENSATORY TIME OFF - TIME OFF IN LIEU OF OVERTIME

#### A. Eligibility

Employees may **earn** compensatory time off (CTO) instead of overtime pay, **at the discretion of the employee. Management reserves the right to deny a request to earn CTO when an employee has documented attendance issues in accordance with the Positive Discipline Policy (AP 05.02.09). (Revised 1/1/2022)**

**Employees may take compensatory time off (CTO)** with mutual agreement between the employee and their supervisor. *(Revised 1/1/2022)*

#### B. Earning and Using CTO

CTO will be earned at the **applicable overtime rate for each hour** of overtime. Accumulated CTO may not exceed 40 hours at any time. All CTO balances will be paid out to employees after the end of the CTO year.

The CTO year shall begin with payroll period 22 and run through the end of payroll period 21 of the following year. All personal leave taken will be charged first to CTO and then to the employee's leave balance. (*Revised 1/1/2022*)

## **7. TRAVEL TIME**

- 1) Employees will be compensated with straight-time compensatory time off (CTO) for the actual total number of hours of travel time not to exceed eight (8) hours per day for required training. Straight time pay may be authorized for travel in situations where it is impractical to give CTO. Travel time outside of working hours for regular apprentice classes and for optional training is not compensated. (*Revised 1/1/2018*)

Note - The following example will be used to figure the amount of CTO.

On day off, employee gets CTO from home to airport, CTO for the amount of travel time while traveling by air or bus to destination, and then CTO for travel time from airport to place of training. The total amount of CTO granted will not exceed 8 hours per day. (*Revised 1/1/2013*)

## **8. MINIMUM TIME**

- A. The minimum time is 2 hours for which overtime compensation is paid on emergency call-outs that do not extend into an employee's regular work hours. Work time will begin at the time of the phone call.
- B. Employees will be paid at the **double time** overtime rate for a minimum of 2 hours if they report for prearranged overtime and are not needed. This does not apply to relief employee assignments that are cancelled. If prearranged overtime on a regular workday is cancelled before employees leave home, they do not qualify for any compensation. If prearranged overtime on a non-workday is not cancelled prior to the end of an employee's immediately previous regular workday, they will be paid at the **double time** overtime rate for a minimum of 2 hours. (*Revised 1/1/2022*)
- C. If employees are called out early to work into or requested to stay beyond their regular work hours, they are paid at the **double time** overtime rate only for actual time worked. (*Revised 1/1/2022*)
- D. Overtime is computed to the nearest quarter hour.

## **9. REST PERIODS**

### **A. 8-Hour Shifts**

Employees are entitled to a rest period of 8.5 consecutive hours after working 8 hours or more overtime during the 16 hours immediately prior to their regularly scheduled hours of work on a workday or non-workday.

**B. 9/80 Shifts**

On 9-hour workdays employees are entitled to a rest period of 8.5 consecutive hours after working 6.5 hours or more overtime during the 14.5 hours immediately prior to the regularly scheduled hours of work on a workday or non-workday.

On 8-hour workdays employees are entitled to a rest period of 8.5 consecutive hours after working 8 hours or more overtime during the 16 hours immediately prior to the regularly scheduled hours of work on a workday or non-workday.

**C. 4/10 Shifts**

Employees are entitled to a rest period of 8.5 consecutive hours after working 5.5 hours or more overtime during the 13.5 hours immediately prior to the regularly scheduled hours of work on a workday or non-workday.

**D. 12-Hour Shift**

On 12-hour workdays employees are entitled to a rest period of 8.5 consecutive hours after working 4 hours or more overtime during the 12 hours immediately prior to the regularly scheduled hours of work on a workday or non-workday.

**E. Compensation**

- 1) The rest period starts upon release from an employee's designated headquarters. This rest period excludes mealtime and any travel time to which employees are entitled at the end of the work period. If any part of the rest period falls within an employee's regular work hours, they will be paid for those hours at the straight time rate.
- 2) Employees will not be compensated for their regular lunch period even when it falls within the rest period.
- 3) If a rest period cannot be provided when due, double time is paid until the rest period is provided. Hours worked prior to an 8.5-hour rest period are not included in computing another period of overtime work.
- 4) If employees are required to report back to work prior to the end of their 8.5-hour rest period, they will be paid double time until a rest period can be provided.

**F. Requirements at End of Rest Period**

- 1) If an employee's rest period ends during the first half of their workday, they may, if their supervisor approves, report to work at the beginning of the second half of the workday. The employee may elect to be placed on CTO, personal leave and/or leave without pay for the time between the expiration of their rest period and the end of the first half of the workday.

**Example:** An employee's rest period ends at 8:30 a.m. The employee's regular work hours are 7:00 a.m. - 3:30 p.m. (lunch from 11:00 - 11:30 a.m.). If the employee's supervisor approves, the employee need not report back to work until 11:30 a.m.

The time between 8:30 a.m. and 11:30 a.m. may be charged to CTO, personal leave and/or leave without pay. (NOTE: Personal leave may be taken in hour increments only.)

- 2) If an employee's rest period ends during the second half of their workday, they may, if their supervisor approves, report to work the following workday. The employee may elect to be placed on leave without pay, CTO or personal leave for the time between the expiration of the rest period and their regular quitting time.

**Example:** An employee's rest period ends at 1:00 p.m. The employee's regular work hours are 7:30 a.m. - 4:00 p.m. If the employee's supervisor approves, the employee need not report back to work until 7:30 a.m. the next workday.

The time between 1:00 p.m. and 4:00 p.m. may be charged to CTO, personal leave or leave without pay.

#### **G. Special Rest Period**

An employee's supervisor may excuse the employee from up to 4 hours of their regular shift if they worked 4 or more overtime hours in the 8 hours immediately preceding the beginning of the employee's regular shift.

Special rest period may be granted if the timing of an emergency call out prevents the employee from getting sufficient rest. The employee will receive straight time pay for any of the special rest period that falls within their regular shift.

## ARTICLE 8

### EMERGENCY DUTY

#### 1. **EMERGENCY CALL-OUTS**

- A. When employees are called out for an emergency, their work time will begin at the time of the phone call.
- B. If employees are called in advance to cover behind an employee who is unable to report to work for their shift, and they are directed to report at the specific shift starting time, they will be credited with an additional 45 minutes at the appropriate overtime rate and all other emergency call out provisions (meals, etc.) will apply.
- C. If employees are asked to come in immediately to cover the shift, their work time will begin at the time of the phone call.
- D. **Employees called back to work within 45 minutes of the end of their regular workday will treat the call as a continuation of their workday and will be compensated accordingly. (*Revised 1/1/2022*)**

#### 2. **MULTIPLE CALL-OUTS**

- A. If employees are called out for work more than once in the 24-hour period from midnight to midnight, the 2-hour minimum overtime compensation is paid **for all** calls outside of their regular work hours. (*Revised 1/1/2022*)
- B. For the purpose of this provision, concurrent calls or successive calls without a break in paid time are considered a single call.

#### 3. **GRID ASSETS LINE DIVISION EMERGENCY RESPONSE DURING REGULAR WORK HOURS**

- A. When response to an emergency is necessary during normal business hours, the needs of SMUD and our customer-owners may take precedence over responding with the recognized on-call crew. When notified of an emergency that requires response, the Distribution System Operator will notify the on-call supervisor. The on-call supervisor will decide whether the on-call crew will respond to calls between 1400 and the end of regular business hours. An emergency call-out will be defined as an assignment to the on-call crew by the on-call supervisor after 1400 hours and the assignment results in an earned meal. (*Revised 1/1/2018 per LOA*)

The nearest available crew, size and type of crew required, and the nature of the emergency will all be considered when responding.

If the work continues beyond regular business hours; the responding crew will continue the work to completion or until relieved by the direction of the on-call supervisor.



The supervisor is responsible for assessing the approximate length of time necessary to make repairs. If in his/her judgment the work will extend past 2200 hours, the on-call crew will be utilized as the relief crew. Such relief shall be provided as soon as practicable when, in the opinion of the supervisor, SMUD operations would not be adversely affected.

#### B. Sign-Up Procedures

- Sign up for emergency overtime work will be on a daily basis. Emergency overtime signup will be posted daily until close of business for the following day's emergency overtime. The overtime sheet posted on Friday will include Saturday, Sunday, and Monday. If an employee's ADO falls on Friday, a separate signup sheet will be available on Thursday for weekend work. If an employee is on rest period or continuation of shift, their Foreman may contact the supervisor to have the employee placed on the signup list. Employees desiring voluntary emergency overtime must sign-up at designated posted locations. (Phone contact is acceptable for employees not reporting to their normal work location that day). *(Revised 1/1/2013)*
- Employees will only be considered for voluntary emergency assignments on days they have indicated on the voluntary emergency overtime sheet.
- Overtime timesheets submitted late or with errors may not be included in the next ranked voluntary overtime sheet.
- A new employee will be given the average number of emergency overtime hours worked by those on the list at that time and will then be placed on the list with those hours.
- An employee who has been promoted or changes classification will be given the average number of emergency overtime hours worked by those on the list at that time and will then be placed on the list with those hours.

#### C. Posted Locations

- Signup sheets for voluntary emergency overtime will be posted in the designated area for each work group.

#### D. Voluntary Emergency Overtime Assignment and Administration

- The accounting period for record purposes will be from January 1 through December 31 of each year. To start this procedure on January 1, SMUD seniority will be used.
- Volunteer employees must have all the qualifications required for the specific overtime assignment.
- Volunteer employees with the lowest number of recorded emergency overtime hours will be offered overtime assignments.

- When multi-day jobs are being assigned from the voluntary overtime sheet, preference may be given to employees that have volunteered for each of the days anticipated. This practice will by-pass employees with a lower number of overtime hours and will not be considered a by-pass.
- Overtime hours used will be entered into SAP from the previous Friday. Additions, corrections, or adjustments to the ranked list will not be applied to the current posted emergency overtime signup sheet.
- Errors or omissions on the volunteer signup sheet must be reported by the employee or their representative in order to be changed. Two full business days will be allowed to confirm or correct any reported errors.
- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.

#### E. Mandatory Overtime

- When there are insufficient volunteers available for duty, SMUD will assign employees to report for duty.
- Mandatory emergency overtime will be assigned first to employees with the lowest recorded emergency overtime hours actually worked.
- An Employee that does not have a specific skill or qualification required for the mandatory assignment may be by passed for that specific assignment.
- Employees assigned under this section may find a qualified replacement, but will be charged with a standard 8 hours turn down time.

### 4. **EMERGENCY RELIEF SCHEDULES**

- A. If employees are classified to perform the duties of emergency relief as Control Room Operator or other similar position, or if they are assigned as a relief operator, they will be available for duty in revolving shifts on any day of the week. These employees can be assigned for the relief of any shift without advance notice.
- B. Overtime compensation for emergency relief work performed during the regular work hours of a shift is not paid unless employees are required to report for work without having had 12 hours off following the end of their last work period. When this occurs, employees are paid the applicable overtime compensation for any time worked in the 12-hour period following the end of their last preceding work period.

**5. CALL OUT PROCEDURES**

Call-outs will begin with the on-call rotation list. If that list is exhausted, management will then go to the emergency sign up list and then the list of low overtime hours.

*(Revised 1/1/2018 per LOA)*

## ARTICLE 9

### OVERTIME MEALS

#### 1. **INTRODUCTION**

SMUD will provide meals or payment for meals under certain qualifying situations when employees are required to work overtime. The emphasis should be on the employee actually eating the meal. It is not desirable to have an employee miss a meal in order to become eligible for a missed meal payment.

#### 2. **ELIGIBILITY**

##### A. **Who Qualifies**

All hourly-rated employees required to work overtime are eligible to receive overtime meals or payment for meals under certain qualifying situations. For the purpose of this Article, work hours are defined as hours worked excluding travel time and the time taken to eat the meal.

##### B. **Emergency Call Outs**

If employees are called out, they will be told before coming in whether or not to eat a meal. (Normally if the call-out is at a mealtime, and the situation permits, employees will be asked to eat before reporting.) If the emergency call-out is within 90 minutes of the employee's end of regular work hours, and the situation does not permit the employee to eat before reporting, the employee will become eligible for a meal as if it were an extension of their regular work hours. In a crew situation, if any member of the crew is called out within 90 minutes of that employee's end of regular work hours, the entire crew will become eligible for a meal as if it were an extension of regular work hours. The time that the crew members become eligible for that meal will be at the earliest time at which any member of the crew becomes eligible for a meal based on that employee's regular work schedule.

##### C. **Non-workday Overtime**

When performing overtime, prearranged or not, on a non-workday, including 4 or more of an employee's regular work hours, the employee will be told to bring a lunch if they are given time to prepare a lunch.

Meals are provided for call-outs lasting 5 work hours or more. For every additional 5 work hours, employees are eligible for another meal.

##### D. **Prearranged or Not Prearranged**

The only difference in meal arrangements for prearranged overtime work and overtime work that is not prearranged is that when the prearranged overtime work is performed during regular work hours, employees observe the lunch arrangements that prevail on their

regular workday (e.g., employees provide their own lunch and are not compensated for the lunch period).

Regular workday meal provisions are observed when emergency work is performed on a non-workday during what would be the employee's regular work hours, except that the employee is compensated for the lunch period and reimbursed for costs in accordance with Maximum Meal Allowances.

#### **E. Meal Intervals**

Employees are eligible for a meal for every 5 hours worked. All work hours apply toward overtime meals eligibility. Normal practice is for employees to have meals at approximately 5-hour intervals. Therefore, employees will not normally be required to work more than 5 consecutive hours without a meal or meal payment.

#### **F. Mealtime**

In determining time intervals for the purpose of providing meals, time allowed for previously consumed meals is not included. An employee's mealtime begins when the employee arrives at the meal location and ends when the employee leaves the meal location.

#### **G. Determining if Employees Qualify**

Use the following table and these instructions to find out if employees qualify for an overtime meal.

INSTRUCTIONS: Find the conditions that apply to the employee's situation in the "IF" columns, (A and B). The "THEN" columns (C, D, and E) show employees what they are eligible for.

For example, an employee is required to work overtime as an extension of their regular hours. Go down column A to the condition statement: "If overtime work is.... an extension of your regular work hours," Rule 3. Follow Rule 3 to the right; column B shows that it does not apply. Columns C and D are "YES", meaning that the meal period is paid at the applicable overtime rate, and the cost of the meal is reimbursed. Column E tells the employee that they are eligible for a meal 1-1/2 hours after the end of their regular work hours. The employee is eligible for additional meals every 5 work hours.

**DETERMINING OVERTIME MEAL ELIGIBILITY**  
(Based on an 8-hour workday)

<b>IF:</b>			<b>THEN:</b>		
	A	B	C	D	E
Rule Number	Overtime work is	And is Prearranged	Then the meal period is paid at applicable rate	And the cost of the meal is reimbursed up to the prescribed limit	And the time needed to become eligible is
1	During employee regular work hours, but on non-workdays.	Yes	No	No	N/A
2		No	Yes	Yes	5 work hours.
3	An extension of employee regular work hours.	N/A	Yes	Yes	1-1/2 work hours after the end of employee regular work schedule, and every 5 work hours thereafter.
4	Wholly outside employee regular work hours.	Yes	Yes	Employee furnishes the first meal. Subsequent meals are reimbursed.	5 work hours after the first meal, and every 5 work hours thereafter.
5		No	Yes	Yes	Every 5 work hours. Also see Paragraph 2.B.
6	Early Call In 2 or more hours before employee regular start time.	Yes	Yes, only for meals earned during overtime hours.	Employee furnishes one meal. Other meals are reimbursed.	N/A
7		No	Yes, only for meals earned during overtime hours.	Yes	N/A
8	Less than 2 hours before employee regular start time.	Yes	No	No	N/A
9		No	Yes, only for meals earned during overtime hours.	Yes, in certain circumstances. See Para. 3.C.2)	N/A
10	Emergency Call Out	No	Yes	Yes	Every 5 work hours. Also see Paragraph 2.B.

Note: For purposes of this chart, work hours are defined as hours worked excluding travel time and the time taken to eat the meal.

### 3. **GUIDELINES**

#### A. **Maximum Meal Allowances**

Effective January 1, 2013, and beyond (*Revised 1/1/2013*)

The maximum reimbursement for overtime meals will increase yearly equal to the percentage increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (1982 – 1984 = 100) – US City Average for the 12-month period ending the prior October.

**B. Overtime Meal Eligibility**

Overtime meal eligibility is based on the employee's work hours. When working on a crew situation, the entire crew's overtime meal eligibility is based on the foreman/woman's work hours.

**C. Early Call-In**

1) Prearranged

If SMUD requires an employee to perform work starting 2 hours or more before the employee's regular work hours (excluding travel time), and the employee continues to work into their regular work hours, the employee provides for one meal on the job, and SMUD provides reimbursement for other meals as required for the duration of the work period. If the work starts less than 2 hours before the employee's regular work hours, the usual meal arrangements prevail.

2) Emergency

If, in an emergency call-in situation (not prearranged), SMUD does not give employees an opportunity to eat a breakfast and prepare a lunch before reporting for work, SMUD will provide meals for employees or reimburse the employees for these meals. The meals are eaten at approximately the usual times and SMUD pays for the time taken to eat the meals, except that employees will not be paid for their lunch period on a regular workday.

**D. Owed Meals at Completion of Assignment**

When employees are owed a missed meal(s) upon release from their work headquarters, they will be paid in accordance with Maximum Meal Allowances, and 30 minutes pay for each missed meal(s) at the applicable overtime rate. The time will be added to their end of shift work hours and will apply to the computation of total hours worked.

When employees are owed a meal, SMUD makes every effort to provide them the meals and the time to eat them. Occasionally a meal break is missed. A meal is considered missed when enough time has passed that a second meal is owed.

1) Employees qualify for a missed meal when:

- a) An overtime meal could not be eaten because of work requirements; and
- b) A minimum of 5 work hours has passed from the time the first overtime meal was owed: and
- c) A second meal is earned.

2) For missing a meal, employees receive the Maximum Meal Allowance plus 30 minutes pay at the overtime rate that is applied at the time the meal should have been

eaten. Additionally, thirty minutes will be added to the end of their work shift for each missed meal.

Example: An employee is released from duty at xxxx hours and has missed one meal during the course of their workday, 30 minutes would be added to their paid time and as a result, their rest period would start at xxxx hours plus 30 minutes. For each additional missed meal an additional 30 minutes would be added their paid time and their rest period would start 30 minutes later.

- 3) If a second overtime meal is earned, employees will be provided a meal up to the Maximum Meal Allowance and will be paid for the time to eat the meal.

Example: An employee is regularly assigned to work from 7:00 a.m. to 3:30 p.m. After eating lunch at the employee's regularly scheduled time, 11:30 a.m., they are notified that their shift is being extended beyond 3:30 p.m., so that they can complete the job underway. Since the employee's shift has been extended, they are eligible for a meal after 1-1/2 hours of overtime, at 5:00 p.m. However, the employee could not stop to eat until 10:00 p.m. Since the employee could not eat the meal owed them at 5:00 p.m., and 5 work hours have passed from the time the first overtime meal was owed, they now qualify for a second overtime meal. The employee will receive the Maximum Meal Allowance plus 30 minutes pay at the applicable overtime rate for the meal owed at 5:00 p.m. and will be provided a meal up to the Maximum Meal Allowance for the second meal, and payment for the meal period.

- 4) If employees receive an early call-in of 2 hours or more, excluding travel time, and they miss the first meal period and then observe their normal lunch period, they are compensated under the missed meal provision (30 minutes at the applicable overtime rate plus the Maximum Meal Allowance).

Example: An employee is regularly assigned to work from 7:00 a.m. to 3:30 p.m. They are called in to work at 4:00 a.m. (not prearranged). Because of the requirements of the work, the employee is not able to eat a meal until their normal lunch period, 11:00 a.m. Since more than 5 work hours have passed since the first meal was earned, and another meal is now due, the employee qualifies for a missed meal, and will receive the Maximum Meal Allowance plus 30 minutes pay at the applicable overtime rate.

Note: Special Shift Employees Since - these employees are permitted to eat their meal on SMUD time, time to eat a missed meal is not provided.

#### E. SMUD Provided Meals at Work Site

When an overtime meal is earned and the appropriate supervisor determines that SMUD should provide a meal at the work site, the following guidelines shall apply:

- 1) Employees will be provided a meal that should be, but under certain conditions may not be, a comparable substitute for a meal that the employee would have eaten; and
- 2) Employees will be provided reasonable time to eat the meal on SMUD time; and



- 3) Employees will still be due the earned meal (i.e., the provided meal is not considered to be a meal payment, a meal provided, or a meal taken).

Note: The type of meal provided will depend on the average restaurant available in the general area, the time of day the meal is provided, the availability of restaurants that can provide a comparable substitute within a reasonable distance of the work site, and the breakfast, lunch or dinner menu at restaurants where comparable substitutes are available.

#### F. 9/80 Shifts

The guidelines will apply except that "regular work hours" or "regular schedule of shift" will be defined as a bi-weekly pattern of eight 9 hour shifts and one 8 hour shift according to a regular and pre-established schedule; however, if an employee's regular work hours are extended, he/she will earn an overtime meal payment one hour after the end of the regular work schedule (e.g., at the 10th hour of work on a 9 hour shift day).

#### G. 4/10 Shifts

The guidelines will apply except that "regular work hours" or "regular schedule of shift" will be a 10-hour shift rather than an 8 hour shift; however, if an employee's regular work hours are extended, he/she will earn an overtime meal payment one hour after the end of the regular work schedule (e.g., at the 11th hour of work).

#### H. 12-Hour Shift

The guidelines will apply to overtime meals except that "regular work hours" or "regular schedule or shift" will be a 12-hour shift rather than an 8-hour shift.

Employees working scheduled 12-hour shifts for straight time will not be eligible for overtime meals unless they continue to work after their regular quitting time for one hour and at 4-hour intervals thereafter. The 12-hour rules apply when employees are scheduled to work the 12-hour shift rotation. If an employee is scheduled for 8-hour days, the 8-hour rules apply.

#### I. Reimbursements

- 1) When employees earn an overtime meal, and the meal is not paid for by SMUD, they will be paid in accordance with Maximum Meal Allowances. This payment will be made through the payroll system and will be included on the employee's paycheck. No additional meal payment will be made if they are provided a SMUD-paid meal.
- 2) If employees work for an extended period of time, they may earn additional meals during their shift. No additional meal payment will be made if they are provided SMUD-paid meals.
- 3) Payments for overtime meals will be included in employee's gross income, and applicable Federal and State income taxes and FICA taxes will be withheld.

- 4) If second or third overtime meal expenses total \$50 or less, reimbursement may be made from petty cash funds.
- 5) Reimbursement may be made from petty cash funds up to \$100 to foremen/women who have paid for meals taken by their crews during periods of emergency work.
- 6) SMUD will make procurement cards available, as needed, to carry out the provisions of this article.

## ARTICLE 10

### PERSONAL LEAVE

#### 1. **INTRODUCTION**

Department Directors or supervisors must approve all requests for leave in advance. Absence not approved in advance will be charged as leave of absence without pay.

#### 2. **EARNING PERSONAL LEAVE**

All regular employees begin accumulating personal leave credits upon employment.

##### **A. Full-Time Employees**

Full-time regular employees earn personal leave credits on the following schedule:

##### 1. First through Fourth Year of Service

Employees earn 80 hours of personal leave per year (6 hours and 40 minutes per month).

##### 2. 5th through 14th Year of Service

Employees earn 120 hours of personal leave per year (10 hours per month) from the beginning of their 5th year through their 14th year of service.

##### 3. 15th through 22nd Year of Service

Employees earn 160 hours of personal leave per year (13 hours and 20 minutes per month) from the beginning of their 15th year through their 22nd year of service.

##### 4. 23rd through 29th Year of Service

Employees earn 200 hours of personal leave per year (16 hours and 40 minutes per month) from the beginning of their 23rd year through their 29th year of service.

##### 5. 30 or More Years of Service

Employees earn 240 hours of personal leave per year (20 hours per month) from the beginning of their 30th year of service.

##### **B. Part-Time Regular Employees**

Part-time employees scheduled to work 20 or more hours per week on a fixed schedule, earn personal leave credits based on the hours worked. (176 hours equal one month's service).

### **C. Personal Leave Bonus**

#### **1. Full-Time Employees**

Permanent, full-time employees will be credited with a 40-hour personal leave bonus on the 10th anniversary date of full-time continuous service.

#### **2. Part-Time Regular Employees**

Regular, part-time employees will be credited with a 40-hour personal leave bonus after working the equivalent number of hours required of full-time employees.

### **D. Accrual Limit**

Employees may carry up to 680 hours of personal leave into the New Year. Excess vacation accrual (beyond the 680-hour limit) as of the start of the New Year will be forfeited and the vacation time forfeited will be paid out at the employee's straight time rate of pay in the pay period including January 9th. *(Revised 1/1/2018)*

Exception: If an emergency arises or service requirements do not allow employees to use their personal leave credits, their department Director may recommend to the General Director that the employee be allowed to exceed the maximum hours that may be carried over into the next year.

### **E. Non-Accrual of Personal Leave Credits**

Employees will not earn personal leave for each cumulative total of 176 working hours of the preceding 12 months while they are absent on leave without pay.

### **F. Personal Leave Sell-Back**

- 1. Full time employees may elect to sell back up to one hundred-twenty (120) hours (up to 60 for part-time employees) of accumulated personal leave credits per year, provided the employee schedules and uses at least the equivalent of one (1) work week of personal leave in the same year.**
- 2. Personal Leave Sell-Back Agreements, which are irrevocable, must be submitted to the HRS Payroll unit no later than December 31 of the year prior to the year in which the personal leave will be accrued and paid out. An employee may elect to apportion the amount of sell back between paychecks for pay periods 13 and 25, limited to the amount of Personal Leave accrued in that year at the time of the payout.**
- 3. An employee may request a hardship withdrawal payment of accrued leave at any time when an unforeseen hardship arises, and payment is needed to cover such expenses. Hardship withdrawals are only allowed for the reasons specified in the hardship distribution rules for SMUD's 457(b) plan as well as other similar hardships approved by SMUD. *(Revised 1/1/2022)***

### **3. USING PERSONAL LEAVE CREDITS**

Employees are eligible to use their personal leave credits as soon as they show on their pay stub.

#### **A. 9/80 Shifts**

Employees who take paid time off on Personal Leave on a regularly scheduled workday will be charged the number of hours they were regularly scheduled to work (i.e., nine (9) hours, if regularly scheduled to work a 9-hour shift).

#### **B. 4/10 Shifts**

Employees who take paid time off on Personal Leave on a regularly scheduled workday will be charged 10 hours personal leave.

#### **C. 12-Hour Shift**

Personal leave may be taken on an hourly basis. When a full day's personal leave is taken, it will be charged according to the normal work shift of the individual. An individual working 12-hour shifts who takes a personal leave day will be charged 12 hours of personal leave.

#### **D. Scheduling Personal Leave**

Personal leave is normally taken each calendar year.

The time is scheduled and approved by the employee's department Director or supervisor after considering the preference and seniority of each employee in each classification. Seniority is determined by total years of continuous SMUD service.

#### **E. Normal Working Conditions**

##### **1. Scheduling for More Than One Week**

Leave periods of one, two, or three weeks will be given preference over split leave periods and leave periods of more than three weeks.

##### **2. Scheduling Entire Crews or Other Work Units**

If it is necessary to schedule time off for an entire crew or work unit, the leave period will be scheduled to meet SMUD's needs and the dates selected by a majority of the crew or work unit.

##### **3. Scheduling for Less Than One Week**

When conditions of the work permit; employees may be granted one hour or more personal leave at a time.

**F. Emergency Conditions/Service Requirements**

In an emergency, employees may be asked to forego all or part of their scheduled leave period. If employees are already on personal leave, they may be requested to report for duty. SMUD recognizes that all employees are entitled to use their personal leave. It is also recognized that certain service requirements of SMUD may require personal leave to be kept to a minimum. SMUD supervisors will make every effort to provide personal leave to each employee annually.

**G. Part-Time Regular Employees**

Part-time employees regularly scheduled to work 20 or more hours per week may be granted personal leave up to 40 hours in a week.

**H. Effect of Holidays**

If a recognized SMUD holiday falls within an employee's personal leave period, it is not counted as a day of personal leave.

**4. PAYMENT FOR PERSONAL LEAVE**

**A. Regular Classification**

An employee's personal leave pay is computed at the straight-time rate of pay for their regular classification at the time the leave is taken.

**B. Dual Classification**

If employees are in a dual job classification, their personal leave pay is based on the classification in which they would be working if they were not on personal leave.

**C. Extended Military Leave**

If employees are on an extended military leave (over 180 calendar days), they must take a lump sum cash payment for their accumulated personal leave or save it for use later. A lump-sum cash payment will be calculated at the employee's rate of pay when their leave started.

**5. PAYMENT FOR UNUSED PERSONAL LEAVE**

**A. Termination of Employment**

**1. Regular Terminations**

If employees are eligible to accrue personal leave credits and they terminate from SMUD employment, they will be paid for any accumulated personal leave credits.

Employees may not use their accumulated personal leave credits immediately prior to the effective date of termination. Employees will receive cash compensation in a lump-sum payment.

## 2. Dismissal for Cause

Normally, if employees are dismissed for cause, they will be paid for any accumulated personal leave credits they might have at the time of termination. In extraordinary cases, before final payment is made to employees, General Manager approval will be required.

## **B. Retirement**

If employees are retiring, they may take a lump-sum payment for their personal leave. Employees may choose to take personal leave prior to the effective date of their retirement if: they have the equivalent of 5 years of full-time uninterrupted service with SMUD, and they have been a member of the Public Employees Retirement System (PERS) for at least 5 years, and they are at least 50 years of age.

## **ARTICLE 11**

### **HOLIDAYS**

#### **1. INTRODUCTION**

Eligible employees are granted paid time off for specified holidays and provided premium pay if required to work on a holiday.

#### **2. AUTHORIZED HOLIDAYS**

##### **A. SMUD-Observed Holidays**

SMUD guarantees regular employees the following 9 SMUD-observed holidays: New Year's Day; Martin Luther King, Jr. Day (celebrated on the third Monday in January); Presidents' Day (celebrated on the third Monday in February); Memorial Day (celebrated on the last Monday in May); Independence Day; Labor Day; Thanksgiving Day; Day After Thanksgiving; and Christmas Day.

##### **B. Floating Holidays**

In addition to SMUD-observed holidays, regular, permanent employees with 6 or more months of full-time service receive floating holidays according to the following: January 1, July 1, September 1 and November 1. These floating holidays are administered as 8 hours of personal leave. They may be carried over from year to year in the same manner and with the same limits as accumulated personal leave.

SMUD will approve the use of a floating holiday, or a day of personal leave for any regular SMUD employee, who has served in the armed forces of the United States, or their allies, and who wishes to observe the (November 11) Veterans Day Holiday.

##### **C. Special Holidays**

The General Manager/CEO may authorize regular employees, additional time off during the Christmas - New Year holiday season.

#### **3. HOLIDAY PAY**

##### **A. Eligibility for SMUD-Observed Holiday Pay**

###### **1) Full-time Employees**

To be eligible for holiday pay, an employee must be a regular employee. In addition:

- a) Employees must have worked the workday immediately prior to or immediately following the holiday, or



- b) Employees must have been on approved personal leave, sick, CTO, or leave with pay for the entire workday immediately prior to or immediately following the holiday.

2) Part-time Regular Employees

To be eligible for holiday pay, part-time employees must be working 20 or more hours per week on a fixed schedule.

**B. Eligibility for Floating Holiday Pay**

Eligibility is the same as that for SMUD-observed holidays for all employees working for more than 6 months.

**C. Eligibility for Special Holiday Pay**

The General Manager/CEO may determine who is eligible for special holidays such as additional time off during the Christmas-New Year holiday season.

1) Full-Time Permanent Employees

To qualify for Special Holiday pay, employees must work or be on paid leave for the other work hours on the day that it is granted. If employees are required to be on duty for the Special Holiday, they should be given equivalent time off on New Year's Eve or other suitable time. If employees cannot be granted time off, they will be given the equivalent of straight time pay in addition to pay for working that day. If the day designated as a Special Holiday is a regularly scheduled day off for employees, then the first time that they request personal leave after that day, they will charge the equivalent number of hours to "Other Paid Leave." This will ensure that employees are given equivalent paid time off.

2) Part-Time Regular Employees

Part-time employees regularly scheduled to work 20 or more hours per week will be credited with half the paid time off granted to full-time employees for a Special Holiday, whether or not they were scheduled to work on that day.

**D. Holiday Pay**

- 1) When a holiday falls on an employee's regularly scheduled workday, the employee will be given the day off and will be compensated for the number of hours the employee is regularly scheduled to work on that day. When a holiday is observed on an employee's regular day off, the employee is credited with 8 hours of personal leave. Part-time Regular employees will be credited with 4 hours pay for any authorized holiday whether or not scheduled to work on that day. Holiday pay is based on the classification in which the employee is scheduled to work when the holiday occurs.

- 2) For shift employees, if a holiday falls on a Saturday and employees are credited with an extra day of personal leave, shift employees receive the extra day of personal leave or 8 hours of straight time pay for working on the holiday at the employee's discretion.

- 3) **12-Hour Shift**

If an employee scheduled to work a 12-hour shift requests and is granted the day off on a holiday, the employee will be provided with 12 hours of straight time holiday pay. If an employee is scheduled to work, the employee will be allowed to work the holiday. Employees whose day off occurs on a holiday shall be paid for 8 hours at the straight time rate or be credited with 8 hours of personal leave at the employee's discretion.

#### **4. OBSERVING HOLIDAYS**

- A. When a SMUD holiday falls on a Saturday, SMUD will observe the holiday on the preceding Friday. Sunday holidays will be observed on the following Monday.

- B. **12-Hour Shift**

Holiday compensation will be paid to 12-Hour Shift Power System Operators ("PSO"), 12-Hour Shift Distribution System Operators ("DSO"), and 8-Hour Shift Troubleshooter employees who work the actual holiday, not to those who work the designated holiday. Employees working the day shift on the actual holiday and those working the night shift that starts on the actual holiday will be paid for the holiday. (Revised 1/1/2013)

#### **5. PREMIUM HOLIDAY PAY**

- A. **Regular Full-Time Employees**

Employees eligible for holiday pay provisions will receive it if they must work on the designated holiday rather than the "actual" holiday, except 12-hour shift employees. For example, if the holiday falls on a Sunday, SMUD will observe that holiday on the following Monday. Employees required to work on the "actual" Sunday holiday would not receive the holiday pay provisions. However, employees required to work on the designated holiday (Monday) would receive the holiday pay provisions.

Employees are paid for all time worked on the holiday at the rate of double-time, plus straight-time pay for the holiday for a total of 3 times their straight-time pay.

- B. **Part-Time Employees**

Part-time employees are paid for all time worked on the holiday at the rate of double-time.

- C. **12-Hour Shift**

Premium holiday pay will be paid to 12-Hour PSO, DSO, and Eight Hour Shift Troubleshooters, employees who work the actual holiday, not to those who work the designated holiday. Employees working the day shift on the actual holiday and those

working the night shift that starts on the actual holiday will be paid for the holiday.  
(Revised 1/1/2013)

- 1) When PSO and DSO employees regularly scheduled workday falls on a holiday, the employee will be paid double-time for the hours worked and 12 hours straight time holiday pay. A Troubleshooter will be paid double-time for the hours worked and 8 hours straight time holiday pay. (Revised 1/1/2013)
- 2) If an employee is required to work a holiday on a normally scheduled day off, the employee will be paid double-time for the hours worked, and 8 hours at the straight time rate or be credited with 8 hours of personal leave at the employee's discretion.
- 3) If a PSO, DSO or troubleshooter is on a pre-determined rotating schedule for the year and are scheduled for a Holiday, they will be allowed to work the holiday.
- 4) If a holiday falls within a Troubleshooter's shift, employees scheduled shall have the 1<sup>st</sup> opportunity to work that holiday
- 5) If a Troubleshooter declines to work on the Holiday, shift coverage will be filled from a volunteer list of relief Troubleshooters with the least number of overtime hours.  
(Revised 1/1/2013)

## ARTICLE 12

### SICK LEAVE

#### 1. **INTRODUCTION**

Except as outlined in the Article below, sick leave provides salary protection in case of illness or injury in accordance with SMUD's Sick Leave Policy, AP 4.5.15. *(Revised 1/1/2018)*

#### 2. **GUIDELINES**

##### **A. General**

Payment for sick leave is calculated at the employee's rate of pay when the leave is taken except when under timecard upgrade.

##### **B. Use of Sick Leave**

Sick leave may be taken in 15-minute increments. When employees use sick leave, they must let their supervisor know in advance, if possible. If employees can't show up for work, they are expected to notify their supervisor each day, prior to the start time of their scheduled shift. If employees are off work for 5 or more consecutive days due to illness or injury, they may be required to provide a medical release for return to work, or other document satisfactory to their supervisor that indicates they may safely return to work. *(Revised 1/1/2013)*

If an employee's supervisor has cause to believe that the employee's absence is not for an authorized reason and the employee has already taken three days of sick leave that calendar year, the employee may be required to provide substantiating evidence. If the employee fails to provide adequate evidence, their request for sick leave will be denied and the absence will instead be charged to unauthorized leave without pay. Improper use of sick leave and/or unauthorized leave without pay is considered a work conduct and/or an attendance problem that will be addressed through the positive discipline process.

Sick leave may also be used for supplementing worker's compensation payments and when taking disability retirement.

##### **C. Sick Leave While On Personal Leave**

If employees become ill while on personal leave, they may request that their personal leave be changed to sick leave.

##### **D. Sick Leave On a Holiday**

If an employee is sick on a workday that is also a holiday, the employee will get holiday pay, and sick leave will not be charged.

#### **E. Sick Leave Incentive Plan**

SMUD encourages employees to maintain good health by providing a sick leave incentive plan. Employees can earn personal leave credits if they have low sick leave use. Eligible employees are permanent full-time employees who work a full payroll year. The credit is granted after year's end according to the following schedule:

Guidelines for Administration of the Sick Leave Incentive Program							
Prior Year's Sick Leave Usage by Work Schedule				Personal Leave Granted by Work Schedule			
8 hr-5	9-80	4-10	12 hrs.	8 hr-5	9-80	4-10	12 hrs.
0 hrs.	0 hrs.	0 hrs.	0 hrs.	16 hrs.	18 hrs.	20 hrs.	24 hrs.
1-8 hrs.	1-9 hrs.	1-10 hrs.	1-12 hrs.	12 hrs.	13.5 hrs.	15 hrs.	18 hrs.
9-16 hrs.	10-18 hrs.	11-20 hrs.	13-24 hrs.	8 hrs.	9 hrs.	10 hrs.	12 hrs.
17-24 hrs.	19-27 hrs.	21-30 hrs.	25-36 hrs.	4 hrs.	4.5 hrs.	5 hrs.	6 hrs.

Employees who are granted 2 days personal leave credits may choose cash instead of time off.

Up to 4 prearranged medical or dental appointments will not count toward sick leave usage for the above schedule.

#### **F. Long-Term Disability**

An employee will be permitted to use his/her sick leave in those situations in which the illness meets the disabled definition of SMUD's Long-Term Disability Plan. If the employee is not precluded by his/her disability from performing other work and SMUD has made a limited duty assignment available to the employee, he/she shall not be permitted to use sick leave. *(Revised 1/1/2013)*

## ARTICLE 13

### LEAVES OF ABSENCE

#### 1. **GENERAL**

An authorized leave of absence is leave that is approved in advance. An unauthorized leave of absence is leave that is not approved in advance. An extended leave of absence is an unpaid leave that is more than six months.

#### 2. **LEAVE OF ABSENCE WITH PAY**

##### **A. Death In Family**

If there is a death in an employee's family\* and the employee has been continuously employed for six months or more, they may be allowed up to three workdays leave of absence with pay. Employees who take paid time off on Bereavement Leave on a regularly scheduled workday will be credited with the number of hours they were regularly scheduled to work.

\*Family is defined as: spouse or registered domestic partner; child (includes stepchildren or adopted); parent (includes spouse or registered partner's parent); grandparent, grandchild or sibling; brother or sister (includes stepbrother or stepsister); daughter-in-law or son-in-law, or nieces, nephews, uncles or aunts. *(Revised 1/1/2018 per LOA)*

This leave is not granted automatically, and the employee's area head will consider the following types of factors prior to approving the employee's request: the relationship of the deceased; the employee's responsibility for arrangements; the date and place of the service.

##### **B. Election Days**

The polls are normally open long enough to allow employees to vote either before or after work. However, should an emergency work situation make it unlikely the employee will be able to vote, their supervisor will grant them a maximum of two hours paid time off to vote in any statewide general election.

##### **C. Court Appearance**

**Except as outlined in the section below, SMUD will allow regular employees to take time off with pay for authorized court appearances in accordance with SMUD's Jury Duty and Court Appearances Policy (AP 04.05.06). *(Revised 1/1/2022)***

## 1) Jury Duty

### a) Length of Jury Duty

Since employees may be called for jury duty late in the morning or released early in the day, their supervisor may require employees to work the remaining fraction of the workday. If employees do not comply with this obligation, they will not be paid their SMUD salary for the time not at work. Employees may also be subject to disciplinary action.

### b) Time of Jury Duty

Jury duty occurring at times other than an employee's regular work hours does not typically excuse them from working their normal shift. Employees may be excused only if the jury duty required their service for 8 hours during the 16 hours immediately preceding their regular shift. This does not, however, in any way authorize payment of overtime in the event employees actually decide to work.

### c) 12-Hour Shift

Jury duty will result in the employee being rescheduled to an 8-hour day shift; Monday through Friday, while on jury duty with the employee guaranteed a 40-hour workweek. If released from jury duty prior to the end of the workweek, the employee will be returned to relief duty for the remainder of the week.

## 2) Duty as a Witness

### a) Under Subpoena

If employees are subpoenaed as a witness in a civil or criminal trial or hearing, they must give their supervisor a copy of the court order requiring them to appear. Employees may be given paid time off for this appearance.

### b) Expert Witness

If employees are called as an expert witness, and SMUD has no interest in the trial, employees must use their personal leave credits for the time off.

## 3) Involvement as a Plaintiff or Defendant

If employees are personally involved in a court case as the plaintiff or defendant, SMUD will not provide them with paid time off to appear in court or to transact business associated with their case. The employee's supervisor may, however, grant personal leave in such cases.

#### **D. Professional Leave**

Upon recommendation of an employee's Department Director and approval by the General Manager/CEO, SMUD may allow them to participate to a reasonable extent in the activities of a professional organization without loss of pay. However, SMUD will not reimburse the employee for travel or other expense unless SMUD receives a direct benefit from their activities, as determined by their Department Director.

If employees hold a major national office in a recognized professional association, they may be allowed absence with pay for travel required in the performance of their duties as an officer. Such absence with pay shall normally not exceed ten working days in a calendar year.

#### **E. Short-Term Union Business**

**SMUD will not unreasonably deny requests for leaves of absence for employees to serve as stewards or officers of the exclusive representative or of any statewide or national employee organization with which the exclusive representative is affiliated.** Employees who are granted leave-of-absence from SMUD to work for the Union remain on SMUD's payroll. Employees will continue to receive PERS contributions and service credit. SMUD in its sole discretion reserves the right to deny a requested leave-of-absence. **During the leave, SMUD shall fund the retirement contributions required of SMUD as an employer and as specified by the MOU. The employee shall earn full service credit during the leave of absence and shall pay their employees contributions.**  
(Revised 1/1/2022)

- 1) The Union shall reimburse SMUD for the employee's salary plus fringe benefit costs while the employee is on the leave-of-absence.
- 2) This provision will apply to leaves-of-absence for six months or less.
- 3) Requests shall be made at least two weeks in advance and directed to the Manager, Labor Relations unless otherwise agreed to between SMUD and the Union.
- 4) **At the conclusion or termination of leave, SMUD shall reinstate the employee to the same position and work location held prior to the leave, or, if not feasible, a substantially similar position without loss of seniority, rank, or classification.**  
(Revised 1/1/2022)
- 5) The Union agrees to indemnify and hold SMUD harmless against any and all liability for loss, damage, cost or expense which SMUD may incur by reason of bodily injury, including death, to any person or persons or by reason of damage to or destruction of property, including the loss of use thereof, arising out of or in any way connected with the herein described program, whether or not due in whole or in part to any act, omission or negligence of SMUD, active or passive, excepting only such injury, loss or liability as may result from the criminal or willful misconduct of SMUD, its agents or employees, other than employees participating in this program.



a) Workers' Compensation

Where payments are made to SMUD's employees under a workers' compensation or disability benefits law for bodily injury or death arising out of or in any way connected with the herein described program, the Union shall make full and complete reimbursement to SMUD to the extent such payment increases SMUD's workers' compensation or disability benefit costs, whether such increase in costs occurs in the form of an increase in premiums or contributions, reduction in dividends or premium refunds, or otherwise.

b) Notice and Defense of Claims

In the event any claim or demand is made, or suit or action is filed against SMUD alleging liability for which the Union shall indemnify and hold harmless SMUD under this Section; SMUD shall promptly notify the Union thereof, and the Union shall at its sole expense bear the cost and expense including legal fees to settle, compromise or defend the same in such manner as it, in its sole discretion, deems necessary or prudent.

c) Insurance Representation

The Union agrees to carry the amount of self-insurance or comprehensive liability insurance, including contractual liability coverage, covering the indemnification and defense obligations set forth herein, subject to such types and amounts of self-insurance, retentions, or deductibles as are consistent with good business practice in the industry.

**3. LEAVE OF ABSENCE WITHOUT PAY**

A. Leave For Personal Business

Employees may be granted leave for urgent or substantial personal reasons such as caring for their newborn child, being appointed, or elected to an employee organization which requires their services in connection with SMUD activities, and furthering the employee's education. Employees must use all of their personal leave before starting their unpaid leave or take a lump-sum cash payment for their accumulated personal leave.

B. Medical Leave

Employees may be granted a leave for illness if they are regular, permanent, or probationary employees. Employees must use all their sick leave and personal leave before going on a medical leave of absence. Employees may keep up to 80 hours of personal leave credits when they begin to use LTD benefits. The leave will be granted for a reasonable period of time for employees to recuperate from a disabling illness or injury. The General Manager/CEO must approve leaves of more than one year. (*Revised 1/1/2013*)

#### **4. MATERNITY LEAVE**

##### **A. Pregnancy Disability Leave**

Pregnancy disability is defined as the time employees are temporarily disabled due to a pregnancy, childbirth, or related medical condition. The employee's supervisor may request a doctor's verification of their physical condition.

Employees may take up to four months of leave for pregnancy disability. SMUD requires employees to use their sick leave first. If employees have exhausted their sick leave credits and are still physically unable to return to work, they may choose to use their comp time and then personal leave (in that order) before taking unpaid leave. (Revised 1/1/2013) If an employee wishes to maintain 80 hours of personal leave before taking unpaid leave, s/he must be enrolled in Short Term Disability (STD). *(Revised 1/1/2018)*

##### **B. Nonmedical Parental Leave**

Employees may take up to 12 workweeks of leave in each calendar year as cited in the federal Family Medical Leave Act and the state California Family Rights Act. Employees must use their accrued comp time and personal leave (in that order) before taking the unpaid leave portion of the FMLA/CFRA leave. Sick leave may not be used for this purpose unless the child is ill. *(Revised 1/1/2018)*

#### **5. EFFECTS OF LEAVE ON SMUD BENEFITS**

##### **A. Leave of Absence with Pay**

There is no effect on employee benefits.

##### **B. Leaves of Absence Without Pay**

###### **1) Personal Leave and Sick Leave**

While employees are on an unpaid leave of absence, they will not earn personal leave or sick leave credits. Employees in a leave without pay status and receiving Workers Compensation benefits ("WC"), will cease accruing leave credits unless they are supplementing their WC with personal or sick leave. Employees who are in a leave without pay status and receiving short- and long-term disability benefits do not accrue leave. (Revised 1/1/2013)

###### **2) Salary Increases**

Employees will not be eligible for salary increases or other benefits or considerations where service is a factor.

###### **3) Long-Term Disability (LTD)**

If employees are on an unpaid leave of absence and they become disabled, they may be eligible for LTD consistent with the plan eligibility.

#### 4) Health, Life, and Dental Coverage

- Medical Leave

If employees are regular employees on a leave of absence for illness or injury, they may continue participating in the group health, life, and dental plan. SMUD will pay its share of the premium under the provisions of the contract. The coverage in most cases will continue until employees are well enough to return.

- Personal, Education, and Non-medical Maternity Leave

If employees are regular employees, they may continue participating in the group health, life, and dental plans. However, SMUD will only pay its share of the premium for the first three months of leave. Beyond that time, employees will be responsible for the entire premium.

#### 5) Holidays

Employees are not eligible to be paid for holidays when they are on unpaid leave of absence the day before and the day after the holiday.

#### 6) PERS and Social Security

No contributions are made by the employee or SMUD when the employee is on an unpaid leave of absence.

### 6. **EFFECTS OF LEAVE ON PAYROLL DEDUCTIONS**

#### A. **Less Than One Year**

If employees' leave was less than a year, their payroll deductions (Deferred Compensation, United Way, Credit Union, Union Dues, etc.) will be reestablished upon their return.

#### B. **One Year Or More**

If employees' leave was for one year or more, they must reestablish the deductions upon their return.

### 7. **ABUSE OF LEAVE**

#### A. **Expiration of Leave**

If employees fail to return to work upon the expiration of their leave of absence, their employment with SMUD may be terminated.

## **B. Inappropriate Use of Leave**

If employees use their leave of absence for purposes other than for which it was granted, their leave of absence may be terminated, and their employment with SMUD may also be terminated.

## **C. Unauthorized Leave of Absence**

Absence without approved leave, voluntary or involuntary, for five consecutive workdays constitutes resignation from SMUD service, as of the last day worked.

See the Automatic Resignation Article, for further details.

## **8. MILITARY LEAVE OF ABSENCE**

SMUD provides time off and other benefits (collectively referred to as “Military Leave”) to employees called to (a) active or inactive duty/training in the Armed Forces (Air Force, Army, Coast Guard, Marine Corps, Navy, and Space Force), Air National Guard, and Army National Guard, (b) active or inactive duty, training, encampment, navel cruises, special exercises, or like activity in the National Guard, Naval Militia, or Commissioned Corps of Public Health Services, or (c) an emergency operation of the Civil Air Patrol (a California Wing of the civilian auxiliary of the United States Air Force) (a) through (c) are collectively referred to as “Military Service”). In accordance with federal and state laws, SMUD provides job protection for reemployment after Military Service without loss of seniority, status, and pay as set forth in this Article. *(Revised 1/1/2022)*

### **A. Eligibility and Approval for Unpaid and Paid Military Leave**

- 1) Generally, there is no required minimum amount of employment with SMUD required for unpaid Military Leave. However, for those in the Civil Air Patrol, they must have been employed with SMUD continuously for 90 days prior to the requested unpaid Military Leave. *(Revised 1/1/2022)*
- 2) 30 days of paid Military Leave (no more than 240 hours) is available to employees providing Military Service who (1) have completed at least one year of continuous service with SMUD immediately before this Paid Military Leave that is sought, and (2) will return to SMUD within 180 days (including travel to and from) of the start of the Paid Military Leave. Payment for Military Leave is not available for times in which the employee would not be regularly scheduled to work at SMUD. *(Revised 1/1/2022)*
- 3) Up to 6 months of paid Military Leave per deployment is available to employees providing active Military Service and who (1) have completed at least one-year continuous service with SMUD immediately before this Paid Military Leave is sought, and (2) have not received the benefit in Section A.2 of this Article within the prior year. Leave pursuant to this paragraph will be paid in the amount of the difference between their military base pay and their regular salary and continue their existing health and welfare premium. After six months of active duty, such employees will be placed on unpaid Military Leave and will be required to pay all

**further benefits premiums. Employees who performed Military Service will receive a week's personal leave on their return from a duty of more than 180 calendar days in recognition of their need for rest and recuperation. (Revised 1/1/2022)**

**B. Service Time Credit**

Employees' time on **Military Leave** counts as SMUD service for calculating benefits. *(Revised 1/1/2022)*

**C. Benefits Determination**

1) Leave Accruals

When on **Military Leave** without pay, an employee's personal and sick leave accruals are suspended. *(Revised 1/1/2022)*

2) Personal Leave Lump Sum Payout

Employees called up for active **Military Service** may request a lump sum payout for their accrued personal leave. *(Revised 1/1/2022)*

3) Holidays

Employees on paid **Military Leave** are eligible for paid holidays. *(Revised 1/1/2022)*

4) Deferred Compensation

Employee's arrangement remains in effect unless they wish to change it.

**D. Employee's Responsibility**

Employees are expected to request a **Military Leave and other** leaves of absence **from their manager** with as much advance notice as possible. Employees are expected to keep their manager advised of their leave situation and notify **People Services & Strategies** at least two weeks prior to expiration of their **Military Leave** to discuss their return to work. *(Revised 1/1/2022)*

**E. Return from Military Leave**

When employees are ordered to active-duty **Military Service** and return within 5 years of call-up, they are entitled to return to their former position if it still exists. If it has ceased to exist, employees will be reinstated into a comparable position. If employees were ordered to active duty during war, national emergency, national conscription, or pursuant to **an** order of the United Nations, **or for other reasons specified by law**, the 5-year limitation is not applicable. In order to be eligible for such **an exception to the 5-year limitation**, employees must not have received a dishonorable discharge. Employees must **return from full time Military Service within 40 days of being released, and employees returning from** service or within twelve months of the date on which they could have terminated

from active service, whichever is sooner. **Or, if they are returning from active duty for training, initial active duty for training, inactive duty training, or fulltime National Guard training, they must return within 14 days following the completion of service if their service was 31 to 180 days (within 90 days if their service was more than 180 days).** (*Revised 1/1/2022*)

For reserve training and other **inactive duty** activities, when the employee's service period is 30 days or less, they must report back to work on their next regularly scheduled work shift after a reasonable time to arrive home, rest, and travel to work. When the employee's service period is from 31 to 180 days, they must report to work no later than 14 days following completion of service. For service of more than 180 days, the employee must apply and return to work no later than 90 days after completion of military service. Exceptions are made for employees injured or disabled during service. Such employees should contact **People Services & Strategies**. (*Revised 1/1/2022*)

#### **F. Additional Voluntary Service**

All requests for additional voluntary active duty must be submitted to the employee's manager for consideration and approval. The employee's manager may contact their commanding officer to determine the absolute necessity of the request. If the employee's request is approved, they will be paid leave within the limits set forth in this Article.

## **ARTICLE 14**

### **EXPENSES**

#### **1. INTRODUCTION**

SMUD will pay for or reimburse employees for authorized expenses relating to SMUD business.

#### **2. PERSONAL VEHICLE USE**

##### **A. Authorization**

Employees may be authorized by their Department Director, Area Head, or Program Director to use their own vehicle on SMUD business.

##### **B. Personal Liability**

Employees should have adequate limits of protection under their personal automobile liability policy. SMUD insurance does not cover an employee's own personal liability if they are in an accident.

##### **C. Mileage Reimbursement**

- 1) Mileage reimbursement rates are per IRS Guidelines up to the equivalent common carrier fare at the time of departure.
- 2) Incidental travel expenses (i.e., bridge tolls and parking) will be reimbursed at cost.
- 3) Mileage claims for trips to the Sacramento Airport are generally limited to the shortest round-trip distance between either:
  - a) Employee's work headquarters and the airport; or
  - b) Employee's home and the airport.

Note: Special circumstances (i.e., trips by spouses, loss of carpool privileges, or leaving on a weekend) may qualify for increased mileage allowances. Employees should discuss possible exceptions with their Department Director.

#### **3. TEMPORARY CHANGE OF HEADQUARTERS**

##### **A. General**

If employees are temporarily assigned a change of work headquarters, SMUD will assure that they have appropriate lodging, meals, travel time, and transportation or mileage reimbursement to enable the employee to maintain their expected level of performance and to minimize any disruption to their customary standard of living.

## **B. Reimbursement**

- 1) If employees are temporarily assigned to a work headquarters at such a distance from their permanent headquarters that it is not practical for them to commute daily, they shall be entitled to expense allowances as follows:

- a) Per Diem

Per diem per IRS guidelines is provided to cover such costs as meals, coffee breaks, snacks, newspapers, dry cleaning, laundry, personal phone calls, tips and taxes. The per diem rate covers all full days (midnight to midnight). Fifty percent (50%) of the rate will be paid for the first and last day, due to the reduced expenses.

- b) Lodging

SMUD will designate employees' lodging and pay for its cost. If employees choose to stay at another location, SMUD will pay the cost of that lodging up to the amount of the lodging originally selected by SMUD.

- c) Travel Time

Employees will be paid travel time each way for the actual commute required at the appropriate overtime rate from the designated lodging to the job site, up to a maximum of one hour each way. Travel time at the appropriate rate will be paid to employees on the first and last day of the job. Each 45 miles will equal one (1) hour of travel.

- d) Transportation

Transportation may be provided or arranged for by SMUD from the designated lodging to employees' temporary work headquarters. If a SMUD vehicle is not provided, employees will be authorized to use their own vehicle.

When employees use their own vehicle, they will be reimbursed for any mileage in excess of ten miles from the designated lodging to and from their temporary work headquarters under the private automobile reimbursement rates.

- 2) Employees will not be eligible for any of the above expense allowances if they live closer to the temporary headquarters than they do to their permanent headquarters.

## **C. Special Circumstances**

If special circumstances exist at the time a temporary change of work headquarters is to be made, and it is in the best interest of SMUD, SMUD will meet and confer and may agree upon reasonable alternatives to the above expense allowances for meals, lodging, travel time, and transportation in advance of the assignment.



1) Temporarily Assigned to Work in The Back Country

- a. The number of crew members assigned will be determined by the work required plus one. Participation will be on a voluntary basis.
  - i. In the event not enough qualified volunteers are available, SMUD shall, at its sole discretion, hire contract employees, or contract the work out, in accordance with the provisions of MOU Article 31.12.
- b. Employees will be compensated as follows for each workday they are assigned to the back country:
  - i. An amount equivalent to two (2) hours of their regular, straight time base rate of pay. Note: This amount will be paid under timekeeping code WROC, and is not be reportable to CalPERS as income for purposes of calculating retirement benefits.
  - ii. Payment for Meals and Incidentals established by SMUD for South Lake Tahoe, El Dorado County, California (currently \$54/day). Note: This rate is established and updated annually by SMUD, based on data provided by the U.S. General Services Administration.
  - iii. Because employees are expected to provide their own camping equipment and supplies for back country assignments, compensation provided under this section will be disbursed to employees at least two weeks in advance of the assignment, in order for employees to purchase equipment and supplies in advance of the trip. Exceptions, in which case disbursement will be made as much in advance as possible:
    1. The next back country assignment, which will likely take place in less than two weeks' time
    2. In the event of an emergency or last-minute substitution
- c. Back Country assignments will normally be continuous in nature. That is, they will not normally involve a day off during the assignment, unless such time off is required to meet minimum rest requirements prescribed by the MOU. All overtime work while on back country assignment must be approved by management in advance. Employees have the option to return to Fresh Pond every 6th day. Note: SMUD will not provide special transportation for this purpose.
- d. This agreement will remain in effect through the term of the current MOU, unless modified by the parties in writing. *(Revised 1/1/2013)*

#### **D. Daily Commute**

- 1) If employees are temporarily assigned to a work headquarters and the distance is such that they can commute daily from their home, they will be paid travel time each way as follows:

	<b>Fresh Pond</b>	<b>Headquarters</b>	<b>Rancho Seco</b>	<b>Elk Grove</b>	<b>East</b>
Fresh Pond	-	1 hour	1½ hours	1½ hours	1 hour
Headquarters	1 hour	-	1 hour	½ hour	½ hour
Rancho Seco	1½ hours	1 hour	-	½ hour	1 hour
Elk Grove	1½ hours	½ hour	½ hour	-	½ hour
East Campus	1 hour	½ hour	1 hour	½ hour	-

- 2) If employees live closer to the temporary headquarters than their permanent headquarters, they will not be paid travel time since they are already benefiting from the reduction in their normal commute.
- 3) If employees are not provided with SMUD transportation for the temporary change of headquarters, they will be paid for any additional commute in mileage as a result of the headquarters change.

#### **E. Formal Training Purposes**

For formal training purposes, including apprentice training, employee's reporting headquarters may be temporarily changed (less than 12 months) without additional compensation if their round-trip commute distance is not increased by more than 10 miles.

### **4. TRAVEL EXPENSES**

Employees may choose per diem reimbursement or provide receipts for reimbursement of actual expenses. Employees are expected to exercise sound judgment and common sense whenever they incur expenses.

#### **A. Per Diem Purpose**

Per diem is provided to cover such costs as meals, dry cleaning, laundry, personal phone calls, tips, and taxes.

#### **B. Per Diem Eligibility**

Employees will be paid per diem if they are traveling away from SMUD for an extended time (normally nine calendar days or longer).

#### **C. Per Diem Rates**

- 1) Per diem rates are per IRS Guidelines. Contact travel arrangers for individual meal breakdown.

- 2) The per diem rate covers all full days (midnight to midnight). Fifty percent (50%) of the rate will be paid for the first and last day, due to the reduced expenses.
- 3) The per diem rate does not include lodging expenses.
- 4) If the Department Director determines that the per diem rate is insufficient for the circumstances, he/she may authorize use of the meal allowance rates and actual costs for incidental expenses. This may result from an employee traveling to a number of different locations or to a high cost-of-living area.
- 5) Per Diem rates should be requested under the "Meals" area of the Travel Claim.
- 6) Contact department travel arrangers for further information.

**5. MOVING EXPENSES**

Reasonable relocation expenses will be authorized for new employees, if it is necessary to recruit outside the Sacramento area. Employees will be reimbursed in accordance with SMUD DAP 4.5.2.101 dated February 17, 2011. (See Attachment E) (*Revised 1/1/2013*)

**6. MISCELLANEOUS REIMBURSABLE EXPENSES**

**A. Registration and Licensing Fees**

SMUD will pay 100% of registration or licensing fees and the cost of maintaining a registration or license when SMUD requires it for employees to perform their job. Regular driver's licenses are exempted. SMUD will pay all initial license fees and all but \$10 of the renewal fee on renewals for commercial drivers' licenses.

**B. Organizational Membership Fees**

SMUD will pay organization membership fees when membership is held in SMUD's name and when SMUD requires the employee to be a member of an organization.

SMUD will pay 100% of the membership fee for any employee who wants to join SMUD's Toastmaster Chapter.

Professional organizations' membership fees are generally reimbursable. Service, social, and labor organizations' membership fees are not normally reimbursable.

**C. Business Meeting Expenses**

Employees will be reimbursed for expenses associated with any meeting they are required to attend as a SMUD representative. Approval is required at the area head level or above. Employees are not normally eligible for reimbursement in other situations. The department Director level or above may approve exceptions.

#### **D. Communications Expenses**

Employees may be reimbursed for the actual cost of telephone calls, faxes, telegrams, etc. when those costs are connected with official SMUD business. Approval is required at the area head level or above.

#### **E. Miscellaneous Expenses**

Other miscellaneous expenses may be reimbursable when spent conducting SMUD business.

### **7. PERSONAL TOOLS**

Employees in certain job classifications are required to provide some or all tools that are needed to perform the duties of their job. These tools will be replaced by SMUD if they are worn, lost, or stolen under certain conditions. This policy does not apply to Rancho Seco employees. Procedures at this work location are established by the responsible department Directors.

#### **A) Responsibility**

##### **1) Employee**

- a) To provide all tools listed on the tool list for the job classification.
- b) To provide tools of good quality and that meet SMUD's safety standards.
- c) To take all reasonable precautions to protect tools from theft, including locking them up when not in use. It is understood that some trucks may be unlocked for emergency use.
- d) To report in a timely manner tools lost or broken on a SMUD job or stolen as a result of a forcible entry on SMUD property.

##### **2) Department**

- a) To inspect the required tools employees provide to ensure the tools meet SMUD standards.
- b) To maintain a current list of job classifications required to furnish tools.
- c) To maintain a current list of all tools that is required for each job classification.
- d) To inform tool room or office responsible for department tools of any additions or deletions to the list of job classifications or tools.
- e) To provide the employee who must furnish tools a listing of tools that is required.

- f) To provide a proper place to store tools under reasonably secure conditions to prevent loss due to theft.
- 3) Tool Room or Office Responsible for Department Tools
  - a) To replace tools when requested and approved by the employee's immediate Supervisor and Area Head.
  - b) To maintain a file of employees who have had tools replaced. This file should contain the employee's name, job classification, department, tool replaced, and its cost.

**B. Conditions For Tool Replacement**

- 1) A tool listed on the tool list for the employee's job classification is replaced at SMUD expense when it is:
  - a) Worn or broken by normal use on a SMUD job;
  - b) Lost in the course of performing SMUD work;
  - c) Stolen as a result of clearly identifiable forcible entry on SMUD property.
- 2) A tool will not be replaced by SMUD when it is:
  - a) Not listed for employee's job classification;
  - b) Worn or broken as a result of employee personal use or from other employment;
  - c) Lost or stolen because of employee negligence.

**8. SMUD TOOLS**

- A. SMUD provides tools to certain employees in various classifications. The tools are purchased for SMUD business purposes and use. Each business unit will prepare guidelines to include:
  - 1) Determining tool needs for employees;
  - 2) Procedures for issuing and marking tools;
  - 3) Procedures for replacing broken or lost tools;
  - 4) Annual inventory of individual tool assignments;
  - 5) Procedures to follow in case of theft of tools;
  - 6) Procedures for personal use of SMUD tools.

## ARTICLE 15

### GRIEVANCES

#### 1. **INTRODUCTION**

It is the intent of both SMUD and the Union that grievances be resolved at the lowest possible level, in a timely manner to promote continuing cooperation between management, the Union and employees.

#### 2. **DEFINITIONS**

A. A grievance is an employee objection to the application of a SMUD rule, policy, or approved memorandum of understanding on personnel practices or working conditions to the employee's particular situation. An objection to the terms and provisions of a rule, policy, or memorandum of understanding is not considered a grievance. However, an objection to the way a rule, policy, or memorandum of understanding is applied in a particular Grievant's situation would be considered a grievance.

B. Date of occurrence is the day the event that is the subject of the grievance occurred, or the date when the grievant reasonably should have been aware of the occurrence of the event that is the subject of the grievance.

#### 3. **APPLICATION**

Employees shall have the right to represent themselves individually in their employment relations with SMUD. Employees may choose to use either this grievance procedure (with Union representation), or to represent themselves in grievances as defined above. For removals, discharges, or suspensions, Grievant may choose to use either the grievance procedure or request a General Manager/CEO Hearing. *(Revised 1/1/2022)*

#### 4. **TIME LIMITS**

Time limits contained in this grievance procedure are mandatory. Failure to meet the time limits shall result in forfeiture by the party (SMUD or Union) not meeting the time limits.

The parties may, by mutual written agreement, extend time limits for up to 5 working days. SMUD and Union may also, by mutual written agreement, waive any step in the procedure. Doing so does not change the procedures to be followed in later grievances.

#### 5. **REPRESENTATION**

Employees who are Grievants, representatives, or witnesses will be given time off with pay to attend hearings and will be reimbursed for personal expenses (excluding legal fees) incurred in connection with the hearing.

If an employee is a grievant or witness in a formal grievance proceeding, they will be paid at the applicable overtime rate if they are requested to appear at such proceedings outside their regular work hours. Related overtime rules such as shift differential, travel time, minimum call-out time, and overtime meals do not apply.

## **6. INFORMAL RESOLUTION**

Prior to the filing of a formal grievance, the employee and/or the Union representative should attempt to resolve workplace disputes by meeting informally with the involved supervisor. If the workplace dispute cannot be resolved informally, the employee and/or the Union representative may use the following procedures to resolve the matter.

## **7. GRIEVANCE PROCEDURE**

### **A. Step 1 – Director (or equivalent)**

The initial formal step in the resolution of a grievance shall be a meeting requested by the grievant and/or the Union representative with the grievant's department director. This meeting shall be requested within 10 working days following the date of occurrence.

This meeting will be held within 5 working days from the date of request and will include the grievant, and/or the Union representative, the department director, the immediate supervisor, other involved supervision, and any witnesses. The Union representative shall submit grievance form (SMUD Form-1773) to the director in conjunction with this meeting. The representative will contact Labor Relations to secure an IBEW number for the grievance form.

Within 10 working days of this meeting, the director shall submit a written response to the grievant and/or the Union representative, setting forth the basis for the decision regarding the dispute, including all supporting documentation.

If the parties are unable to resolve the grievance, the Union may refer the grievance to the Investigating Committee (IC). The referral must be received within 15 working days following receipt of the director's response. (*Revised 1/1/2018 per LOA*)

### **B. Step 2 - Investigating Committee**

The IC will be comprised of a Senior Labor Relations Analyst and the Union Business Representative. This Committee shall meet as soon as possible, but no later than 5 working days after receipt of the written grievance.

The IC, after discussions with the grievant, may resolve the grievance, conduct an independent investigation, or at the request of either party, refer the matter to a Fact Finding Team or to the Grievance Review Committee.

1) Fact Finding Team

- a) The Fact Finding Team (FFT) shall be comprised of one individual appointed by SMUD and one appointed by the Union. The FFT may be comprised of the same members as the IC.
- b) The IC will give the case to the FFT with specific time frames for completing the investigation. If required for a complete investigation, these time frames may be adjusted by the FFT.
- c) The FFT, with input from the grievant, the involved supervisor, and the IC, may decide who will be interviewed.
- d) The FFT shall arrange meetings with the interviewees.
- e) The FFT shall prepare a non-partisan report of its findings and shall submit the report to the IC within 10 working days following completion of the investigation.

If the IC does not resolve the grievance, **the Union may refer the grievance** to the Grievance Review Committee (GRC) for consideration within **10 working days of this decision.** (*Revised 1/1/2022*)

**C. Step 3 - Grievance Review Committee**

The GRC shall be comprised of 6 members; 3 appointed by SMUD, 3 appointed by the Union. At least one of the Union members shall be a full-time representative of the Union and at least one of SMUD members shall be an Executive Officer (or equivalent). The IC shall provide each member of the GRC all available information concerning the grievance.

Upon reaching a unanimous agreement, the GRC shall issue a written decision, signed by each member of the committee, to the involved parties and other individuals as determined by the Committee. The decision is final and binding.

If the grievance is not resolved by the GRC within 10 working days of the grievance discussion, either party may submit it to arbitration by serving written notice to the other party. The notice must be postmarked or received within 20 working days after the grievance was considered by the GRC. (*Revised 1/1/2018 per LOA*)

**D. Step 4 - Arbitration**

If the grievance is submitted to arbitration, SMUD and the Union will mutually agree to the selection of an arbitrator. The arbitrator shall be limited to resolving grievable matters as defined in this Article as raised in the formal grievance originally filed by the employee. The arbitrator shall examine the case to the extent and manner justified. The conclusions of the arbitrator will be final and binding. The arbitrator shall have no power to alter, change, detract from, or add to the provisions governing the labor relations of SMUD and its employees, including, but not limited to, the MUD Act, MMBA, and this Agreement.



The fees and expenses for arbitration shall be shared equally by the Union and SMUD.

The parties mutually agree that they may resolve a dispute at any step in the process; however, resolution at Step 3 or below is without prejudice to the position of either party, unless mutually agreed to otherwise.

## **8. GRIEVANCE SETTLEMENT**

SMUD will make every reasonable effort to effectuate remedies provided for in a grievance settlement within 30 calendar days of such settlement after receipt of all necessary information and/or documentation. SMUD shall pay the grievant within 30 calendar days after receipt of all necessary information and/or documentation, any monetary compensation provided for in the grievance settlement. If SMUD fails to effectuate the grievance remedy within 30 calendar days, the Union may file a grievance concerning that failure.

## **9. GENERAL MANAGER/CEO HEARING**

No provision of this MOU shall be construed to restrict an individual from presenting disputes involving removals, discharges, or suspensions to SMUD pursuant to Section 12161 et seq. of the California Public Utilities Code (outlined below) without the intervention of the Union. If an employee elects to proceed under this section, the procedures and grievance steps set forth in the foregoing sections of this Article, including arbitration, are not available to the employee.

What can be heard? Any grievance of a decision calling for removal, discharge or suspension.

Who can be heard? All SMUD employees having appropriate grievances may appeal to the General Manager/CEO.

How to appeal? Written request for an appeal hearing must be filed with the General Manager/CEO by the grievant within 5 days of receipt of mailed notice of removal, discharge or suspension or prior to the effective date of action, whichever is later.

Who will hear it? The General Manager/CEO, upon receiving written request, will immediately appoint a committee of 3 to hear the case. The committee will consist of SMUD officers, assistant officers (other than elected officials), department Directors, or area heads. The General Manager/CEO will mail notice of hearing time and place to the last known address of person being heard.

Hearing and ruling on the grievance. The committee will examine the case to the extent that it feels warranted. The committee may, among other things, order the employee discharged, suspended, or reinstated. The committee's order is final unless further appealed to the General Manager/CEO within 10 days after the date of the order.

**10. GRIEVANCE PROCEDURE – DISCRIMINATION/HARASSMENT**

In all cases involving an employee represented by IBEW Local 1245 as a respondent in a **complaint** in violation of SMUD Administrative Policy **05.01.01**, the respondent will be permitted to have Union representation present during any interview(s) conducted with the respondent during the investigatory process. The investigator shall be instructed to explore all reasonable leads and, within reason, interview all persons identified as having information likely to influence the eventual outcome of the investigation.

*(Revised 1/1/2022 per LOA 19-021)*

The investigator shall submit a confidential report to SMUD. SMUD will review the report and determine whether or not discipline is appropriate. If no discipline is imposed, the case is closed, and the report is filed consistent with current practice. If the respondent is disciplined, a copy of the report will be sent to Local 1245's designated representative. The report will be held in the strictest confidence to ensure and protect the privacy of the individuals involved.

If any discipline is imposed and the employee chooses to appeal the discipline using the grievance procedure, the grievance shall be filed initially at Step 3.

## ARTICLE 16

### DISCIPLINE

#### 1. **INTRODUCTION**

Disciplinary action involving IBEW-represented employees will be handled in accordance with SMUD's Positive Discipline Policy, AP **05.02.09**. (*Revised 1/1/2022*)

#### 2. **PROGRAM EXCLUSION**

SMUD's Substance Abuse Program, SMUD's **Non-Discrimination/Anti-Harassment Policy AP 05.01.01**, **SMUD's Whistleblower and Anti-Retaliation Policy AP 05.01.03** and the DOT Drug and Alcohol Program are "stand alone" programs/**policies** and violations of these programs/**policies** will not be subject to the provisions of this Article. (*Revised 1/1/2022*)

## ARTICLE 17

### PERSONNEL FILES

#### 1. **INTRODUCTION**

Documentation concerning work performance, absenteeism, and disciplinary action may be put in the employee's official personnel file.

#### 2. **GUIDELINES**

- A. The signature or initial of the employee should be obtained on these documents to confirm notification of such action.
- B. An employee is entitled to a copy of all such material upon request.
- C. An employee may have documents relating to work performance, absenteeism, and disciplinary actions removed if the documents are one year or older. However, documentation involving theft or insubordination may be retained for longer periods at management's option.

## ARTICLE 18

### PERFORMANCE EVALUATIONS

#### 1. INTRODUCTION

Employee performance will be periodically evaluated and documented on a thorough, systematic, and objective basis.

#### 2. DURING PROBATION

##### A. Six-Month Probation

Current employees will be evaluated at the end of their third and fifth month.

Effective 1/1/2013, all new hired IBEW represented employees will serve a twelve (12) month probationary period and will be evaluated consistent with the following paragraphs.  
(Revised 1/1/2013)

##### B. Twelve-Month Probation

Employees will be evaluated at the end of their fifth and eleventh months.

C. An employee's supervisor may formally evaluate their performance at more frequent intervals.

D. All employees hired after 1/1/13 that serve a twelve (12) month position probation in a classification with multiple steps in the pay scale group will, upon successful completion of probation, receive a two-step increase, not to exceed the top step. (Revised 1/1/2018 per LOA)

#### 3. FOLLOWING PROBATION

Employees will be evaluated at the time of their merit increase. If employees are at the top of their pay range, they will be evaluated annually.

#### 4. UPON TERMINATION

Any employee may be evaluated if they resign, are laid off, or terminated. Employees with less than satisfactory performance at the time of termination are normally not eligible for rehire.

#### 5. UPON TRANSFER, PROMOTION, OR DEMOTION

A position probation is required for every appointment to a new position. **An employee who has previously passed probation in the classification into which they are reinstated, shall not be subject to the completion of a new probationary period; however,** those returning to a comparable position in a different class must serve another probation, **based on SMUD Civil Service Rules.** Performance Evaluations will be completed consistent with 2, above.

In addition, an employee's supervisor in their prior department is required to complete an exiting performance evaluation to accompany their ESN moving them to the new department. **People Services & Strategies** will not process the transfer ESN without the evaluation.  
(Revised 1/1/2022)

6. **WHEN APPROPRIATE**

Employees may be evaluated whenever their supervisor feels a written record of their performance is appropriate.

## ARTICLE 19

### PROMOTIONS

#### 1. **INTRODUCTION**

States SMUD's policy and guidelines regarding promotions.

#### 2. **PROMOTIONAL STARTING RATES**

##### **A. Promotion to an Hourly-Rated Classification**

When employees are promoted to an hourly-rated classification, their placement on the salary range will be based on the following considerations:

- 1) Quality and quantity of experience relevant to the classification.
- 2) Salary level and qualifications of other SMUD employees in the work group in the same class or class series.
- 3) Future opportunities for pay and benefits.
- 4) Availability of other qualified applicants.
- 5) Department labor budget.

Unless stated otherwise, if employees are promoted to an hourly-rated classification, they will start at the step that provides a minimum of a 2-1/2 percent salary increase.

This promotional increase is in addition to any scheduled merit increase that would have been received within 3 months from the date of promotion had the promotion not occurred.

The promotional increase will be applied to the employee's permanent classification salary rather than to any current or interim temporary promotional salary.

#### 3. **PROMOTIONAL STARTING DATES**

Promotions are effective at the beginning of a payroll period. The effective date of a promotion will be no later than the beginning of the first payroll period following the employee's 2 weeks of notice to their supervisor. The actual release date will be mutually agreed upon by the affected department Directors.

#### 4. **CHANGE WITHIN HOURLY-RATED CLASSIFICATIONS WITH IDENTICAL STARTING RATES BUT DIFFERENT MAXIMUMS**

If employees move within hourly-rated classifications with identical starting rates but different maximums (either higher or lower), the specific step that they would move to in the new salary range is individually determined.

## 5. ELIGIBILITY LISTS

- A. Open eligibility lists shall continue to be certified for appointments for a period of 2 years from their inception, unless otherwise abolished through the normal Civil Service processes.
- B. Whenever eligibility lists are abolished, notification of the cancellation of the list should be sent to the Union representative. This is to assure that the Union is aware of the list cancellation and can answer or counsel employees as appropriate.
- C. Whenever there exists a current promotional eligibility list and an open eligibility list for the same position, for certification purposes, the promotional list takes precedence over the open list.

## 6. TRANSFER/PROMOTION PROCESS

Permanent civil service vacancies that are to be filled through internal examination and only open to SMUD employees are listed as Transfer/Promotion opportunities. Civil Service Rules will establish which SMUD employees are eligible to apply for transfer/promotion opportunities (i.e., Rule 2). Hiring departments will be responsible for conducting a transfer/promotion selection process in consultation with **People Services & Strategies** staff. These vacancies will be posted as a Transfer/Promotion job announcement for a minimum of 10 working days.

An eligibility list may or may not be established from a transfer/promotion examination process. If an eligibility list is established, it will be maintained by **People Services & Strategies** and governed by Civil Service Rule provisions pertaining to eligible lists, except that the list duration shall not exceed 12 months for classes represented by the IBEW.  
*(Revised 1/1/2018 per LOA)(Revised 1/1/2022)*

SMUD at its discretion may post a notice to fill a vacancy using a 'Transfer/Eligible List' announcement, unless the only candidates able to apply are the incumbents on an eligibility list. 'Transfer/Eligible List' announcements will be posted for a minimum of five (5) working days. When filling a vacancy identified by a 'Transfer/Eligible List' announcement, the hiring supervisor may choose a qualified candidate from an existing Civil Service Eligible List or transfer a qualified employee in the same classification who has applied for the job in response to the 'Transfer/Eligible List' announcement.

Applicants not on a previously established Civil Service List, applicants who are not eligible for transfer, or applicants who have not applied for the job in response to the 'Transfer/Eligible List' announcement will not be considered for positions posted in this manner.

## ARTICLE 20

### TRANSFERS

#### 1. INTRODUCTION

Qualified employees may move from one position to another, in either the same or in a different class through the transfer/promotion process or in some instances the reassignment or reallocation process.

#### 2. TRANSFERS - ELIGIBILITY

- A. Employees may request a transfer from one class to another within or between employee groups if they possess the qualifications required to perform the job.
- B. Employees may take a voluntary demotion.
- C. The supervisor in the new department may establish a salary level lower than the employee's current pay based on the employee's knowledge and experience as compared to others in the same class.
- D. The effective date of the transfer is arranged between the supervisors. Employees should be released from their supervision within four (4) weeks from the date of request.
- E. See Civil Service Rules for further details.

#### 3. MEDICAL TRANSFERS - ELIGIBILITY

SMUD may transfer employees from one class to another within or between employee groups if they have an illness or injury preventing them from continuing in their current position.

#### 4. DEMOTIONS

Employees may move to a position or class with a lower pay range or rate of pay.

A demotion may be voluntary or involuntary and is made to a position whose duties the employee is qualified to perform. When Federal, State, or local regulations require an employee to obtain and maintain special qualifications and the employee is unable to obtain or maintain them, the employee may be transferred or demoted.

A demoted employee does not have to serve another probationary period if the employee previously completed probation in that class; **however, those returning to a comparable position in a different class must serve position probation, based on SMUD Civil Service Rules.** An employee's salary may be reduced in order to be within the grade range of the new class. *(Revised 1/1/2022)*



5. **ROTATION AND TRAINING ASSIGNMENTS - ELIGIBILITY**

- A. Rotation and training assignments are for cross-training purposes. They allow SMUD and employees to maximize employee potential without a class change.
- B. In order to be considered:
  - 1) Employees must have successfully completed their probationary period; and
  - 2) Employees must possess the qualifications to perform the assignment; and
  - 3) Employee assignment must be approved in advance by the appropriate Chief Officer or the General Manager/CEO, after a review by the Director, **People Services & Strategies**. (*Revised 1/1/2022*)
- C. Employees retain their existing class and pay level. These temporary assignments are voluntary. They may be renewed when it is in the best interest of both the employee and SMUD.

## ARTICLE 21

### AUTOMATIC RESIGNATION

#### 1. **INTRODUCTION**

Unauthorized leaves of absence can result in an employee forfeiting their SMUD employment.

#### 2. **AUTOMATIC RESIGNATION**

Absence without authorized leave, whether voluntary or involuntary, for five consecutive days is an automatic resignation from SMUD service as of the last day worked.

#### 3. **REHIRE**

An employee can request rehire from automatic resignation in writing to the department Director if submitted:

- A. Within ten days of department Director's mailing of acceptance of resignation to employee's last known address; or
- B. Within 90 days of the separation date if no notice of acceptance of resignation is mailed.

The employee must make a satisfactory explanation of the cause for the absence and reason for failure to obtain authorization.

The department Director may rescind the resignation and rehire the employee if satisfied that the reasons warrant rehire. The employee shall not be paid for any period of the unauthorized absence.

Authorized leave may be granted from the date of the department Director's decision to rehire, if the employee is unable to resume duties immediately.

## ARTICLE 22

### LAYOFF PROCEDURE

#### 1. **INTRODUCTION**

If a reduction in force becomes necessary, SMUD will prepare a program that addresses the particular situation and will communicate it to appropriate bargaining unit representatives and employees. Affected employees will be notified at least ten working days prior to layoff.

#### 2. **SEQUENCE OF LAYOFFS**

Layoffs will be determined by classification. All non-Civil Service employees appointed to permanent positions, part-time employees, limited term employees, or temporary construction employees in the affected class will be laid off first. SMUD will determine the order. Civil Service employees will then be laid off in reverse order of SMUD seniority. Ties in seniority will be broken by management based on the business needs of SMUD. The names of those laid off will be automatically placed on a reinstatement list for a period of two years for their class and will remain on any other eligibility lists.

#### 3. **BUMPING**

A Civil Service employee whose position is being eliminated may bump a person with less SMUD seniority in the employee's same or immediately prior held class. The employee may also bump into a comparable or lower class position within the employee's class series and bargaining unit if necessary to avoid being laid off. Employees who bump will be automatically placed on the reinstatement list for a period of two years and will remain on any other eligibility lists. The employee must meet the minimum qualifications for the job. The Director, **People Services & Strategies** and the appropriate bargaining unit representative will review a challenge to the employee's qualifications. Determination that an employee is not qualified must be unanimous. A bumping employee will not have to serve another probationary period. *(Revised 1/1/2022)*

Employees with bumping rights will be offered a position at the highest level possible consistent with these rules. Employees who decline the position offered will be laid off.

#### 4. **REINSTATEMENT**

A reinstating employee will be offered a return to the class that the employee left. The employee's salary will be reinstated to the same relative position in the salary range. The employee's SMUD seniority will be restored as if the employee had not left. Sick leave balance and personal leave accrual rates will be restored. The employee will not accrue paid leave during the layoff period. The employee who passed probation in the class will not have to serve a new probationary period.

A person failing to respond within ten working days of notification or declining an offer to return will be removed from the reinstatement list.

## **5. WORKSITE AGREEMENT**

When a permanent change of worksite becomes necessary due to a reduction-in-force at that worksite, the employees at the worksite with the least amount of SMUD seniority who are in the classification to be reduced will be impacted first; provided however, that a more senior employee at that worksite has not voluntarily accepted an offer to change worksites (any such offer would be extended for two workdays only). SMUD worksites are Sacramento (Customer Service Center, and Headquarters Campus), Elk Grove Yard, East Campus Operations Center, and Fresh Pond. *(Revised 1/1/2013)*

The impacted employee will have the opportunity to move to the least senior position in the same classification SMUD-wide; provided however, that his/her SMUD seniority is greater. For this purpose, vacancies shall be considered to be the least senior positions within the classification.

Where multiple positions are involved, impacted employees shall choose their placement from among the equivalent number of least senior positions in order of their seniority, i.e., the most senior impacted employee shall have first choice of placement. Where multiple placements are possible at a single worksite, SMUD shall determine the placements at that worksite.

In the event no placement is possible within the same classification, or the employee refuses a placement within the same classification, that employee shall be laid off unless the employee exercises his/her bumping rights under Civil Service Rule 6, Reductions In Force.

Should a vacancy occur in the same classification at a transferred employee's former worksite within 24 months of his/her displacement, the employee shall have a right of return to the former worksite in order of seniority.

## **ARTICLE 23**

### **SUBSTANCE ABUSE PROGRAM**

#### **1. INTRODUCTION**

Where there is evidence of drug or alcohol abuse or reasonable cause to believe such abuse exists, drug/alcohol screening may be performed in accordance with SMUDs' Substance Abuse Testing and Rehabilitation Program's Administrative Policy and Management Procedure.

#### **2. RELATION TO DISCIPLINE**

The Substance Abuse Testing and Rehabilitation Programs are "stand alone" programs and violations of these programs will not be subject to the provisions of Article 16, Discipline.

## **ARTICLE 24**

### **DOT DRUG AND ALCOHOL**

#### **1. INTRODUCTION**

Compliance with U.S. Department of Transportation drug and alcohol testing requirements shall be handled in accordance with SMUD's Substance Abuse Testing and Rehabilitation Programs AP 05.02.06.

#### **2. RELATION TO DISCIPLINE**

The Substance Abuse Testing and Rehabilitation Programs are "stand alone" programs and violations of these programs will not be subject to the provisions of Article 16, Discipline.

## **ARTICLE 25**

### **PERSONAL APPEARANCE**

#### **1. INTRODUCTION**

Personal appearance standards should be consistent with the nature of the work performed.

Responsibility: Supervisors are expected to apply standards of appearance and demeanor among employees.

#### **2. GUIDELINES**

Supervisors and employees should consider the following in determining personal appearance standards:

- A. The degree of public contact the employee's position involves;
- B. Whether the employee's personal appearance creates a health or safety hazard;
- C. Whether the employee's personal appearance interferes with the efficient performance of the job.

## **ARTICLE 26**

### **EMPLOYMENT OF RELATIVES**

#### **1. INTRODUCTION**

Issues involving the employment of relatives involving IBEW-represented employees will be handled in accordance with SMUD's Employment of Relatives policy, AP 05.03.04.

## **ARTICLE 27**

### **OUTSIDE EMPLOYMENT**

#### **1. INTRODUCTION**

Outside Employment will be handled in accordance with SMUD's Outside Employment Policy, AP 05.03.05.

## ARTICLE 28

### EDUCATIONAL ASSISTANCE

#### 1. **INTRODUCTION**

Educational assistance will be handled in accordance with SMUD's Education Assistance & Tuition Reimbursement Policy and Procedures, AP 04.03.02 & MP 04.03.02.100.

## ARTICLE 29

### INCLEMENT WEATHER

#### 1. **GUIDELINES**

- A. When inclement weather prevents employees from performing routine energized work, climbing, or safely performing tasks in the field, they may be held pending emergency calls. The time can be used for performing safe tasks in the field, training, or miscellaneous work.
- B. Permanent Civil Service employees who report for work on their workday, but are not required to work in the field because of inclement weather, are paid for the full day. Such employees who are not assigned other productive work (as provided above) may request to take the day as personal leave. If the request is approved, the employee will only be charged one-half hour for each full hour of leave taken.
- C. All non-regular employees may be released when inclement weather prevents them from working. They are paid only for the time worked, or the time they are held on SMUD premises. However, they will receive a minimum of two hours pay for reporting to work.
- D. **When SMUD management elects to limit routine work for reasons including, but not limited to, excessive heat and wildfire smoke events, SMUD management may offer personal leave and the employee will only be charged one-half hour for each full hour of leave. (*Revised 1/1/2022*)**

## **ARTICLE 30**

### **BENEFITS**

#### **1. INTRODUCTION**

SMUD's benefits program is designed to be a valuable component of employees' total compensation that maximizes the value of the benefits offered for the dollars spent.

The comprehensive benefit program is an umbrella of protection and security that includes health, dental and vision insurance, disability, retirement, and supplemental retirement plans. These programs are designed to provide an employee with sufficient income and other benefits to minimize the financial impact of a catastrophic accident or illness on employees and their families.

#### **2. ELIGIBILITY**

All permanent full-time, permanent part-time (working at least 20 hours per week), and limited term employees will be eligible to participate in the different health and welfare benefit plans. Each benefit plan offered by SMUD has its own requirements for dependent eligibility and participation.

To receive medical and dental benefits as a SMUD retiree, an employee must have served at least the equivalent of five years of continuous full-time SMUD service immediately prior to retirement in order to be eligible to enroll in the plans. *(Revised 1/1/2013)*

#### **3. BENEFITS OFFERED**

SMUD offers health and welfare benefits mandated by federal or state regulations such as Social Security, Unemployment Insurance, and Workers' Compensation. In addition to the mandated benefits, the following benefit options are offered:

- Medical
- Dental
- Vision
- Flexible Savings Account
- Short-Term Disability
- Long-Term Disability
- Employee Life Insurance
- Spouse Life Insurance
- Dependent Life Insurance
- Retirement through the Public Employees Retirement System
- Extended Compensation under Workers' Compensation
- Tax Deferred Plans – 457(b) and 401(k) deferred compensation plans

The IBEW Benefit Guide Book shall be printed and distributed to all IBEW employees no less than 2-weeks prior to Open Enrollment. The Benefit Guide will also be available on the SMUD iNet which summarizes the benefit options offered to IBEW employees each calendar year.



Complete terms of these benefit plans are specified in the Evidence of Coverage documents available on the Benefits administration portal.

SMUD will provide the following medical plan options to all IBEW-represented employees regardless of zip code where they reside, **this is to ensure employees previously covered by the EPO medical plan and employees that reside in areas where HMO plans are not available, have the opportunity to utilize the EC-OC zip code as their primary work location to access HMO plans that they would not have access to based upon their home zip codes: (Revised 1/1/2022)**

- High Premium HMO
- Low Premium HMO
- High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

IBEW-represented employees may need to use the EC-OC (zip code 95827) as their primary place of work when enrolling in a SMUD HMO medical plan option.

**Effective January 1, 2022, High Premium HMO Plan co-pays not to exceed the following maximums for the term of this MOU: (Revised 1/1/2022)**

<u>Services</u>	<u>High Plan Maximums</u>
Visit to Physician's Office	Co-pay not to exceed \$45
Vision and Hearing Exams	Co-pay not to exceed \$45
Surgery Outpatient	Co-pay not to exceed \$45
Emergency Room Visits	Co-pay not to exceed \$155
Hospitalization	Co-pay not to exceed \$250
Chiropractic Services	Co-pay not to exceed \$45
Mandatory Generic	Co-pay not to exceed \$25
Brand Name	Co-pay not to exceed \$65
2 mail order co-payments for 100-day supply	

#### **4. AGREEMENT TO MEET AND CONFER**

SMUD and the Union agree, upon a written request of SMUD, to meet and confer in good faith over any proposed changes to any of the provided health plans and related matters (for example: health plan coverage transferred to CalPERS health program). If an agreement is reached, this MOU will be modified accordingly. If the parties are unable to reach agreement, the impasse procedure set forth in Article 31, Section 16 will be used to resolve the impasse except that any ruling by an arbitrator will be advisory and not binding on the parties.

SMUD may re-open negotiations on the subject of the Affordable Care Act (ACA) or its impacts. If, during the term of the MOU, the legal requirements of the ACA have an impact on SMUD rights and obligations regarding health benefits for IBEW employees (e.g., the Cadillac Tax), SMUD and the Union agree to re-open Article 30 Benefits, in order to meet and confer over such impacts. *(Revised 1/1/2018)*

## 5. **HEALTH & WELFARE BENEFITS ADVISORY COMMITTEE**

The Health & Welfare Advisory Committee will meet (by mutual consent) for the purpose of cooperatively discussing and exploring various insurance providers, insurance plans, and creative designs to maximize optimal use of healthcare resources. The Committee may participate in the Request for Proposal (“RFP”) processes involving healthcare. The Committee may also review current healthcare benefits and submit a recommendation regarding such benefits when a majority of the Committee membership agrees on a recommendation. The recommendation shall be presented directly to either the Director, **People Services & Strategies**, or the Chief **Diversity** Officer, as appropriate. (*Revised 1/1/2022*)

The Health & Welfare Advisory Committee membership shall consist of a minimum of 2 and a maximum of 4 representatives each from both SMUD and the IBEW.

Each party shall designate one representative to be its Chair. The respective chairs are responsible for the conduct and decorum of meetings. The respective Chairs shall jointly determine the date, time, anticipated duration and location of Health & Welfare Advisory Committee meetings. They will exchange and discuss prospective agenda items at least two weeks in advance of a committee meeting and set the order of the agenda topics at that time. Additional topics for discussion may be added to the agenda later by mutual consent of the Chairs. Meetings will follow the agenda developed in advance. The parties may also mutually agree upon additional meetings. In addition, the respective Chairs are responsible for maintaining open lines of communication between Committee meetings to exchange information on new or developing issues, discuss the progress of Committee business, and plan for forthcoming meetings.

The respective Chairs shall determine the method and person responsible for the recording of the minutes of the meeting. The minutes of meetings will summarize the discussion that occurred and any recommendations to which a majority of the committee members agree and be signed by the respective Chairs of the Health & Welfare Advisory Committee meetings. The minutes of the meetings will not be introduced into any grievance hearing.

## 6. **SMUD CONTRIBUTIONS**

### A. **Employee Medical Plan Premium Contributions**

1. Effective January 1, 2022, IBEW-represented employees enrolled in SMUD medical plans will contribute a medical premium cost share as follows: (*Revised 1/1/2022*)
  - HMO plans: **12.5%**
  - PPO plans (closed to new enrollees): **30%**
  - High Deductible Health Plan (HDHP) plans: **6%**

These contributions shall not change during the life of the contract unless the parties mutually agree to do so in writing. SMUD shall contribute the difference between the employee contribution and the monthly premium cost on behalf of the employee.

2. SMUD shall take the necessary steps to enable IBEW-represented employee payroll deductions for medical premiums to be treated on a pretax basis.
3. SMUD will provide IBEW represented employees enrolled in the HDHP Health Savings Plan with an annual contribution on January 1 to a Health Savings Account (HSA):
  - For years 2022-2025: \$1700 (employee only) or \$2900 (employee with covered dependents). Five hundred dollars (\$500) of this contribution to the HSA is in lieu of the \$500 annual SMUD contribution to an eligible IBEW employee's Flexible Spending Account (FSA). (*Revised 1/1/2022*)

SMUD will pay any administrative fees attributed to the HSA. The annual contribution amount to the HSA will be front loaded and employees will be allowed to contribute pre-tax dollars each year up to the IRS-allowed maximum for the term of this MOU.

IBEW represented employees enrolled in the HDHP Plan will also be automatically enrolled in Accident and Critical Illness Insurance Plans at no cost to the employee.

These contributions shall not change during the life of the contract unless the parties mutually agree to do so in writing.

4. SMUD shall provide a monthly credit in the form of a cash payment of \$200 (reportable as taxable income) to an IBEW-represented employee who opts out of (waives) SMUD medical insurance coverage and can provide evidence of medical insurance outside of SMUD.
5. SMUD shall pay the administrative fees and contribute \$500 annually to each eligible IBEW-represented employee's Flexible Spending Account (FSA). Employees will be allowed to contribute pre-tax dollars up to the IRS-allowed maximum for the term of this MOU. Based on IRS guidelines, IBEW-represented employees who maintain an HSA will only be allowed to use monies in their FSA accounts for non-medical healthcare expenses (e.g., dental, vision).

Effective January 1, 2015, SMUD will establish procedures for all IBEW represented employees to be automatically enrolled in SMUD's offered FSA. Once enrolled, employees will be continuously enrolled unless they decide not to participate.

Those employees not wanting to participate in the FSA must inform SMUD's Benefits Unit during each Open Enrollment period of their intent not to participate. (*Revised 1/1/2018 per LOA*)

## **B. Retiree Medical Plan Contributions**

### **TIER 1**

For employees hired prior to January 1, 1991, SMUD will contribute one hundred percent (100%) of the retiree only portion of the premium for all SMUD-sponsored medical insurance plans, 90% for dependents for the two lowest cost health insurance plans, and 85% for dependents for the higher cost plans.

## **TIER 2**

All IBEW employees hired on or after January 1, 1991, and before January 1, 2007, with continuous SMUD service and who is eligible to retire from SMUD, will receive SMUD provided medical contributions according to the following schedule:

<b>Retiree's Years of Continuous SMUD Service</b>	<b>Percent (%) of SMUD Contribution for Retiree</b>	<b>Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans</b>	<b>Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans</b>
Less than 10	0	0	0
10	50	45	42.5
11	55	49.5	46.75
12	60	54	51
13	65	58.5	55.25
14	70	63	59.5
15	75	67.5	63.75
16	80	72	68
17	85	76.5	72.25
18	90	81	76.5
19	95	85.5	80.75
20	100	90	85

SMUD will contribute up to one hundred percent (100%) of the retiree-only portion of the medical insurance premium for all SMUD-sponsored medical insurance plans according to the Tier 2 schedule.

Tier 2 employees with continuous SMUD service and who retire with 20 years of service after the age at which they reach Medicare eligibility or age 65, SMUD shall contribute 100% of the retiree-only portion of the monthly medical insurance premium for all SMUD-sponsored health plans.

For dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) on the two (2) lowest cost health insurance plans or 85% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) for all other SMUD-sponsored health plans.

SMUD percentage of contribution toward the medical insurance premium in effect at the time of retirement will remain constant throughout retirement. Every January 1, SMUD will recalculate the dollar amount of their contribution to reflect any changes in the medical premium rates. *(Revised 1/1/2018 to clarify intent)*

**TIER 3**

For employees hired on or after January 1, 2007, and before January 1, 2018, with continuous SMUD service and who are eligible to retire from SMUD, and who retire prior to the age at which they are Medicare-eligible or age 65, SMUD shall provide medical insurance premium contributions according to the following schedule:

<b>Retiree's Years of Continuous SMUD Service</b>	<b>Percent (%) of SMUD Contribution for Retiree</b>	<b>Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans</b>	<b>Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans</b>
Less than 10	0	0	0
10	25	22.5	21.25
11	27.5	24.75	23.38
12	30	27	25.5
13	32.5	29.25	27.63
14	35	31.5	29.75
15	37.5	33.75	31.88
16	40	36	34
17	42.5	38.25	36.13
18	45	40.5	38.25
19	47.5	42.75	40.38
20	50	45	42.5
21	55	49.5	46.75
22	60	54	51
23	65	58.5	55.25
24	70	63	59.5
25	75	67.5	63.75

SMUD will contribute up to seventy-five percent (75%) of the retiree-only portion of the medical insurance premium for all SMUD-sponsored medical insurance plans according to the Tier 3 schedule.

Tier 3 employees with continuous SMUD service and who retire with 25 years of service after the age at which they reach Medicare eligibility or age 65, SMUD shall contribute 100% of the retiree-only portion of the monthly medical insurance premium for all SMUD-sponsored health plans.

For dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) on the two (2) lowest cost health insurance plans or 85% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) for all other SMUD-sponsored health plans.

SMUD percentage of contribution toward the medical insurance premium in effect at the time of retirement will remain constant throughout retirement. Every January 1, SMUD will recalculate the dollar amount of their contribution to reflect any changes in the medical premium rates. *(Revised 1/1/2018 to clarify intent)*

**TIER 4**

For employees hired on or after January 1, 2018, with continuous SMUD service and who are eligible to retire from SMUD, SMUD shall provide medical insurance premium contributions on a prorated basis, according to the following schedule:

<b>Retiree's Years of Continuous SMUD Service</b>	<b>Percent (%) of SMUD Contribution for Retiree</b>	<b>Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans</b>	<b>Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD- sponsored plans</b>
Less than 15	0	0	0
15	25	22.5	21.25
16	27.5	24.75	23.38
17	30	27	25.5
18	32.5	29.25	27.63
19	35	31.5	29.75
20	37.5	33.75	31.88
21	40	36	34
22	42.5	38.25	36.13
23	45	40.5	38.25
24	47.5	42.75	40.38
25	50	45	42.5

SMUD will contribute up to fifty percent (50%) of the retiree-only portion of the medical insurance premium for all SMUD-sponsored medical insurance plans according to the Tier 4 schedule.

For dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) on the two (2) lowest cost health insurance plans or 85% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) for all other SMUD-sponsored health plans.

SMUD percentage of contribution toward the medical insurance premium in effect at the time of retirement will remain constant throughout retirement. Every January 1, SMUD will recalculate the dollar amount of their contribution to reflect any changes in the medical premium rates. *(Revised 1/1/2018)*

**C. DENTAL CONTRIBUTIONS**

SMUD will pay one hundred percent (100%) of the employee/retiree and dependent coverage as set forth in the Traditional Plan including Sealant coverage. Eligible IBEW-represented employees have the ability to select a buy-up plan with the additional cost being borne by the IBEW-represented employee. *(Revised 1/1/2018)*

Effective 1/1/2013, SMUD will provide orthodontia in the Traditional Plan to employees and eligible dependents with payments capped at \$1500 (lifetime).  
*(Revised 1/1/2013)*

#### **D. VISION CONTRIBUTIONS**

SMUD will pay one hundred percent (100%) of the employee and dependent premium for the Traditional Plan. Eligible IBEW-represented employees have the ability to select a buy-up plan with the additional cost being borne by the IBEW-represented employee.  
(Revised 1/1/2018)

#### **E. RETIREMENT – PERS**

All IBEW Classic Member employees within the CalPERS retirement system will continue to have retirement formula of 2% @55 and will contribute the full 7%-member contribution.

All IBEW New Member employees within the CalPERS retirement system will continue to have a retirement formula of 2% @62 as dictated by Public Employee's Pension Reform Act of 2013 (PEPRA) and will continue the normal cost of employee contributions as calculated by CalPERS.

Note: "Classic" vs. "New" members are defined by CalPERS. (Revised 1/1/2018)

For 12-Hour Shift employees, SMUD will make the appropriate PERS contribution for all regularly scheduled hours (including regularly scheduled hours at the overtime rate) up to the allowable maximum.

### **7. DEFERRED COMPENSATION ENHANCEMENT PROGRAM**

#### **A. Deferred Compensation Matching Program**

**SMUD will match each eligible IBEW-represented employee's contributions to either their 401(k) or 457(b) account up to the annual amount as specified below:**  
(Revised 1/1/2022)

<u>Year</u>	<u>SMUD Matching Contribution</u>
<b>2022:</b>	<b>\$1200</b>
<b>2023:</b>	<b>\$1200</b>
<b>2024:</b>	<b>\$1200</b>
<b>2025:</b>	<b>\$1200</b>

Employee participation in the matching contribution program is voluntary. In order to be eligible to receive matching funds, an employee must have successfully completed SMUD probation (6 month or 12 months depending on classification) and must have made contributions into a 401(k) or 457(b) account during the calendar year **subject to the current IRS rules and limits**. SMUD will match an eligible IBEW employee's contributions into the employee's active account as of the day of distribution up to \$1200 per year. SMUD's contributions into an IBEW employee's 401(k) or 457(b) Plan account will not be considered employee contributions. **SMUD (employer) contributions into an IBEW employee's 457(b) Plan account will be aggregated with the employee contributions for purposes of the IRS individual annual contribution limit under this plan.** (Revised 1/1/2022)

## B. Direct Contributions

SMUD shall make direct contributions to eligible IBEW-represented employees' 401(k) or **457(b)** accounts according to the following schedule, **2022-2025 (Revised 1/1/2022)**:

<b>Effective 1/1/2022</b>	<b>Monthly Contributions</b>	
SMUD Years of Service	<b>Classic Employees (CalPERS)</b>	<b>PEPRA Employees</b>
Upon completion of year one (1) through five (5)	\$225	<b>\$250</b>
Six (6) through 10	\$250	<b>\$275</b>
11 through 15	\$275	<b>\$300</b>
16 through retirement	\$300	<b>\$325</b>
<b>Effective 1/1/2023</b>	<b>Monthly Contributions</b>	
SMUD Years of Service	<b>Classic Employees (CalPERS)</b>	<b>PEPRA Employees</b>
Upon completion of year one (1) through five (5)	\$225	<b>\$275</b>
Six (6) through 10	\$250	<b>\$300</b>
11 through 15	\$275	<b>\$325</b>
16 through retirement	\$300	<b>\$350</b>
<b>Effective 1/1/2024</b>	<b>Monthly Contributions</b>	
SMUD Years of Service	<b>Classic Employees (CalPERS)</b>	<b>PEPRA Employees</b>
Upon completion of year one (1) through five (5)	\$225	<b>\$300</b>
Six (6) through 10	\$250	<b>\$325</b>
11 through 15	\$275	<b>\$350</b>
16 through retirement	\$300	<b>\$375</b>
<b>Effective 1/1/2025</b>	<b>Monthly Contributions</b>	
SMUD Years of Service	<b>Classic Employees (CalPERS)</b>	<b>PEPRA Employees</b>
Upon completion of year one (1) through five (5)	\$225	<b>\$325</b>
Six (6) through 10	\$250	<b>\$350</b>
11 through 15	\$275	<b>\$375</b>
16 through retirement	\$300	<b>\$400</b>



## 8. TAX DEFERRED PLANS

Election to participate in any plan other than the deferred compensation enhancement program described above is voluntary and compensation deferrals and program costs are paid by participants.

## 9. LONG-TERM DISABILITY

SMUD will pay one hundred percent (100%) of the employee benefit coverage as set forth in the plan.

Employees returning from LTD will have a right of return to their former headquarters unless their classification is no longer used at their former headquarters, or they are precluded from that location or classification because of a medical condition. If the classification is no longer used, the employee may voluntarily demote to any open position to which he/she is qualified at the former headquarters or transfer to another location where the classification is still used.

## 10. EMPLOYEE LIFE INSURANCE

Employee life insurance coverage is based on the amount of an employee's annual base pay (rounded to the nearest \$5,000 worth of coverage) effective September 30 of the previous year. SMUD pays the full cost of life insurance premiums for coverage up to one time (1x) annual base pay. Employees can purchase additional coverage with the cost for this additional coverage entirely borne by the employee and this additional coverage is subject to the carrier's qualifications and restrictions. Employees can choose additional coverage of either one time (1x), two times (2x), or three times (3x) of their annual base pay for a total of four times (4x) their annual base pay up to the maximum coverage amount of \$500,000. *(Revised 1/1/2018 per LOA)*

## 11. SPOUSE AND DEPENDENT LIFE INSURANCE

Employees can elect coverage for their spouse of **\$25,000** or up to 50% of the amount they have chosen through the employee life insurance plan. Employees can elect coverage for **their eligible** dependent children in the amount of: \$2,500, \$5,000, \$7,500 or \$10,000.

**For clarification, there are two options an employee can choose from when selecting spousal life insurance:**

**Option 1: 50% of the total coverage amount elected by the employee (total coverage includes employer paid portion and employee buy-up portion). Any spousal election under this option (50% of employee coverage amount) will require an evidence of insurability (EOI) and the EOI must be approved by the life insurance carrier.**

**Option 2: Flat \$25,000 coverage amount. No EOI is required.**  
*(Revised 1/1/2022)*

**12. EXTENDED COMPENSATION**

SMUD may offer extended compensation to supplement temporary disability from an on-the-job accident. It is an advance against any permanent disability benefits employees may receive. Employees may be eligible for extended compensation benefits on the first workday of absence after the day of the job-related injury or illness. Additionally, any Extended Compensation paid over and above the amount of Permanent Disability awarded shall also be reimbursed to SMUD.

**13. OTHER FRINGE BENEFITS**

SMUD currently offers other benefits such as Employee Assistance Program, Wellness programs, Personal Computer Purchase Program, Educational opportunities, Ride Share Program, Child Care Center and child care tuition assistance. Some of these programs are fully sponsored by SMUD and others are supported and paid for by employees.

**14. SHORT TERM DISABILITY INSURANCE**

Effective Plan Year 2007, all permanent full time and permanent part time IBEW-represented employees working at least 20 hours a week on a fixed schedule may purchase coverage under SMUD's Short-Term Disability Plan.

**15. WELLNESS CENTER PARTICIPATION**

IBEW employee membership in SMUD's Wellness Center will be \$5.00 per pay period. SMUD shall reimburse membership fees paid by those employees who use the facility an average of eight (8) times per month annually. Reimbursement shall be made through payroll within ninety (90) days following the end of the year. Only those employees still on SMUD's payroll at the time of reimbursement shall be eligible to receive such payment.  
*(Revised 1/1/2018 per LOA)*

**16. HEALTH ASSESSMENT PROGRAM**

Employees who participate in SMUD's Health Assessment Program and fulfill program requirements will pay \$5 less per month for their health insurance. All employees will be granted time, while on duty, to participate in the health assessment portion of the program. This time must be scheduled in advance, with supervisory approval. Additional program requirements must be completed and will be done on the employee's own time.

## ARTICLE 31

### MISCELLANEOUS

#### 1. **SMUD PROPERTY ACCESS**

Official representatives of the Union will be permitted access to SMUD property to confer with SMUD employees on matters of employer/employee relations after receiving permission of the area supervisor so they will not interfere with work in progress.

#### 2. **SAFETY**

SMUD and the Union agree that Joint Labor Management Safety Committees are an important factor in maintaining safe and healthy work environment for SMUD employees.

It is further agreed, as soon as reasonably possible following ratification of this agreement, to establish Joint Labor/Management Safety Committees in departments employing IBEW-represented employees.

The committee shall consist of:

- One Representative appointed by the Union
- One Representative appointed by Management
- Work group representatives selected along geographic or functional lines (number to be decided by the Department)

In addition to the above members, the Grid Assets committee will also include a Department Safety Representative and a representative assigned by the Corporate Safety Office.

The committee shall meet at least once each quarter and more often if needed to review safety activities in the department, to consider safety complaints raised by employees, foremen or safety representatives, to discuss safety issues of mutual concern to the parties, and to recommend corrective measures to the Department Director.

The committee shall publish written minutes of each meeting, copies of which shall be distributed to other department safety committees, SMUD's Safety Office, and to department employees.

#### 3. **WORK GLOVES / PROTECTIVE CLOTHING**

- A. SMUD will provide for unlimited replacement of issued work gloves. When issued, gloves should be appropriately and permanently marked in a manner that identifies the employee receiving them. Upon certification by an employee's foreman/woman that a pair of issued gloves was lost without negligence by the employee, SMUD will sell the employee another pair of gloves at one-half its cost.

**B. SMUD will make available at an employee's request the use of protective clothing for other than hazardous substances. This clothing is to protect employee's garments from such things as oily or greasy substances or **burn holes from welding, grinding, etc.****  
*(Revised 1/1/2022)*

**C. IBEW represented employees shall be reimbursed a footwear allowance towards the purchase or repair of appropriate footwear designated by SMUD as follows.**  
*(Revised 1/1/2022)*

- **Lineworker Series up to \$400 annually**
- **All other classifications up to \$300 annually**
- **PSO and DSO classifications are excluded from footwear reimbursement**

All classifications will be required to purchase and wear the approved footwear appropriate for work being performed, except Linemen/women, who will purchase one pair of special footwear. Once footwear is purchased, all personnel will be required to wear the product.  
*(Revised 1/1/2013)*

Each Business Unit with personnel in classifications that require the wearing of appropriate footwear will establish procedures for the purchase of the footwear.  
*(Revised 1/1/2018 per LOA)*

#### **4. FLAME RESISTANT CLOTHING**

SMUD agrees to provide certain flame-resistant clothing to those employees who work on or near exposed electrical conductors or equipment energized at 50 volts (AC or DC) or greater. The clothing will be provided at no cost to the employees for purchase or maintenance.

##### **A. Affected Classifications**

Employees in the following classifications are required to wear flame-resistant clothing when exposed to the described hazardous conditions.

- Apprentice Cable Splicer/Electrician
- Apprentice Electrician
- Apprentice Electrical Technician
- **Apprentice Facilities Stationary Engineer**
- Apprentice Lineman-woman
- Apprentice Meter Technician
- **Apprentice Plant Mechanic**
- Cable Locator
- Cable Splicer/Electrician
- Cable Splicer/Electrician Foreman-woman, Light
- Combustion Turbine Technician
- Electrical Technician
- Electrician
- Facilities Stationary Engineer
- Fault Locator

- **High Voltage Test Technician**
  - Hydro Operator
  - Line Construction Foreman-woman
  - Line Equipment Operator
  - **Line Equipment Operator Assistant**
  - Line Foreman-woman, Light
  - Line Subforeman-woman
  - Lineman-woman
  - **Maintenance Carpenter**
  - Meter Technician
  - Network Electrical Foreman-woman, Light
  - **Plant Mechanic**
  - **Plant Mechanic Foreman**
  - Revenue Protection Representative
  - **Senior High Voltage Test Technician**
  - Senior Meter Technician
  - Senior Troubleshooter
  - Substation Subforeman-woman
  - Substation Foreman-woman, Light
  - Telecom Technician
  - Troubleshooter
- (Revised 1/1/2022)*

The above classifications are subject to change in accordance with Hazard Assessment Analyses, as outlined in SMUD Safety Program Manual.

- B. Each Business Unit with personnel in classifications that require the wearing of the Flame Resistant Clothing will establish the initial Flame Resistant Clothing allotment and subsequent clothing requirements.

Additionally, each Business Unit will establish procedures for the purchase of the Flame Resistant Clothing by assigned employees. *(Revised 1/1/2018 per LOA)*

## 5. **APPRENTICE INSTRUCTORS**

Journey-level or Light Foreman/woman level employees who have volunteered to provide instruction for the after-hours (night school) apprentice training and are authorized and directed to provide instruction to Apprentices will be compensated in the following manner:

- A. An hourly rate of two times a Light Foreman/woman's regular straight time rate of pay or two times the employee's regular rate of pay (if higher).
- B. If a class session requires more than the normal two hours, the instructor will be compensated at the two times rate for each additional hour. The training coordinator or supervisor must approve additional hours in advance.

- C. An instructor may choose to take CTO in lieu of pay with advance approval of his/her supervisor.
- D. Based on the normal class session time requirements outlined above (2 hours of class contact and 1 additional hour), an employee would be credited with a total of 6 hours of CTO per class session.
- E. It is understood that either the flat rate method or the CTO method will constitute full compensation for a class session. Mealtime, meal payments, and travel time will not be applicable.
- F. Employees who provide instruction for the after-hours (night school) apprentice training shall not have those hours added to the ranked overtime list for their respective work groups. (*Revised 1/1/2022*)**
- G. Course preparation time or instruction provided during normal working hours will be compensated at the employee's normal rate of pay.

**6. SMUD/IBEW JOINT APPRENTICESHIP TRAINING COMMITTEE (JATC)**

It is the intent of the parties to support the establishment of apprenticeship programs for certain IBEW-represented classifications where such programs are deemed appropriate. The IBEW and SMUD agree that such programs will be administered in accordance with the following provisions:

- A. The classification of positions and the selection (hiring) process shall be managed in accordance with SMUD's Civil Service Rules.
- B. SMUD retains the right to hire, evaluate and discipline any employee participating in an apprenticeship program, taking into consideration the recommendations of the JATC.
- C. Apprenticeship programs shall operate in accordance with the Apprenticeship Standards of the SMUD/IBEW Joint Apprenticeship Training Committee.

**7. JOINT LABOR-MANAGEMENT COUNCIL**

SMUD and the Union agree that it is essential to sound labor-management relations and to the economic progress of SMUD and its employees to make constant improvements in SMUD's operations in order to maintain efficiency and control costs. To accomplish this goal, it is essential that employees understand the basis for changes affecting their employment and working conditions.

It is also agreed that periodic discussions between Union and Management can promote good labor relations by preventing relaxation of standards with respect to training or the application of job specifications and other working conditions.

The parties to this agreement recognize that there are many issues outside of the collective bargaining agreement that are of mutual concern and interest to both labor and management

and can best be handled through cooperative action. To this end, the parties agree to create a Joint Labor-Management Council.

**A. Purpose**

- 1) To provide a forum to understand issues of a general concern to both labor and management.
- 2) To provide a forum to evaluate ideas to improve productivity, quality of services and innovations within SMUD or the industry.
- 3) To refer matters to appropriate forums (i.e., Safety and Standards Committee, grievance procedure, etc.) for resolution.
- 4) To make joint recommendations to Executive Management on issues not resolved by other appropriate forums.
- 5) To provide appropriate communications to fulfill the charter of the council.

**B. Structure**

1) Representatives

The Council will be composed of a bi-lateral body of six (6) labor representatives appointed by the Union and an equal number of management representatives (one of which will be a member of the Executive Committee) appointed by SMUD.

2) Meetings and Agenda

The Council shall meet quarterly or as otherwise mutually agreed upon by the Council. The first meeting of the Council will be held within thirty (30) days of the ratification of this labor agreement.

Matters for consideration by the Council shall be addressed to the Union Business Representative or Manager of Employee Relations. They will set the agenda for Council. Either party may bring persons to the Council meeting whose input would be appropriate to understand the issues scheduled for discussion.

3) Leadership

The parties shall each select a representative to function as co-chairpersons of the Council.

4) Authority of Council

The Council will act by consensus.

**8. BULLETIN BOARDS**

SMUD will provide the Union adequate bulletin board space for the purpose of posting thereon matters relating to official Union business. The Union shall not post any matter derogatory to SMUD, its employees, or its customers.

Employees may advertise the sale or rent of their personal or real property on SMUD bulletin boards.

**9. TOWER CLIMBING**

The Telecommunications Technicians agree to learn tower climbing techniques and the proper use of associated safety equipment. SMUD agrees to provide tower climbing training on an as needed basis. The Telecommunications Technicians agree to be available for tower climbing on a volunteer basis. If a sufficient number of volunteers cannot be found, technicians will be appointed in inverse order of SMUD seniority. Technicians shall be allowed to decline such appointment for medical reasons or other reasonable circumstances.

**10. COFFEE BREAKS**

To provide consistency among all departments, employees will be allowed to consume coffee or other beverages at their workstations or work sites provided safe work practices are not compromised. It is recognized that in many work situations involving lengthy periods of high concentration, a brief pause to consume a beverage is reasonable so a quality work effort can be continued. However, it is the intent of this paragraph that these short intervals should have a minimum impact on productivity.

**11. SUCCESSOR CLAUSE**

SMUD agrees to make every effort to keep the Union informed of any discussions SMUD is having concerning the transfer of a significant SMUD asset to another entity. SMUD's ability to do so will depend to some extent upon the nature of the negotiations and the parties with whom SMUD is negotiating. However, it is the intent of the parties that as soon as practical, the Union will be informed of any such discussions and will become involved in the implementation of any severance pay program.

**12. CONTRACTING OUT**

A. SMUD shall not contract any work normally performed by the IBEW bargaining unit if such contracting is intended to reduce or has the effect of reducing the regular work force by attrition, demotion, displacement or lay off. Further, prior to any reduction in force of IBEW-represented employees, affected IBEW employees meeting the minimum qualifications of the job being contracted will be offered any bargaining unit work being performed by contractors. These assignments will be of a temporary nature. All current rules concerning bumping and selection shall apply.

For the purpose of this agreement, contracting occurs when temporary positions are being filled by non-IBEW employees; outside contractors are performing work in the IBEW bargaining unit; and cross-training is in effect. SMUD agrees to notify IBEW in each instance of its intent to contract IBEW bargaining unit work.

B. **Prior to contracting out work normally performed by IBEW-represented employees, SMUD will provide volunteer IBEW-represented employees with the first right of refusal.** When contracting out work normally performed by IBEW represented employees, SMUD will have such work done by the optimum use of volunteer IBEW represented



employees. Exceptions to the foregoing for Power Generation are contractors may be used for the following circumstances: (*Revised 1/1/2022*)

- OEM support;
- Capital funded projects; or
- Seasonal FERC/DSOD related work. (*Revised 1/1/2013*)

**13. CONFLICT OF LAW**

If any provision of this MOU or the application of such provision should be found invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, the remaining parts or portions of this MOU shall remain in full force and effect.

**14. TECHNOLOGICAL CHANGES**

SMUD shall continue to provide the Union with as much notice as practicable of technological changes in its business that may have a significant effect on its work force. In such circumstances, SMUD and the Union shall then meet to study and endeavor to adopt appropriate solutions.

**15. NO STRIKES, NO LOCKOUTS**

During the term of this Agreement, SMUD agrees that there shall be no lockout, and the Union agrees on behalf of itself and the employees represented by it that there shall be no authorized, concerted failure to report to work, cessation or interruption of work, slowdown, strike (**including, but not limited to, sympathy strikes**), boycott or any type of organized or concerted interference, express or implied, direct, indirect, coercive or otherwise, with SMUD's business. The Union further agrees that, should any such acts be committed by any employee or employees, it shall openly and publicly denounce and discourage said acts. (*Revised 1/1/2022*)

**16. CONTINUATION OF OTHER TERMS AND CONDITIONS - ENTIRE AGREEMENT**

This MOU sets forth the entire understanding of the parties regarding the matters contained herein and any other prior or existing understanding or MOU by the parties, whether formal or informal, regarding such matters are hereby superseded. Except as provided in this MOU, it is agreed and understood that all benefits and working conditions provided by this MOU shall remain unchanged during the term of this MOU, unless expressly modified by mutual agreement through the meet and confer process.

With regard to terms and conditions of employment not expressly covered by this MOU, the parties recognize that during the term of this MOU it may be necessary or desirable for SMUD to make changes on matters within the scope of representation. If and when SMUD finds it necessary to make such changes, it will notify the Union at least 30 days prior to the proposed implementation. At the request of the union, the parties shall meet and confer in a good faith effort to reach agreement over such matters that fall within the scope of representation.

If the parties are unable to reach agreement, the impasse shall be resolved through the use of MED (iation)-ARB (itration). Agreements or decisions resulting from this process shall be binding on the parties.

**17. UARP COLD WEATHER CLOTHING**

**Hydrography Field Technicians and Heavy-Duty Equipment Operator classifications that perform work in the Upper American River Project (UARP) shall be provided cold weather clothing including an insulated jacket and insulated bibs authorized by SMUD. Employees shall be allowed to replace the clothing every three (3) years. (*Revised 1/1/2022*)**

Dated: \_\_\_\_\_

12/9/2021

Signature Page

International Brotherhood of Electrical  
Workers, Local 1245

By: \_\_\_\_\_

Dylan Gottfried  
Senior Assistant Business Manager

IBEW Team Members:

Al Fortier

Al Fortier

Lou Mennel

Lou Mennel

Rafael Burgos

Rafael Burgos

Kim Camatti

Kim Camatti

Josh Erhardt

Josh Erhardt

Earl James Ferris II

Earl James Ferris II

Joseph Klein

Joseph Klein

Corey Smith

Corey Smith

Sean Stevens

Sean Stevens

**APPROVED**  
INTERNATIONAL OFFICE - I.B.E.W.

2/9/2022

Lonnie R. Stephenson, Int'l President  
This approval does not make the  
International a party to this agreement

Approved: \_\_\_\_\_

Bob Dean

Business Manager

Sacramento Municipal Utility District

By: \_\_\_\_\_

Cheryl Spector

Cheryl Spector  
Manager, Employee Relations

SMUD Team Members:

Tiffany Navarrette

Tiffany Navarrette

Lora Anguay

Lora Anguay

Casey Fallon

Casey Fallon

Scott Barker

Scott Barker

Chris Gochring

Chris Gochring

Charles Alford

Charles Alford

Kathleen Huston

Kathleen Huston

Approved as to form:

Laura Lewis

Laura Lewis  
General Counsel

Approved: \_\_\_\_\_

Paul Lau

Paul Lau  
General Manager & CEO

# **APPENDICES A-E**

## **APPENDIX A – WAGE RATES**

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## **APPENDIX B – CLASSIFICATIONS REQUIRING COMMERCIAL LICENSES**

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## **APPENDIX C – WORK AREA THRESHOLD LEVELS**

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## **APPENDIX D – SUPPLEMENTAL LETTERS OF AGREEMENT**

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## **APPENDIX E – RELOCATION EXPENSES MANAGEMENT PROCEDURE 05.03.03.100**

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## **APPENDIX A**

### **WAGE SCHEDULE**

**The parties agree to place all wage schedules, including all premiums, for all IBEW represented employees in Appendix A of the current MOU. (*Revised 1/1/2022*)**

**2022 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09
BODY-FENDER MECH	IBEW884*	\$ 51.99								
CABLE LOCATOR	IBEW873G	\$ 44.69	\$ 45.63	\$ 46.92	\$ 48.12	\$ 49.02				
CABLE LOCATOR W/CL A	IBEW873M	\$ 45.84	\$ 46.78	\$ 48.07	\$ 49.27	\$ 50.17				
CABLE LOCATOR W/HAZ	IBEW873X	\$ 45.95	\$ 46.89	\$ 48.18	\$ 49.39	\$ 50.29				
CABLE SPLC CONSTR FRMN/WM	IBEW941I	\$ 75.12								
CABLE SPLC CONSTR FRMN/WM W/CL A	IBEW941F	\$ 76.27								
CABLE SPLC/ELEC	IBEW923*	\$ 63.27								
CABLE SPLC/ELEC APPR	IBEW909A	\$ 41.14	\$ 43.47	\$ 45.85	\$ 48.23	\$ 50.64	\$ 53.01	\$ 55.33	\$ 57.73	\$ 60.08
CABLE SPLC/ELEC APPR W/CL A	IBEW909B	\$ 42.29	\$ 44.62	\$ 47.00	\$ 49.38	\$ 51.79	\$ 54.16	\$ 56.48	\$ 58.88	\$ 61.23
CABLE SPLC/ELEC APPR W/HAZ	IBEW909C	\$ 42.41	\$ 44.74	\$ 47.12	\$ 49.50	\$ 51.91	\$ 54.28	\$ 56.60	\$ 59.00	\$ 61.35
CABLE SPLC/ELEC FR,LT	IBEW942*	\$ 71.28								
CABLE SPLC/ELEC FR,LT W/CL A	IBEW942L	\$ 72.43								
CABLE SPLC/ELEC SUBFRMN/WM	IBEW937D	\$ 68.13								
CABLE SPLC/ELEC W/CL A	IBEW923L	\$ 64.42								
CALIBRATION TECH	IBEW925*	\$ 61.77								
CIVIL MAINT FRMN/WM, LT	IBEW937*	\$ 65.18								
CIVIL MAINT FRMN/WM, LT W/CL A	IBEW937L	\$ 66.33								
CIVIL MAINT FRMN/WM, LT W/HAZ	IBEW937X	\$ 66.45								
COMBUST TURBINE FRMN/WM	IBEW945*	\$ 69.40								
COMBUST TURBINE TECH	IBEW917*	\$ 59.63								
CRAFTS HELPER	IBEW828G	\$ 30.52	\$ 31.92	\$ 34.37	\$ 36.71	\$ 39.32				
CRAFTS HELPER W/CL A	IBEW828L	\$ 31.67	\$ 33.07	\$ 35.52	\$ 37.86	\$ 40.47				
CRAFTS HELPER W/HAZ	IBEW828X	\$ 31.79	\$ 33.19	\$ 35.64	\$ 37.98	\$ 40.59				
CUSTODIAN 1/	IBEW800G	\$ 30.04	\$ 31.39	\$ 32.83	\$ 34.35					
DISTRBUTN SYSTEM OPER I	IBEW887J	\$ 54.42	\$ 55.78	\$ 57.20	\$ 58.70	\$ 60.18	\$ 61.71	\$ 63.29	\$ 64.98	\$ 66.62
DISTRBUTN SYSTEM OPER I 1/	IBEW969A	\$ 61.34	\$ 62.88	\$ 64.50	\$ 66.19	\$ 67.83	\$ 69.60	\$ 71.34	\$ 73.25	\$ 75.11
DISTRBUTN SYSTEM OPER II	IBEW945N	\$ 70.94								
DISTRBUTN SYSTEM OPER II 1/	IBEW977*	\$ 80.01								
ELEC FRMN/WM, LT	IBEW941*	\$ 67.76								
ELEC FRMN/WM, LT W/CL A	IBEW941L	\$ 68.91								
ELEC FRMN/WM, LT W/HAZ	IBEW941X	\$ 69.03								
ELECTRICAL TECH	IBEW937E	\$ 70.68								
ELECTRICAL TECH APPR	IBEW928B	\$ 45.88	\$ 48.61	\$ 51.23	\$ 53.88	\$ 56.56	\$ 59.23	\$ 61.83	\$ 64.50	\$ 67.14
ELECTRICAL TECH APPR W/HAZ	IBEW928C	\$ 47.15	\$ 49.88	\$ 52.50	\$ 55.15	\$ 57.83	\$ 60.50	\$ 63.10	\$ 65.93	\$ 68.41
ELECTRICAL TECH FRMN/WM W/CL A	IBEW970M	\$ 82.06								
ELECTRICAL TECH FRMN/WM W/HAZ	IBEW970N	\$ 82.18								
ELECTRICAL TECH FRMN/WM, LT	IBEW970A	\$ 80.87								
ELECTRICAL TECH FRMN/WM, LT OC	IBEW970O	\$ 82.43								
ELECTRICAL TECH SUBFRMN/WM	IBEW937F	\$ 76.14								
ELECTRICAL TEST & REPAIR SPCLST	IBEW939A	\$ 69.04								

This wage schedule is for informational purposes only. Employees should refer to the annual SMUD Board approved wage schedule for the most accurate and updated information.

**2022 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09
ELECTRICIAN	IBEW916*	\$ 59.20								
ELECTRICIAN APPR	IBEW880*	\$ 38.48	\$ 41.05	\$ 43.54	\$ 46.08	\$ 48.63	\$ 51.17	\$ 53.66	\$ 56.23	
ELECTRICIAN APPR W/CL A	IBEW880L	\$ 39.63	\$ 42.20	\$ 44.69	\$ 47.23	\$ 49.78	\$ 52.32	\$ 54.81	\$ 57.38	
ELECTRICIAN APPR W/HAZ	IBEW880X	\$ 39.75	\$ 42.32	\$ 44.81	\$ 47.35	\$ 49.90	\$ 52.44	\$ 54.93	\$ 57.50	
ELECTRICIAN W/CL A	IBEW916L	\$ 60.35								
ELECTRICIAN W/HAZ	IBEW916X	\$ 60.47								
EQUIP OPER	IBEW858*	\$ 46.39								
EQUIP OPR W/CL A	IBEW864*	\$ 47.54								
EQUIP OPR W/HAZ	IBEW864X	\$ 47.66								
FAC STATIONARY ENG APPR	IBEW851J	\$ 31.47	\$ 33.30	\$ 35.09	\$ 36.92	\$ 38.72	\$ 40.54	\$ 42.37	\$ 44.17	\$ 46.02
FAC STATIONARY ENG APPR 1/	IBEW879F	\$ 37.03	\$ 39.19	\$ 41.31	\$ 43.46	\$ 45.58	\$ 47.72	\$ 49.88	\$ 51.99	\$ 54.14
FAC STATIONARY ENG FMN/WN LT	IBEW937*	\$ 65.18								
FAC STATIONARY ENG I	IBEW872G	\$ 48.43								
FAC STATIONARY ENG II	IBEW908*	\$ 56.99								
FACILITIES CUSTODIAN	IBEW792*	\$ 23.40	\$ 25.18	\$ 27.20	\$ 29.28					
FACILITIES ELEC FRMN/WN,LT	IBEW941*	\$ 67.76								
FACILITIES ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 68.91								
FACILITIES UTILITY CREW FRMN/WM	IBEW919M	\$ 43.33								
FACILITIES UTILITY CREW FRMN/WM 1/	IBEW863M	\$ 50.46								
FACILITIES UTILITY CREW FRMN/WM W/HAZ	IBEW919N	\$ 44.60								
FACILITIES UTILITY CREW FRMN/WM W/HAZ 1/	IBEW863N	\$ 51.73								
FAULT LOCATOR	IBEW941H	\$ 69.00								
FAULT LOCATOR W/CL A	IBEW941D	\$ 70.15								
FIELD SUPPORT TECH W/CL A	IBEW888C	\$ 49.34	\$ 50.57	\$ 51.84	\$ 53.11					
GARDENER	IBEW877J	\$ 35.59	\$ 36.50	\$ 37.26						
GARDENER 1/	IBEW848G	\$ 41.63	\$ 42.68	\$ 43.54						
GARDENER W/CL A	IBEW877K	\$ 36.74	\$ 37.65	\$ 38.41						
GARDENER W/CL A 1/	IBEW848L	\$ 42.78	\$ 43.83	\$ 44.69						
GARDENER W/HAZ	IBEW877L	\$ 36.86	\$ 37.77	\$ 38.53						
GARDENER W/HAZ 1/	IBEW848X	\$ 42.90	\$ 43.95	\$ 44.81						
GAS CONTROL TECH	IBEW924*	\$ 61.60								
GAS CONTROL TECH APPR	IBEW912E	\$ 40.15	\$ 42.79	\$ 45.45	\$ 48.09	\$ 50.76	\$ 53.37	\$ 56.03	\$ 58.67	
GAS CONTROL TECH W/CL A	IBEW924L	\$ 62.75								
GAS PIPELINE FIELDPERSON	IBEW873G	\$ 44.69	\$ 45.63	\$ 46.92	\$ 48.12	\$ 49.02				
HAZ WASTE FRMN/WN, LT	IBEW912*	\$ 58.41								
HAZ WASTE FRMN/WN, LT W/CL A	IBEW915*	\$ 59.54								
HAZ WASTE FRMN-WN, LT W/HAZ	IBEW915X	\$ 59.68								
HAZARD WASTE TECH	IBEW874H	\$ 30.04	\$ 31.39	\$ 42.18	\$ 42.76	\$ 44.15	\$ 45.57	\$ 50.56	\$ 49.55	
HAZARD WASTE TECH OC	IBEW886*	\$ 52.09								
HAZARD WASTE TECH W/CL A	IBEW878A	\$ 50.70								

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**2022 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09
HAZARD WASTE TECH W/HAZ	IBEW878X	\$ 50.82								
HEAD GARDENER	IBEW919D	\$ 40.11								
HEAD GARDENER 1/	IBEW863*	\$ 46.90								
HEAD GARDENER W/CL A	IBEW919F	\$ 41.26								
HEAD GARDENER W/CL A 1/	IBEW863L	\$ 48.05								
HEAD GARDENER W/HAZ	IBEW919G	\$ 41.38								
HEAD GARDENER W/HAZ 1/	IBEW863X	\$ 48.17								
HIGH VOLTAGE TEST TECH	IBEW921*	\$ 60.88								
HVY DUTY EQ OP	IBEW893*	\$ 54.31								
HVY DUTY EQ OP APPR	IBEW877*	\$ 35.29	\$ 37.60	\$ 39.96	\$ 42.28	\$ 44.58	\$ 46.92	\$ 49.23	\$ 51.57	
HVY DUTY EQ OP FRMN/WN, LT	IBEW922L	\$ 62.11								
HVY DUTY EQ OP FRMN/WN, LT OC	IBEW937*	\$ 65.18								
HVY DUTY EQ OP FRMN/WN, LT W/CL A	IBEW923A	\$ 63.26								
HVY DUTY EQ OP FRMN/WN, LT W/HAZ	IBEW923B	\$ 63.38								
HVY DUTY EQ OP W/CL A	IBEW898*	\$ 55.46								
HVY DUTY EQ OP W/HAZ	IBEW898X	\$ 55.58								
HYD ELEC FRMN/WN, LT OC	IBEW941C	\$ 71.16								
HYD ELEC FRMN/WN, LT W/HAZ	IBEW941X	\$ 69.03								
HYD ELEC FRMN/WN,LT	IBEW941*	\$ 67.76								
HYD ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 68.91								
HYD ELEC OP FRMN/WM,LT	IBEW945*	\$ 69.40								
HYD FLD TECH	IBEW915A	\$ 57.02								
HYD FLD TECH FRMN/WN,LT	IBEW939*	\$ 67.41								
HYD FLD TECH FRMN/WN,LT W/CLA	IBEW939F	\$ 68.56								
HYD FLD TECH FRMN/WN,LT W/HAZ	IBEW939H	\$ 68.68								
HYD FLD TECH W/ HAZ	IBEW915H	\$ 58.29								
HYD FLD TECH W/CL A	IBEW915F	\$ 58.17								
HYD MECH FRMN/WN, LT OC	IBEW939A	\$ 69.04								
HYD MECH FRMN/WN,LT	IBEW937*	\$ 65.18								
HYD MECH FRMN/WN,LT W/CL A	IBEW937L	\$ 66.33								
HYD MECH FRMN/WN,LT W/HAZ	IBEW937X	\$ 66.45								
HYD OPER	IBEW917C	\$ 59.06								
HYD OPER 1/	IBEW927F	\$ 63.09								
HYD OPER APPR	IBEW820B	\$ 38.40	\$ 40.92	\$ 43.47	\$ 45.98	\$ 48.53	\$ 51.03	\$ 53.58	\$ 56.10	
HYD OPER APPR 1/	IBEW919A	\$ 41.03	\$ 43.73	\$ 46.41	\$ 49.12	\$ 51.84	\$ 54.52	\$ 57.24	\$ 59.93	
HYD OPER APPR W/CL A	IBEW820C	\$ 39.55	\$ 42.07	\$ 44.62	\$ 47.13	\$ 49.68	\$ 52.18	\$ 54.73	\$ 57.31	
HYD OPER APPR W/CL A 1/	IBEW919B	\$ 42.18	\$ 44.88	\$ 47.56	\$ 50.27	\$ 52.99	\$ 55.67	\$ 58.39	\$ 61.08	
HYD OPER APPR W/HAZ	IBEW919H	\$ 39.67	\$ 42.24	\$ 44.77	\$ 47.29	\$ 49.84	\$ 52.34	\$ 54.89	\$ 57.43	
HYD OPER APPR W/HAZ 1/	IBEW919C	\$ 42.30	\$ 45.00	\$ 47.68	\$ 50.39	\$ 53.11	\$ 55.79	\$ 58.51	\$ 61.20	
HYD OPER FRMN/WN	IBEW941A	\$ 70.64								

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**2022 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09
HYD OPER FRMN/WN 1/	IBEW970*	\$ 75.43								
HYD OPER FRMN/WN W/CL A	IBEW941G	\$ 71.79								
HYD OPER FRMN/WN W/CL A 1/	IBEW970L	\$ 76.58								
HYD OPER W/CL A	IBEW928A	\$ 60.21								
HYD OVERHAUL FRMN/WM	IBEW945*	\$ 69.40								
HYD STATIONARY ENGINEER APPR	IBEW851J	\$ 31.47	\$ 33.30	\$ 35.09	\$ 36.92	\$ 38.72	\$ 40.54	\$ 42.37	\$ 44.17	\$ 46.02
HYD STATIONARY ENGINEER I	IBEW872G	\$ 48.43								
HYD STATIONARY ENGINEER II	IBEW908*	\$ 56.99								
HYD STATIONARY ENGINEER SUBFRMN/WN	IBEW922*	\$ 61.35								
HYD STATIONARY ENGR FRMN/WN LT	IBEW937*	\$ 65.18								
HYD STATIONARY ENGR II W/CL C-HAZ	IBEW908K	\$ 57.74								
HYD STATIONARY ENGR II W/HAZ	IBEW908X	\$ 58.26								
INSTRUCTOR	IBEW938A	\$ 67.20								
LEAD DIST SYS OPER	IBEW941E	\$ 73.73								
LEAD DIST SYS OPER 1/	IBEW992*	\$ 83.23								
LEAD TOOL REPAIRER	IBEW922*	\$ 61.35								
LEAD UTILITY COMPLIANCE SPECIALIST	IBEW828K	\$ 44.82								
LEAD VEHICLE MECH	IBEW888D	\$ 51.51								
LEAD VEHICLE MECH 1/	IBEW904*	\$ 56.17								
LEAD VEHICLE MECH W/CL A	IBEW888F	\$ 52.66								
LEAD VEHICLE MECH W/CL A 1/	IBEW909*	\$ 57.39								
LEAD VEHICLE MECH W/HAZ	IBEW888H	\$ 52.78								
LEAD VEHICLE MECH W/HAZ (FP)	IBEW904*	\$ 56.28								
LEAD VEHICLE MECH W/HAZ (FP) 1/	IBEW922A	\$ 61.38								
LEAD VEHICLE MECH W/HAZ 1/	IBEW909X	\$ 57.44								
LINE CONST FRMN/WN	IBEW976*	\$ 86.74								
LINE CONST FRMN/WN W/CL A	IBEW976C	\$ 87.89								
LINE CONST FRMN/WN W/HAZ	IBEW976X	\$ 88.01								
LINE EQUIP OPER W/CR & HAZ	IBEW862F	\$ 49.71								
LINE EQUIP OPER ASST 1/	IBEW872*	\$ 48.82								
LINE EQUIP OPER ASST 1//	IBEW872L	\$ 49.98								
LINE EQUIP OPER ASST W/CLA	IBEW795*	\$ 27.68	\$ 28.85	\$ 30.99	\$ 33.04	\$ 35.34				
LINE EQUIP OPER ASST W/CLA 1/	IBEW830L	\$ 32.84	\$ 34.29	\$ 36.84	\$ 39.29	\$ 41.93				
LINE EQUIP OPER W/CL A 1/	IBEW898*	\$ 55.46								
LINE EQUIP OPER W/CLA	IBEW862D	\$ 48.64								
LINE EQUIP OPER W/CR & CL A	IBEW862G	\$ 49.59								
LINE EQUIP OPER W/HAZ	IBEW862E	\$ 48.76								
LINE EQUIP OPER W/HAZ 1/	IBEW898X	\$ 55.58								
LINE FRMN/WN LT	IBEW965R	\$ 81.49								
LINE FRMN/WN LT W/CL A	IBEW965C	\$ 82.64								

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**2022 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09
LINE INSPECTOR I	IBEW933*	\$ 71.71								
LINE INSPECTOR II	IBEW941R	\$ 76.59								
LINE INSPECTOR W/CL A I	IBEW933C	\$ 72.86								
LINE INSPECTOR W/CL A II	IBEW941D	\$ 77.74								
LINE SUBFRMN/WN	IBEW941R	\$ 76.59								
LINE SUBFRMN/WN W/CL A	IBEW941D	\$ 77.74								
LINEMN/MM W/HAZ	IBEW933X	\$ 72.98								
LINEMN/WN	IBEW933*	\$ 71.71								
LINEMN/WN W/CL A	IBEW933C	\$ 72.86								
LINEMN/WN W/HELI	IBEW933Y	\$ 75.30								
LINEMN/WN-APPR	IBEW922R	\$ 46.63	\$ 49.70	\$ 52.77	\$ 55.85	\$ 58.88	\$ 61.98	\$ 65.07	\$ 68.14	
LINEMN/WN-APPR W/CL A	IBEW922C	\$ 47.78	\$ 50.85	\$ 53.92	\$ 57.00	\$ 60.03	\$ 63.13	\$ 66.22	\$ 69.29	
LINEMN/WN-APPR W/HAZ	IBEW922Z	\$ 47.90	\$ 50.97	\$ 54.04	\$ 57.12	\$ 60.15	\$ 63.25	\$ 66.34	\$ 69.41	
MAINT CARPENTER	IBEW865*	\$ 48.43								
MAINT CARPENTER 1/	IBEW908*	\$ 56.99								
MAINT CARPENTER APPR	IBEW851E	\$ 30.94	\$ 32.73	\$ 34.52	\$ 36.31	\$ 38.07	\$ 39.86	\$ 41.67	\$ 43.44	\$ 45.24
MAINT CARPENTER APPR 1/	IBEW879F	\$ 37.03	\$ 39.19	\$ 41.31	\$ 43.46	\$ 45.58	\$ 47.72	\$ 49.88	\$ 51.99	\$ 54.14
MAINT CARPENTER FRMN/WN LT	IBEW901K	\$ 54.46								
MAINT CARPENTER FRMN/WN, LT 1/	IBEW937*	\$ 65.18								
MAINT CARPENTER SUBFRMN/WN	IBEW887D	\$ 51.24								
MAINT CARPENTER SUBFRMN/WN 1/	IBEW922*	\$ 61.35								
MAINT CARPENTER W/ CL A 1/	IBEW908L	\$ 58.14								
MAINT CARPENTER W/CL A	IBEW872D	\$ 49.58								
MATERIAL SPCLST I	IBEW793*	\$ 25.47	\$ 29.37	\$ 33.29	\$ 37.21					
MATERIAL SPCLST I 1/	IBEW851*	\$ 30.44	\$ 35.09	\$ 39.76	\$ 44.45					
MATERIAL SPCLST I W/CL A 1/	IBEW851C	\$ 31.59	\$ 36.24	\$ 40.91	\$ 45.60					
MATERIAL SPCLST I W/HAZ 1/	IBEW851H	\$ 31.71	\$ 36.36	\$ 41.03	\$ 45.72					
MATERIAL SPCLST II	IBEW912D	\$ 39.15								
MATERIAL SPCLST II 1/	IBEW862*	\$ 46.78								
MATERIAL SPCLST II W/CL A	IBEW912F	\$ 40.30								
MATERIAL SPCLST II W/CL A 1/	IBEW862C	\$ 47.93								
MATERIAL SPCLST II W/CR & CL A	IBEW912P	\$ 41.25								
MATERIAL SPCLST II W/CR & CL A 1/	IBEW862A	\$ 48.88								
MATERIAL SPCLST II W/CR & HAZ	IBEW912R	\$ 41.37								
MATERIAL SPCLST II W/CR & HAZ 1/	IBEW862B	\$ 49.00								
MATERIAL SPCLST II W/HAZ	IBEW912H	\$ 40.42								
MATERIAL SPCLST II W/HAZ 1/	IBEW862X	\$ 48.05								
MATERIAL SPCLST III	IBEW928D	\$ 44.61								
MATERIAL SPCLST III 1/	IBEW878L	\$ 51.10								
MATERIAL SPCLST III W/CL A	IBEW928G	\$ 45.76								

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**2022 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09
MATERIAL SPCLST III W/CL A 1/	IBEW879A	\$ 52.25								
MATERIAL SPCLST III W/CR & CL A	IBEW928L	\$ 46.71								
MATERIAL SPCLST III W/CR & CL A 1/	IBEW879D	\$ 53.20								
MATERIAL SPCLST III W/CR & HAZ	IBEW928M	\$ 46.83								
MATERIAL SPCLST III W/CR & HAZ 1/	IBEW898A	\$ 53.32								
MATERIAL SPCLST III W/HAZ	IBEW928H	\$ 45.88								
MATERIAL SPCLST III W/HAZ 1/	IBEW879B	\$ 52.37								
MATERIAL SPCLST IV	IBEW858B	\$ 47.41								
MATERIAL SPCLST IV 1/	IBEW893*	\$ 54.31								
MATERIAL SPCLST IV W/CL A	IBEW858H	\$ 48.56								
MATERIAL SPCLST IV W/CL A 1/	IBEW898*	\$ 55.46								
MATERIAL SPCLST IV W/CR & CL A	IBEW858N	\$ 49.51								
MATERIAL SPCLST IV W/CR & CL A 1/	IBEW893A	\$ 56.41								
MATERIAL SPCLST IV W/CR & HAZ	IBEW858P	\$ 49.63								
MATERIAL SPCLST IV W/CR & HAZ 1/	IBEW893E	\$ 56.53								
MATERIAL SPCLST IV W/HAZ	IBEW858J	\$ 48.68								
MATERIAL SPCLST IV W/HAZ 1/	IBEW898X	\$ 55.58								
MECHANIC	IBEW865*	\$ 47.60								
MECHANIC 1/	IBEW884*	\$ 51.99								
MECHANIC W/CL A 1/	IBEW888*	\$ 53.14								
MECHANIC W/HAZ	IBEW865D	\$ 48.87								
MECHANIC W/HAZ 1/	IBEW888X	\$ 53.26								
MECHANICAL FRMN/WM,LT	IBEW921G	\$ 59.70								
MECHANICAL FRMN/WM,LT 1/	IBEW937*	\$ 65.18								
METER TECH	IBEW925*	\$ 61.77								
METER TECH APPR	IBEW912E	\$ 40.15	\$ 42.79	\$ 45.45	\$ 48.09	\$ 50.76	\$ 53.37	\$ 56.03	\$ 58.67	
NTWK CABLE FRMN/WN, LT	IBEW941*	\$ 67.76								
NTWK ELEC FRMN/WN,LT	IBEW941*	\$ 67.76								
NTWK ELEC FRMN/WN,LT W/HAZ	IBEW941X	\$ 69.03								
PLANT MECH	IBEW908*	\$ 56.99								
PLANT MECH APPR	IBEW879E	\$ 37.03	\$ 39.49	\$ 41.94	\$ 44.38	\$ 46.81	\$ 49.25	\$ 51.69	\$ 54.14	
PLANT MECH APPR W/CL A	IBEW879H	\$ 38.18	\$ 40.68	\$ 43.12	\$ 45.56	\$ 47.98	\$ 50.43	\$ 52.88	\$ 55.33	
PLANT MECH APPR W/HAZ	IBEW874X	\$ 38.30	\$ 40.80	\$ 43.24	\$ 45.68	\$ 48.13	\$ 50.56	\$ 53.00	\$ 55.45	
PLANT MECH W/CL A	IBEW908L	\$ 58.14								
PLANT MECH W/HAZ	IBEW908X	\$ 58.26								
PLANT MECH WELDER	IBEW920*	\$ 60.56								
POWER SYS OPER (E)	IBEW901D	\$ 56.56	\$ 57.99	\$ 59.43	\$ 60.94	\$ 62.43				
POWER SYS OPER (E) 1/	IBEW955*	\$ 65.79	\$ 67.44	\$ 69.13	\$ 70.89	\$ 72.63				
POWER SYS OPER I	IBEW921D	\$ 62.57	\$ 64.15	\$ 65.77	\$ 67.43	\$ 69.12	\$ 70.83	\$ 72.60	\$ 74.44	\$ 76.28
POWER SYS OPER I 1/	IBEW980*	\$ 72.63	\$ 74.43	\$ 76.34	\$ 78.24	\$ 80.20	\$ 82.21	\$ 84.25	\$ 86.38	\$ 88.54

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Wage Schedule**

Job Title	Pay Scale Group	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09
POWER SYS OPER II	IBEW976A	\$ 80.09								
POWER SYS OPER II 1/	IBEW986*	\$ 92.94								
PRE-APPR LINEMN/WN	IBEW830*	\$ 31.69	\$ 33.14	\$ 35.69	\$ 38.14	\$ 40.78				
PRE-APPR LINEMN/WN W/CL A	IBEW830L	\$ 32.84	\$ 34.29	\$ 36.84	\$ 39.29	\$ 41.93				
PRE-APPR LINEMN/WN W/HAZ	IBEW830X	\$ 32.96	\$ 34.41	\$ 36.96	\$ 39.41	\$ 42.05				
REVENUE PROTECTION REP (IBEW)	IBEW873N	\$ 44.36	\$ 45.73	\$ 47.37	\$ 49.61					
REVENUE PROTECTION REP (IBEW) 1/	IBEW903A	\$ 49.93	\$ 51.52	\$ 53.34	\$ 55.86					
SHIFT POWER SYS OPER I	IBEW921D	\$ 62.57	\$ 64.15	\$ 65.77	\$ 67.43	\$ 69.12	\$ 70.83	\$ 72.60	\$ 74.44	\$ 76.28
SHIFT POWER SYS OPER I 1/	IBEW980*	\$ 72.63	\$ 74.43	\$ 76.34	\$ 78.24	\$ 80.20	\$ 82.21	\$ 84.25	\$ 86.38	\$ 88.54
SHIFT POWER SYS OPER II	IBEW976A	\$ 80.09								
SHIFT POWER SYS OPER II 1/	IBEW986*	\$ 92.94								
SHIFT SR POWER SYS OPER	IBEW991*	\$ 84.11								
SHIFT SR POWER SYS OPER 1/	IBEW990*	\$ 97.62								
SR CABLE LOCATOR	IBEW888L	\$ 52.90								
SR CABLE LOCATOR W/CL A	IBEW888N	\$ 54.05								
SR CALIBRATION TECH	IBEW937A	\$ 66.05								
SR CUSTODIAN	IBEW814*	\$ 36.68								
SR DISTRIBUTION SYSTEM OPERATOR	IBEW950*	\$ 75.54								
SR DISTRIBUTION SYSTEM OPERATOR 1/	IBEW984*	\$ 88.00								
SR ELECTRICAL TECH	IBEW960*	\$ 78.13								
SR HIGH VOLTAGE TEST TECH	IBEW941*	\$ 67.76								
SR HYD OPER	IBEW931A	\$ 63.81								
SR HYD OPER 1/	IBEW941B	\$ 68.14								
SR LINE INSPECTOR	IBEW965R	\$ 81.49								
SR METER TECH	IBEW937A	\$ 66.05								
SR PARK MAINT WORKER	IBEW814*	\$ 36.68								
SR POWER SYS OPER	IBEW991*	\$ 84.11								
SR POWER SYS OPER 1/	IBEW990*	\$ 97.62								
SR TELECOMM TECH	IBEW939*	\$ 67.41								
SR TELEPHONE TECH	IBEW922G	\$ 60.50								
SR TELEPHONE TECH 1/	IBEW939*	\$ 67.41								
SR TOOL REPAIRER	IBEW901*	\$ 55.21								
SR TROUBLESHOOTER	IBEW976*	\$ 86.74								
SR VEHICLE MECH	IBEW874B	\$ 48.30								
SR VEHICLE MECH 1/	IBEW887*	\$ 52.73								
SR VEHICLE MECH W/CL A	IBEW874D	\$ 49.45								
SR VEHICLE MECH W/CL A 1/	IBEW887L	\$ 53.88								
SR VEHICLE MECH W/HAZ	IBEW874E	\$ 49.57								
SR VEHICLE MECH W/HAZ 1/	IBEW887X	\$ 54.00								
STATION RECORDER 1/	IBEW872*	\$ 48.82								

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Wage Schedule**

Job Title	Pay Scale Group	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09
STATION RECORDER 1//	IBEW861*	\$ 31.24	\$ 32.67	\$ 42.10	\$ 43.90	\$ 46.63				
SUBSTATION MAINT WORKER I	IBEW861A	\$ 38.26	\$ 40.18	\$ 42.18	\$ 44.29					
SUBSTATION MAINT WORKER II	IBEW861B	\$ 46.50	\$ 48.82							
SUBSTATN CONSTR FRMN/WM	IBEW945A	\$ 71.13								
SUBSTATN CONSTR FRMN/WM W/CL A	IBEW945L	\$ 72.28								
SUBSTATN CONSTR FRMN/WM W/HAZ	IBEW945X	\$ 72.40								
SUBSTATN FRMN/WN,LT	IBEW941*	\$ 67.76								
SUBSTATN FRMN/WN,LT W/CL A	IBEW941L	\$ 68.91								
SUBSTATN FRMN/WN,LT W/HAZ	IBEW941X	\$ 69.03								
SUBSTATN SUBFRMN/WN	IBEW927K	\$ 63.76								
SUBSTATN SUBFRMN/WN W/CL A	IBEW927E	\$ 64.91								
SUBSTATN SUBFRMN/WN W/HAZ	IBEW927H	\$ 65.03								
TELECOMM TECH 1/	IBEW928*	\$ 63.54								
TELECOMM TECH APPR	IBEW845A	\$ 37.06	\$ 40.49	\$ 43.92	\$ 47.34	\$ 50.76	\$ 54.17			
TELECOMM TECH APPR 1/	IBEW921A	\$ 41.31	\$ 45.12	\$ 48.96	\$ 52.72	\$ 56.55	\$ 60.37			
TELECOMM TECH I	IBEW915A	\$ 57.02								
TELECOMM TECH II	IBEW928*	\$ 63.54								
TELEPHONE TECH	IBEW915A	\$ 57.02								
TELEPHONE TECH 1/	IBEW928*	\$ 63.54								
TELEPHONE TECH APPR	IBEW845A	\$ 37.06	\$ 40.49	\$ 43.92	\$ 47.34	\$ 50.76	\$ 54.17			
TELEPHONE TECH APPR 1/	IBEW921A	\$ 41.31	\$ 45.12	\$ 48.96	\$ 52.72	\$ 56.55	\$ 60.37			
TOOL REPAIRER	IBEW874G	\$ 44.15	\$ 45.57	\$ 47.22	\$ 49.55					
TOOL REPAIRER W/CL A	IBEW874M	\$ 45.30	\$ 46.72	\$ 48.37	\$ 50.70					
TOOL REPAIRER W/HAZ	IBEW874Z	\$ 45.42	\$ 46.84	\$ 48.49	\$ 50.82					
TOOL ROOM FRMN/WN	IBEW936*	\$ 65.04								
TROUBLESHOOTER	IBEW941R	\$ 76.59								
TROUBLESHOOTER W/CL A	IBEW941D	\$ 77.74								
UTILITY ASSISTANT	IBEW785*	\$ 18.70	\$ 21.38							
UTILITY COMPLIANCE SPECIALIST	IBEW828G	\$ 30.52	\$ 31.92	\$ 34.37	\$ 36.71	\$ 39.32				
UTILITY COMPLIANCE SPECIALIST 1/	IBEW872*	\$ 48.82								
UTILITY COMPLIANCE SPECIALIST 1//	IBEW872L	\$ 49.98								
UTILITY COMPLIANCE SPECIALIST II	IBEW919J	\$ 41.34								
UTILITY CREW FRMN/WN W/HAZ	IBEW888X	\$ 53.26								
UTILITY WORKER I	IBEW802G	\$ 30.52	\$ 31.92	\$ 33.31	\$ 34.70					
UTILITY WORKER I W/CL A	IBEW802L	\$ 31.67	\$ 33.07	\$ 34.46	\$ 35.85					
UTILITY WORKER II	IBEW814*	\$ 36.68								
UTILITY WORKER III	IBEW816H	\$ 32.36	\$ 33.65	\$ 35.11	\$ 36.54	\$ 38.11				
UTILITY WORKER W/HAZ	IBEW802X	\$ 31.79	\$ 33.19	\$ 34.58	\$ 35.97					
VEGETATION MANAGEMENT SPCLST W/CL A	IBEW878H	\$ 51.28								
VEGETATION MANAGEMENT SPCLST WCL A 1/	IBEW901L	\$ 56.36								

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Wage Schedule**

Job Title	Pay Scale Group	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09
VEGETATION WORK PLANNER	IBEW878G	\$ 50.13								
VEGETATION WORK PLANNER 1/	IBEW901*	\$ 55.21								
VEGETATION WORK PLANNER W/CL A	IBEW878H	\$ 51.28								
VEGETATION WORK PLANNER W/CL A 1/	IBEW901L	\$ 56.36								
VEGETATION WORK PLANNER W/HAZ	IBEW878J	\$ 51.40								
VEGETATION WORK PLANNER W/HAZ 1/	IBEW901X	\$ 56.48								
VEHICLE ATTENDANT	IBEW816G	\$ 31.52	\$ 32.85	\$ 34.32	\$ 35.75	\$ 37.29				
VEHICLE ATTENDANT W/CL A	IBEW817*	\$ 32.67	\$ 34.00	\$ 35.47	\$ 36.90	\$ 38.44				
VEHICLE ATTENDANT W/HAZ	IBEW817X	\$ 32.79	\$ 34.12	\$ 35.59	\$ 37.02	\$ 38.56				
VEHICLE MAINT AIDE	IBEW790*	\$ 22.46	\$ 27.72							
VEHICLE MAINT AIDE W/CL A	IBEW790L	\$ 23.61	\$ 28.87							
VEHICLE MAINT AIDE W/HAZ	IBEW790X	\$ 23.73	\$ 28.99							
VEHICLE MECH	IBEW858A	\$ 45.36								
VEHICLE MECH 1/	IBEW874*	\$ 49.55								
VEHICLE MECH APPR W/HAZ	IBEW851D	\$ 30.27	\$ 32.28	\$ 34.25	\$ 36.22	\$ 38.21	\$ 40.18	\$ 42.19	\$ 44.13	
VEHICLE MECH APPR W/HAZ 1/	IBEW866X	\$ 33.49	\$ 35.61	\$ 37.74	\$ 39.87	\$ 41.99	\$ 44.10	\$ 46.24	\$ 48.36	
VEHICLE MECH W/CL A	IBEW858D	\$ 46.51								
VEHICLE MECH W/CL A 1/	IBEW878A	\$ 50.70								
VEHICLE MECH W/HAZ	IBEW858K	\$ 46.63								
VEHICLE MECH W/HAZ 1/	IBEW878X	\$ 50.82								
VEHICLE MECH WELDER	IBEW851I	\$ 47.44								
VEHICLE MECH WELDER APPR W/A	IBEW851F	\$ 31.67	\$ 33.77	\$ 35.83	\$ 37.88	\$ 40.00	\$ 42.05	\$ 42.09	\$ 46.23	
VEHICLE MECH WELDER APPR W/A 1/	IBEW888A	\$ 34.74	\$ 36.96	\$ 39.24	\$ 41.52	\$ 43.80	\$ 46.05	\$ 48.31	\$ 50.56	
VEHICLE MECH WELDER APPR W/HAZ	IBEW851K	\$ 31.73	\$ 33.83	\$ 35.88	\$ 37.94	\$ 40.04	\$ 42.09	\$ 44.16	\$ 46.27	
VEHICLE MECH WELDER APPR W/HAZ 1/	IBEW888B	\$ 34.79	\$ 37.01	\$ 39.29	\$ 41.56	\$ 43.82	\$ 46.09	\$ 48.36	\$ 50.61	
VEHICLE MECH WELDER W/CL A	IBEW874A	\$ 48.59								
VEHICLE MECH WELDER W/CL A 1/	IBEW888*	\$ 53.14								
VEHICLE MECH WELDER W/HAZ	IBEW872H	\$ 48.71								
VEHICLE MECH WELDER W/HAZ 1/	IBEW888X	\$ 53.26								

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Wage Schedule**

Job Title	Pay Scale Group	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09
BODY-FENDER MECH	IBEW884*	\$ 53.55								
CABLE LOCATOR	IBEW873G	\$ 46.03	\$ 47.00	\$ 48.32	\$ 49.56	\$ 50.49				
CABLE LOCATOR W/CL A	IBEW873M	\$ 47.18	\$ 48.15	\$ 49.47	\$ 50.71	\$ 51.64				
CABLE LOCATOR W/HAZ	IBEW873X	\$ 47.30	\$ 48.27	\$ 49.59	\$ 50.83	\$ 51.76				
CABLE SPLC CONSTR FRMN/WM	IBEW941I	\$ 77.37								
CABLE SPLC CONSTR FRMN/WM W/CL A	IBEW941F	\$ 78.52								
CABLE SPLC/ELEC	IBEW923*	\$ 65.17								
CABLE SPLC/ELEC APPR	IBEW909A	\$ 42.37	\$ 44.78	\$ 47.23	\$ 49.67	\$ 52.16	\$ 54.61	\$ 56.99	\$ 59.46	\$ 61.89
CABLE SPLC/ELEC APPR W/CL A	IBEW909B	\$ 43.52	\$ 45.93	\$ 48.38	\$ 50.82	\$ 53.31	\$ 55.76	\$ 58.14	\$ 60.61	\$ 63.04
CABLE SPLC/ELEC APPR W/HAZ	IBEW909C	\$ 43.64	\$ 46.05	\$ 48.50	\$ 50.94	\$ 53.43	\$ 55.88	\$ 58.26	\$ 60.73	\$ 63.16
CABLE SPLC/ELEC FR,LT	IBEW942*	\$ 73.41								
CABLE SPLC/ELEC FR,LT W/CL A	IBEW942L	\$ 74.56								
CABLE SPLC/ELEC SUBFRMN/WM	IBEW937D	\$ 70.18								
CABLE SPLC/ELEC W/CL A	IBEW923L	\$ 66.32								
CALIBRATION TECH	IBEW925*	\$ 63.62								
CIVIL MAINT FRMN/WM, LT	IBEW937*	\$ 67.14								
CIVIL MAINT FRMN/WM, LT W/CL A	IBEW937L	\$ 68.29								
CIVIL MAINT FRMN/WM, LT W/HAZ	IBEW937X	\$ 68.41								
COMBUST TURBINE FRMN/WM	IBEW945*	\$ 71.48								
COMBUST TURBINE TECH	IBEW917*	\$ 61.42								
CRAFTS HELPER	IBEW828G	\$ 31.44	\$ 32.88	\$ 35.40	\$ 37.81	\$ 40.50				
CRAFTS HELPER W/CL A	IBEW828L	\$ 32.59	\$ 34.03	\$ 36.55	\$ 38.96	\$ 41.65				
CRAFTS HELPER W/HAZ	IBEW828X	\$ 32.71	\$ 34.15	\$ 36.67	\$ 39.08	\$ 41.77				
CUSTODIAN 1/	IBEW800G	\$ 30.94	\$ 32.33	\$ 33.82	\$ 35.38					
DISTRBUTN SYSTEM OPER I	IBEW887J	\$ 58.23	\$ 59.69	\$ 61.20	\$ 62.81	\$ 64.39	\$ 66.03	\$ 67.72	\$ 69.53	\$ 71.29
DISTRBUTN SYSTEM OPER I 1/	IBEW969A	\$ 63.18	\$ 64.76	\$ 66.44	\$ 68.17	\$ 69.87	\$ 71.69	\$ 73.48	\$ 75.44	\$ 77.36
DISTRBUTN SYSTEM OPER II	IBEW945N	\$ 75.90								
DISTRBUTN SYSTEM OPER II 1/	IBEW977*	\$ 82.41								
ELEC FRMN/WM, LT	IBEW941*	\$ 69.79								
ELEC FRMN/WM, LT W/CL A	IBEW941L	\$ 70.94								
ELEC FRMN/WM, LT W/HAZ	IBEW941X	\$ 71.06								
ELECTRICAL TECH	IBEW937A	\$ 72.80								
ELECTRICAL TECH APPR	IBEW928B	\$ 47.26	\$ 50.06	\$ 52.77	\$ 55.49	\$ 58.25	\$ 61.00	\$ 63.68	\$ 66.43	\$ 69.16
ELECTRICAL TECH APPR W/HAZ	IBEW928C	\$ 48.53	\$ 51.33	\$ 54.04	\$ 56.77	\$ 59.53	\$ 62.28	\$ 64.95	\$ 67.87	\$ 70.42
ELECTRICAL TECH FRMN/WM W/CL A	IBEW970M	\$ 84.49								
ELECTRICAL TECH FRMN/WM W/HAZ	IBEW970N	\$ 84.61								
ELECTRICAL TECH FRMN/WM, LT	IBEW970A	\$ 83.29								
ELECTRICAL TECH FRMN/WM, LT OC	IBEW970O	\$ 84.90								
ELECTRICAL TECH SUBFRMN/WM	IBEW941C	\$ 78.42								

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ELECTRICAL TEST & REPAIR SPCLST	IBEW939A	\$ 71.12								
ELECTRICIAN	IBEW916*	\$ 60.98								
ELECTRICIAN APPR	IBEW880*	\$ 39.64	\$ 42.28	\$ 44.85	\$ 47.46	\$ 50.09	\$ 52.71	\$ 55.27	\$ 57.92	
ELECTRICIAN APPR W/CL A	IBEW880L	\$ 40.79	\$ 43.43	\$ 46.00	\$ 48.61	\$ 51.24	\$ 53.86	\$ 56.42	\$ 59.07	
ELECTRICIAN APPR W/HAZ	IBEW880X	\$ 40.91	\$ 43.55	\$ 46.12	\$ 48.73	\$ 51.36	\$ 53.98	\$ 56.54	\$ 59.19	
ELECTRICIAN W/CL A	IBEW916L	\$ 62.13								
ELECTRICIAN W/HAZ	IBEW916X	\$ 62.25								
EQUIP OPER	IBEW858*	\$ 47.78								
EQUIP OPR W/CL A	IBEW864*	\$ 48.93								
EQUIP OPR W/HAZ	IBEW864X	\$ 49.05								
FAC STATIONARY ENG APPR	IBEW851J	\$ 32.42	\$ 34.29	\$ 36.14	\$ 38.03	\$ 39.88	\$ 41.76	\$ 43.64	\$ 45.50	\$ 47.40
FAC STATIONARY ENG APPR 1/	IBEW879F	\$ 38.14	\$ 40.36	\$ 42.55	\$ 44.76	\$ 46.95	\$ 49.16	\$ 51.37	\$ 53.55	\$ 55.77
FAC STATIONARY ENG FMN/WN LT	IBEW937*	\$ 67.14								
FAC STATIONARY ENG I	IBEW872G	\$ 49.88								
FAC STATIONARY ENG II	IBEW908*	\$ 58.70								
FACILITIES CUSTODIAN	IBEW792*	\$ 24.10	\$ 25.94	\$ 28.02	\$ 30.16					
FACILITIES ELEC FRMN/WN,LT	IBEW941*	\$ 69.79								
FACILITIES ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 70.94								
FACILITIES UTILITY CREW FRMN/WM	IBEW919M	\$ 44.62								
FACILITIES UTILITY CREW FRMN/WM 1/	IBEW863M	\$ 51.97								
FACILITIES UTILITY CREW FRMN/WM W/HAZ	IBEW919N	\$ 45.89								
FACILITIES UTILITY CREW FRMN/WM W/HAZ 1/	IBEW863N	\$ 53.24								
FAULT LOCATOR	IBEW941R	\$ 71.07								
FAULT LOCATOR W/CL A	IBEW941D	\$ 72.22								
FIELD SUPPORT TECH W/CL A	IBEW888C	\$ 50.79	\$ 52.05	\$ 53.37	\$ 54.67					
GARDENER	IBEW877J	\$ 36.66	\$ 37.60	\$ 38.38						
GARDENER 1/	IBEW848G	\$ 42.88	\$ 43.96	\$ 44.85						
GARDENER W/CL A	IBEW877K	\$ 37.81	\$ 38.75	\$ 39.53						
GARDENER W/CL A 1/	IBEW848L	\$ 44.03	\$ 45.11	\$ 46.00						
GARDENER W/HAZ	IBEW877L	\$ 37.93	\$ 38.87	\$ 39.65						
GARDENER W/HAZ 1/	IBEW848X	\$ 44.15	\$ 45.23	\$ 46.12						
GAS CONTROL TECH	IBEW924*	\$ 63.45								
GAS CONTROL TECH APPR	IBEW912E	\$ 41.35	\$ 44.07	\$ 46.81	\$ 49.53	\$ 52.28	\$ 54.98	\$ 57.72	\$ 60.43	
GAS CONTROL TECH W/CL A	IBEW924L	\$ 64.60								
GAS PIPELINE FIELDPERSON	IBEW873G	\$ 46.03	\$ 47.00	\$ 48.32	\$ 49.56	\$ 50.49				
HAZ WASTE FRMN/WN, LT	IBEW912*	\$ 60.16								
HAZ WASTE FRMN/WN, LT W/CL A	IBEW915*	\$ 61.31								
HAZ WASTE FRMN-WN, LT W/HAZ	IBEW915X	\$ 61.43								
HAZARD WASTE TECH	IBEW874H	\$ 30.94	\$ 32.33	\$ 43.44	\$ 44.04	\$ 45.48	\$ 46.94	\$ 52.07	\$ 51.03	

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**2023 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09
HAZARD WASTE TECH OC	IBEW886*	\$ 53.65								
HAZARD WASTE TECH W/CL A	IBEW878A	\$ 52.19								
HAZARD WASTE TECH W/HAZ	IBEW878X	\$ 52.31								
HEAD GARDENER	IBEW919D	\$ 41.31								
HEAD GARDENER 1/	IBEW863*	\$ 48.30								
HEAD GARDENER W/CL A	IBEW919F	\$ 42.46								
HEAD GARDENER W/CL A 1/	IBEW863L	\$ 49.45								
HEAD GARDENER W/HAZ	IBEW919G	\$ 42.58								
HEAD GARDENER W/HAZ 1/	IBEW863X	\$ 49.57								
HIGH VOLTAGE TEST TECH	IBEW921*	\$ 62.71								
HVY DUTY EQ OP	IBEW893*	\$ 55.94								
HVY DUTY EQ OP APPR	IBEW877*	\$ 36.35	\$ 38.73	\$ 41.16	\$ 43.55	\$ 45.91	\$ 48.32	\$ 50.71	\$ 53.12	
HVY DUTY EQ OP FRMN/WN, LT	IBEW922L	\$ 63.97								
HVY DUTY EQ OP FRMN/WN, LT OC	IBEW937*	\$ 67.14								
HVY DUTY EQ OP FRMN/WN, LT W/CL A	IBEW923A	\$ 65.12								
HVY DUTY EQ OP FRMN/WN, LT W/HAZ	IBEW923B	\$ 65.24								
HVY DUTY EQ OP W/CL A	IBEW898*	\$ 57.09								
HVY DUTY EQ OP W/HAZ	IBEW898X	\$ 57.21								
HYD ELEC FRMN/WN, LT OC	IBEW941C	\$ 73.29								
HYD ELEC FRMN/WN, LT W/HAZ	IBEW941X	\$ 71.06								
HYD ELEC FRMN/WN,LT	IBEW941*	\$ 69.79								
HYD ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 70.94								
HYD ELEC OP FRMN/WN,LT	IBEW945*	\$ 71.48								
HYD FLD TECH	IBEW915A	\$ 58.73								
HYD FLD TECH FRMN/WN,LT	IBEW939*	\$ 69.43								
HYD FLD TECH FRMN/WN,LT W/CLA	IBEW939F	\$ 70.58								
HYD FLD TECH FRMN/WN,LT W/HAZ	IBEW939H	\$ 70.70								
HYD FLD TECH W/ HAZ	IBEW915H	\$ 60.00								
HYD FLD TECH W/CL A	IBEW915F	\$ 59.88								
HYD MECH FRMN/WN, LT OC	IBEW939A	\$ 71.12								
HYD MECH FRMN/WN,LT	IBEW937*	\$ 67.14								
HYD MECH FRMN/WN,LT W/CL A	IBEW937L	\$ 68.29								
HYD MECH FRMN/WN,LT W/HAZ	IBEW937X	\$ 68.41								
HYD OPER	IBEW917C	\$ 62.16								
HYD OPER 1/	IBEW927F	\$ 64.99								
HYD OPER APPR	IBEW820B	\$ 40.42	\$ 43.07	\$ 45.75	\$ 48.39	\$ 51.08	\$ 53.71	\$ 56.40	\$ 59.05	
HYD OPER APPR 1/	IBEW919A	\$ 42.26	\$ 45.04	\$ 47.80	\$ 50.59	\$ 53.40	\$ 56.16	\$ 58.95	\$ 61.72	
HYD OPER APPR W/CL A	IBEW820C	\$ 41.57	\$ 44.22	\$ 46.90	\$ 49.54	\$ 52.23	\$ 54.86	\$ 57.55	\$ 60.20	
HYD OPER APPR W/CL A 1/	IBEW919B	\$ 43.41	\$ 46.19	\$ 48.95	\$ 51.74	\$ 54.55	\$ 57.31	\$ 60.10	\$ 62.87	

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Wage Schedule**

Job Title	Pay Scale Group	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09
HYD OPER APPR W/HAZ	IBEW919H	\$ 41.69	\$ 44.34	\$ 47.02	\$ 51.86	\$ 52.35	\$ 54.98	\$ 57.67	\$ 60.32	
HYD OPER APPR W/HAZ 1/	IBEW919C	\$ 43.53	\$ 46.31	\$ 49.07	\$ 51.86	\$ 54.67	\$ 57.43	\$ 60.22	\$ 62.99	
HYD OPER FRMN/WN	IBEW941A	\$ 74.35								
HYD OPER FRMN/WN 1/	IBEW970*	\$ 77.69								
HYD OPER FRMN/WN W/CL A	IBEW941G	\$ 75.50								
HYD OPER FRMN/WN W/CL A 1/	IBEW970L	\$ 78.84								
HYD OPER W/CL A	IBEW928A	\$ 63.31								
HYD OVERHAUL FRMN/WM	IBEW945*	\$ 71.48								
HYD STATIONARY ENGINEER APPR	IBEW851J	\$ 32.42	\$ 34.29	\$ 36.14	\$ 38.03	\$ 39.88	\$ 41.76	\$ 43.64	\$ 45.50	\$ 47.40
HYD STATIONARY ENGINEER I	IBEW872G	\$ 49.88								
HYD STATIONARY ENGINEER II	IBEW908*	\$ 58.70								
HYD STATIONARY ENGINEER SUBFRMN/WN	IBEW922*	\$ 63.20								
HYD STATIONARY ENGR FRMN/WN LT	IBEW937*	\$ 67.14								
HYD STATIONARY ENGR II W/CL C-HAZ	IBEW908K	\$ 59.45								
HYD STATIONARY ENGR II W/HAZ	IBEW908X	\$ 59.97								
INSTRUCTOR	IBEW938A	\$ 69.22								
LEAD DIST SYS OPER	IBEW941E	\$ 78.90								
LEAD DIST SYS OPER 1/	IBEW992*	\$ 85.73								
LEAD TOOL REPAIRER	IBEW922*	\$ 63.20								
LEAD UTILITY COMPLIANCE SPECIALIST	IBEW828K	\$ 46.16								
LEAD VEHICLE MECH	IBEW888D	\$ 53.06								
LEAD VEHICLE MECH 1/	IBEW904*	\$ 57.85								
LEAD VEHICLE MECH W/CL A	IBEW888F	\$ 54.21								
LEAD VEHICLE MECH W/CL A 1/	IBEW909*	\$ 59.00								
LEAD VEHICLE MECH W/HAZ	IBEW888H	\$ 54.33								
LEAD VEHICLE MECH W/HAZ (FP)	IBEW904*	\$ 57.93								
LEAD VEHICLE MECH W/HAZ (FP) 1/	IBEW922A	\$ 63.19								
LEAD VEHICLE MECH W/HAZ 1/	IBEW909X	\$ 59.12								
LINE CONST FRMN/WN	IBEW976*	\$ 89.34								
LINE CONST FRMN/WN W/CL A	IBEW976C	\$ 90.49								
LINE CONST FRMN/WN W/HAZ	IBEW976X	\$ 90.61								
LINE EQUIP OPER W/CR & HAZ	IBEW862F	\$ 53.27								
LINE EQUIP OPER ASST W/CLA	IBEW795*	\$ 28.51	\$ 29.77	\$ 32.07	\$ 34.27	\$ 36.74				
LINE EQUIP OPER ASST W/CLA 1/	IBEW830L	\$ 32.64	\$ 34.13	\$ 36.76	\$ 39.28	\$ 42.00				
LINE EQUIP OPER W/CL A 1/	IBEW898*	\$ 57.09								
LINE EQUIP OPER W/CLA	IBEW862D	\$ 52.20								
LINE EQUIP OPER W/CR & CL A	IBEW862G	\$ 53.15								
LINE EQUIP OPER W/HAZ	IBEW862E	\$ 52.32								
LINE EQUIP OPER W/HAZ 1/	IBEW898X	\$ 57.21								

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Wage Schedule**

Job Title	Pay Scale Group	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09
LINE FRMN/WN LT	IBEW965R	\$ 83.93								
LINE FRMN/WN LT W/CL A	IBEW965C	\$ 85.08								
LINE INSPECTOR I	IBEW933*	\$ 73.86								
LINE INSPECTOR II	IBEW941R	\$ 78.89								
LINE INSPECTOR W/CL A I	IBEW933C	\$ 75.01								
LINE INSPECTOR W/CL A II	IBEW941D	\$ 80.04								
LINE SUBFRMN/WN	IBEW941R	\$ 78.89								
LINE SUBFRMN/WN W/CL A	IBEW941D	\$ 80.04								
LINEMN/WM W/HAZ	IBEW933X	\$ 75.13								
LINEMN/WN	IBEW933*	\$ 73.86								
LINEMN/WN W/CL A	IBEW933C	\$ 75.01								
LINEMN/WN W/HELI	IBEW933Y	\$ 77.55								
LINEMN/WN-APPR	IBEW922R	\$ 48.03	\$ 51.19	\$ 54.35	\$ 57.52	\$ 60.64	\$ 63.84	\$ 67.02	\$ 70.18	
LINEMN/WN-APPR W/CL A	IBEW922C	\$ 49.18	\$ 52.34	\$ 55.50	\$ 58.67	\$ 61.79	\$ 64.99	\$ 68.17	\$ 71.33	
LINEMN/WN-APPR W/HAZ	IBEW922Z	\$ 49.30	\$ 52.46	\$ 55.62	\$ 58.79	\$ 61.91	\$ 65.11	\$ 68.29	\$ 71.45	
MAINT CARPENTER	IBEW865*	\$ 49.88								
MAINT CARPENTER 1/	IBEW908*	\$ 58.70								
MAINT CARPENTER APPR	IBEW851E	\$ 31.86	\$ 33.71	\$ 35.55	\$ 37.40	\$ 39.21	\$ 41.05	\$ 42.92	\$ 44.74	\$ 46.60
MAINT CARPENTER APPR 1/	IBEW879F	\$ 38.14	\$ 40.36	\$ 42.55	\$ 44.76	\$ 46.95	\$ 49.16	\$ 51.37	\$ 53.55	\$ 55.77
MAINT CARPENTER FRMN/WN LT	IBEW901K	\$ 56.10								
MAINT CARPENTER FRMN/WN, LT 1/	IBEW937*	\$ 67.14								
MAINT CARPENTER SUBFRMN/WN	IBEW887D	\$ 52.78								
MAINT CARPENTER SUBFRMN/WN 1/	IBEW922*	\$ 63.20								
MAINT CARPENTER W/ CL A 1/	IBEW908L	\$ 59.85								
MAINT CARPENTER W/CL A	IBEW872D	\$ 51.03								
MATERIAL SPCLST I	IBEW793*	\$ 26.24	\$ 30.25	\$ 34.28	\$ 38.32					
MATERIAL SPCLST I 1/	IBEW851*	\$ 31.35	\$ 36.14	\$ 40.96	\$ 45.79					
MATERIAL SPCLST I W/CL A 1/	IBEW851C	\$ 32.50	\$ 37.29	\$ 42.11	\$ 46.94					
MATERIAL SPCLST I W/HAZ 1/	IBEW851H	\$ 32.62	\$ 37.41	\$ 42.23	\$ 47.06					
MATERIAL SPCLST II	IBEW912D	\$ 40.33								
MATERIAL SPCLST II 1/	IBEW862*	\$ 48.19								
MATERIAL SPCLST II W/CL A	IBEW912F	\$ 41.48								
MATERIAL SPCLST II W/CL A 1/	IBEW862C	\$ 49.34								
MATERIAL SPCLST II W/CR & CL A	IBEW912P	\$ 42.43								
MATERIAL SPCLST II W/CR & CL A 1/	IBEW862A	\$ 50.29								
MATERIAL SPCLST II W/CR & HAZ	IBEW912R	\$ 42.55								
MATERIAL SPCLST II W/CR & HAZ 1/	IBEW862B	\$ 50.41								
MATERIAL SPCLST II W/HAZ	IBEW912H	\$ 41.60								
MATERIAL SPCLST II W/HAZ 1/	IBEW862X	\$ 49.46								

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Wage Schedule**

Job Title	Pay Scale Group	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09
MATERIAL SPCLST III	IBEW928D	\$ 48.07								
MATERIAL SPCLST III 1/	IBEW878L	\$ 52.63								
MATERIAL SPCLST III W/CL A	IBEW928G	\$ 49.22								
MATERIAL SPCLST III W/CL A 1/	IBEW879A	\$ 53.78								
MATERIAL SPCLST III W/CR & CL A	IBEW928L	\$ 50.16								
MATERIAL SPCLST III W/CR & CL A 1/	IBEW879D	\$ 54.73								
MATERIAL SPCLST III W/CR & HAZ	IBEW928M	\$ 50.29								
MATERIAL SPCLST III W/CR & HAZ 1/	IBEW898A	\$ 54.85								
MATERIAL SPCLST III W/HAZ	IBEW928H	\$ 49.34								
MATERIAL SPCLST III W/HAZ 1/	IBEW879B	\$ 53.90								
MATERIAL SPCLST IV	IBEW858B	\$ 51.09								
MATERIAL SPCLST IV 1/	IBEW893*	\$ 55.94								
MATERIAL SPCLST IV W/CL A	IBEW858H	\$ 52.24								
MATERIAL SPCLST IV W/CL A 1/	IBEW898*	\$ 57.09								
MATERIAL SPCLST IV W/CR & CL A	IBEW858N	\$ 53.19								
MATERIAL SPCLST IV W/CR & CL A 1/	IBEW893A	\$ 58.04								
MATERIAL SPCLST IV W/CR & HAZ	IBEW858P	\$ 53.31								
MATERIAL SPCLST IV W/CR & HAZ	IBEW858P	\$ 53.31								
MATERIAL SPCLST IV W/CR & HAZ 1/	IBEW893E	\$ 58.16								
MATERIAL SPCLST IV W/HAZ	IBEW858J	\$ 52.36								
MATERIAL SPCLST IV W/HAZ 1/	IBEW898X	\$ 57.21								
MECHANIC	IBEW865*	\$ 49.03								
MECHANIC 1/	IBEW884*	\$ 53.55								
MECHANIC W/CL A 1/	IBEW888*	\$ 54.70								
MECHANIC W/HAZ	IBEW865D	\$ 50.30								
MECHANIC W/HAZ 1/	IBEW888X	\$ 54.82								
MECHANICAL FRMN/MM,LT	IBEW921G	\$ 61.49								
MECHANICAL FRMN/MM,LT 1/	IBEW937*	\$ 67.14								
METER TECH	IBEW925*	\$ 63.62								
METER TECH APPR	IBEW912E	\$ 41.35	\$ 44.07	\$ 46.81	\$ 49.53	\$ 52.28	\$ 54.98	\$ 57.72	\$ 60.43	
NTWK CABLE FRMN/WN, LT	IBEW941*	\$ 69.79								
NTWK ELEC FRMN/WN,LT	IBEW941*	\$ 69.79								
NTWK ELEC FRMN/WN,LT W/HAZ	IBEW941X	\$ 71.06								
PLANT MECH	IBEW908*	\$ 58.70								
PLANT MECH APPR	IBEW879E	\$ 38.14	\$ 40.67	\$ 43.20	\$ 45.71	\$ 48.22	\$ 50.72	\$ 53.24	\$ 55.77	
PLANT MECH APPR W/CL A	IBEW879H	\$ 39.29	\$ 41.86	\$ 44.38	\$ 46.89	\$ 49.39	\$ 51.90	\$ 54.43	\$ 56.96	
PLANT MECH APPR W/HAZ	IBEW874X	\$ 39.41	\$ 41.98	\$ 44.50	\$ 47.01	\$ 49.54	\$ 52.04	\$ 54.55	\$ 57.08	
PLANT MECH W/CL A	IBEW908L	\$ 59.85								
PLANT MECH W/HAZ	IBEW908X	\$ 59.97								

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Job Title	Pay Scale Group	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09
PLANT MECH WELDER	IBEW920*	\$ 62.37								
POWER SYS OPER (E)	IBEW901D	\$ 61.23	\$ 62.78	\$ 64.33	\$ 65.97	\$ 67.58				
POWER SYS OPER (E) 1/	IBEW955*	\$ 67.77	\$ 69.46	\$ 71.20	\$ 73.01	\$ 74.80				
POWER SYS OPER I	IBEW921D	\$ 67.74	\$ 69.44	\$ 71.20	\$ 72.99	\$ 74.82	\$ 76.67	\$ 78.59	\$ 80.58	\$ 82.57
POWER SYS OPER I 1/	IBEW980*	\$ 74.80	\$ 76.66	\$ 78.63	\$ 80.58	\$ 82.61	\$ 84.68	\$ 86.78	\$ 88.97	\$ 91.20
POWER SYS OPER II	IBEW976A	\$ 86.70								
POWER SYS OPER II 1/	IBEW986*	\$ 95.73								
PRE-APPR LINEMN/WN	IBEW830*	\$ 32.64	\$ 34.13	\$ 36.76	\$ 39.28	\$ 42.00				
PRE-APPR LINEMN/WN W/CL A	IBEW830L	\$ 33.79	\$ 35.28	\$ 37.91	\$ 40.43	\$ 43.15				
PRE-APPR LINEMN/WN W/HAZ	IBEW830X	\$ 33.91	\$ 35.40	\$ 38.03	\$ 40.55	\$ 43.27				
REVENUE PROTECTION REP(IBEW)	IBEW873N	\$ 45.69	\$ 47.10	\$ 48.79	\$ 51.10					
REVENUE PROTECTION REP(IBEW) 1/	IBEW903A	\$ 51.43	\$ 53.07	\$ 54.94	\$ 57.53					
SHIFT POWER SYS OPER I	IBEW921D	\$ 67.74	\$ 69.44	\$ 71.20	\$ 72.99	\$ 74.82	\$ 76.67	\$ 78.59	\$ 80.58	\$ 82.57
SHIFT POWER SYS OPER I 1/	IBEW980*	\$ 74.80	\$ 76.66	\$ 78.63	\$ 80.58	\$ 82.61	\$ 84.68	\$ 86.78	\$ 88.97	\$ 91.20
SHIFT POWER SYS OPER II	IBEW976A	\$ 86.70								
SHIFT POWER SYS OPER II 1/	IBEW986*	\$ 95.73								
SHIFT SR POWER SYS OPER	IBEW991*	\$ 91.05								
SHIFT SR POWER SYS OPER 1/	IBEW990*	\$ 100.55								
SR CABLE LOCATOR	IBEW888L	\$ 54.49								
SR CABLE LOCATOR W/CL A	IBEW888N	\$ 55.64								
SR CALIBRATION TECH	IBEW937A	\$ 68.04								
SR CUSTODIAN	IBEW814*	\$ 37.78								
SR DISTRIBUTION SYSTEM OPERATOR	IBEW950*	\$ 81.96								
SR DISTRIBUTION SYSTEM OPERATOR 1/	IBEW984*	\$ 90.64								
SR ELECTRICAL TECH	IBEW960*	\$ 80.47								
SR HIGH VOLTAGE TEST TECH	IBEW941*	\$ 69.79								
SR HYD OPER	IBEW931A	\$ 67.16								
SR HYD OPER 1/	IBEW941B	\$ 70.19								
SR LINE INSPECTOR	IBEW965R	\$ 83.93								
SR METER TECH	IBEW937A	\$ 68.04								
SR PARK MAINT WORKER	IBEW814*	\$ 37.78								
SR POWER SYS OPER	IBEW991*	\$ 91.05								
SR POWER SYS OPER 1/	IBEW990*	\$ 100.55								
SR TELECOMM TECH	IBEW939*	\$ 69.43								
SR TELEPHONE TECH	IBEW922G	\$ 62.31								
SR TELEPHONE TECH 1/	IBEW939*	\$ 69.43								
SR TOOL REPAIRER	IBEW901*	\$ 56.86								
SR TROUBLESHOOTER	IBEW976*	\$ 89.34								
SR VEHICLE MECH	IBEW874B	\$ 49.75								

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Wage Schedule**

Job Title	Pay Scale Group	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09
SR VEHICLE MECH 1/	IBEW887*	\$ 54.32								
SR VEHICLE MECH W/CL A	IBEW874D	\$ 50.90								
SR VEHICLE MECH W/CL A 1/	IBEW887L	\$ 55.47								
SR VEHICLE MECH W/HAZ	IBEW874E	\$ 51.02								
SR VEHICLE MECH W/HAZ 1/	IBEW887X	\$ 55.59								
STATION RECORDER 1/	IBEW872*	\$ 50.29								
STATION RECORDER 1//	IBEW861*	\$ 32.17	\$ 33.66	\$ 43.37	\$ 45.22	\$ 48.03				
SUBSTATION MAINT WORKER I	IBEW861A	\$ 39.41	\$ 41.38	\$ 43.44	\$ 45.62					
SUBSTATION MAINT WORKER II	IBEW861B	\$ 47.90	\$ 50.29							
SUBSTATN CONSTR FRMN/WM	IBEW945*	\$ 73.27								
SUBSTATN CONSTR FRMN/WM W/CL A	IBEW945L	\$ 74.42								
SUBSTATN CONSTR FRMN/WM W/HAZ	IBEW945X	\$ 74.54								
SUBSTATN FRMN/WN,LT	IBEW941*	\$ 69.79								
SUBSTATN FRMN/WN,LT W/CL A	IBEW941L	\$ 70.94								
SUBSTATN FRMN/WN,LT W/HAZ	IBEW941X	\$ 71.06								
SUBSTATN SUBFRMN/WN	IBEW927K	\$ 65.67								
SUBSTATN SUBFRMN/WN W/CL A	IBEW927E	\$ 66.82								
SUBSTATN SUBFRMN/WN W/HAZ	IBEW927H	\$ 66.94								
TELECOMM TECH 1/	IBEW928*	\$ 65.44								
TELECOMM TECH APPR	IBEW845A	\$ 38.18	\$ 41.70	\$ 45.23	\$ 48.76	\$ 52.28	\$ 55.80			
TELECOMM TECH APPR 1/	IBEW921A	\$ 42.55	\$ 46.47	\$ 50.42	\$ 54.30	\$ 58.25	\$ 62.18			
TELECOMM TECH I	IBEW915A	\$ 58.73								
TELECOMM TECH II	IBEW928*	\$ 65.44								
TELEPHONE TECH	IBEW915A	\$ 58.73								
TELEPHONE TECH 1/	IBEW928*	\$ 65.44								
TELEPHONE TECH APPR	IBEW845A	\$ 38.18	\$ 41.70	\$ 45.23	\$ 48.76	\$ 52.28	\$ 55.80			
TELEPHONE TECH APPR 1/	IBEW921A	\$ 42.55	\$ 46.47	\$ 50.42	\$ 54.30	\$ 58.25	\$ 62.18			
TOOL REPAIRER	IBEW874G	\$ 45.48	\$ 46.94	\$ 48.63	\$ 51.03					
TOOL REPAIRER W/CL A	IBEW874M	\$ 46.63	\$ 48.09	\$ 49.78	\$ 52.18					
TOOL REPAIRER W/HAZ	IBEW874Z	\$ 46.75	\$ 48.21	\$ 49.90	\$ 52.30					
TOOL ROOM FRMN/WN	IBEW936*	\$ 66.99								
TROUBLESHOOTER	IBEW941R	\$ 78.89								
TROUBLESHOOTER W/CL A	IBEW941D	\$ 80.04								
UTILITY ASSISTANT	IBEW785*	\$ 19.26	\$ 22.02							
UTILITY COMPLIANCE SPECIALIST	IBEW828G	\$ 31.44	\$ 32.88	\$ 35.40	\$ 37.81	\$ 40.50				
UTILITY COMPLIANCE SPECIALIST 1/	IBEW872*	\$ 50.29								
UTILITY COMPLIANCE SPECIALIST 1//	IBEW872L	\$ 51.48								
UTILITY COMPLIANCE SPECIALIST II	IBEW919J	\$ 42.58								
UTILITY CREW FRMN/WN W/HAZ	IBEW888X	\$ 54.82								

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Job Title	Pay Scale Group	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09
UTILITY WORKER I	IBEW802G	\$ 31.44	\$ 32.88	\$ 34.31	\$ 35.74					
UTILITY WORKER I W/CL A	IBEW802L	\$ 32.59	\$ 34.03	\$ 35.46	\$ 36.89					
UTILITY WORKER II	IBEW814*	\$ 37.78								
UTILITY WORKER III	IBEW816H	\$ 33.34	\$ 34.66	\$ 36.16	\$ 37.63	\$ 39.25				
UTILITY WORKER W/HAZ	IBEW802X	\$ 32.71	\$ 34.15	\$ 35.58	\$ 37.01					
VEGETATION MANAGEMENT SPCLST W/CL A	IBEW878H	\$ 52.78								
VEGETATION MANAGEMENT SPCLST WCL A 1/	IBEW901L	\$ 58.01								
VEGETATION WORK PLANNER	IBEW878G	\$ 51.63								
VEGETATION WORK PLANNER 1/	IBEW901*	\$ 56.86								
VEGETATION WORK PLANNER W/CL A	IBEW878H	\$ 52.78								
VEGETATION WORK PLANNER W/CL A 1/	IBEW901L	\$ 58.01								
VEGETATION WORK PLANNER W/HAZ	IBEW878J	\$ 52.90								
VEGETATION WORK PLANNER W/HAZ 1/	IBEW901X	\$ 58.13								
VEHICLE ATTENDANT	IBEW816G	\$ 32.46	\$ 33.84	\$ 35.35	\$ 36.82	\$ 38.41				
VEHICLE ATTENDANT W/CL A	IBEW817*	\$ 33.61	\$ 34.99	\$ 36.50	\$ 37.97	\$ 39.56				
VEHICLE ATTENDANT W/HAZ	IBEW817X	\$ 33.73	\$ 35.11	\$ 36.62	\$ 38.09	\$ 39.68				
VEHICLE MAINT AIDE	IBEW790*	\$ 23.13	\$ 28.55							
VEHICLE MAINT AIDE W/CL A	IBEW790L	\$ 24.28	\$ 29.70							
VEHICLE MAINT AIDE W/HAZ	IBEW790X	\$ 24.40	\$ 29.82							
VEHICLE MECH	IBEW858A	\$ 46.72								
VEHICLE MECH 1/	IBEW874*	\$ 51.03								
VEHICLE MECH APPR W/HAZ	IBEW851D	\$ 31.14	\$ 33.21	\$ 35.23	\$ 37.27	\$ 39.32	\$ 41.34	\$ 43.42	\$ 45.42	
VEHICLE MECH APPR W/HAZ 1/	IBEW866X	\$ 34.46	\$ 36.64	\$ 38.84	\$ 41.02	\$ 43.21	\$ 45.38	\$ 47.59	\$ 49.78	
VEHICLE MECH W/CL A	IBEW858D	\$ 47.87								
VEHICLE MECH W/CL A 1/	IBEW878A	\$ 52.18								
VEHICLE MECH W/HAZ	IBEW858K	\$ 47.99								
VEHICLE MECH W/HAZ 1/	IBEW878X	\$ 52.30								
VEHICLE MECH WELDER	IBEW851I	\$ 48.87								
VEHICLE MECH WELDER APPR W/A	IBEW851F	\$ 32.59	\$ 34.75	\$ 36.87	\$ 38.98	\$ 41.17	\$ 43.28	\$ 43.32	\$ 47.59	
VEHICLE MECH WELDER APPR W/A 1/	IBEW888A	\$ 35.74	\$ 38.04	\$ 40.38	\$ 42.73	\$ 45.08	\$ 47.40	\$ 49.73	\$ 52.04	
VEHICLE MECH WELDER APPR W/HAZ	IBEW851K	\$ 32.64	\$ 34.81	\$ 36.92	\$ 39.04	\$ 41.20	\$ 43.32	\$ 45.45	\$ 47.62	
VEHICLE MECH WELDER APPR W/HAZ 1/	IBEW888B	\$ 35.80	\$ 38.08	\$ 40.43	\$ 42.77	\$ 45.10	\$ 47.43	\$ 49.78	\$ 52.09	
VEHICLE MECH WELDER W/CL A	IBEW874A	\$ 50.02								
VEHICLE MECH WELDER W/CL A 1/	IBEW888*	\$ 54.70								
VEHICLE MECH WELDER W/HAZ	IBEW872H	\$ 50.14								
VEHICLE MECH WELDER W/HAZ 1/	IBEW888X	\$ 54.82								

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**2024 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
BODY-FENDER MECH	IBEW884*	\$ 55.15								
CABLE LOCATOR	IBEW873G	\$ 47.41	\$ 48.41	\$ 49.77	\$ 51.05	\$ 52.00				
CABLE LOCATOR W/CL A	IBEW873M	\$ 48.56	\$ 49.56	\$ 50.92	\$ 52.19	\$ 53.14				
CABLE LOCATOR W/HAZ	IBEW873X	\$ 48.68	\$ 49.68	\$ 51.04	\$ 52.31	\$ 53.26				
CABLE SPLC CONSTR FRMN/WM	IBEW941I	\$ 79.69								
CABLE SPLC CONSTR FRMN/WM W/CL A	IBEW941F	\$ 80.84								
CABLE SPLC/ELEC	IBEW923*	\$ 67.12								
CABLE SPLC/ELEC APPR	IBEW909A	\$ 43.64	\$ 46.12	\$ 48.64	\$ 51.17	\$ 53.72	\$ 56.24	\$ 58.70	\$ 61.24	\$ 63.74
CABLE SPLC/ELEC APPR W/CL A	IBEW909B	\$ 44.79	\$ 47.27	\$ 49.79	\$ 52.32	\$ 54.87	\$ 57.39	\$ 59.85	\$ 62.39	\$ 64.89
CABLE SPLC/ELEC APPR W/HAZ	IBEW909C	\$ 44.91	\$ 47.39	\$ 49.91	\$ 52.44	\$ 54.99	\$ 57.51	\$ 59.97	\$ 62.51	\$ 65.01
CABLE SPLC/ELEC FR,LT	IBEW942*	\$ 75.62								
CABLE SPLC/ELEC FR,LT W/CL A	IBEW942L	\$ 76.77								
CABLE SPLC/ELEC SUBFRMN/WM	IBEW937D	\$ 72.28								
CABLE SPLC/ELEC W/CL A	IBEW923L	\$ 68.27								
CALIBRATION TECH	IBEW925*	\$ 65.53								
CIVIL MAINT FRMN/WN, LT	IBEW937*	\$ 69.15								
CIVIL MAINT FRMN/WN, LT W/CL A	IBEW937L	\$ 70.30								
CIVIL MAINT FRMN/WN, LT W/HAZ	IBEW937X	\$ 70.42								
COMBUST TURBINE FRMN/WN	IBEW945*	\$ 73.62								
COMBUST TURBINE TECH	IBEW917*	\$ 63.26								
CRAFTS HELPER	IBEW828G	\$ 32.38	\$ 33.86	\$ 36.47	\$ 38.95	\$ 41.71				
CRAFTS HELPER W/CL A	IBEW828L	\$ 33.53	\$ 35.01	\$ 37.62	\$ 40.10	\$ 42.86				
CRAFTS HELPER W/HAZ	IBEW828X	\$ 33.65	\$ 35.13	\$ 37.74	\$ 40.22	\$ 42.98				
CUSTODIAN 1/	IBEW800G	\$ 31.86	\$ 33.30	\$ 34.83	\$ 36.44					
DISTRBUTN SYSTEM OPER I	IBEW887J	\$ 62.30	\$ 63.86	\$ 65.48	\$ 67.20	\$ 68.90	\$ 70.65	\$ 72.46	\$ 74.40	\$ 76.28
DISTRBUTN SYSTEM OPER I 1/	IBEW969A	\$ 65.08	\$ 66.71	\$ 68.43	\$ 70.22	\$ 71.96	\$ 73.84	\$ 75.69	\$ 77.71	\$ 79.68
DISTRBUTN SYSTEM OPER II	IBEW945N	\$ 81.21								
DISTRBUTN SYSTEM OPER II 1/	IBEW977*	\$ 84.88								
ELEC FRMN/WM, LT	IBEW941*	\$ 71.89								
ELEC FRMN/WM, LT W/CL A	IBEW941L	\$ 73.04								
ELEC FRMN/WM, LT W/HAZ	IBEW941X	\$ 73.16								
ELECTRICAL TECH	IBEW937A	\$ 74.98								
ELECTRICAL TECH APPR	IBEW928B	\$ 48.68	\$ 51.57	\$ 54.35	\$ 57.16	\$ 60.00	\$ 62.83	\$ 65.59	\$ 68.43	\$ 71.23
ELECTRICAL TECH APPR W/HAZ	IBEW928C	\$ 49.95	\$ 52.87	\$ 55.67	\$ 58.48	\$ 61.31	\$ 64.15	\$ 66.91	\$ 69.73	\$ 72.54
ELECTRICAL TECH FRMN/WN W/CL A	IBEW970M	\$ 86.99								
ELECTRICAL TECH FRMN/WN W/HAZ	IBEW970N	\$ 87.11								
ELECTRICAL TECH FRMN/WN, LT	IBEW970A	\$ 85.79								
ELECTRICAL TECH FRMN/WN, LT OC	IBEW970O	\$ 87.45								

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**2024 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
ELECTRICAL TECH SUBFRMN/WM	IBEW941C	\$ 80.77								
ELECTRICAL TEST & REPAIR SPCLST	IBEW939A	\$ 73.25								
ELECTRICIAN	IBEW916*	\$ 62.81								
ELECTRICIAN APPR	IBEW880*	\$ 40.82	\$ 43.55	\$ 46.19	\$ 48.88	\$ 51.60	\$ 54.29	\$ 56.93	\$ 59.66	
ELECTRICIAN APPR W/CL A	IBEW880L	\$ 41.97	\$ 44.73	\$ 47.40	\$ 50.07	\$ 52.79	\$ 55.47	\$ 58.12	\$ 60.84	
ELECTRICIAN APPR W/HAZ	IBEW880X	\$ 42.09	\$ 44.86	\$ 47.52	\$ 50.19	\$ 52.91	\$ 55.59	\$ 58.25	\$ 60.96	
ELECTRICIAN W/CL A	IBEW916L	\$ 63.96								
ELECTRICIAN W/HAZ	IBEW916X	\$ 64.08								
EQUIP OPER	IBEW858*	\$ 49.21								
EQUIP OPR W/CL A	IBEW864*	\$ 50.36								
EQUIP OPR W/HAZ	IBEW864X	\$ 50.48								
FAC STATIONARY ENG APPR	IBEW851J	\$ 33.39	\$ 35.32	\$ 37.22	\$ 39.17	\$ 41.08	\$ 43.01	\$ 44.95	\$ 46.86	\$ 48.82
FAC STATIONARY ENG APPR 1/	IBEW879F	\$ 39.29	\$ 41.57	\$ 43.82	\$ 46.11	\$ 48.36	\$ 50.63	\$ 52.91	\$ 55.15	\$ 57.44
FAC STATIONARY ENG FMN/WN LT	IBEW937*	\$ 69.15								
FAC STATIONARY ENG I	IBEW872G	\$ 51.38								
FAC STATIONARY ENG II	IBEW908*	\$ 60.46								
FACILITIES CUSTODIAN	IBEW792*	\$ 24.83	\$ 26.72	\$ 28.86	\$ 31.06					
FACILITIES ELEC FRMN/WN,LT	IBEW941*	\$ 71.89								
FACILITIES ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 73.04								
FACILITIES UTILITY CREW FRMN/WM	IBEW919M	\$ 45.96								
FACILITIES UTILITY CREW FRMN/WM 1/	IBEW863M	\$ 53.53								
FACILITIES UTILITY CREW FRMN/WM W/HAZ	IBEW919N	\$ 47.23								
FACILITIES UTILITY CREW FRMN/WM W/HAZ 1/	IBEW863N	\$ 54.80								
FAULT LOCATOR	IBEW941R	\$ 73.21								
FAULT LOCATOR W/CL A	IBEW941D	\$ 74.36								
FIELD SUPPORT TECH W/CL A	IBEW888C	\$ 52.27	\$ 53.58	\$ 54.93	\$ 56.27					
GARDENER	IBEW877J	\$ 37.76	\$ 38.73	\$ 39.53						
GARDENER 1/	IBEW848G	\$ 44.16	\$ 45.28	\$ 46.19						
GARDENER W/CL A	IBEW877K	\$ 38.91	\$ 39.88	\$ 40.68						
GARDENER W/CL A 1/	IBEW848L	\$ 45.31	\$ 46.43	\$ 47.34						
GARDENER W/HAZ	IBEW877L	\$ 39.03	\$ 40.00	\$ 40.80						
GARDENER W/HAZ 1/	IBEW848X	\$ 45.43	\$ 46.55	\$ 47.46						
GAS CONTROL TECH	IBEW924*	\$ 65.35								
GAS CONTROL TECH APPR	IBEW912E	\$ 42.59	\$ 45.39	\$ 48.21	\$ 51.01	\$ 53.85	\$ 56.63	\$ 59.45	\$ 62.25	
GAS CONTROL TECH W/CL A	IBEW924L	\$ 66.50								
GAS PIPELINE FIELDPERSON	IBEW873G	\$ 47.41	\$ 48.41	\$ 49.77	\$ 51.05	\$ 52.00				
HAZ WASTE FRMN/WN, LT	IBEW912*	\$ 61.96								
HAZ WASTE FRMN/WN, LT W/CL A	IBEW915*	\$ 63.11								

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**2024 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
HAZ WASTE FRMN-WN, LT W/HAZ	IBEW915X	\$ 63.23								
HAZARD WASTE TECH	IBEW874H	\$ 31.86	\$ 33.30	\$ 44.74	\$ 45.36	\$ 46.84	\$ 48.35	\$ 53.64	\$ 52.56	
HAZARD WASTE TECH OC	IBEW886*	\$ 55.26								
HAZARD WASTE TECH W/CL A	IBEW878A	\$ 53.71								
HAZARD WASTE TECH W/HAZ	IBEW878X	\$ 53.83								
HEAD GARDENER	IBEW919D	\$ 42.55								
HEAD GARDENER 1/	IBEW863*	\$ 49.75								
HEAD GARDENER W/CL A	IBEW919F	\$ 43.70								
HEAD GARDENER W/CL A 1/	IBEW863L	\$ 50.90								
HEAD GARDENER W/HAZ	IBEW919G	\$ 43.82								
HEAD GARDENER W/HAZ 1/	IBEW863X	\$ 51.02								
HIGH VOLTAGE TEST TECH	IBEW921*	\$ 64.59								
HVY DUTY EQ OP	IBEW893*	\$ 57.61								
HVY DUTY EQ OP APPR	IBEW877*	\$ 37.44	\$ 39.89	\$ 42.39	\$ 44.85	\$ 47.29	\$ 49.77	\$ 52.23	\$ 54.71	
HVY DUTY EQ OP FRMN/WN, LT	IBEW922L	\$ 65.89								
HVY DUTY EQ OP FRMN/WN, LT OC	IBEW937*	\$ 69.15								
HVY DUTY EQ OP FRMN/WN, LT W/CL A	IBEW923A	\$ 67.04								
HVY DUTY EQ OP FRMN/WN, LT W/HAZ	IBEW923B	\$ 67.16								
HVY DUTY EQ OP W/CL A	IBEW898*	\$ 58.76								
HVY DUTY EQ OP W/HAZ	IBEW898X	\$ 58.88								
HYD ELEC FRMN/WN, LT OC	IBEW941C	\$ 75.49								
HYD ELEC FRMN/WN, LT W/HAZ	IBEW941X	\$ 73.16								
HYD ELEC FRMN/WN,LT	IBEW941*	\$ 71.89								
HYD ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 73.04								
HYD ELEC OP FRMN/WN,LT	IBEW945*	\$ 73.62								
HYD FLD TECH	IBEW915A	\$ 60.49								
HYD FLD TECH FRMN/WN,LT	IBEW939*	\$ 71.51								
HYD FLD TECH FRMN/WN,LT W/CLA	IBEW939F	\$ 72.66								
HYD FLD TECH FRMN/WN,LT W/HAZ	IBEW939H	\$ 72.78								
HYD FLD TECH W/ HAZ	IBEW915H	\$ 61.76								
HYD FLD TECH W/CL A	IBEW915F	\$ 61.64								
HYD MECH FRMN/WN, LT OC	IBEW939A	\$ 73.25								
HYD MECH FRMN/WN,LT	IBEW937*	\$ 69.15								
HYD MECH FRMN/WN,LT W/CL A	IBEW937L	\$ 70.30								
HYD MECH FRMN/WN,LT W/HAZ	IBEW937X	\$ 70.42								
HYD OPER	IBEW917C	\$ 65.42								
HYD OPER 1/	IBEW927F	\$ 66.94								
HYD OPER APPR	IBEW820B	\$ 42.54	\$ 45.33	\$ 48.15	\$ 50.93	\$ 53.76	\$ 56.53	\$ 59.36	\$ 62.15	

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**2024 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
HYD OPER APPR 1/	IBEW919A	\$ 43.53	\$ 46.39	\$ 49.24	\$ 52.11	\$ 55.00	\$ 57.84	\$ 60.72	\$ 63.58	
HYD OPER APPR W/CL A	IBEW820C	\$ 43.69	\$ 46.48	\$ 49.30	\$ 52.08	\$ 54.91	\$ 57.68	\$ 60.51	\$ 63.30	
HYD OPER APPR W/CL A 1/	IBEW919B	\$ 44.68	\$ 47.54	\$ 50.39	\$ 53.26	\$ 56.15	\$ 58.99	\$ 61.87	\$ 64.73	
HYD OPER APPR W/HAZ	IBEW919H	\$ 43.81	\$ 46.65	\$ 49.45	\$ 52.25	\$ 55.08	\$ 57.85	\$ 60.66	\$ 63.42	
HYD OPER APPR W/HAZ 1/	IBEW919C	\$ 44.80	\$ 47.66	\$ 50.51	\$ 53.38	\$ 56.27	\$ 59.11	\$ 61.99	\$ 64.85	
HYD OPER FRMN/WN	IBEW941A	\$ 78.26								
HYD OPER FRMN/WN 1/	IBEW970*	\$ 80.02								
HYD OPER FRMN/WN W/CL A	IBEW941G	\$ 79.41								
HYD OPER FRMN/WN W/CL A 1/	IBEW970L	\$ 81.17								
HYD OPER W/CL A	IBEW928A	\$ 66.57								
HYD OVERHAUL FRMN/WM	IBEW945*	\$ 73.62								
HYD STATIONARY ENGINEER APPR	IBEW851J	\$ 33.39	\$ 35.32	\$ 37.22	\$ 39.17	\$ 41.08	\$ 43.01	\$ 44.95	\$ 46.86	\$ 48.82
HYD STATIONARY ENGINEER I	IBEW872G	\$ 51.38								
HYD STATIONARY ENGINEER II	IBEW908*	\$ 60.46								
HYD STATIONARY ENGINEER SUBFRMN/WN	IBEW922*	\$ 65.09								
HYD STATIONARY ENGR FRMN/WN LT	IBEW937*	\$ 69.15								
HYD STATIONARY ENGR II W/CL C-HAZ	IBEW908K	\$ 61.21								
HYD STATIONARY ENGR II W/HAZ	IBEW908X	\$ 61.73								
INSTRUCTOR	IBEW938A	\$ 71.30								
LEAD DIST SYS OPER	IBEW941E	\$ 84.42								
LEAD DIST SYS OPER 1/	IBEW992*	\$ 88.30								
LEAD TOOL REPAIRER	IBEW922*	\$ 65.09								
LEAD UTILITY COMPLIANCE SPECIALIST	IBEW828K	\$ 47.54								
LEAD VEHICLE MECH	IBEW888D	\$ 54.65								
LEAD VEHICLE MECH 1/	IBEW904*	\$ 59.59								
LEAD VEHICLE MECH W/CL A	IBEW888F	\$ 55.80								
LEAD VEHICLE MECH W/CL A 1/	IBEW909*	\$ 60.74								
LEAD VEHICLE MECH W/HAZ	IBEW888H	\$ 55.92								
LEAD VEHICLE MECH W/HAZ (FP)	IBEW904*	\$ 59.63								
LEAD VEHICLE MECH W/HAZ (FP) 1/	IBEW922A	\$ 65.04								
LEAD VEHICLE MECH W/HAZ 1/	IBEW909X	\$ 60.86								
LINE CONST FRMN/WN	IBEW976*	\$ 92.02								
LINE CONST FRMN/WN W/CL A	IBEW976C	\$ 93.17								
LINE CONST FRMN/WN W/HAZ	IBEW976X	\$ 93.29								
LINE EQUIP OPER W/CR & HAZ	IBEW862F	\$ 57.23								
LINE EQUIP OPER ASST 1/	IBEW872*	\$ 51.79								
LINE EQUIP OPER ASST 1//	IBEW872L	\$ 53.02								
LINE EQUIP OPER ASST W/CLA	IBEW795*	\$ 33.21	\$ 34.63	\$ 37.22	\$ 39.69	\$ 42.47				

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Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
LINE EQUIP OPER ASST W/CLA 1/	IBEW830L	\$ 34.77	\$ 36.31	\$ 39.01	\$ 41.61	\$ 44.41				
LINE EQUIP OPER W/CL A 1/	IBEW898*	\$ 58.76								
LINE EQUIP OPER W/CLA	IBEW862D	\$ 56.16								
LINE EQUIP OPER W/CR & CL A	IBEW862G	\$ 57.11								
LINE EQUIP OPER W/HAZ	IBEW862E	\$ 56.28								
LINE EQUIP OPER W/HAZ 1/	IBEW898X	\$ 58.88								
LINE FRMN/WN LT	IBEW965R	\$ 86.45								
LINE FRMN/WN LT W/CL A	IBEW965C	\$ 87.60								
LINE INSPECTOR I	IBEW933*	\$ 76.08								
LINE INSPECTOR II	IBEW941R	\$ 81.26								
LINE INSPECTOR W/CL A I	IBEW933C	\$ 77.23								
LINE INSPECTOR W/CL A II	IBEW941D	\$ 82.41								
LINE SUBFRMN/WN	IBEW941R	\$ 81.26								
LINE SUBFRMN/WN W/CL A	IBEW941D	\$ 82.41								
LINEMN/WM W/HAZ	IBEW933X	\$ 77.35								
LINEMN/WN	IBEW933*	\$ 76.08								
LINEMN/WN W/CL A	IBEW933C	\$ 77.23								
LINEMN/WN W/HELI	IBEW933Y	\$ 79.88								
LINEMN/WN-APPR	IBEW922R	\$ 49.47	\$ 52.73	\$ 55.98	\$ 59.25	\$ 62.46	\$ 65.76	\$ 69.03	\$ 72.29	
LINEMN/WN-APPR W/CL A	IBEW922C	\$ 50.62	\$ 53.88	\$ 57.13	\$ 60.40	\$ 63.61	\$ 66.91	\$ 70.18	\$ 73.44	
LINEMN/WN-APPR W/HAZ	IBEW922Z	\$ 50.74	\$ 54.00	\$ 57.25	\$ 60.52	\$ 63.73	\$ 67.03	\$ 70.30	\$ 73.56	
MAINT CARPENTER	IBEW865*	\$ 51.38								
MAINT CARPENTER 1/	IBEW908*	\$ 60.46								
MAINT CARPENTER APPR	IBEW851E	\$ 32.82	\$ 34.72	\$ 36.62	\$ 38.52	\$ 40.39	\$ 42.29	\$ 44.21	\$ 46.08	\$ 47.99
MAINT CARPENTER APPR 1/	IBEW879F	\$ 39.29	\$ 41.57	\$ 43.82	\$ 46.11	\$ 48.36	\$ 50.63	\$ 52.91	\$ 55.15	\$ 57.44
MAINT CARPENTER FRMN/WN LT	IBEW901K	\$ 57.78								
MAINT CARPENTER FRMN/WN, LT 1/	IBEW937*	\$ 69.15								
MAINT CARPENTER SUBFRMN/WN	IBEW887D	\$ 54.36								
MAINT CARPENTER SUBFRMN/WN 1/	IBEW922*	\$ 65.09								
MAINT CARPENTER W/ CL A 1/	IBEW908L	\$ 61.61								
MAINT CARPENTER W/CL A	IBEW872D	\$ 52.53								
MATERIAL SPCLST I	IBEW793*	\$ 27.02	\$ 31.16	\$ 35.31	\$ 39.47					
MATERIAL SPCLST I 1/	IBEW851*	\$ 32.29	\$ 37.22	\$ 42.19	\$ 47.16					
MATERIAL SPCLST I W/CL A 1/	IBEW851C	\$ 33.44	\$ 38.37	\$ 43.34	\$ 48.31					
MATERIAL SPCLST I W/HAZ 1/	IBEW851H	\$ 33.56	\$ 38.49	\$ 43.46	\$ 48.43					
MATERIAL SPCLST II	IBEW912D	\$ 41.54								
MATERIAL SPCLST II 1/	IBEW862*	\$ 49.63								
MATERIAL SPCLST II W/CL A	IBEW912F	\$ 42.69								

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Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
MATERIAL SPCLST II W/CL A 1/	IBEW862C	\$ 50.78								
MATERIAL SPCLST II W/CR & CL A	IBEW912P	\$ 43.67								
MATERIAL SPCLST II W/CR & CL A 1/	IBEW862A	\$ 51.76								
MATERIAL SPCLST II W/CR & HAZ	IBEW912R	\$ 43.76								
MATERIAL SPCLST II W/CR & HAZ 1/	IBEW862B	\$ 51.85								
MATERIAL SPCLST II W/HAZ	IBEW912H	\$ 42.81								
MATERIAL SPCLST II W/HAZ 1/	IBEW862X	\$ 50.90								
MATERIAL SPCLST III	IBEW928D	\$ 51.80								
MATERIAL SPCLST III 1/	IBEW878L	\$ 54.21								
MATERIAL SPCLST III W/CL A	IBEW928G	\$ 52.95								
MATERIAL SPCLST III W/CL A 1/	IBEW879A	\$ 55.36								
MATERIAL SPCLST III W/CR & CL A	IBEW928L	\$ 53.89								
MATERIAL SPCLST III W/CR & CL A 1/	IBEW879D	\$ 56.31								
MATERIAL SPCLST III W/CR & HAZ	IBEW928M	\$ 54.02								
MATERIAL SPCLST III W/CR & HAZ 1/	IBEW898A	\$ 56.43								
MATERIAL SPCLST III W/HAZ	IBEW928H	\$ 53.07								
MATERIAL SPCLST III W/HAZ 1/	IBEW879B	\$ 55.48								
MATERIAL SPCLST IV	IBEW858B	\$ 55.05								
MATERIAL SPCLST IV 1/	IBEW893*	\$ 57.61								
MATERIAL SPCLST IV W/CL A	IBEW858H	\$ 56.20								
MATERIAL SPCLST IV W/CL A 1/	IBEW898*	\$ 58.76								
MATERIAL SPCLST IV W/CR & CL A	IBEW858N	\$ 57.15								
MATERIAL SPCLST IV W/CR & CL A 1/	IBEW893A	\$ 59.71								
MATERIAL SPCLST IV W/CR & HAZ	IBEW858P	\$ 57.27								
MATERIAL SPCLST IV W/CR & HAZ 1/	IBEW893E	\$ 59.83								
MATERIAL SPCLST IV W/HAZ	IBEW858J	\$ 56.32								
MATERIAL SPCLST IV W/HAZ 1/	IBEW898X	\$ 58.88								
MECHANIC	IBEW865*	\$ 50.50								
MECHANIC 1/	IBEW884*	\$ 55.15								
MECHANIC W/CL A 1/	IBEW888*	\$ 56.30								
MECHANIC W/HAZ	IBEW865D	\$ 51.77								
MECHANIC W/HAZ 1/	IBEW888X	\$ 56.42								
MECHANICAL FRMN/WM,LT	IBEW921G	\$ 63.33								
MECHANICAL FRMN/WM,LT 1/	IBEW937*	\$ 69.15								
METER TECH	IBEW925*	\$ 65.53								
METER TECH APPR	IBEW912E	\$ 42.59	\$ 45.39	\$ 48.21	\$ 51.01	\$ 53.85	\$ 56.63	\$ 59.45	\$ 62.25	
NTWK CABLE FRMN/WN, LT	IBEW941*	\$ 71.89								
NTWK ELEC FRMN/WN,LT	IBEW941*	\$ 71.89								

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**2024 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
NTWK ELEC FRMN/WN,LT W/HAZ	IBEW941X	\$ 73.16								
PLANT MECH	IBEW908*	\$ 60.46								
PLANT MECH APPR	IBEW879E	\$ 39.29	\$ 41.89	\$ 44.49	\$ 47.08	\$ 49.66	\$ 52.24	\$ 54.84	\$ 57.44	
PLANT MECH APPR W/CL A	IBEW879H	\$ 40.44	\$ 43.04	\$ 45.64	\$ 48.23	\$ 50.81	\$ 53.39	\$ 55.99	\$ 58.59	
PLANT MECH APPR W/HAZ	IBEW874X	\$ 40.56	\$ 43.16	\$ 45.76	\$ 48.35	\$ 50.93	\$ 53.51	\$ 56.11	\$ 58.71	
PLANT MECH W/CL A	IBEW908L	\$ 61.61								
PLANT MECH W/HAZ	IBEW908X	\$ 61.73								
PLANT MECH WELDER	IBEW920*	\$ 64.25								
POWER SYS OPER (E)	IBEW901D	\$ 66.43	\$ 68.11	\$ 69.80	\$ 71.58	\$ 73.33				
POWER SYS OPER (E) 1/	IBEW955*	\$ 69.80	\$ 71.55	\$ 73.34	\$ 75.20	\$ 77.05				
POWER SYS OPER I	IBEW921D	\$ 73.33	\$ 75.17	\$ 77.07	\$ 79.01	\$ 81.00	\$ 83.00	\$ 85.07	\$ 87.23	\$ 89.38
POWER SYS OPER I 1/	IBEW980*	\$ 77.05	\$ 78.96	\$ 80.99	\$ 83.00	\$ 85.09	\$ 87.22	\$ 89.38	\$ 91.64	\$ 93.94
POWER SYS OPER II	IBEW976A	\$ 93.86								
POWER SYS OPER II 1/	IBEW986*	\$ 98.60								
PRE-APPR LINEMN/WN	IBEW830*	\$ 33.62	\$ 35.16	\$ 37.86	\$ 40.46	\$ 43.26				
PRE-APPR LINEMN/WN W/CL A	IBEW830L	\$ 34.77	\$ 36.31	\$ 39.01	\$ 41.61	\$ 44.41				
PRE-APPR LINEMN/WN W/HAZ	IBEW830X	\$ 34.89	\$ 36.43	\$ 39.13	\$ 41.73	\$ 44.53				
REVENUE PROTECTION REP(IBEW)	IBEW873N	\$ 47.06	\$ 48.51	\$ 50.26	\$ 52.63					
REVENUE PROTECTION REP(IBEW) 1/	IBEW903A	\$ 52.97	\$ 54.66	\$ 56.59	\$ 59.26					
SHIFT POWER SYS OPER I	IBEW921D	\$ 73.33	\$ 75.17	\$ 77.07	\$ 79.01	\$ 81.00	\$ 83.00	\$ 85.07	\$ 87.23	\$ 89.38
SHIFT POWER SYS OPER I 1/	IBEW980*	\$ 77.05	\$ 78.96	\$ 80.99	\$ 83.00	\$ 85.09	\$ 87.22	\$ 89.38	\$ 91.64	\$ 93.94
SHIFT POWER SYS OPER II	IBEW976A	\$ 93.86								
SHIFT POWER SYS OPER II 1/	IBEW986*	\$ 98.60								
SHIFT SR POWER SYS OPER	IBEW991*	\$ 98.56								
SHIFT SR POWER SYS OPER 1/	IBEW990*	\$103.57								
SR CABLE LOCATOR	IBEW888L	\$ 56.12								
SR CABLE LOCATOR W/CL A	IBEW888N	\$ 57.27								
SR CALIBRATION TECH	IBEW937A	\$ 70.08								
SR CUSTODIAN	IBEW814*	\$ 38.91								
SR DISTRIBUTION SYSTEM OPERATOR	IBEW950*	\$ 88.92								
SR DISTRIBUTION SYSTEM OPERATOR 1/	IBEW984*	\$ 93.35								
SR ELECTRICAL TECH	IBEW960*	\$ 82.89								
SR HIGH VOLTAGE TEST TECH	IBEW941*	\$ 71.89								
SR HYD OPER	IBEW931A	\$ 70.68								
SR HYD OPER 1/	IBEW941B	\$ 72.29								
SR LINE INSPECTOR	IBEW965R	\$ 86.45								
SR METER TECH	IBEW937A	\$ 70.08								
SR PARK MAINT WORKER	IBEW814*	\$ 38.91								

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**2024 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
SR POWER SYS OPER	IBEW991*	\$ 98.56								
SR POWER SYS OPER 1/	IBEW990*	\$103.57								
SR TELECOMM TECH	IBEW939*	\$ 71.51								
SR TELEPHONE TECH	IBEW922G	\$ 64.18								
SR TELEPHONE TECH 1/	IBEW939*	\$ 71.51								
SR TOOL REPAIRER	IBEW901*	\$ 58.57								
SR TROUBLESHOOTER	IBEW976*	\$ 92.02								
SR VEHICLE MECH	IBEW874B	\$ 51.25								
SR VEHICLE MECH 1/	IBEW887*	\$ 55.94								
SR VEHICLE MECH W/CL A	IBEW874D	\$ 52.40								
SR VEHICLE MECH W/CL A 1/	IBEW887L	\$ 57.09								
SR VEHICLE MECH W/HAZ	IBEW874E	\$ 52.52								
SR VEHICLE MECH W/HAZ 1/	IBEW887X	\$ 57.21								
STATION RECORDER 1/	IBEW872*	\$ 51.79								
STATION RECORDER 1//	IBEW861*	\$ 33.14	\$ 34.66	\$ 44.67	\$ 46.58	\$ 49.47				
SUBSTATION MAINT WORKER I	IBEW861A	\$ 40.59	\$ 42.63	\$ 44.74	\$ 46.98					
SUBSTATION MAINT WORKER II	IBEW861B	\$ 49.33	\$ 51.79							
SUBSTATN CONSTR FRMN/WM	IBEW945*	\$ 75.46								
SUBSTATN CONSTR FRMN/WM W/CL A	IBEW945L	\$ 76.61								
SUBSTATN CONSTR FRMN/WM W/HAZ	IBEW945X	\$ 76.73								
SUBSTATN FRMN/WN,LT	IBEW941*	\$ 71.89								
SUBSTATN FRMN/WN,LT W/CL A	IBEW941L	\$ 73.04								
SUBSTATN FRMN/WN,LT W/HAZ	IBEW941X	\$ 73.16								
SUBSTATN SUBFRMN/WN	IBEW927K	\$ 67.64								
SUBSTATN SUBFRMN/WN W/CL A	IBEW927E	\$ 68.79								
SUBSTATN SUBFRMN/WN W/HAZ	IBEW927H	\$ 68.91								
TELECOMM TECH 1/	IBEW928*	\$ 67.41								
TELECOMM TECH APPR	IBEW845A	\$ 39.32	\$ 42.95	\$ 46.59	\$ 50.22	\$ 53.85	\$ 57.47			
TELECOMM TECH APPR 1/	IBEW921A	\$ 43.82	\$ 47.86	\$ 51.94	\$ 55.93	\$ 60.00	\$ 64.05			
TELECOMM TECH I	IBEW915A	\$ 60.49								
TELECOMM TECH II	IBEW928*	\$ 67.41								
TELEPHONE TECH	IBEW915A	\$ 60.49								
TELEPHONE TECH 1/	IBEW928*	\$ 67.41								
TELEPHONE TECH APPR	IBEW845A	\$ 39.32	\$ 42.95	\$ 46.59	\$ 50.22	\$ 53.85	\$ 57.47			
TELEPHONE TECH APPR 1/	IBEW921A	\$ 43.82	\$ 47.86	\$ 51.94	\$ 55.93	\$ 60.00	\$ 64.05			
TOOL REPAIRER	IBEW874G	\$ 46.84	\$ 48.35	\$ 50.09	\$ 52.56					
TOOL REPAIRER W/CL A	IBEW874M	\$ 47.99	\$ 49.50	\$ 51.24	\$ 53.71					
TOOL REPAIRER W/HAZ	IBEW874Z	\$ 48.11	\$ 49.62	\$ 51.36	\$ 53.83					

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**2024 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
TOOL ROOM FRMN/WN	IBEW936*	\$ 69.00								
TROUBLESHOOTER	IBEW941R	\$ 81.26								
TROUBLESHOOTER W/CL A	IBEW941D	\$ 82.41								
UTILITY ASSISTANT	IBEW785*	\$ 19.84	\$ 22.69							
UTILITY COMPLIANCE SPECIALIST	IBEW828G	\$ 32.38	\$ 33.86	\$ 36.47	\$ 38.95	\$ 41.71				
UTILITY COMPLIANCE SPECIALIST 1/	IBEW872*	\$ 51.79								
UTILITY COMPLIANCE SPECIALIST 1//	IBEW872L	\$ 53.02								
UTILITY COMPLIANCE SPECIALIST II	IBEW919J	\$ 43.86								
UTILITY CREW FRMN/WN W/HAZ	IBEW888X	\$ 56.42								
UTILITY WORKER I	IBEW802G	\$ 32.38	\$ 33.86	\$ 35.33	\$ 36.82					
UTILITY WORKER I W/CL A	IBEW802L	\$ 33.53	\$ 35.01	\$ 36.48	\$ 37.97					
UTILITY WORKER II	IBEW814*	\$ 38.91								
UTILITY WORKER III	IBEW816H	\$ 34.34	\$ 35.70	\$ 37.25	\$ 38.76	\$ 40.43				
UTILITY WORKER W/HAZ	IBEW802X	\$ 33.65	\$ 35.13	\$ 36.60	\$ 38.09					
VEGETATION MANAGEMENT SPCLST W/CL A	IBEW878H	\$ 54.33								
VEGETATION MANAGEMENT SPCLST WCL A 1/	IBEW901L	\$ 59.72								
VEGETATION WORK PLANNER	IBEW878G	\$ 53.18								
VEGETATION WORK PLANNER 1/	IBEW901*	\$ 58.57								
VEGETATION WORK PLANNER W/CL A	IBEW878H	\$ 54.33								
VEGETATION WORK PLANNER W/CL A 1/	IBEW901L	\$ 59.72								
VEGETATION WORK PLANNER W/HAZ	IBEW878J	\$ 54.44								
VEGETATION WORK PLANNER W/HAZ 1/	IBEW901X	\$ 59.84								
VEHICLE ATTENDANT	IBEW816G	\$ 33.44	\$ 34.85	\$ 36.41	\$ 37.93	\$ 39.56				
VEHICLE ATTENDANT W/CL A	IBEW817*	\$ 34.59	\$ 36.00	\$ 37.56	\$ 39.08	\$ 40.71				
VEHICLE ATTENDANT W/HAZ	IBEW817X	\$ 34.71	\$ 36.12	\$ 37.68	\$ 39.20	\$ 40.83				
VEHICLE MAINT AIDE	IBEW790*	\$ 23.83	\$ 29.41							
VEHICLE MAINT AIDE W/CL A	IBEW790L	\$ 24.98	\$ 30.56							
VEHICLE MAINT AIDE W/HAZ	IBEW790X	\$ 25.10	\$ 30.68							
VEHICLE MECH	IBEW858A	\$ 48.13								
VEHICLE MECH 1/	IBEW874*	\$ 52.56								
VEHICLE MECH APPR W/HAZ	IBEW851D	\$ 32.04	\$ 34.17	\$ 36.25	\$ 38.35	\$ 40.46	\$ 42.55	\$ 44.69	\$ 46.74	
VEHICLE MECH APPR W/HAZ 1/	IBEW866X	\$ 35.45	\$ 37.70	\$ 39.96	\$ 42.22	\$ 44.47	\$ 46.71	\$ 48.98	\$ 51.23	
VEHICLE MECH W/CL A	IBEW858D	\$ 49.28								
VEHICLE MECH W/CL A 1/	IBEW878A	\$ 53.71								
VEHICLE MECH W/HAZ	IBEW858K	\$ 49.40								
VEHICLE MECH W/HAZ 1/	IBEW878X	\$ 53.83								
VEHICLE MECH WELDER	IBEW851I	\$ 50.33								
VEHICLE MECH WELDER APPR W/A	IBEW851F	\$ 33.53	\$ 35.76	\$ 37.95	\$ 40.12	\$ 42.37	\$ 44.54	\$ 44.58	\$ 48.98	

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**2024 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09
VEHICLE MECH WELDER APPR W/A 1/	IBEW888A	\$ 36.78	\$ 39.14	\$ 41.56	\$ 43.97	\$ 46.40	\$ 48.78	\$ 51.19	\$ 53.57	
VEHICLE MECH WELDER APPR W/HAZ	IBEW851K	\$ 33.59	\$ 35.81	\$ 37.99	\$ 40.17	\$ 42.40	\$ 44.58	\$ 46.77	\$ 49.01	
VEHICLE MECH WELDER APPR W/HAZ 1/	IBEW888B	\$ 36.84	\$ 39.19	\$ 41.60	\$ 44.02	\$ 46.41	\$ 48.81	\$ 51.23	\$ 53.61	
VEHICLE MECH WELDER W/CL A	IBEW874A	\$ 51.48								
VEHICLE MECH WELDER W/CL A 1/	IBEW888*	\$ 56.30								
VEHICLE MECH WELDER W/HAZ	IBEW872H	\$ 51.60								
VEHICLE MECH WELDER W/HAZ 1/	IBEW888X	\$ 56.42								

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**2025 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2025-1	2025-2	2025-3	2025-4	2025-5	2025-6	2025-7	2025-8	2025-9
BODY-FENDER MECH	IBEW884*	\$ 56.95								
CABLE LOCATOR	IBEW873G	\$ 48.95	\$ 49.99	\$ 51.39	\$ 52.71	\$ 53.69				
CABLE LOCATOR W/CL A	IBEW873M	\$ 50.10	\$ 51.14	\$ 52.54	\$ 53.86	\$ 54.84				
CABLE LOCATOR W/HAZ	IBEW873X	\$ 50.22	\$ 51.26	\$ 52.66	\$ 53.98	\$ 54.96				
CABLE SPLC CONSTR FRMN/WM	IBEW941I	\$ 82.28								
CABLE SPLC CONSTR FRMN/WM W/CL A	IBEW941F	\$ 83.43								
CABLE SPLC/ELEC	IBEW923*	\$ 69.30								
CABLE SPLC/ELEC APPR	IBEW909A	\$ 45.06	\$ 47.62	\$ 50.22	\$ 52.83	\$ 55.47	\$ 58.07	\$ 60.61	\$ 63.23	\$ 65.81
CABLE SPLC/ELEC APPR W/CL A	IBEW909B	\$ 46.21	\$ 48.77	\$ 51.37	\$ 53.98	\$ 56.62	\$ 59.22	\$ 61.76	\$ 64.38	\$ 66.96
CABLE SPLC/ELEC APPR W/HAZ	IBEW909C	\$ 46.33	\$ 48.89	\$ 51.49	\$ 54.10	\$ 56.74	\$ 59.34	\$ 61.88	\$ 64.50	\$ 67.08
CABLE SPLC/ELEC FR,LT	IBEW942*	\$ 78.07								
CABLE SPLC/ELEC FR,LT W/CL A	IBEW942L	\$ 79.22								
CABLE SPLC/ELEC SUBFRMN/WM	IBEW937D	\$ 74.63								
CABLE SPLC/ELEC W/CL A	IBEW923L	\$ 70.45								
CALIBRATION TECH	IBEW925*	\$ 67.66								
CIVIL MAINT FRMN/WN, LT	IBEW937*	\$ 71.40								
CIVIL MAINT FRMN/WN, LT W/CL A	IBEW937L	\$ 72.55								
CIVIL MAINT FRMN/WN, LT W/HAZ	IBEW937X	\$ 72.67								
COMBUST TURBINE FRMN/WN	IBEW945*	\$ 76.02								
COMBUST TURBINE TECH	IBEW917*	\$ 65.31								
CRAFTS HELPER	IBEW828G	\$ 33.43	\$ 34.96	\$ 37.65	\$ 40.21	\$ 43.07				
CRAFTS HELPER W/CL A	IBEW828L	\$ 34.58	\$ 36.11	\$ 38.80	\$ 41.36	\$ 44.22				
CRAFTS HELPER W/HAZ	IBEW828X	\$ 34.70	\$ 36.23	\$ 38.92	\$ 41.48	\$ 44.34				
CUSTODIAN 1/	IBEW800G	\$ 32.90	\$ 34.39	\$ 35.96	\$ 37.63					
DISTRBUTN SYSTEM OPER I	IBEW887J	\$ 67.20	\$ 68.87	\$ 70.65	\$ 72.50	\$ 74.30	\$ 76.24	\$ 78.15	\$ 80.23	\$ 82.27
DISTRBUTN SYSTEM OPER I 1/	IBEW969A	\$ 67.20	\$ 68.87	\$ 70.65	\$ 72.50	\$ 74.30	\$ 76.24	\$ 78.15	\$ 80.23	\$ 82.27
DISTRBUTN SYSTEM OPER II	IBEW945N	\$ 87.64								
DISTRBUTN SYSTEM OPER II 1/	IBEW977*	\$ 87.64								
ELEC FRMN/WM, LT	IBEW941*	\$ 74.22								
ELEC FRMN/WM, LT W/CL A	IBEW941L	\$ 75.37								
ELEC FRMN/WM, LT W/HAZ	IBEW941X	\$ 75.49								
ELECTRICAL TECH	IBEW937A	\$ 77.42								
ELECTRICAL TECH APPR	IBEW928B	\$ 50.26	\$ 53.24	\$ 56.12	\$ 59.02	\$ 61.95	\$ 64.88	\$ 67.73	\$ 70.65	\$ 73.55
ELECTRICAL TECH APPR W/HAZ	IBEW928C	\$ 51.53	\$ 54.51	\$ 57.39	\$ 60.29	\$ 63.22	\$ 66.15	\$ 69.00	\$ 71.92	\$ 74.82
ELECTRICAL TECH FRMN/WN W/CL A	IBEW970M	\$ 89.78								
ELECTRICAL TECH FRMN/WN W/HAZ	IBEW970N	\$ 89.90								
ELECTRICAL TECH FRMN/WN, LT	IBEW970A	\$ 88.58								
ELECTRICAL TECH FRMN/WN, LT OC	IBEW970O	\$ 90.29								
ELECTRICAL TECH SUBFRMN/WM	IBEW941C	\$ 83.40								
ELECTRICAL TEST & REPAIR SPCLST	IBEW939A	\$ 75.63								
ELECTRICIAN	IBEW916*	\$ 64.85								

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**2025 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2025-1	2025-2	2025-3	2025-4	2025-5	2025-6	2025-7	2025-8	2025-9
ELECTRICIAN APPR	IBEW880*	\$ 42.15	\$ 44.96	\$ 47.70	\$ 50.47	\$ 53.27	\$ 56.05	\$ 58.78	\$ 61.59	
ELECTRICIAN APPR W/CL A	IBEW880L	\$ 43.30	\$ 46.15	\$ 48.90	\$ 51.66	\$ 54.47	\$ 57.24	\$ 59.97	\$ 62.74	
ELECTRICIAN APPR W/HAZ	IBEW880X	\$ 43.42	\$ 46.28	\$ 49.02	\$ 51.78	\$ 54.59	\$ 57.36	\$ 60.10	\$ 62.86	
ELECTRICIAN W/CL A	IBEW916L	\$ 66.00								
ELECTRICIAN W/HAZ	IBEW916X	\$ 66.12								
EQUIP OPER	IBEW858*	\$ 50.81								
EQUIP OPR W/CL A	IBEW864*	\$ 51.96								
EQUIP OPR W/HAZ	IBEW864X	\$ 52.08								
FAC STATIONARY ENG APPR	IBEW851J	\$ 34.48	\$ 36.47	\$ 38.43	\$ 40.44	\$ 42.41	\$ 44.41	\$ 46.41	\$ 48.39	\$ 50.41
FAC STATIONARY ENG APPR 1/	IBEW879F	\$ 40.56	\$ 42.92	\$ 45.25	\$ 47.60	\$ 49.93	\$ 52.28	\$ 54.63	\$ 56.95	\$ 59.30
FAC STATIONARY ENG FMN/WN LT	IBEW937*	\$ 71.40								
FAC STATIONARY ENG I	IBEW872G	\$ 53.05								
FAC STATIONARY ENG II	IBEW908*	\$ 62.42								
FACILITIES CUSTODIAN	IBEW792*	\$ 25.63	\$ 27.58	\$ 29.79	\$ 32.07					
FACILITIES ELEC FRMN/WN,LT	IBEW941*	\$ 74.22								
FACILITIES ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 75.37								
FACILITIES UTILITY CREW FRMN/WM	IBEW919M	\$ 47.46								
FACILITIES UTILITY CREW FRMN/WM 1/	IBEW863M	\$ 55.27								
FACILITIES UTILITY CREW FRMN/WM W/HAZ	IBEW919N	\$ 48.73								
FACILITIES UTILITY CREW FRMN/WM W/HAZ 1/	IBEW863N	\$ 56.54								
FAULT LOCATOR	IBEW941R	\$ 75.58								
FAULT LOCATOR W/CL A	IBEW941D	\$ 76.73								
FIELD SUPPORT TECH W/CL A	IBEW888C	\$ 53.94	\$ 55.29	\$ 56.68	\$ 58.06					
GARDENER	IBEW877J	\$ 38.99	\$ 39.99	\$ 40.81						
GARDENER 1/	IBEW848G	\$ 45.60	\$ 46.75	\$ 47.70						
GARDENER W/CL A	IBEW877K	\$ 40.14	\$ 41.14	\$ 41.96						
GARDENER W/CL A 1/	IBEW848L	\$ 46.75	\$ 47.90	\$ 48.85						
GARDENER W/HAZ	IBEW877L	\$ 40.26	\$ 41.26	\$ 42.08						
GARDENER W/HAZ 1/	IBEW848X	\$ 46.87	\$ 48.02	\$ 48.97						
GAS CONTROL TECH	IBEW924*	\$ 67.48								
GAS CONTROL TECH APPR	IBEW912E	\$ 43.98	\$ 46.87	\$ 49.78	\$ 52.67	\$ 55.60	\$ 58.47	\$ 61.38	\$ 64.27	
GAS CONTROL TECH W/CL A	IBEW924L	\$ 68.63								
GAS PIPELINE FIELDPERSON	IBEW873G	\$ 48.95	\$ 49.99	\$ 51.39	\$ 52.71	\$ 53.69				
HAZ WASTE FRMN/WN, LT	IBEW912*	\$ 63.98								
HAZ WASTE FRMN/WN, LT W/CL A	IBEW915*	\$ 65.13								
HAZ WASTE FRMN-WN, LT W/HAZ	IBEW915X	\$ 65.25								
HAZARD WASTE TECH	IBEW874H	\$ 32.90	\$ 34.39	\$ 46.20	\$ 46.83	\$ 48.36	\$ 49.92	\$ 55.38	\$ 54.27	
HAZARD WASTE TECH OC	IBEW886*	\$ 57.06								
HAZARD WASTE TECH W/CL A	IBEW878A	\$ 55.42								
HAZARD WASTE TECH W/HAZ	IBEW878X	\$ 55.54								
HEAD GARDENER	IBEW919D	\$ 43.93								

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Wage Schedule**

Job Title	Pay Scale Group	2025-1	2025-2	2025-3	2025-4	2025-5	2025-6	2025-7	2025-8	2025-9
HEAD GARDENER 1/	IBEW863*	\$ 51.37								
HEAD GARDENER W/CL A	IBEW919F	\$ 45.08								
HEAD GARDENER W/CL A 1/	IBEW863L	\$ 52.52								
HEAD GARDENER W/HAZ	IBEW919G	\$ 45.20								
HEAD GARDENER W/HAZ 1/	IBEW863X	\$ 52.64								
HIGH VOLTAGE TEST TECH	IBEW921*	\$ 66.69								
HVY DUTY EQ OP	IBEW893*	\$ 59.49								
HVY DUTY EQ OP APPR	IBEW877*	\$ 38.66	\$ 41.19	\$ 43.77	\$ 46.31	\$ 48.83	\$ 51.39	\$ 53.93	\$ 56.49	
HVY DUTY EQ OP FRMN/WN, LT	IBEW922L	\$ 68.03								
HVY DUTY EQ OP FRMN/WN, LT OC	IBEW937*	\$ 71.40								
HVY DUTY EQ OP FRMN/WN, LT W/CL A	IBEW923A	\$ 69.18								
HVY DUTY EQ OP FRMN/WN, LT W/HAZ	IBEW923B	\$ 69.30								
HVY DUTY EQ OP W/CL A	IBEW898*	\$ 60.64								
HVY DUTY EQ OP W/HAZ	IBEW898X	\$ 60.76								
HYD ELEC FRMN/WN, LT OC	IBEW941C	\$ 77.94								
HYD ELEC FRMN/WN, LT W/HAZ	IBEW941X	\$ 75.49								
HYD ELEC FRMN/WN,LT	IBEW941*	\$ 74.22								
HYD ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 75.37								
HYD ELEC OP FRMN/WM,LT	IBEW945*	\$ 76.02								
HYD FLD TECH	IBEW915A	\$ 62.46								
HYD FLD TECH FRMN/WN,LT	IBEW939*	\$ 73.84								
HYD FLD TECH FRMN/WN,LT W/CLA	IBEW939F	\$ 74.99								
HYD FLD TECH FRMN/WN,LT W/HAZ	IBEW939H	\$ 75.11								
HYD FLD TECH W/ HAZ	IBEW915H	\$ 63.73								
HYD FLD TECH W/CL A	IBEW915F	\$ 63.61								
HYD MECH FRMN/WN, LT OC	IBEW939A	\$ 75.63								
HYD MECH FRMN/WN,LT	IBEW937*	\$ 71.40								
HYD MECH FRMN/WN,LT W/CL A	IBEW937L	\$ 72.55								
HYD MECH FRMN/WN,LT W/HAZ	IBEW937X	\$ 72.67								
HYD OPER	IBEW917C	\$ 69.11								
HYD OPER 1/	IBEW927F	\$ 69.11								
HYD OPER APPR	IBEW820B	\$ 44.94	\$ 47.90	\$ 50.84	\$ 53.81	\$ 56.79	\$ 59.72	\$ 62.69	\$ 65.64	
HYD OPER APPR 1/	IBEW919A	\$ 44.94	\$ 47.90	\$ 50.84	\$ 53.81	\$ 56.79	\$ 59.72	\$ 62.69	\$ 65.64	
HYD OPER APPR W/CL A	IBEW820C	\$ 46.09	\$ 49.05	\$ 51.99	\$ 54.96	\$ 57.94	\$ 60.87	\$ 63.84	\$ 66.79	
HYD OPER APPR W/CL A 1/	IBEW919B	\$ 46.09	\$ 49.05	\$ 51.99	\$ 54.96	\$ 57.94	\$ 60.87	\$ 63.84	\$ 66.79	
HYD OPER APPR W/HAZ	IBEW919H	\$ 46.21	\$ 49.17	\$ 52.11	\$ 55.08	\$ 58.06	\$ 60.99	\$ 63.96	\$ 66.91	
HYD OPER APPR W/HAZ 1/	IBEW919C	\$ 46.21	\$ 49.17	\$ 52.11	\$ 55.08	\$ 58.06	\$ 60.99	\$ 63.96	\$ 66.91	
HYD OPER FRMN/WN	IBEW941A	\$ 82.63								
HYD OPER FRMN/WN 1/	IBEW970*	\$ 82.63								
HYD OPER FRMN/WN W/CL A	IBEW941G	\$ 83.78								
HYD OPER FRMN/WN W/CL A 1/	IBEW970L	\$ 83.78								

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**2025 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2025-1	2025-2	2025-3	2025-4	2025-5	2025-6	2025-7	2025-8	2025-9
HYD OPER W/CL A	IBEW928A	\$ 70.26								
HYD OVERHAUL FRMN/WM	IBEW945*	\$ 76.02								
HYD STATIONARY ENGINEER APPR	IBEW851J	\$ 34.48	\$ 36.47	\$ 38.43	\$ 40.44	\$ 42.41	\$ 44.41	\$ 46.41	\$ 48.39	\$ 50.41
HYD STATIONARY ENGINEER I	IBEW872G	\$ 53.05								
HYD STATIONARY ENGINEER II	IBEW908*	\$ 62.42								
HYD STATIONARY ENGINEER SUBFRMN/WN	IBEW922*	\$ 67.21								
HYD STATIONARY ENGR FRMN/WN LT	IBEW937*	\$ 71.40								
HYD STATIONARY ENGR II W/CL C-HAZ	IBEW908K	\$ 63.16								
HYD STATIONARY ENGR II W/HAZ	IBEW908X	\$ 63.69								
INSTRUCTOR	IBEW938A	\$ 73.61								
LEAD DIST SYS OPER	IBEW941E	\$ 91.17								
LEAD DIST SYS OPER 1/	IBEW992*	\$ 91.17								
LEAD TOOL REPAIRER	IBEW922*	\$ 67.21								
LEAD UTILITY COMPLIANCE SPECIALIST	IBEW828K	\$ 49.09								
LEAD VEHICLE MECH	IBEW888D	\$ 56.43								
LEAD VEHICLE MECH 1/	IBEW904*	\$ 61.53								
LEAD VEHICLE MECH W/CL A	IBEW888F	\$ 57.58								
LEAD VEHICLE MECH W/CL A 1/	IBEW909*	\$ 62.68								
LEAD VEHICLE MECH W/HAZ	IBEW888H	\$ 57.70								
LEAD VEHICLE MECH W/HAZ (FP)	IBEW904*	\$ 61.53								
LEAD VEHICLE MECH W/HAZ (FP) 1/	IBEW922A	\$ 67.12								
LEAD VEHICLE MECH W/HAZ 1/	IBEW909X	\$ 62.80								
LINE CONST FRMN/WN	IBEW976*	\$ 95.01								
LINE CONST FRMN/WN W/CL A	IBEW976C	\$ 96.16								
LINE CONST FRMN/WN W/HAZ	IBEW976X	\$ 96.28								
LINE EQUIP OPER W/CR & HAZ	IBEW862F	\$ 61.71								
LINE EQUIP OPER ASST 1/	IBEW872*	\$ 53.48								
LINE EQUIP OPER ASST 1//	IBEW872L	\$ 54.75								
LINE EQUIP OPER ASST W/CLA	IBEW795*	\$ 34.25	\$ 35.71	\$ 38.39	\$ 40.95	\$ 43.81				
LINE EQUIP OPER ASST W/CLA 1/	IBEW830L	\$ 35.86	\$ 37.45	\$ 40.24	\$ 42.93	\$ 45.82				
LINE EQUIP OPER W/CL A 1/	IBEW898*	\$ 60.64								
LINE EQUIP OPER W/CLA	IBEW862D	\$ 60.64								
LINE EQUIP OPER W/CR & CL A	IBEW862G	\$ 61.59								
LINE EQUIP OPER W/HAZ	IBEW862E	\$ 60.76								
LINE EQUIP OPER W/HAZ 1/	IBEW898X	\$ 60.76								
LINE FRMN/WN LT	IBEW965R	\$ 89.26								
LINE FRMN/WN LT W/CL A	IBEW965C	\$ 90.41								
LINE INSPECTOR I	IBEW933*	\$ 78.55								
LINE INSPECTOR II	IBEW941R	\$ 83.90								
LINE INSPECTOR W/CL A I	IBEW933C	\$ 79.70								
LINE INSPECTOR W/CL A II	IBEW941D	\$ 85.05								

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**2025 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2025-1	2025-2	2025-3	2025-4	2025-5	2025-6	2025-7	2025-8	2025-9
LINE SUBFRMN/WN	IBEW941R	\$ 83.90								
LINE SUBFRMN/WN W/CL A	IBEW941D	\$ 85.05								
LINEMN/WM W/HAZ	IBEW933X	\$ 79.82								
LINEMN/WN	IBEW933*	\$ 78.55								
LINEMN/WN W/CL A	IBEW933C	\$ 79.70								
LINEMN/WN W/HELI	IBEW933Y	\$ 82.48								
LINEMN/WN-APPR	IBEW922R	\$ 51.08	\$ 54.44	\$ 57.80	\$ 61.17	\$ 64.49	\$ 67.89	\$ 71.28	\$ 74.64	
LINEMN/WN-APPR W/CL A	IBEW922C	\$ 52.23	\$ 55.59	\$ 58.95	\$ 62.32	\$ 65.64	\$ 69.04	\$ 72.43	\$ 75.79	
LINEMN/WN-APPR W/HAZ	IBEW922Z	\$ 52.35	\$ 55.71	\$ 59.07	\$ 62.44	\$ 65.76	\$ 69.16	\$ 72.55	\$ 75.91	
MAINT CARPENTER	IBEW865*	\$ 53.05								
MAINT CARPENTER 1/	IBEW908*	\$ 62.42								
MAINT CARPENTER APPR	IBEW851E	\$ 33.89	\$ 35.85	\$ 37.81	\$ 39.77	\$ 41.70	\$ 43.66	\$ 45.64	\$ 47.58	\$ 49.55
MAINT CARPENTER APPR 1/	IBEW879F	\$ 40.56	\$ 42.92	\$ 45.25	\$ 47.60	\$ 49.93	\$ 52.28	\$ 54.63	\$ 56.95	\$ 59.30
MAINT CARPENTER FRMN/WN LT	IBEW901K	\$ 59.66								
MAINT CARPENTER FRMN/WN, LT 1/	IBEW937*	\$ 71.40								
MAINT CARPENTER SUBFRMN/WN	IBEW887D	\$ 56.13								
MAINT CARPENTER SUBFRMN/WN 1/	IBEW922*	\$ 67.21								
MAINT CARPENTER W/ CL A 1/	IBEW908L	\$ 63.57								
MAINT CARPENTER W/CL A	IBEW872D	\$ 54.20								
MATERIAL SPCLST I	IBEW793*	\$ 27.90	\$ 32.17	\$ 36.46	\$ 40.76					
MATERIAL SPCLST I 1/	IBEW851*	\$ 33.34	\$ 38.43	\$ 43.56	\$ 48.69					
MATERIAL SPCLST I W/CL A 1/	IBEW851C	\$ 34.49	\$ 39.58	\$ 44.71	\$ 49.84					
MATERIAL SPCLST I W/HAZ 1/	IBEW851H	\$ 34.61	\$ 39.70	\$ 44.83	\$ 49.96					
MATERIAL SPCLST II	IBEW912D	\$ 42.89								
MATERIAL SPCLST II 1/	IBEW862*	\$ 51.24								
MATERIAL SPCLST II W/CL A	IBEW912F	\$ 44.04								
MATERIAL SPCLST II W/CL A 1/	IBEW862C	\$ 52.39								
MATERIAL SPCLST II W/CR & CL A	IBEW912P	\$ 45.02								
MATERIAL SPCLST II W/CR & CL A 1/	IBEW862A	\$ 53.37								
MATERIAL SPCLST II W/CR & HAZ	IBEW912R	\$ 45.11								
MATERIAL SPCLST II W/CR & HAZ 1/	IBEW862B	\$ 53.46								
MATERIAL SPCLST II W/HAZ	IBEW912H	\$ 44.16								
MATERIAL SPCLST II W/HAZ 1/	IBEW862X	\$ 52.51								
MATERIAL SPCLST III	IBEW928D	\$ 55.97								
MATERIAL SPCLST III 1/	IBEW878L	\$ 55.97								
MATERIAL SPCLST III W/CL A	IBEW928G	\$ 57.12								
MATERIAL SPCLST III W/CL A 1/	IBEW879A	\$ 57.12								
MATERIAL SPCLST III W/CR & CL A	IBEW928L	\$ 58.07								
MATERIAL SPCLST III W/CR & CL A 1/	IBEW879D	\$ 58.07								
MATERIAL SPCLST III W/CR & HAZ	IBEW928M	\$ 58.19								
MATERIAL SPCLST III W/CR & HAZ 1/	IBEW898A	\$ 58.19								

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**2025 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2025-1	2025-2	2025-3	2025-4	2025-5	2025-6	2025-7	2025-8	2025-9
MATERIAL SPCLST III W/HAZ	IBEW928H	\$ 57.24								
MATERIAL SPCLST III W/HAZ 1/	IBEW879B	\$ 57.24								
MATERIAL SPCLST IV	IBEW858B	\$ 59.49								
MATERIAL SPCLST IV 1/	IBEW893*	\$ 59.49								
MATERIAL SPCLST IV W/CL A	IBEW858H	\$ 60.64								
MATERIAL SPCLST IV W/CL A 1/	IBEW898*	\$ 60.64								
MATERIAL SPCLST IV W/CR & CL A	IBEW858N	\$ 61.59								
MATERIAL SPCLST IV W/CR & CL A 1/	IBEW893A	\$ 61.59								
MATERIAL SPCLST IV W/CR & HAZ	IBEW858P	\$ 61.71								
MATERIAL SPCLST IV W/CR & HAZ 1/	IBEW893E	\$ 61.71								
MATERIAL SPCLST IV W/HAZ	IBEW858J	\$ 60.76								
MATERIAL SPCLST IV W/HAZ 1/	IBEW898X	\$ 60.76								
MECHANIC	IBEW865*	\$ 52.14								
MECHANIC 1/	IBEW884*	\$ 56.95								
MECHANIC W/CL A 1/	IBEW888*	\$ 58.10								
MECHANIC W/HAZ	IBEW865D	\$ 53.41								
MECHANIC W/HAZ 1/	IBEW888X	\$ 58.22								
MECHANICAL FRMN/WM.LT	IBEW921G	\$ 65.39								
MECHANICAL FRMN/WM.LT 1/	IBEW937*	\$ 71.40								
METER TECH	IBEW925*	\$ 67.66								
METER TECH APPR	IBEW912E	\$ 43.98	\$ 46.87	\$ 49.78	\$ 52.67	\$ 55.60	\$ 58.47	\$ 61.38	\$ 64.27	
NTWK CABLE FRMN/WN, LT	IBEW941*	\$ 74.22								
NTWK ELEC FRMN/WN.LT	IBEW941*	\$ 74.22								
NTWK ELEC FRMN/WN.LT W/HAZ	IBEW941X	\$ 75.49								
PLANT MECH	IBEW908*	\$ 62.42								
PLANT MECH APPR	IBEW879E	\$ 40.56	\$ 43.25	\$ 45.94	\$ 48.61	\$ 51.28	\$ 53.94	\$ 56.62	\$ 59.30	
PLANT MECH APPR W/CL A	IBEW879H	\$ 41.71	\$ 44.40	\$ 47.09	\$ 49.76	\$ 52.43	\$ 55.09	\$ 57.77	\$ 60.45	
PLANT MECH APPR W/HAZ	IBEW874X	\$ 41.83	\$ 44.52	\$ 47.21	\$ 49.88	\$ 52.55	\$ 55.21	\$ 57.89	\$ 60.57	
PLANT MECH W/CL A	IBEW908L	\$ 63.57								
PLANT MECH W/HAZ	IBEW908X	\$ 63.69								
PLANT MECH WELDER	IBEW920*	\$ 66.33								
POWER SYS OPER (E)	IBEW901D	\$ 72.07	\$ 73.90	\$ 75.72	\$ 77.66	\$ 79.55				
POWER SYS OPER (E) 1/	IBEW955*	\$ 72.07	\$ 73.90	\$ 75.72	\$ 77.66	\$ 79.55				
POWER SYS OPER I	IBEW921D	\$ 79.57	\$ 81.57	\$ 83.63	\$ 85.73	\$ 87.89	\$ 90.06	\$ 92.31	\$ 94.65	\$ 96.99
POWER SYS OPER I 1/	IBEW980*	\$ 79.57	\$ 81.57	\$ 83.63	\$ 85.73	\$ 87.89	\$ 90.06	\$ 92.31	\$ 94.65	\$ 96.99
POWER SYS OPER II	IBEW976A	\$ 101.81								
POWER SYS OPER II 1/	IBEW986*	\$ 101.81								
PRE-APPR LINEMN/WN	IBEW830*	\$ 34.71	\$ 36.30	\$ 39.09	\$ 41.78	\$ 44.67				
PRE-APPR LINEMN/WN W/CL A	IBEW830L	\$ 35.86	\$ 37.45	\$ 40.24	\$ 42.93	\$ 45.82				
PRE-APPR LINEMN/WN W/HAZ	IBEW830X	\$ 35.98	\$ 37.57	\$ 40.36	\$ 43.05	\$ 45.94				
REVENUE PROTECTION REP(IBEW)	IBEW873N	\$ 48.59	\$ 50.09	\$ 51.89	\$ 54.34					

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**2025 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2025-1	2025-2	2025-3	2025-4	2025-5	2025-6	2025-7	2025-8	2025-9
REVENUE PROTECTION REP(IBEW) 1/	IBEW903A	\$ 54.69	\$ 56.44	\$ 58.43	\$ 61.19					
SHIFT POWER SYS OPER I	IBEW921D	\$ 79.57	\$ 81.57	\$ 83.63	\$ 85.73	\$ 87.89	\$ 90.06	\$ 92.31	\$ 94.65	\$ 96.99
SHIFT POWER SYS OPER I 1/	IBEW980*	\$ 79.57	\$ 81.57	\$ 83.63	\$ 85.73	\$ 87.89	\$ 90.06	\$ 92.31	\$ 94.65	\$ 96.99
SHIFT POWER SYS OPER II	IBEW976A	\$ 101.81								
SHIFT POWER SYS OPER II 1/	IBEW986*	\$ 101.81								
SHIFT SR POWER SYS OPER	IBEW991*	\$ 106.93								
SHIFT SR POWER SYS OPER 1/	IBEW990*	\$ 106.93								
SR CABLE LOCATOR	IBEW888L	\$ 57.94								
SR CABLE LOCATOR W/CL A	IBEW888N	\$ 59.06								
SR CALIBRATION TECH	IBEW937A	\$ 72.35								
SR CUSTODIAN	IBEW814*	\$ 40.18								
SR DISTRIBUTION SYSTEM OPERATOR	IBEW950*	\$ 96.39								
SR DISTRIBUTION SYSTEM OPERATOR 1/	IBEW984*	\$ 96.39								
SR ELECTRICAL TECH	IBEW960*	\$ 85.58								
SR HIGH VOLTAGE TEST TECH	IBEW941*	\$ 74.22								
SR HYD OPER	IBEW931A	\$ 74.65								
SR HYD OPER 1/	IBEW941B	\$ 74.65								
SR LINE INSPECTOR	IBEW965R	\$ 89.26								
SR METER TECH	IBEW937A	\$ 72.35								
SR PARK MAINT WORKER	IBEW814*	\$ 40.18								
SR POWER SYS OPER	IBEW991*	\$ 106.93								
SR POWER SYS OPER 1/	IBEW990*	\$ 106.93								
SR TELECOMM TECH	IBEW939*	\$ 73.84								
SR TELEPHONE TECH	IBEW922G	\$ 66.27								
SR TELEPHONE TECH 1/	IBEW939*	\$ 73.84								
SR TOOL REPAIRER	IBEW901*	\$ 60.47								
SR TROUBLESHOOTER	IBEW976*	\$ 95.01								
SR VEHICLE MECH	IBEW874B	\$ 52.91								
SR VEHICLE MECH 1/	IBEW887*	\$ 57.76								
SR VEHICLE MECH W/CL A	IBEW874D	\$ 54.06								
SR VEHICLE MECH W/CL A 1/	IBEW887L	\$ 58.91								
SR VEHICLE MECH W/HAZ	IBEW874E	\$ 54.18								
SR VEHICLE MECH W/HAZ 1/	IBEW887X	\$ 59.03								
STATION RECORDER 1/	IBEW872*	\$ 53.48								
STATION RECORDER 1//	IBEW861*	\$ 34.22	\$ 35.79	\$ 46.12	\$ 48.09	\$ 51.07				
SUBSTATION MAINT WORKER I	IBEW861A	\$ 41.91	\$ 44.01	\$ 46.20	\$ 48.51					
SUBSTATION MAINT WORKER II	IBEW861B	\$ 50.94	\$ 53.48							
SUBSTATN CONSTR FRMN/WM	IBEW945*	\$ 77.92								
SUBSTATN CONSTR FRMN/WM W/CL A	IBEW945L	\$ 79.07								
SUBSTATN CONSTR FRMN/WM W/HAZ	IBEW945X	\$ 79.19								
SUBSTATN FRMN/WN,LT	IBEW941*	\$ 74.22								

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**2025 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2025-1	2025-2	2025-3	2025-4	2025-5	2025-6	2025-7	2025-8	2025-9
SUBSTATN FRMN/WN,LT W/CL A	IBEW941L	\$ 75.37								
SUBSTATN FRMN/WN,LT W/HAZ	IBEW941X	\$ 75.49								
SUBSTATN SUBFRMN/WN	IBEW927K	\$ 69.84								
SUBSTATN SUBFRMN/WN W/CL A	IBEW927E	\$ 70.99								
SUBSTATN SUBFRMN/WN W/HAZ	IBEW927H	\$ 71.11								
TELECOMM TECH 1/	IBEW928*	\$ 69.60								
TELECOMM TECH APPR	IBEW845A	\$ 40.60	\$ 44.35	\$ 48.10	\$ 51.86	\$ 55.60	\$ 59.34			
TELECOMM TECH APPR 1/	IBEW921A	\$ 45.25	\$ 49.42	\$ 53.62	\$ 57.75	\$ 61.95	\$ 66.13			
TELECOMM TECH I	IBEW915A	\$ 62.46								
TELECOMM TECH II	IBEW928*	\$ 69.60								
TELEPHONE TECH	IBEW915A	\$ 62.46								
TELEPHONE TECH 1/	IBEW928*	\$ 69.60								
TELEPHONE TECH APPR	IBEW845A	\$ 40.60	\$ 44.35	\$ 48.10	\$ 51.86	\$ 55.60	\$ 59.34			
TELEPHONE TECH APPR 1/	IBEW921A	\$ 45.25	\$ 49.42	\$ 53.62	\$ 57.75	\$ 61.95	\$ 66.13			
TOOL REPAIRER	IBEW874G	\$ 48.36	\$ 49.92	\$ 51.72	\$ 54.27					
TOOL REPAIRER W/CL A	IBEW874M	\$ 49.51	\$ 51.07	\$ 52.87	\$ 55.42					
TOOL REPAIRER W/HAZ	IBEW874Z	\$ 49.63	\$ 51.19	\$ 52.99	\$ 55.54					
TOOL ROOM FRMN/WN	IBEW936*	\$ 71.24								
TROUBLESHOOTER	IBEW941R	\$ 83.90								
TROUBLESHOOTER W/CL A	IBEW941D	\$ 85.05								
UTILITY ASSISTANT	IBEW785*	\$ 20.49	\$ 23.42							
UTILITY COMPLIANCE SPECIALIST	IBEW828G	\$ 33.43	\$ 34.96	\$ 37.65	\$ 40.21	\$ 43.07				
UTILITY COMPLIANCE SPECIALIST 1/	IBEW872*	\$ 53.48								
UTILITY COMPLIANCE SPECIALIST 1//	IBEW872L	\$ 54.75								
UTILITY COMPLIANCE SPECIALIST II	IBEW919J	\$ 45.28								
UTILITY CREW FRMN/WN W/HAZ	IBEW888X	\$ 58.22								
UTILITY WORKER I	IBEW802G	\$ 33.43	\$ 34.96	\$ 36.48	\$ 38.01					
UTILITY WORKER I W/CL A	IBEW802L	\$ 34.58	\$ 36.11	\$ 37.63	\$ 39.16					
UTILITY WORKER II	IBEW814*	\$ 40.18								
UTILITY WORKER III	IBEW816H	\$ 35.45	\$ 36.86	\$ 38.46	\$ 40.02	\$ 41.74				
UTILITY WORKER W/HAZ	IBEW802X	\$ 34.70	\$ 36.23	\$ 37.75	\$ 39.28					
VEGETATION MANAGEMENT SPCLST W/CL A	IBEW878H	\$ 56.06								
VEGETATION MANAGEMENT SPCLST WCL A 1/	IBEW901L	\$ 61.62								
VEGETATION WORK PLANNER	IBEW878G	\$ 54.91								
VEGETATION WORK PLANNER 1/	IBEW901*	\$ 60.47								
VEGETATION WORK PLANNER W/CL A	IBEW878H	\$ 56.06								
VEGETATION WORK PLANNER W/CL A 1/	IBEW901L	\$ 61.62								
VEGETATION WORK PLANNER W/HAZ	IBEW878J	\$ 56.18								
VEGETATION WORK PLANNER W/HAZ 1/	IBEW901X	\$ 61.74								
VEHICLE ATTENDANT	IBEW816G	\$ 34.52	\$ 35.98	\$ 37.59	\$ 39.16	\$ 40.85				
VEHICLE ATTENDANT W/CL A	IBEW817*	\$ 35.67	\$ 37.13	\$ 38.74	\$ 40.31	\$ 42.00				

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**2025 IBEW  
Wage Schedule**

Job Title	Pay Scale Group	2025-1	2025-2	2025-3	2025-4	2025-5	2025-6	2025-7	2025-8	2025-9
VEHICLE ATTENDANT W/HAZ	IBEW817X	\$ 35.79	\$ 37.25	\$ 38.86	\$ 40.43	\$ 42.12				
VEHICLE MAINT AIDE	IBEW790*	\$ 24.60	\$ 30.36							
VEHICLE MAINT AIDE W/CL A	IBEW790L	\$ 25.75	\$ 31.51							
VEHICLE MAINT AIDE W/HAZ	IBEW790X	\$ 25.87	\$ 31.63							
VEHICLE MECH	IBEW858A	\$ 49.69								
VEHICLE MECH 1/	IBEW874*	\$ 54.27								
VEHICLE MECH APPR W/HAZ	IBEW851D	\$ 33.04	\$ 35.24	\$ 37.39	\$ 39.56	\$ 41.73	\$ 43.89	\$ 46.10	\$ 48.22	
VEHICLE MECH APPR W/HAZ 1/	IBEW866X	\$ 36.56	\$ 38.89	\$ 41.22	\$ 43.55	\$ 45.87	\$ 48.18	\$ 50.53	\$ 52.85	
VEHICLE MECH W/CL A	IBEW858D	\$ 50.84								
VEHICLE MECH W/CL A 1/	IBEW878A	\$ 55.42								
VEHICLE MECH W/HAZ	IBEW858K	\$ 50.96								
VEHICLE MECH W/HAZ 1/	IBEW878X	\$ 55.53								
VEHICLE MECH WELDER	IBEW851I	\$ 51.97								
VEHICLE MECH WELDER APPR W/A	IBEW851F	\$ 34.58	\$ 36.88	\$ 39.14	\$ 41.39	\$ 43.71	\$ 45.95	\$ 46.00	\$ 50.53	
VEHICLE MECH WELDER APPR W/A 1/	IBEW888A	\$ 37.94	\$ 40.38	\$ 42.87	\$ 45.36	\$ 47.87	\$ 50.33	\$ 52.81	\$ 55.27	
VEHICLE MECH WELDER APPR W/HAZ	IBEW851K	\$ 34.64	\$ 36.94	\$ 39.18	\$ 41.44	\$ 43.74	\$ 45.98	\$ 48.25	\$ 50.56	
VEHICLE MECH WELDER APPR W/HAZ 1/	IBEW888B	\$ 37.99	\$ 40.42	\$ 42.91	\$ 45.41	\$ 47.88	\$ 50.36	\$ 52.85	\$ 55.31	
VEHICLE MECH WELDER W/CL A	IBEW874A	\$ 53.12								
VEHICLE MECH WELDER W/CL A 1/	IBEW888*	\$ 58.10								
VEHICLE MECH WELDER W/HAZ	IBEW872H	\$ 53.24								
VEHICLE MECH WELDER W/HAZ 1/	IBEW888X	\$ 58.22								

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## **APPENDIX B**

### **CLASSIFICATION REQUIRING COMMERCIAL LICENSES**

#### **(Class A and B)**

Cable Splicer/Electrician  
Cable Splicer/Electrician Frmn/Wn,  
Light Crane Operator  
Electrician, Substation  
Electrician, Substation Apprentice  
Electrician, Substation Frmn/Wn, Light  
Equipment Operator  
Garage Attendant 1  
Hazardous Waste Foreman/woman, Light  
Hazardous Waste Technician  
Heavy Duty Equipment Operator  
Hydrography Field Technician  
Line Equipment Operator  
Lineman/woman  
Lineman/woman, Apprentice  
Lineman/woman Frmn/wm, Light  
Mechanic  
Parts Clerk Service Writer  
Vehicle Mechanic,  
Lead Vehicle Mechanic,  
Senior Vehicle Attendant  
Vehicle Maintenance Aide  
Vehicle Mechanic  
Vehicle Mechanic Welder

Employees in apprentice positions for these classifications will also be required to possess the Commercial driver's license of the appropriate level.

Base wage rates for the above-listed classifications will be adjusted to include the appropriate Commercial driver's license premium as defined in Article 4, Section 3(B).

All employees in apprentice positions leading to status as a journey level employee in a classification that may require a Commercial driver's license must obtain and maintain a valid Commercial license throughout the period of their apprenticeship.

## APPENDIX C

### WORK AREA THRESHOLD LEVELS

#### General Services

<u>Grounds Maintenance</u>	<u>Required #</u>
Gardener / Utility Worker	3

#### Fresh Pond

#### Commercial Total #

Building Maint Mech	1
Electricians	1
Heavy Duty Equip. Operator	3
Heavy Duty Equip. Op, Foreman	1
Hydro Field Tech	1
Hydro Field Tech Foreman	1
Hydro Op, Foreman	1

#### Grid Assets

The number of Class A license holders within Grid Assets will be determined by the number of vehicles directly assigned to each workgroup plus 25% of the pool vehicles used by the workgroup. The number of drivers required will not exceed 150% of the workgroup's vehicles by classification series. All apprentices are required to acquire and maintain a Class A license throughout their apprenticeship, and they will be included in the 150% requirement. The 150% does not include any positions that require a Class A license as part of the job classification or positions that are excluded by the work they perform.

Example:

<b>Work Area</b>	<b>Assigned Class A Vehicles</b>	<b>Pool Class A Vehicles (# x .25)</b>	<b>Total</b>	<b>Total Drivers (150% of Total)</b>
Line	35	15(4)	39	59
Electrical	9	8(2)	11	17
Network	3	7(2)	5	8
Total	56	32 (9)	65	99

## APPENDIX D

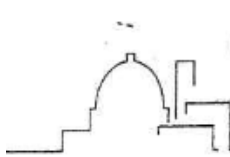
### SUPPLEMENTAL LETTERS OF AGREEMENT

**The parties agree that all current side letters be printed in their entirety and shall be included in Appendix D of the MOU. (*Revised 1/1/2022*)**

This list is the all-inclusive sum of recognized side letters of agreement up to the starting date of the current MOU.

- Letter Agreement regarding Change of Titles for Lineworker Series (LR 01-91 dated December 18, 2001)
- Letter Agreement – Operational Boundaries For PSO/DSO (LR 02-047 dated March 22, 2002)
- Letter Agreement – Certify Meter Tech Apprentices to R/I 240 Volt and Below Meters (LR 03-203 dated October 29, 2003)
- Letter Agreement - Critical Classifications (LR 05-076 dated June 28, 2006)
- Letter Agreement - Mutual Aid Duty Assignments (LR 07-037 dated June 1, 2007)
- Letter Agreement - Administration of Sub-Station Electricians Overtime list (LR 07-040 dated July 26, 2007)
- Letter Agreement - Energy Supply Personnel 4/10 work Schedule (LR 10-007 dated January 29, 2010)
- Letter Agreement - Understanding of Meeting of January 13, 2011 (LR 11-004 dated January 18, 2011)
- Letter Agreement - Assignment of Overtime for Gardeners, Utility Workers, and Custodians (LR 11-006 dated March 24, 2011)
- Letter Agreement - Assignment of Overtime for Facilities Electricians (LR 11-007 dated February 4, 2011)
- Letter Agreement - Extension of 2009 Fire Retardant Clothing (LR 12-007 dated February 29, 2012)
- Letter Agreement – Reduce Custodian Staffing Level (LR 12-019 dated March 23, 2012)
- Letter Agreement - Power System Operators Overtime Procedures (LR 12-023 dated April 9, 2012)
- Letter Agreement - New Hire Employees Starting Pay Rates (LR 12-038 dated September 21, 2012)
- Letter Agreement - Headquarters Consolidation for Facilities IBEW Represented Employees (LR 13-012 dated April 4, 2013)
- Letter Agreement - Training Program for Telecommunications Technician Classification (LR 14- 013 dated April 30, 2014)
- Letter Agreement - Troubleshooter Residency Requirement (LR 16-002 dated March 1, 2016)
- Letter Agreement - Troubleshooter Work Area (LR 16-019 dated August 31, 2016)
- Letter Agreement - DSO Call Out Procedures (LR 16-032 dated December 16, 2016)
- Letter Agreement - Update to Lineworker Series LOA LR 01-91 (LR 17-006 dated March 20, 2017)
- Letter Agreement - Update to New Hire Employees Starting Pay Rates LOA LR 12-038 (LR 17-007 dated March 20, 2017)
- Letter Agreement – IBEW Grievance 17-008 (Mutual Aid) (LR 17-025 dated January 11, 2018)
- Letter Agreement – Transmission Fall Protection (LR 18-008 dated March 14, 2018)
- Letter Agreement – Hydro Field Tech Series Job Description Revisions (LR 19-014 dated October 15, 2018)
- Letter Agreement – Assignment of Overtime for Facility Stationary Engineers (LR 21-004 dated September 1, 2021)

## APPENDIX D



**SMUD**  
SACRAMENTO MUNICIPAL UTILITY DISTRICT  
The Power To Do More.™

December 18, 2001  
LR 01-91

P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)

Wayne Greer  
Business Representative  
IBEW Local 1245  
P.O. Box 705  
Broderick, CA 95606-0705

SUBJECT: Letter Agreement Regarding Change of Titles for Lineworker Series

Dear Mr. Greer:

The following are provisions of the agreement we have reached concerning changing the titles of the Lineworker Series Classifications.

In 1999 the District and Union met and conferred over expanded new classifications to embody all aspects of line construction and maintenance. As a result of these discussions, SMUD and IBEW Local 1245 entered into a Letter Agreement dated December 16, 1999. Part of the agreement contained provisions to change job duties and titles of line construction and maintenance classifications. These new jobs were designated with new titles: Lineworker I through V.

The District and the Local have now agreed that the titles of Lineworker I through V will be changed back to the original titles that were in effect for those classifications prior to the December 1999 Letter Agreement, without changing any other provisions of the agreement. The changes are shown on the attached table.

The parties have further agreed that this Letter Agreement does not change any other provision of the December 16, 1999 Letter Agreement concerning the Lineworker Classification job duties or Civil Service entitlements incumbent with those positions. This Agreement only changes the titles of those positions referenced.

Finally, the parties have agreed that employees assigned to the Line Subforeman-woman, Troubleshooter and Fault Locator classifications, (all derived from the Lineworker III classification series) may move between those classifications, as long as they meet the minimum qualifications of the job. In addition, the parties have agreed that employees assigned to the Line Foreman-woman Light, and Sr. Troubleshooter, (derived from the Lineworker IV classification series) may move between those classifications, as long as they meet the minimum qualifications of the job.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

MICHAEL J. WIRSCH  
Manager, Labor Relations

Attachment

  
Wayne Greer

12-20-01  
DATE

DISTRICT HEADQUARTERS • 6201 S Street, Sacramento CA 95817-1899



## APPENDIX D

LR 01-91 (Cont'd)



**SMUD**

SACRAMENTO MUNICIPAL UTILITY DISTRICT ☐ P. O. Box 15830, Sacramento CA 95852-1830, (916) 452-3211  
AN ELECTRIC SYSTEM SERVING THE HEART OF CALIFORNIA

December 16, 1999  
DS 99-405

Dennis Seyfer  
P.O. Box 161719  
Sacramento CA 95816-1719

### Re: LETTER AGREEMENT

I am writing this to set forth our agreement on the provisions within this letter agreement.

#### Lineworker and Tree Trimmer Series

As a result of business process reengineering, the District developed expanded new classifications to embody all aspects of line construction and maintenance work. The classifications and duties are outlined in the attached classification descriptions for Lineworker I through V and Tree Trimmer I through IV and Tree Trimmer Planner.

The District will initiate a title change and class regrade (change in pay) by ESN (direct placement) for all positions within the existing class series for Lineman and Troubleshooter, and a title change by ESN (direct placement) for all positions within the existing class series for Tree Trimmer. For the purposes of civil service entitlements, the direct placement of Regular Employees into new retitled classifications will have no impact on individual Employee entitlements. Therefore, "last class held" is the last permanent classification held before the employee's old classification title within the Class Series of Lineman, Troubleshooter, or Tree Trimmer.

In consideration for the expanded duties outlined in the aforementioned descriptions, the District agrees to adjust the wage rates for the classifications in the new Lineworker Class Series as set forth in the table below. Tree Trimmer Class Series wage rates will not be changed.

Current Class Lineman Series and Combined Classes		As of 6/19/99	NEW CLASS			Difference	
Lineman Apprentice	PG874H	23.01	Lineworker I	PG879	23.70	.69/hr	3.0%
Lineman	PG908	26.47	Lineworker II	PG912	27.26	.79/hr	3.0%
Line SubForeman/wn	PG922	28.49	Lineworker III	PG927A	29.34	.85/hr	3.0%
Troubleshooter	PG922						
Line Foreman/wn Light	PG937	30.30	Lineworker IV	PG938A	31.21	.91/hr	3.0%
Sr Troubleshooter	PG935	30.27				.94/hr	3.1%
Line Construction Foreman/wn	PG945	32.23	Lineworker V	PG950	33.20	.97/hr	3.0%

The new wage rates are effective in the first pay period following execution of this letter agreement.

C:\BEW\linetragree.doc 12/16/99

## APPENDIX D

LR 01-91 (Cont'd)

### Pole Tester Classification

The District agrees to create a new classification of Pole Tester. The new classification will have eight (8) civil service positions and the pay grade for the class will be 828G, top step \$18.26. The eight (8) positions will be posted on the first regular Transfer/Promotion Announcement after January 15, 2000, and filled pursuant to the Civil Service Rules, and Article 19 Section 6, Transfer/Promotion Process of the District/IBEW MOU.

As initial Pole Tester incumbents vacate positions, the District, at its sole discretion, may contract any and all pole testing and treating work.

### Rock Saw Crew

The IBEW agrees that work performed by the rock saw crew is no longer IBEW work and the District may, at its sole discretion, contract any and all rock saw operations effective immediately upon execution of this letter agreement.

### Hiring Hall

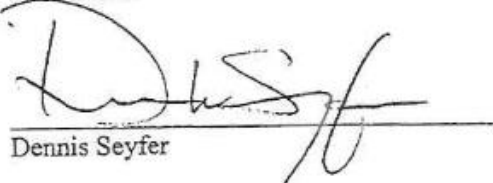
The District and the IBEW will meet and confer for the purpose of establishing a Hiring Hall Agreement to cover all IBEW classes when work force augmentation is necessary during periods of peak work.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below.

Sincerely,

*for*   
James R. Shetler  
Assistant General Manager, Customer Services

Attachment

  
Dennis Seyfer

12/16/99  
Date



## APPENDIX D

LR 01-91 (Cont'd)

### TRAMEN TO MUNICIPAL UTILITY DISTRICT CLASS SPECIFICATION Lineworker Series

**SERIES TITLE:** LINEWORKER

**PURPOSE OF THE SERIES:** Performs a variety of semi-skilled and skilled tasks in the construction, maintenance, repair and inspection of the District's transmission and distribution systems. This work can involve operating backhoes, derricks and hole diggers; etc., and perform related duties as assigned.

**DISTINGUISHING CHARACTERISTICS:**

This series is assigned to Distribution Services. All levels are considered climbing Lineman/wn. These classifications encompass work performed by the previous District classifications of: Apprentice/Journey Lineman/wn, Crafts Helpers; Equipment Operator; Line Sub-Foreman; Line Foreman/wn Lt; Line Construction Foreman/wn; Troubleshooter; Senior Troubleshooter; Utility Crew Foreman/wn; Field Reporting Specialist, Cable Locator and Line Construction Supervisor. In addition, these Lineworkers assist Electricians and Meter Technicians in their work.

**DEFINITION OF LEVELS:**

- LINEWORKER I** This is the apprentice level in the Lineworker series. An incumbent, under close supervision, is in training under more advanced workers for semi-skilled and skilled work that generally involves construction, maintenance, or repair of the District's transmission and distribution system. As an Lineworker I, it is expected that skills will be developed to journey level proficiency (Lineworker II) and that employees will perform the more skilled operations as training permits. This class encompasses work performed by the previous District classes of Apprentice Lineman/wn, Crafts Helper, and Utility Worker.
- LINEWORKER II** This class is the journey level in the Lineworker series. An incumbent performs at the fully qualified and experienced level in the installation, maintenance, or repair of distribution and transmission electrical systems. This class encompasses work performed by the previous District class of Journey Lineman/wn, Equipment Operator, and some duties of the Utility Crew Foreman/wn, Field Reporting Specialist.
- LINEWORKER III** This is the first lead or advanced working level in the Lineworker series. This class differs from Lineworker II in that incumbents perform either troubleshooting, contract management or supervise up to one other person, a Lineworker I, II or III while performing service work, routine line maintenance, repair and/or construction work. This class differs from Lineworker IV in that Lineworker IV supervises larger crews and is generally assigned more complex line construction jobs. Employees in this classification must have exceptional communication skills as well as the ability to respond to emergency situations without specific instructions or direction. This class encompasses the work performed by the previous District classes of Troubleshooter and Line Sub-Foreman.
- LINEWORKER IV** Under limited supervision, this class supervises and works with a line crew made up of up to 5 Lineworkers (including the Lineworker IV). This class is a working foreman/wn responsible for task layout, direction and the supervision of a crew. It is distinguished from the Lineworker III, which troubleshoots or supervises one Lineworker; and differs from Lineworker V, which is responsible for planning work for and supervising larger crews. This classification encompasses the work performed by the previous District classes of Line Foreman Light, Senior Troubleshooter and some duties/responsibilities of the Line Construction Supervisor and Field Reporting Specialist.
- LINEWORKER V** Under limited supervision, this class supervises a crew made up of six or more Lineworkers (including the Lineworker V). This class is also a working foreman/wn responsible for task layout, direction and the supervision of a crew. It is distinguished from the Lineworker IV class by the larger crew size. An employee of this class works with very little supervision in the field..

## APPENDIX D

LR 01-91 (Cont'd)

### RAMENTO MUNICIPAL UTILITY DISTRICT CLASS SPECIFICATION Lineworker Series

This class encompasses the work performed by the previous Line Construction Foreman and some of the duties of the Line Construction Supervisor and Field Reporting Specialist.

**EXAMPLES OF ESSENTIAL DUTIES:** Work includes but is not limited to the following: (Note: While in general all functions/duties listed are essential, individual positions within this class may not require all. Additionally, this list is not intended to be complete or exhaustive.)

#### **LINEWORKER I AND LINEWORKER II:**

At the Lineworker I level, incumbent is in a learning capacity and assists in the duties specified below for a Lineworker II. Lineworker II will perform these duties as a fully qualified and experienced journey level:

1. Performs complex rigging techniques using winches, block and tackle, ropes, slings, hoists, etc.
2. Frames, sets, removes, wood or steel poles and associated anchors and guys.
3. Makes connections and performs work on lines energized @ 120v through 230kV using rubber gloves and hot line tools.
4. Climbs wood poles, steel structures, or ladders.
5. Constructs/removes/maintains transmission towers.
6. Installs/removes crossarms, guy wires, insulators, disconnect devices, switches, capacitors, and various pole top apparatus.
7. Lays out, measures, cuts, installs, terminates and splices various types of cable.
8. Connects pole bolt, pad mount, and submersible transformers.
9. Assists Electricians in the installation, maintenance, and wiring of electrical substations.
10. Performs phasing tests on high voltage circuits.
11. Performs maintenance functions on transmission and distribution lines.
12. Installs and maintains night-lights, streetlights and street lighting equipment.
13. Applies principles of electrical theory to line construction and maintenance work.
14. Installs/removes work site protection devices.
15. Assists Cable Splicers/Electricians in the construction and maintenance of network underground systems.
16. Operates various types of equipment including; backhoes, tractors, frontloaders, rock saws, hole diggers, boom trucks, digger derricks, forklifts, water trucks, bobcats, cable pullers, cable tensioners, trenchers, pole stubbers, portable generators, portable/hydraulic pole setters, jackhammers, J tamps and other related equipment.
17. Operates aerial lift trucks and boom trucks.
18. Operates District vehicles, in the course of work, that may require a Class A license.
19. Installs/repairs cubicle/transformer wells, transformers, sprinkler systems, fences, landscaping, driveways, walkways, sewer/water pipes, and storm drains.
20. Mixes, pours and finishes cement/concrete.
21. Assembles/disassembles/pre-fabricates various materials/parts.
22. Installs residential and commercial meters of various types.
23. Inspects trench, conduit, transformer pad/well, switching cubicle, pull box and vault installation.
24. Inspects for GO 95 and 128 infractions.
25. Cleans up PCB leaks and transports hazardous material.
26. Uses chemicals for various tasks.
27. Installs shoring, backfills, jets and compacts trenches and other various excavations.
28. Uses various types of tools to paint.
29. Picks up and delivers materials.
30. Removes and installs asphalt.
31. Digs holes, trenches, splice pits manually or using power equipment.
32. Assists in traffic control.
33. Instructs, directs, and may train sub-ordinates.
34. Installs/removes and performs routine maintenance on dusk to dawn/street lights.
35. Installs/removes and performs maintenance on overhead and underground residential and commercial services.
36. Connects/ Disconnects electric service.



## APPENDIX D

LR 01-91 (Cont'd)

### SACRAMENTO MUNICIPAL UTILITY DISTRICT CLASS SPECIFICATION Lineworker Series

37. Inspects and approves customer service facilities.
38. Performs minor tree trimming.
39. Installs/removes or performs maintenance on transformers, capacitors, reclosers, regulators, and related line apparatus.

#### LINEWORKER III:

Must possess the knowledge, skills and abilities of a Lineworker II plus:

1. Locates, isolates, conducts high voltage dc tests, and repairs cable faults.
2. Identifies hazards, isolates lines and equipment, makes repairs as necessary to restore power and/or make conditions safe.
3. Checks substations for proper operating conditions; uses meters to determine loading and voltage.
4. Performs field switching operations; operates breakers, disconnects, control switches and observes and records readings from various instruments.
5. Applies for and takes line clearances from distribution and transmission system operators.
6. Reviews job packages; orders and arranges for loading of materials.
7. Repairs or replaces disconnects, jumpers wires, cutouts, fuses, lightning arrestors, or similar devices.
8. Investigates and/or resolves customer complaints regarding electrical service.
9. Arranges for proper tools, equipment and labor needed for work.
10. Collects payments and deposits from customers.
11. Contacts customers regarding service requirements.
12. Plans work and assign specific tasks to another Lineworker.
13. Ensures that work performed by the crew member, his or her co-worker, is done in a professional manner following safe work practices and proper safety precautions are observed.
14. Trains, motivates, and provides input to the performance evaluation of subordinates.
15. Maintains a log in chronological order, and additional documentation as required.
16. Completes records and reports related to personnel, equipment and job status.
17. Coordinates/schedules customer shutdowns.
18. Patrols transmission lines; assists in performing tower line maintenance and line clearances.
19. Uses mobile data terminals, as required, to process appropriate documents in order to accurately report time and learns to reconcile jobs.
20. Performs contract management duties as it applies to trench, conduit, transformer well/pad, switching cubicle, pull box and vault installation, boring, paving and other miscellaneous contracts..

#### LINEWORKER IV:

Must possess the knowledge, skills and abilities of a Lineworker II plus:

1. Plans work and assigns specific tasks to a crew of up to 5 workers (including the Lineworker IV).
2. Checks to see that work is done safely and according to plans and specifications.
3. Coordinates and schedules work to be performed with other departments, contractors, agencies and utilities (staking; permit activation; U.S.A.; Joint Pole meetings; etc.).
4. Reviews job packages; orders and arranges for loading of materials.
5. Arranges for proper tools, equipment and labor needed for work.
6. Applies for and takes line clearances from distribution and transmission system operators.
7. Assists in accident/incident fact-finding investigations and reviews.
8. Ensures that work performed by crew members is done in a professional manner following safe work practices and proper safety precautions are observed.
9. Completes records and reports related to personnel, equipment and job status.
10. Operates Mobile Data Terminals and personal computer.
11. Coordinates/schedules customer shutdowns.
12. Trains, motivates and provides input to the performance evaluation of subordinates.

## APPENDIX D

LR 01-91 (Cont'd)

### FRAMENTO MUNICIPAL UTILITY DISTRICT CLASS SPECIFICATION Lineworker Series

#### LINEWORKER V:

Performs duties of a Lineworker IV, plus:

1. Plans work and assigns specific tasks to a crew of 6 or more workers (including the Lineworker V).
2. May be responsible for supervising the training of an apprentice Lineworker crew.

---

#### MINIMUM QUALIFICATIONS

*KNOWLEDGE, SKILLS, EXPERIENCE, PHYSICAL CHARACTERISTICS,*

#### LINEWORKER I:

##### Knowledge of:

- Basic math
- Basic safety rules and procedures
- Safe use of hand and power tools

##### Skills to:

- Read and understand job manuals, safety procedures, and training manuals on electrical theory and principles of electric distribution.
- Read and interpret written instructions.
- Remember and follow a series of directions.
- Work safely on and around high voltage conductors and equipment.
- Climb wood poles, steel structures, and ladders.
- Maintain attention to public service.
- Perform physically strenuous work for extended periods of time.
- Perform work at heights in a safe manner.
- Operate motor vehicles

##### Ability to:

- Learn line construction methods and techniques
- Learn knots and rigging
- Learn material and tool nomenclature
- Learn work site protection
- Learn hazard identification
- Learn District radio operation
- Learn to read a wire print
- Learn to operate a variety of equipment.

#### OTHER REQUIREMENTS:

- Attend classes after normal working hours on a non-paid basis in order to obtain skills and/or knowledge required on the job.
- Able to obtain and maintain a Class A Driver's License.
- Willingness to learn and operate equipment as noted above.
- Must complete the Lineworker I training requirements in order to advance to the Lineworker II level.

## APPENDIX D

LR 01-91 (Cont'd)

### FRAMENTO MUNICIPAL UTILITY DISTRICT CLASS SPECIFICATION Lineworker Series

**DESIRABLE QUALIFICATIONS:** Any combination of education and experience that has provided the necessary knowledge and skills will be considered qualifying. A typical way to obtain the above required knowledge and skills is:

- Equivalent to completion of sufficient formal and/or informal education to provide the necessary knowledge, skills and abilities.

#### **LINEWORKER II**

Must possess the same Knowledge, Skills, Experience, Physical Characteristics, etc. as a Lineworker I, plus:

##### **Knowledge of:**

- Line construction methods, techniques and construction standards (G.O. 95 & 128).
- Rigging practices, principles, and procedures.
- Complex rigging techniques
- Material and tool nomenclature
- Electrical knowledge including phasing, grounding, line voltage, and transformers as they relate to line construction.
- Circuit Labeling.
- Materials, methods, tools, and equipment used in high and low voltage line construction, maintenance, and repair.
- Work site protection
- Hazard identification
- Electrical theory
- Electric service requirements.
- G.O. 95/128
- District policies and procedures relating to line construction; standards, safety procedures and CAL/OSHA laws relating to line construction.
- State and Federal Safety Rules and Regulations.
- Residential meters and their application.
- Streetlights, dusk to dawn lights and their application.

##### **Skills to:**

- Instruct and direct subordinates.
- Perform inspections of trench, conduit, switching cubicle, pull box and vault installation.
- Read a wire print.
- Complete/process required documentation relating to job balancing etc.
- Follow oral or written instructions.
- Operate District radios.
- Ability to learn to utilize mobile data terminals

**DESIRABLE QUALIFICATIONS:** Any combination of education and experience that has provided the necessary knowledge and skills will be considered qualifying. A typical way to obtain the above required knowledge and skills is:

- Completion of an approved Lineworker I apprentice program including three years climbing experience in overhead electrical distribution work.



## APPENDIX D

LR 01-91 (Cont'd)

### SACRAMENTO MUNICIPAL UTILITY DISTRICT CLASS SPECIFICATION Lineworker Series

#### **LINEWORKER III**

Must possess the same Knowledge, Skills, Experience, Physical Characteristics, etc. as a Lineworker II, plus:

##### **Knowledge of:**

- Various commercial and industrial meters and their application.
- Switching and Clearance procedures.
- Transformers, switching, and regulating gear.
- Industry standards of high voltage testing.
- Meter reading.
- Fault locating.
- Supervisory techniques, principles and practices.
- Circuit labeling.
- Line phasing and grounding.
- Distribution Services processes.

##### **Skills to:**

- Recognize defects and make repairs in the overhead and underground electrical system under emergency conditions.
- Analyze electrical equipment damage and make determinations on specific material, tool, equipment, and labor needed to make repairs.
- Work in a team environment with minimal supervision.
- Prepare oral and written reports.
- Read and interpret plans and specifications.
- Read maps and drawings.
- Plan for the most effective use of workers and materials.
- Read, record, and report instrument indications.
- Work independently, or as part of a crew.
- Make decisions independently.
- Perform contract management duties.
- Operate Mobile Data Terminals and personal computers.

**DESIRABLE QUALIFICATIONS:** Any combination of education and experience that has provided the necessary knowledge and skills will be considered qualifying. A typical way to obtain the above required knowledge and skills is:

- Equivalent of two years of journey level line work experience at a level equivalent to Lineworker II with the Sacramento Municipal Utility District.

#### **LINEWORKER IV & LINEWORKER V**

Must possess the same Knowledge, Skills, Experience, Physical Characteristics, etc. as a Lineworker II, plus:

##### **Knowledge of:**

- Principles of supervision

##### **Skills to:**

- Layout and direct work for medium to large line construction projects.

## APPENDIX D

LR 01-91 (Cont'd)

### SACRAMENTO MUNICIPAL UTILITY DISTRICT CLASS SPECIFICATION Lineworker Series

**DESIRABLE QUALIFICATIONS:** Any combination of education and experience that has provided the necessary knowledge and skills will be considered qualifying. A typical way to obtain the above required knowledge and skills is:

- Equivalent of two years of journey level line work experience at a level equivalent to Lineworker II with the Sacramento Municipal Utility District.

**PHYSICAL CHARACTERISTICS:** (all levels)

- Lift and carry crossarms; or similar line construction items weighing up to 80 lbs.
- Manual dexterity to operate power tools and equipment, tie knots and rigging.
- Work outdoors in inclement weather.
- Work in adverse conditions and pressure situations.
- Mobility to walk, negotiate uneven terrain, climb poles, steel structures, and ladders.
- Perform strenuous and hazardous work often involving long hours under adverse weather conditions Work aerially, in confined spaces, and below grade.
- Vision to read instructions, manuals, and diagrams, and distinguish parts, tools, and equipment, including accurate depth perception.
- Hearing to receive instructions from a distance and ability to identify hazardous or abnormal conditions.
- Speech to give instructions at a distance and for normal communication.

**OTHER REQUIREMENTS:** (all levels)

- Must possess and maintain a valid California driver's license and a satisfactory driving record. Candidates must also be able to obtain a Class A driver's license with tanker endorsement after completion of the required driver training class, consistent with the prevailing MOU.
- Reside in a location that is close enough to their reporting headquarters to allow a reasonable response time from residence to reporting headquarters under normal driving conditions and within posted speed limits.
- Work overtime and in emergencies, when needed.
- Be "On Call" and respond immediately to emergency call-outs, consistent with the prevailing MOU.
- Work special schedules as required.

APPROVED BY: \_\_\_\_\_



DATE: 12/16/99

*Date Established: December 16, 1999*

*Prepared by: Tim Curtis/Ron Morazzini/Tom. McEntire*

*Revised:*

## APPENDIX D



P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)

March 22, 2002  
LR 02-47

Wayne Greer  
Business Representative  
IBEW Local 1245  
P.O. Box 4790  
Walnut Creek, CA 94596

SUBJECT: Operational Boundaries for PSO and DSO Classifications

Dear Wayne:

The purpose of this letter is to inform you that, effective immediately, the District will adopt the attached General-Normal Operating Procedure regarding Operational Responsibilities for the Electric Power System.

As noted therein, the District plans to shift operational control and responsibility for the District's Electric Power System from the Power System Operators (PSO) to the Distribution System Operators (DSO).

Specifically, the District has determined that the operational boundary of the PSO is to exercise operational control over all circuits and associated equipment above the 69 kV level, with some exceptions and qualifications noted. The operational boundary of the DSO is to exercise operational control over all circuits and associated equipment at the 69 kV level and below, and all 69 and 21kV network transformers, with exceptions and qualifications noted.

A number of IBEW-represented employees will be affected by this change; however, the District has not identified any adverse impacts to its employees as a result of this action. Training sessions for all affected employees will be provided starting as soon as April 1, 2002. The official shift of operational control and responsibility will occur on October 1, 2002.

If IBEW identifies any specific potential adverse impacts to its members as a result of this action and would like to meet and confer over the matter, please let me know as soon as possible so we can address those issues.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael J. Wirsch", is written over the typed name.


MICHAEL J. WIRSCH  
Manager, Labor Relations

CC: Cliff Faith  
LR Staff



## APPENDIX D

LR 02-047 (Cont'd)

 <b>SMUD</b> SACRAMENTO MUNICIPAL UTIL. DISTRICT		NO: GNN 008
GENERAL	SECTION GENERAL - NORMAL OPERATING PROCEDURE	SUBJECT OPERATIONAL RESPONSIBILITIES

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GNN_008			

## APPENDIX D

LR 02-047 (Cont'd)

SACRAMENTO MUNICIPAL UTIL DISTRICT		NO: GNN 008
GENERAL	SECTION GENERAL - NORMAL OPERATING PROCEDURE	SUBJECT OPERATIONAL RESPONSIBILITIES

### *Introduction*

#### **Purpose and Scope**

The purpose of this procedure is to define, establish and assign operational boundaries and responsibility of the Electric Power System. Training for the Distribution System Operators will commence April 1, 2002 and last approximately 6 months. October 1, 2002 will be the official shift of operational control and responsibility from PSO to DSO. Prior to April 1, 2002, Representatives from System Operations and Reliability and Distribution System Operations will meet to discuss, revise and/or modify this Procedure Document as mutually agreed to between the Representatives.

#### **Audience**

This guide applies to Power System Operators (PSO's) and Distribution System Operators (DSO's).

#### **General Description**

The coordinated operation of the District's Electric Generation, Transmission, and Distribution Systems is the responsibility of System Operations and Reliability and Distribution System Operations.

The operation of the bulk power system, Generation and Transmission System resources, is the responsibility of System Operations and Reliability.

The operation of the Distribution System defined as the system which, interconnects the District's Customers to the bulk power system, is the responsibility of Distribution System Operations.

This operating guide defines the operational boundaries to clearly delineate operating responsibilities of both areas.

#### **References**


None

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## APPENDIX D

LR 02-047 (Cont'd)


 11-03 FROM 10 6924 P. 03/06  
 SACRAMENTO MUNICIPAL UTILITY DISTRICT NO: GNN 008

GENERAL	SECTION	SUBJECT
	GENERAL - NORMAL OPERATING PROCEDURE	OPERATIONAL RESPONSIBILITIES

### *Procedure*

#### 1. Power System Operations

The operational boundaries of the Power System Operators (PSO) is defined as: the responsibility to monitor and control all circuits and associated equipment above the 69kv level, with exception of designated portions of the 69kv system. Operational boundaries shall include switching responsibility for connecting or removing equipment from service in coordination between PSO's and DSO's as follows.

- All generator breakers, generation tie facilities, associated disconnect switches, and associated relaying regardless of voltage level. This includes:
  - Pocket 5 express feeder for Carson Ice Generation including 69kv CB 6930 at Pocket.
  - Foothill 4 express feeder for McClellan Gas Turbine including 69kv CB 7114 at Foothill
  - Circuit Switcher #7050 at Kiefer Landfill Generation
  - All capacitor banks and shunt reactors at bulk stations and associated breakers and disconnect switches, when used exclusively to support transmission system voltages.
  - RTU controlled Distribution Capacitor Bank on Distribution Substations, when used exclusively to support transmission voltages.
  - It shall be the responsibility of the Distribution System Operator's (DSO's) to coordinate switching activities with the Power System Operators (PSO's) and to **ISSUE** and **RELEASE** all clearances on power transformers that supply bulk power to the distribution system. This includes the Elverta Substation where the 115kv transmission and 69kv distribution are on the secondary side of the banks.
- It shall be the responsibility of the Power System Operators (PSO's) to notify the Distribution System Operators (DSO's) prior to placing capacitor banks and shunt reactors into or out of service.

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## APPENDIX D

LR 02-047 (Cont'd)

PRINCE GEORGE 11-10 11-10 SACRAMENTO MUNICIPAL UTILITY DISTRICT		TO NO: GNN 008 0324 F. 04/00
GENERAL	SECTION GENERAL - NORMAL - OPERATING PROCEDURE	SUBJECT OPERATIONAL RESPONSIBILITIES

### 2. Distribution System Operations

The operational boundaries of the Distribution System Operator (DSO) is defined as follows: to monitor and control all distribution circuits and associated equipment at and below the 69kv level, and all 69 and 21kv network transformers. Operational boundaries shall include the issuing of clearances and switching responsibility for connecting or removing equipment from service as follows.

All 69kv, 21kv, 12kv and 4kv distribution circuits and associated equipment. This includes 69kv circuit breakers and associated switches paralleling bulk power transformer banks.

- All distribution circuits serving generators under the control of PSO up to but not including the generator interconnection facilities. This includes:
- Hedge #7 feeder to Kiefer Landfill Generation.
- SRWPT switchyard when configured to connect to Carson Ice Generation.
- Distribution generation for which PSO is not assigned responsibility for control or monitoring.
- For the purpose maintenance, it shall be the responsibility of the Distribution System Operators (DSO's) to notify the Power System Operators (PSO's) prior to placing capacitor banks or shunt reactors into or out of service on power transformers that supply bulk power to the distribution system.
- It shall be the responsibility of the Distribution System Operator's (DSO's) to notify and coordinate switching activities with the Power System Operators (PSO's) and to ISSUE and RELEASE all clearances on power transformers and associated equipment that supply bulk power to the distribution system.

### 3. Overlapping Jurisdictional Boundaries


PSO's and DSO's will coordinate all switching programs as well as informational notification when removing/restoring and or energizing/de-energizing any equipment and or facility effecting or overlapping boundaries in the bulk power system. This includes paralleling of bulk power transformer

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GNN\_008





## APPENDIX D

LR 02-047 (Cont'd)

 <b>SACRAMENTO MUNICIPAL UTILITY DISTRICT</b>		TO 6924 P.05/06 NO: GNN 008
GENERAL	SECTION <b>GENERAL - NORMAL OPERATING PROCEDURE</b>	SUBJECT <b>OPERATIONAL RESPONSIBILITIES</b>

banks and distribution feeders. A Communication protocol shall be maintained when the operational responsibilities appear to overlap. This protocol applies to but is not limited to the 230kv, 115kv, and 69kv interconnections at Elverta and Hurley.

**Caution: All switching and clearances will be conducted in accordance with existing clearances and switching procedure (GNN 003)**


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# APPENDIX D

LR 02-047 (Cont'd)

 SACRAMENTO MUNICIPAL UTIL. DISTRICT		TO 6924 P.06/06 NO: GNN 008
GENERAL	SECTION GENERAL - NORMAL OPERATING PROCEDURE	SUBJECT OPERATIONAL RESPONSIBILITIES

## Procedure Approval

Prepared by	<u><i>Jimme B...</i></u>	Date <u>3-13-02</u>
	Process Coordinator, Distribution System Operations	
Concurred by	<u><i>Jerry Paulaitis</i></u>	Date <u>3-19-02</u>
	Process Coordinator, Field Operations	
Concurred by	<u><i>Roger ...</i></u>	Date <u>3-13-02</u>
	Distribution System Specialist	
Concurred by	<u><i>David ...</i></u>	Date <u>3-13-02</u>
	Supervisor, Power System Operations	
Concurred by	<u><i>Chad ...</i></u>	Date <u>3-13-02</u>
	Power System Engineer	
Approved by	<u><i>Chad ...</i></u>	Date <u>3-14-02</u>
	Manager, Planning & Operations	
Approved by	<u><i>David ...</i></u>	Date <u>3/15/02</u>
	Manager, System Operations & Reliability	

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## APPENDIX D



**SMUD**

SACRAMENTO MUNICIPAL UTILITY DISTRICT  
The Power To Do More.™

P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)

December 29, 2003  
LR 03-203 (Revised)

Samuel A. Giero  
Business Representative  
30 Orange Tree Circle  
Vacaville, CA 95696

SUBJECT: Intent to Certify Meter Tech Apprentices to Remove and Install  
240 Volt and Below Meters

This is notification of the District's intent to certify current and future Meter Tech Apprentices to remove and install 240 Volt and below Meters. Once an apprentice meter tech reaches a certain point in the apprenticeship, they will be certified to remove and/or install meters as shown on the attached documents. It is also intended to incorporate this procedure into the District's apprenticeship program for this classification. Those apprentices who are currently in the program, who meet the criteria, will be immediately certified to perform this task.

If you agree to the District's intentions, please so indicate by signing below and returning one executed copy of this letter to me.

Sincerely,

Michael J. Wirsch  
Manager, Labor Relations

Samuel A. Giero  
Business Representative

12/30/03

Date

Attachments

## APPENDIX D



**SMUD**

SACRAMENTO MUNICIPAL UTILITY DISTRICT  
The Power To Do More.™

P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)

June 28, 2008  
LR 06-078

Samuel A. Giero  
Business Representative  
30 Orange Tree Circle  
PO Box 2547  
Vacaville, CA 95696

SUBJECT: Critical Classifications

Dear Mr. Giero:

As we have discussed, the District is having some difficulty properly staffing and maintaining qualified personnel in certain journeyman classifications and locations. In an attempt to resolve this problem, District proposes the following:

1. When the complement of a journeyman classification is 10% or more below the desired strength for 60 days or more at a specific headquarters, District may, upon giving written notice to Union, designate as **critical classifications** the apprenticeship leading to such journeyman classification, the journeyman classification, and classifications above the designated journeyman classification. Non-apprenticeship situations shall be handled in accordance with Paragraph 8 below.
2. In order to bring the complement at the affected headquarters to the desired level, District will initially seek applicants for transfer or promotion to such critical classifications through the normal civil service hiring process. Qualified employees voluntarily transferring to the critical classifications shall be designated critical and be subject to the conditions outlined below. If sufficient employees are obtained in this manner to alleviate the critical situation, no further action will be taken. If, however, a sufficient number of employees are not obtained for critical status, District shall designate all apprentices appointed after the date critical status was applied at the headquarters as "critical apprentices."
3. (a) Except as provided in (b) below, employees on critical status shall be paid 8% above their basic wage rate as provided in the MOU and subsequent agreements.  
  
(b) Employees in critical apprenticeship status shall be paid the following percent adjustment above their basic wage rate as provided in the MOU and subsequent agreements.

Start	3%
End 6 months	4%
End 1 year	5%
End 18 months	6%
End 24 months	7%
End 30 months	8%

Jan Schori, General Manager

DISTRICT HEADQUARTERS • 6201 S Street, Sacramento, CA 95817-1895



## APPENDIX D

### LR 05-076 (Cont'd)

4. Employees on critical status will not have their applications for vacancies in or below their present classifications nor their application for transfer considered for any job outside of their existing headquarters or outside of their Class Series.
5. A journeyman's "critical" status shall be for a period of three years with the exceptions set forth in Item 6 below. However, by mutual agreement, the "critical classification" designation may be lifted on either an individual or on a total basis. Apprentices on critical status complete their training at the "critical" headquarters.
6. Apprentices designated as critical who progress to journeymen status shall continue on "critical" status for two additional years under the conditions outlined above. Upon release from "critical status," the 8% allowance and the freeze on transfers will cease.
7. District will give Union and the involved employees 90 days' notice of the cancellation of the "critical classification" designation. However, upon cancellation by District, employees on critical status shall continue to receive the appropriate wage rate for the remainder of their applicable term or until such time as they transfer to another classification or headquarters.
8. In critical situations where a formal apprenticeship is not involved, District proposes to apply the 8% weekly allowance and the freeze on transfers to the journeyman classification under the conditions outlined above. However, in each instance the added pay and the total length of the bid or transfer freeze for classifications leading to such non-apprentice journeymen shall be established by agreement between District and Union. Such agreement shall be, to the extent possible, consistent with the framework outlined above for apprentice situations.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to District.

Sincerely,



Michael J. Wirsén  
Manager, Labor Relations

Agreed.



Samuel A. Gleró  
Business Representative

6/28/2006  
Date

## APPENDIX D



*P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)*

June 1, 2007  
LR 07-037

Samuel A. Glerio  
IBEW Local 1245 Business Representative  
PO Box 2547  
30 Orange Tree Circle  
Vacaville, CA 95687

SUBJECT: Letter Agreement Regarding Mutual Aid Duty Assignments

Dear Mr. Glerio:

You and I have met to discuss the above captioned issue on a number of occasions.

The District is sometimes called upon to provide crews and equipment to aid other utilities in service restoration efforts, under the terms of established Mutual Assistance Agreements. The MOU is silent on how crews are to be chosen for such duty. Past practice for choosing personnel to respond to these activities has varied somewhat over the years.

The parties recognize that Mutual Aid assignments involve special circumstances, working in unfamiliar territory, under adverse conditions and in situations where employees may have to work on systems that use different design standards and equipment than those used by SMUD. Moreover, the District has a responsibility for the safety of its employees assigned to such duty, and at the same time desires to retain qualified staff in sufficient numbers to maintain a high level of service to its customers.

The purpose of this letter agreement is to define a process for establishing Mutual Aid duty assignments. This process will be used to establish crew assignments for Mutual Aid duty during the term of the current MOU, or until modified by the parties by written agreement:

1. One week prior to the beginning of each quarter, management will request volunteers for Mutual Aid Duty for that quarter.
2. Management will establish and post a list of one or more crews of qualified individuals chosen from the list of volunteers to respond to Mutual Aid duty assignments during that quarter, each crew consisting of:
  - a. one (1) Line Construction Foreman/wn,
  - b. three (3) Lineman/wn,
  - c. two (2) Apprentice Lineman/wn, and
  - d. one (1) Pre Apprentice Lineman/wn (if available)
3. Should the District be called upon to provide Mutual Aid crews and equipment to aid other utilities in service restoration efforts, management will send crews established for this purpose from the posted crew list, based on availability of the crew members.

## APPENDIX D

LR 07-037 (Cont'd)

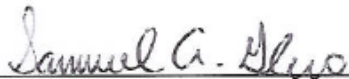
4. Once an established mutual aid crew has served a mutual aid assignment during a quarter, the crew members will be ineligible to serve again during that quarter, until all other established mutual aid crew members have had an opportunity to serve.
5. In the event that there are not enough qualified volunteers to serve on the appointed crews, management will appoint crew members to fill the shortage.

If this is your understanding of the outcome of our discussions, please so indicate by signing below and returning one executed copy of this letter to me.

Sincerely,



Michael J. Wirsch  
Manager, Labor Relations



Samuel A. Glero  
Business Representative

6-7-2007  
Date

Cc: Phil West  
Ron Saufferer  
Paul Coaxum  
LR Staff

## APPENDIX D



*P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)*

July 26, 2007  
LR 07-040

Samuel A. Glerio  
IBEW Local 1245 Business Representative  
PO Box 2547  
30 Orange Tree Circle  
Vacaville, CA 95687

**SUBJECT: Establishment and Administration of Overtime List for  
Sub-Station Electricians**

Dear Sam:

We have met to discuss establishment of an overtime list and its administration for the Sub-station Electrician classification. The following is our agreed upon procedures concerning the list.

**General Principles**

- There will be only one overtime list that encompasses all overtime, i.e., Prearranged, Emergency, and Continuation.
- The overtime list will incorporate all overtime hours at the appropriate rate of pay.
- The overtime list will use the year-to-date hours for ranking purposes.
- A new employee or a new volunteer will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list with those hours.

**Voluntary Overtime Assignment Administration**

- The accounting period for record purposes will be from the first pay period through the last pay period of each year.
- All overtime hours will be zeroed out at the end of the last pay period of each year and will start over the first pay period.
- The ranking order will remain the same as it was at the last pay period of the previous year.
- Volunteer employees in each classification (Foreman, Electrician, and Apprentice) with the lowest number of recorded overtime hours will be selected first.
- Employees that turn down an overtime assignment will be credited with the number of overtime hours that were worked, which include double time or time and one half.

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DISTRICT HEADQUARTERS • 6201 S Street, Sacramento, CA 95817-1899



## APPENDIX D

LR 07-040 (Cont'd)

Sub-Station Electricians Overtime  
List and Administration

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7/26/2007

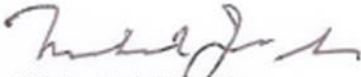
- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.

### **Mandatory Overtime**

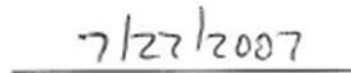
- When there are insufficient volunteers available for overtime, the District will assign employees to work the necessary overtime.
- Mandatory overtime will be assigned first to employees with the lowest recorded overtime hours.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,



Michael J. Wirsch  
Manager, Labor Relations

  
\_\_\_\_\_  
Sam Glerio  
\_\_\_\_\_  
Date

## APPENDIX D



P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)

January 29, 2010  
LR 10-007

Samuel A. Glero  
Business Representative  
IBEW Local 1245  
30 Orange Tree Circle  
Vacaville, CA 95696

SUBJECT: Work Schedule (4/10) for IBEW-Represented Energy Supply Personnel

Dear Sam:

In 2008 you met with a committee of Energy Supply personnel concerning changing all IBEW represented employees assigned to Energy Supply to a 4/10 work schedule. The result of that meeting was letter agreement LR 08-071 (a pilot program from January 3, 2009 through January 2, 2010). By letter agreement LR 10-001, the pilot was extended to February 12, 2010.

You recently met again with the committee and the parties agreed to adopt a 4/10 work schedule. The following is the agreed upon steps:

1. The schedule will go into effect beginning February 13, 2010.
2. Based on a majority vote of the affected employees, the attached duty schedule will be adopted with a start time of 0600 hours.

This letter agreement supersedes letter agreement LR 08-071 and LR 10-001.

If this reflects your understanding of the agreement, please so indicate by signing in the space provided below.

Sincerely,

A handwritten signature in black ink, appearing to read "Barry H. Koyama", is written over a horizontal line.

Barry H. Koyama  
Supervisor, Labor Relations

Agreed:

A handwritten signature in black ink, appearing to read "Samuel A. Glero", is written over a horizontal line.

Samuel A. Glero  
Business Representative

1/29/2010

Date

CC: Jim Carpenter

Attachments

## APPENDIX D



**SMUD**

SACRAMENTO MUNICIPAL UTILITY DISTRICT  
The Power To Do More.®

P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)

January 18, 2011  
LR 11-004

Samuel A. Glero  
Business Representative  
IBEW Local 1245  
30 Orange Tree Circle  
Vacaville, CA 95696

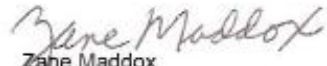
Subject: Letter Agreement Meeting of January 13, 2011

We met with Ron Saufferer, Randy Swanson, Jim Shelton and IBEW personnel Mike Gallagher, Jeff Duarte, Art Torres, and Julie Shipman to discuss the Senior Electrical Technician ("Elec Tech") upgrade criteria and Electricians performing Doble work. The following is the agreement reached in that meeting.

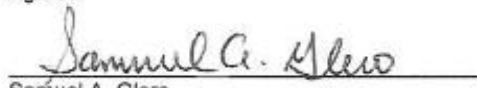
- The current Electrician Job Specification will be revised to reflect this change.
- As needed, Elec Techs may be temporarily upgraded to SMUD's existing classification of Senior Elec Tech. The parties agreed the attached criteria will be used to decide when Elec Techs should be upgraded to the senior classification.
- The parties understand that the Electrician classification will assume performing Doble testing as they become qualified. To accomplish this tasking the following will apply:
  1. As soon as practical, management will begin class room training Electricians to perform Doble testing.
  2. Elec Techs will be assigned to provide on-the-job training for the Electricians on how to perform the Doble testing. While assigned as a trainer the Elec Techs would be upgraded to Sub Foreman.
  3. Once class room training is completed, when call outs are required concerning Doble, an Elec Tech would be called out to oversee Electricians performing Doble work until the Electricians are certified to work alone.

If this is your understanding of our discussions, please so indicate by signing in the space provided below.

Sincerely,

  
Zane Maddox  
Senior Labor Relations Analyst

Agreed:

  
Samuel A. Glero  
Business Representative

3/11/2011  
Date

## APPENDIX D



**SMUD**

SACRAMENTO MUNICIPAL UTILITY DISTRICT

*The Power To Do More.®*

*P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)*

March 24, 2011  
LR 11-006

Samuel A. Glero  
IBEW Local 1245 Business Representative  
PO Box 2547  
30 Orange Tree Circle  
Vacaville, CA 95687

**SUBJECT: Business Rules for Assignment of Overtime for Facilities  
Gardeners, Utility Workers, and Custodians**

Dear Sam:

We have met to discuss business rules for assignment of overtime for Facilities Gardeners, Utility Workers, and Custodians classifications. The following is our agreement concerning the assignment of overtime for the following classifications:

Head Gardener  
Journey Level Gardeners  
Senior Utility Workers  
Journey Level Utility Workers  
Senior Custodians  
Journey Level Custodians

### **General Principles and Purpose**

Assignment of overtime shall be distributed and rotated as equitably as practicable among qualified employees in the same classification who have volunteered to be available. Employees who sign the voluntary sign-up list are making a definite commitment to be readily available for assignments. SMUD will use the employees with the least amount of recorded overtime hours from a ranked recorded list of the accounting period.

### **Sign-Up Procedures**

- Overtime sign-ups will be weekly from Wednesday to Tuesday of the following week.



## APPENDIX D

LR 11-006 (Cont'd)

- Employees desiring to work voluntary overtime must sign-up at designated locations. (Phone contact is acceptable for employees not reporting to their normal work location that day).
- A new employee or a new volunteer will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list with those hours.

### **Voluntary Overtime Assignment Administration**

- The Facilities Buildings & Grounds Supervisor or designee will assign overtime as needed from the established list.
- The accounting period for record purposes will be from January 1 through December 31 of each year. To start this procedure SMUD seniority will be used.
- All overtime hours will be zeroed out at the end of each year and will start over on January 1. The ranking order will remain the same as it was at the last pay period of the previous year.
- The ranked overtime list will be updated weekly.
- Volunteer employees must have all the qualifications required for the specific overtime assignment.
- Volunteer employees with the lowest number of recorded overtime hours will be offered overtime assignments first.
- Personnel on light duty will only be allowed to work overtime if the work is within their restrictions.
- Personnel declining to work overtime in person or by telephone will be charged the number of hours actually worked.
  1. When there is enough work that requires the entire overtime crew to remain until the work is completed, personnel leaving early will be charged for the full time the remaining personnel worked.
  2. In the event that there is not enough work that requires the entire crew to remain until the work is completed, the personnel volunteering to leave early will be charged only for the hours worked up to the time those personnel left.
- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.

### **Mandatory Overtime**

- When there are insufficient volunteers available for overtime, SMUD will assign employees to work the necessary overtime.
- Mandatory overtime will be assigned first to employees with the lowest recorded overtime hours actually worked.

## APPENDIX D

LR 11-006 (Cont'd)

Business Rules For Assignment of  
Overtime for Facilities Gardeners, Utility Workers,  
& Custodians

Page 3

3/24/2011

- An Employee that does not have a specific skill or qualification required for the mandatory assignment may be by passed for that specific assignment.
- Employees assigned under this section may find a qualified replacement, but will be charged with the actual hours worked.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

  
Zane Maddox  
Senior Labor Relations Analyst

  
Sam Glerio

  
Date

## APPENDIX D



*P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)*

February 24, 2011  
LR 11-007

Samuel A. Glero  
IBEW Local 1245 Business Representative  
PO Box 2547  
30 Orange Tree Circle  
Vacaville, CA 95687

**SUBJECT: Business Rules for Assignment of Overtime for Facilities Electricians**

Dear Sam:

We have met to discuss business rules for assignment of overtime for Facilities Building Maintenance Mechanic classification. The following is our agreement concerning the assignment of overtime for the following classifications:

Facilities Electrician Foremen/women  
Journey Level Facilities Electricians

### **General Principles and Purpose**

Assignment of overtime shall be distributed and rotated as equitably as practicable among qualified employees in the same classification who have volunteered to be available. Employees who sign the voluntary sign-up list are making a definite commitment to be readily available for assignments. SMUD will use the employees with the least amount of recorded overtime hours from a ranked recorded list of the accounting period.

### **Sign-Up Procedures**

- A new employee or a new volunteer will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list with those hours.

### **Voluntary Overtime Assignment Administration**

- The Facilities Craft Supervisor or designee will assign overtime as needed from the established ranked list.

## APPENDIX D

LR 11-007 (Cont'd)

- All overtime hours will be zeroed out at the end of each year and will start over on January 1. The ranking order will remain the same as it was at the last pay period of the previous year.
- Two Overtime Lists will be kept, one (1) list for scheduled overtime and one list for Emergency Call Out. The Emergency Call Out list will track all hours worked for Emergency Call Out, Declined overtime, Actual hours worked. The total of those hours will only be calculated on the Emergency Overtime List. This Ranked Emergency Call Out list will be utilized for all emergency call out work.
- The other Scheduled Overtime Ranked List will be used for all other overtime with hours charged as appropriate with the exception of hours accounted for and charged to the Emergency Call Out Overtime List.
- The ranked overtime list will be updated as overtime is worked.
- Volunteer employees must have all the qualifications required for the specific overtime assignment.
- Volunteer employees with the lowest number of recorded overtime hours will be offered overtime assignments first.
- Personnel on light duty will only be allowed to work overtime if the work is within their restrictions.
- Personnel will be asked to work overtime between Tuesday and Wednesday or at the earliest possible time.
- When overtime requirements cannot be filled with personnel present, telephone calls to personnel will be made as needed.
- Direct contact must be made by telephone to verify the acceptance or turndown of overtime by the person contacted.
- Personnel declining to work overtime in person or by telephone will be charged the same hours as those worked by others.
  1. When there is enough work that requires the entire overtime crew to remain until the work is completed, personnel leaving early and those who declined the overtime will be charged for the full time the remaining personnel worked
  2. In the event that there is not enough work that requires the entire crew to remain until the work is completed, the personnel volunteering to leave early will be charged only for the hours worked up to the time those personnel left work.
- Overtime required that is a continuation of shift will result in personnel being charged overtime hours worked. In the case of end of shift overtime for job continuity purposes, crew members with the foreman will take priority over the overtime list.
- For pre-arranged overtime work involving a job assigned to a foreman during the week, the assigned foreman will be asked to work first. If he accepts, journeymen will be selected with the least amount of overtime.
  1. If the assigned foreman declines, the remaining foreman will be asked to work in the order of who has the least amount of overtime. In this case, journeymen will be selected in the order they are ranked on the list.

## APPENDIX D

LR 11-007 (Cont'd)

Business Rules for Assignment of  
Overtime for Facilities Electricians

Page 3

3/24/2011

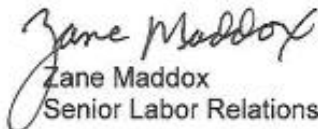
- If no foremen are available to work overtime for job continuity purposes, the journeymen working for the assigned foremen will be offered an upgrade to work in the order they are ranked on the list.
- Once the foreman is established, the remaining personnel will be asked in ranked order from the list. If no one from the original crew is available or accepts the upgrade, the list will be used to select an upgraded foreman and crew in order they are ranked on the list.
- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.
- A new employee or a new volunteer will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list with those hours.

### Mandatory Overtime

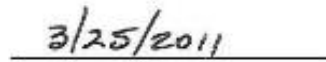
- When there are insufficient volunteers available for overtime, the District will assign employees to work the necessary overtime.
- Mandatory overtime will be assigned first to employees with the lowest recorded overtime hours actually worked.
- An Employee that does not have a specific skill or qualification required for the mandatory assignment may be by passed for that specific assignment.
- Employees assigned under this section may find a qualified replacement, but will be charged with the actual hours worked.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

  
Zane Maddox  
Senior Labor Relations Analyst

  
Sam Giero

  
Date



## APPENDIX D



**SMUD**

SACRAMENTO MUNICIPAL UTILITY DISTRICT  
The Power To Do More.®

P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)

January 26, 2012  
LR 12-007

Samuel A. Giero  
Business Representative  
IBEW Local 1245  
30 Orange Tree Circle  
Vacaville, CA 95696

SUBJECT: Extension of 2009 Letter Agreement Regarding Fire Resistant Clothing Program "Revised"

Dear Sam:

We met to discuss extending the 2009 FR Clothing Letter Agreement Extension to the Agreement, LR-039. We agreed to the following:

The Letter Agreement LR 09-021 and Addendum LR 11-012 will be extended until close of business December 31, 2012.

The allowance for IBEW represented employees normally required to wear FR clothing while performing assigned work in 2012 will be as follow:

Grid Assets New Employee initial allotment for 2012		Grid Assets & Facilities Electricians & BM Mechanic Employees Calendar Year 2012	
Item and Amount	Full FR Clothing All Grid Assets Work Groups	Item and Amount	Full FR Clothing All Grid Assets Work Groups
1 coat	X		
1 Vest	X		
2 sweat shirts	X		
6 shirts	X	6 shirts	X
6 pants	X	6 pants	X
<b>Total:</b>	<b>\$1,100.00</b>		<b>\$600.00</b>

Fresh Pond New Employee Initial allotment for 2012			Fresh Pond Employees Calendar Year 2012:		
Item and Amount	Electricians	Hydro Operators	Item and Amount	Electricians	Hydro Operators
1 Coat	\$147.00	\$147.00	4 shirts	X	
1 Vest	N/A	\$ 62.00	2 pants	X	
2 Sweatshirts	\$114.00	\$114.00	1 sweat shirt		X
8 Shirts	\$368.00	N/A			
4 Pants	\$192.00	N/A			
<b>Total</b>	<b>\$821.00</b>	<b>\$323.00</b>	<b>Total</b>	<b>\$300.00</b>	<b>\$200.00</b>

DISTRICT HEADQUARTERS • 6201 S Street, Sacramento CA 95817-1899

## APPENDIX D

LR 12-007 (Cont'd)

LR 12-007  
FR Clothing Extension

2

2/29/12


In addition, effective in 2013, all IBEW represented employees normally required to wear FR clothing while performing assigned work, will be required to wear only FR Clothing. To transition into this change, there will be no allowance offered for non FR Clothing in 2012 or in the future.


If this is your understanding of our discussions, please so indicate by signing in the space provided below.

Sincerely,

Zane Maddox  
Senior Labor Relations Analyst

Agreed:

  
\_\_\_\_\_  
Samuel A. Glerio  
Business Representative

  
\_\_\_\_\_  
Date

## APPENDIX D



*P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)*

March 23, 2012  
LR 12-019

Samuel A. Glero  
Business Representative  
IBEW Local 1245  
30 Orange Tree Circle  
Vacaville, CA 95696

SUBJECT: Letter of Understanding to reduce the Custodian  
Classification Staffing Level from between two and six positions

Dear Sam:

We have met to discuss the reduction of the staffing level of the custodian classifications (Sr. Custodian, Custodian 1/, and Facilities Custodian). The following is our agreement:

- This binding agreement is entered into by both parties in the interest of meeting the operational needs of the Sacramento Municipal Utility District (SMUD).
- This agreement becomes effective March 23, 2012.
- The parties agree that the provisions of this Agreement supersede the entire provisions of Article 31.12 of the MOU between SMUD and IBEW Local 1245 and its successors. Any disputes, which may arise regarding this Agreement, will be resolved through the grievance arbitration procedure contained in Article 15 of the MOU and its successors.
- SMUD is free to enter into contracts with third party custodial operations to provide services for SMUD's facilities.
- No regular Civil Service employee filling a permanent position in the Custodial position will be laid off as a result of this Agreement.
- All of the terms and conditions of this agreement shall remain in effect for the duration of this agreement unless mutually modified or rescinded in writing by the parties.
- This letter Agreement is entered into without prejudice and is not precedent setting.
- Eligible employees in the affected classifications will be eligible for a Separation Package as defined below:
  - Minimum of six (6) weeks pay; one (1) additional week of pay, not to exceed twenty-six (26), for every full year of service over five (5) years.
  - \$75 per week in lieu of retiree medical for each week of severance pay (maximum 26 weeks) for those not eligible for retirement.
  - Provide outplacement services, if needed.

Eligible Employees:



## APPENDIX D

LR 12-019 (Cont'd)

LR 12-019  
Reduction of Custodian Positions

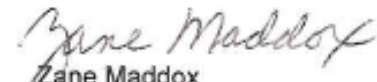
Page 2

3/23/2012

- This separation package will be made available to all SMUD Civil Service employees holding the custodian classification, regardless of retirement eligibility, who elect to separate from SMUD, in good standing no later than April 17, 2013.
- Employees must make a decision to accept the separation package not later than April 17, 2013 and must retire by June 1, 2013
- Additionally, the custodian classifications will be added to the Talent Retention Program to grant employees hiring preference when applying for other positions in the organization. For regular full-time Facilities Custodians, the Custodian 1/ pay scale will be used as the basis for Talent Retention Program eligibility.

Please indicate your concurrence and agreement in the space provided below.

Sincerely,

  
Zane Maddox  
Senior Labor Relations Analyst

  
\_\_\_\_\_  
Sam Glerio  
IBEW Business Representative

3/27/2012  
Date

## APPENDIX D



P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)

April 9, 2012  
LR 12-023

Samuel A. Glero  
Business Representative  
IBEW Local 1245  
30 Orange Tree Circle  
Vacaville, CA 95696

SUBJECT: Letter Agreement - Power System Operators Overtime Procedures

Dear Sam:

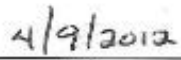
We have met to discuss the Power System Operators Overtime Procedures.  
We have agreed to adopt the procedures as outlined in the attachment.

Please indicate your concurrence and agreement in the space provided below.

Sincerely,

  
Zane Maddox  
Senior Labor Relations Analyst

  
Sam Glero  
IBEW Business Representative

  
Date

Attachment

## APPENDIX D

LR 12-023 (Cont'd)

LR 12-023  
PSOs Overtime Procedures

Page 2

3/23/2012

### **REAL-TIME PSO OVERTIME PROCEDURES**

The following guidelines outline how overtime will be administered and recorded to ensure that each employee is treated fairly and attempt to recruit volunteers first. This will ensure that each Power System Operator, PSO, is offered an equal amount of overtime, as equally as practicable per the MOU, on a continuous basis. This policy may be changed at any time with the consensus of a majority of the PSOs affected by this policy or by management based on the needs of the SMUD.

- Two separate overtime lists will be kept Power System operator I/II and Shift Senior Power System Operator. These will be kept on line with the PSO schedule.
- Overtime will be authorized to ensure that the minimum shift compliment as specified by the Supervisor, Power System Operations, normally 1-Shift Senior and 3-PSO I/II, is maintained and that a gas pipeline qualified PSO is on shift.
- The Supervisor, Power System Operations will follow this policy in filling pre scheduled overtime shifts.
- Minimum staffing levels can be modified with the approval of the Supervisor, Power System Operations.
- The Shift Senior PSO shall determine if someone is needed to be called out due to someone calling in sick or not being able to report for work.
- Relief shift PSO's are to report to work at normal start time (i.e. 0545), ready to cover shift if needed, unless otherwise prearranged.
- Overtime will not be offered to a PSO unless he/she is qualified to operate one or more of the following: Transmission, Interchange Authority, or Generation desks. Once qualified he/she will receive a number of hours in his/her overtime record that is equal to the average of all the other operators on his/her list.
- Overtime will be offered to the affected classification first before moving to others. Example: If a PSO I/II position is vacant all available & qualified PSO I/II will be contacted before offering overtime to Shift Senior PSO.
- Over time will be recorded based on actual hours worked. Travel time and meal time will not be recorded.
- DTI and holiday premium will not be recorded.

## APPENDIX D

### LR 12-023 (Cont'd)

LR 12-023  
PSOs Overtime Procedures

Page 3

3/23/2012

- Red Time will be recorded if overtime is offered and declined. Generally 12 hrs if it was to cover a normal shift. However, red time recorded will never be more than the actual overtime hours worked.
- No excuse for turning down overtime will be accepted as a reason not to receive red time.
- Up to 24 hours of red time can be recorded on a single day if the PSO is offered OT for both the day & night shifts and refuses both.
- If a PSO is out of town (OOT) and therefore, unavailable, this can be documented in the PSO work schedule. A PSO designated "OOT" will not be called for overtime.
- Red time can be given to two or more PSO's for the same offering.
- Red time will be erased if it has been recorded and then the overtime canceled.
- Overtime will be offered to the qualified PSO with the lowest overtime hours first. If that operator declines or can not be contacted the next lowest PSO on the overtime list will be contacted and so on until someone accepts.
- Red time will not be given unless the PSO is actually spoken with, either in person or by phone. No red time will be given for messages left on an answering machine or with a person other than the PSO.
- All attempts to contact and contacts for offers of overtime shall be recorded in the PSO log so that a record can be kept of the contact.
- A PSO may be assigned to a special project that requires overtime. He/she may receive all the OT hours associated with the special project without consideration of the overtime list. Any overtime hours will be recorded in the OT record.
- At the end of the year the overtime record will be updated. The PSO with the lowest hours will be reset to zero. All other PSOs will have their hours reset to the difference between the lowest PSOs and their total. This will assure overtime hours are offered equally continuously.

## APPENDIX D

LR 12-023 (Cont'd)

LR 12-023  
PSOs Overtime Procedures

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### Process

- A need arises to make an overtime callout.
- If vacancy is during the week for a (non holiday) dayshift, check to see if a relief PSO is scheduled that day. If a relief is scheduled he/she will cover shift. Senior PSO may notify relief PSO prior to shift, as a courtesy.
- If vacancy is on the weekend, holiday or at night, attempt to contact the PSO with the lowest overtime hours first. When contact is made, inform the PSO that he/she is requested to report to work to cover the shift. If PSO declines to work, give the PSO red time
- If no contact was made but a message was left for a PSO, wait 5-10 minutes for PSO to respond, before calling the next PSO. Exception: A PSO is needed immediately for a system conditions.
- Call the next PSO with the lowest hours and ask he/she to report to work to cover the shift. If he/she declines give him/her red time.
- Continue to call until a PSO accepts. When a PSO accepts, record the overtime hours in the record.
- If no PSO can be contacted or volunteers then Shift Senior PSOs can be contacted in order.
- If no other possibilities for shift coverage are available the shift may be covered by PSO working a double shift or split by two on shift PSOs or Senior PSOs. Either of these options will require the Supervisor, Power System Operations approval to work in excess of 16 hours.
- A PSO II may be time card upgraded to Senior PSO, as a last resort, with the permission of the Supervisor, Power System Operations.

## APPENDIX D

Powering forward. Together.



September 21, 2012  
LR 12-038

Samuel A. Glerio  
IBEW Local 1245 Business Representative  
PO Box 2547  
30 Orange Tree Circle  
Vacaville, CA 95687

**SUBJECT: Letter Agreement to Change New Hired Employees' Starting Pay Rates**

Dear Sam:

During our negotiations for a successor MOU, the parties agreed to meet and confer over new pay rates for newly hired IBEW-represented employees hired beginning January 1, 2013. The successor MOU was ratified. Since then, we have met several times to discuss this issue. During our discussions, the IBEW submitted several counter proposals to the attached wage chart. SMUD management has thoroughly reviewed and considered each proposal. It is believed that it would be in the best interest of SMUD that the original proposal be placed into affect. Therefore, it is agreed that:


- Beginning January 1, 2013, all new employees hired into the classifications shown in the attachment to this agreement will be hired at the pay rates listed.
- This change will not affect current employees and their wage rates will remain as is when transferring into new IBEW classifications or promotions.

The Letter Agreement is entered into without prejudice and is non precedent setting.

If the foregoing reflects your understanding of our discussions, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

  
Zane Maddox  
Senior Labor Relations Analyst

  
\_\_\_\_\_  
Sam Glerio  
Business Representative

  
\_\_\_\_\_  
Date

Attachment

## APPENDIX D

LR 12-038 (Cont'd)

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
TBD	BLDG MAINT FRMN/WN,LT	IBEW908D	42.48									
50051566	BLDG MAINT FRMN/WN,LT 1/	IBEW937*	49.99									
50099276	BLDG MAINT FRMN/WN,LT OC	IBEW939A	52.95									
TBD	BLDG MAINT MECH	IBEW872G	37.13									
50051567	BLDG MAINT MECH 1/	IBEW908*	43.70									
TBD	BLDG MAINT MECH APPR	IBEW851J	24.13	25.53	26.91	28.31	29.69	31.09	32.49	33.88	35.28	
50083184	BLDG MAINT MECH APPR 1/	IBEW879F	28.40	30.05	31.67	33.32	34.95	36.59	38.24	39.87	41.52	
TBD	BLDG MAINT SBFMN/WN	IBEW888K	39.96									
50051569	BLDG MAINT SBFMN/WN 1/	IBEW922*	47.04									
50051564	BODY-FENDER MECH	IBEW884*	39.87									
50051586	CABLE LOCATOR	IBEW873G	34.27	34.99	35.98	36.90	37.59					
50051574	CABLE SPLC/ELEC	IBEW923*	47.10									
50083188	CABLE SPLC/ELEC APPR	IBEW909A	30.63	32.38	34.14	35.90	37.69	39.46	41.21	42.98	44.74	
50051577	CABLE SPLC/ELEC FR,LT	IBEW942*	53.06									
50051583	CALIBRATION TECH	IBEW925*	47.37									
50051599	CIVIL MAINT FRMN/WN, LT	IBEW937*	49.99									
50051587	COMBUST TURBINE FRMN/WN	IBEW945*	53.23									
50051588	COMBUST TURBINE TECH	IBEW917*	45.73									
50051610	CRAFTS HELPER	IBEW828G	23.41	24.48	26.36	28.16	30.15					
50051617	CUSTODIAN 1/	IBEW800G	23.04	24.07	25.17	26.35						
TBD	DISTRBUTN SYSTEM OPER I	IBEW887J	40.25	41.27	42.33	43.44	44.53	45.67	46.83	48.08	49.30	
50051628	DISTRBUTN SYSTEM OPER I 1/	IBEW969A	47.03	48.22	49.46	50.75	52.02	53.36	54.71	56.17	57.61	
TBD	DISTRBUTN SYSTEM OPER II	IBEW945N	52.50									
50051629	DISTRBUTN SYSTEM OPER II 1/	IBEW977*	61.34									
50099538	ELEC FRMN/WN, LT	IBEW941*	51.96									
50051653	ELECTRICAL TECH	IBEW937A	50.65									
50089229	ELECTRICAL TECH APPR	IBEW928B	32.90	34.83	36.71	38.61	40.52	42.44	44.31	46.23	48.12	
50092679	ELECTRICAL TECH FRMN/WN, LT	IBEW970A	57.95									
50099277	ELECTRICAL TECH FRMN/WN, LT OC	IBEW970O	59.08									
50091431	ELECTRICAL TECH SUBFRMN/WN	IBEW941C	54.56									
50120394	ELECTRICAL TEST & REPAIR SPCLST	IBEW939A	52.95									
50051647	ELECTRICIAN	IBEW916*	45.40									
50051648	ELECTRICIAN APPR	IBEW880*	29.51	31.47	33.40	35.34	37.29	39.24	41.16	43.12		
50051659	EQUIP OPER	IBEW858*	35.57									
50099209	FACILITIES CUSTODIAN	IBEW792*	17.94	19.31	20.86	22.44						
50117605	FACILITIES ELEC FRMN/WN,LT	IBEW941*	51.96									
50093182	FAULT LOCATOR	IBEW941R	52.91									
50101800	FIELD SUPPORT TECH W/CL A	IBEW888C	36.90	37.85	38.81	39.80						
50051695	GARAGE ATTENDANT 1/	IBEW845G	29.10	29.79	30.43	31.82	32.78					
TBD	GARDENER	IBEW877J	27.29	27.98	28.57							
50051700	GARDENER 1/	IBEW848G	31.91	32.72	33.40							
50097100	GAS CONTROL TECH	IBEW924*	47.25									
50124993	GAS CONTROL TECH (E)	IBEW912E	30.78	32.81	34.85	36.87	38.92	40.94	42.97	45.00		
50051690	GAS PIPELINE FIELDPERSON	IBEW873G	34.27	34.99	35.98	36.90	37.59					
50052175	HAZ WASTE FRMN/WN, LT	IBEW912*	44.78									
50055201	HAZARD WASTE TECH	IBEW874H	23.04	24.07	32.35	32.78	33.86	34.94	36.20	37.99		



## APPENDIX D

LR 12-038 (Cont'd)

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
50119981	HAZARD WASTE TECH OC	IBEW886*	39.95									
TBD	HEAD GARDENER	IBEW919D	30.75									
50051703	HEAD GARDENER 1/	IBEW863*	35.96									
50099375	HIGH VOLTAGE TEST TECH	IBEW921*	46.69									
50083171	HVY DUTY EQ OP	IBEW893*	41.64									
50051706	HVY DUTY EQ OP APPR	IBEW877*	27.07	28.84	30.64	32.41	34.19	35.98	37.75	39.54		
50092744	HVY DUTY EQ OP FRMN/WN, LT	IBEW922L	47.63									
50099278	HVY DUTY EQ OP FRMN/WN, LT OC	IBEW937*	49.99									
50099279	HYD ELEC FRMN/WN, LT OC	IBEW941C	54.56									
50051712	HYD ELEC FRMN/WN,LT	IBEW941*	51.96									
50099894	HYD ELEC OP FRMN/WN,LT	IBEW945*	53.23									
50099280	HYD FLD TECH FRMN/WN, LT OC	IBEW938A	51.53									
50098810	HYD FLD TECH FRMN/WN,LT	IBEW927B	48.12									
50099281	HYD MECH FRMN/WN, LT OC	IBEW939A	52.95									
50051720	HYD MECH FRMN/WN,LT	IBEW937*	49.99									
TBD	HYD OPER	IBEW917C	44.43									
50051723	HYD OPER 1/	IBEW927F	48.38									
TBD	HYD OPER APPR	IBEW820B	28.89	30.78	32.69	34.59	36.51	38.39	40.30	42.21		
50083173	HYD OPER APPR 1/	IBEW919A	31.46	33.52	35.59	37.67	39.75	41.80	43.88	45.96		
TBD	HYD OPER FRMN/WN	IBEW941A	53.14									
50114860	HYD OPER FRMN/WN 1/	IBEW970*	57.85									
50051727	HYD OVERHAUL FRMN/WN	IBEW945*	53.23									
50051735	HYDROGRAPHY FIELD TECH	IBEW895*	25.54	26.64	35.89	36.37	37.50	38.72	40.15	42.01		
50051739	I&C TECH	IBEW925*	47.37									
50083174	I&C TECH APPR	IBEW912B	30.76	32.56	34.35	36.11	37.89	39.67	41.44	43.21	45.00	
50051743	INSTRUCTOR	IBEW938A	51.53									
50051759	LEAD CUSTODIAN	IBEW838*	31.71									
50051760	LEAD TOOL REPAIRER	IBEW901*	42.34									
50154184	LEAD VEHICLE MECH	IBEW888D	39.49									
50051761	LEAD VEHICLE MECH 1/	IBEW904*	43.13									
50083472	LINE CONST FRMN/WN	IBEW976*	59.92									
TBD	LINE EQUIP OPER	IBEW862D	34.87									
50106535	LINE EQUIP OPER 1/	IBEW898*	41.64									
50151391	LINE EQUIP OPER ASST 1/	IBEW872*	37.44									
50151323	LINE EQUIP OPER ASST 1//	IBEW872L	38.12									
50051767	LINE FRMN/WN LT	IBEW965R	56.30									
TBD	LINE INSPECTOR I	IBEW887M	40.39									
50142318	LINE INSPECTOR I 1/	IBEW933*	49.55									
TBD	LINE INSPECTOR II	IBEW908H	43.12									
50108831	LINE INSPECTOR II 1/	IBEW941R	52.91									
50051770	LINE SUBFRMN/WN	IBEW941R	52.91									
50136767	LINEMAN/WN W/HELI	IBEW933Y	52.03									
50083463	LINEMN/WN	IBEW933*	49.55									
50083460	LINEMN/WN-APPR	IBEW922R	32.21	34.34	36.45	38.57	40.69	42.82	44.95	47.07		
TBD	MAINT CARPENTER	IBEW865*	36.50									
50051805	MAINT CARPENTER 1/	IBEW908*	43.70									



## APPENDIX D

LR 12-038 (Cont'd)

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
TBD	MAINT CARPENTER APPR	IBEW851E	23.73	25.10	26.46	27.84	29.19	30.57	31.95	33.30	34.69	
50083233	MAINT CARPENTER APPR 1/	IBEW879F	28.40	30.05	31.67	33.32	34.95	36.59	38.24	39.87	41.52	
TBD	MAINT CARPENTER FRMN/WN, LT	IBEW901K	41.76									
50115406	MAINT CARPENTER FRMN/WN, LT 1/	IBEW937*	49.99									
TBD	MAINT CARPENTER SUBFRMN/WN	IBEW887D	39.29									
50051806	MAINT CARPENTER SUBFRMN/WN 1/	IBEW922*	47.04									
TBD	MATERIAL SPCLST I	IBEW793*	19.53	22.52	25.52	28.53						
50099003	MATERIAL SPCLST I 1/	IBEW851*	23.33	26.91	30.49	34.08						
TBD	MATERIAL SPCLST II	IBEW912D	30.02									
50051787	MATERIAL SPCLST II 1/	IBEW862*	35.88									
TBD	MATERIAL SPCLST III	IBEW928D	32.78									
50052074	MATERIAL SPCLST III 1/	IBEW878L	39.18									
TBD	MATERIAL SPCLST IV	IBEW858B	34.84									
50052170	MATERIAL SPCLST IV 1/	IBEW893*	41.64									
TBD	MECHANIC	IBEW865*	36.50									
50051791	MECHANIC 1/	IBEW884*	39.87									
TBD	MECHANICAL FRMN/WM,LT	IBEW921G	45.77									
50099904	MECHANICAL FRMN/WM,LT 1/	IBEW937*	49.99									
50120658	METER INSTALLER	IBEW843*	31.66	32.44								
50150665	METER INSTALLER - QEWS	IBEW912E	30.78	32.81	34.85	36.87	38.92	40.94	42.97	45.00		
50051796	METER TECH	IBEW925*	47.37									
50051797	METER TECH APPR	IBEW912E	30.78	32.81	34.85	36.87	38.92	40.94	42.97	45.00		
50149599	METER TESTER	IBEW820*	29.57									
50051839	NTWK CABLE FRMN/WN, LT	IBEW941*	51.96									
50051841	NTWK ELEC FRMN/WN,LT	IBEW941*	51.96									
50051844	NTWK ELEC SUBFRMN/WN	IBEW927D	48.91									
50051858	PARK MAINT WORKER	IBEW800G	23.04	24.07	25.17	26.35						
50051860	PLANT MECH	IBEW908*	43.70									
50083241	PLANT MECH APPR	IBEW879E	28.40	30.28	32.15	34.02	35.89	37.76	39.64	41.52		
50100942	PLANT MECH WELDER	IBEW920*	46.44									
TBD	POWER SYS OPER (E)	IBEW901D	41.37	42.41	43.47	44.58	45.67					
50090560	POWER SYS OPER (E) 1/	IBEW955*	50.45	51.72	53.01	54.36	55.70					
TBD	POWER SYS OPER I	IBEW921D	45.67	46.81	48.00	49.21	50.44	51.69	52.98	54.33	55.67	
50051906	POWER SYS OPER I 1/	IBEW980*	55.70	57.08	58.54	60.00	61.51	63.04	64.61	66.25	67.89	
TBD	POWER SYS OPER II	IBEW976A	58.45									
50051907	POWER SYS OPER II 1/	IBEW986*	71.27									
TBD	POWER SYS OPER-IN-TRNG	IBEW903B	25.37	26.00	26.46	27.33	28.01	28.71	29.43	30.16		
50133450	POWER SYS OPER-IN-TRNG 1/	IBEW868*	30.93	31.71	32.26	33.32	34.16	35.01	35.89	36.78		
50051888	PRE-APPR LINEMN/WN	IBEW830*	24.31	25.41	27.37	29.25	31.28					
TBD	REVENUE PROTECTION REP (IBEW)	IBEW873N	34.00	35.07	36.32	38.03						
50051920	REVENUE PROTECTION REP (IBEW) 1/	IBEW903A	38.29	39.50	40.91	42.83						
TBD	SHIFT SR POWER SYSTEM OPER	IBEW991*	61.38									
50115207	SHIFT SR POWER SYSTEM OPER 1/	IBEW990*	74.85									
50120609	SR CABLE LOCATOR	IBEW888X	40.55									
50052037	SR CALIBRATION TECH	IBEW937A	50.65									
50052040	SR CUSTODIAN	IBEW814*	28.13									

## APPENDIX D

LR 12-038 (Cont'd)

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
50137575	SR ELECTRICAL TECH	IBEW960*	56.00									
TBD	SR HYD OPER	IBEW931A	48.00									
50118747	SR HYD OPER 1/	IBEW941B	52.26									
TBD	SR LINE INSPECTOR	IBEW922*	45.89									
50122845	SR LINE INSPECTOR 1/	IBEW965R	56.30									
50052079	SR METER TECH	IBEW937A	50.65									
50085328	SR PARK MAINT WORKER	IBEW814*	28.13									
TBD	SR POWER SYSTEM OPERATOR	IBEW991*	61.38									
50112454	SR POWER SYSTEM OPERATOR 1/	IBEW990*	74.85									
50052096	SR RADWASTE HANDLER	IBEW884*	39.87									
TBD	SR TELECOMM TECH	IBEW922G	46.38									
50052107	SR TELECOMM TECH 1/	IBEW939*	51.69									
TBD	SR TELEPHONE TECH	IBEW922G	46.38									
50100561	SR TELEPHONE TECH 1/	IBEW939*	51.69									
50052109	SR TOOL REPAIRER	IBEW922*	47.04									
50052114	SR TROUBLESHOOTER	IBEW965R	56.30									
50116120	SR UTILITY WORKER	IBEW817*	24.74	25.80	26.93	28.01	29.22					
TBD	SR VEHICLE MECH	IBEW874B	37.04									
50083253	SR VEHICLE MECH 1/	IBEW887*	40.46									
TBD	STATION RECORDER	IBEW861*	23.95	25.06	32.28	33.67	35.75					
50151393	STATION RECORDER 1/	IBEW872*	37.44									
50091428	SUBSTATN CONSTR FRMN/WM	IBEW945*	53.23									
50051929	SUBSTATN FRMN/WM,LT	IBEW941*	51.96									
50051932	SUBSTATN SUBFRMN/WM	IBEW927D	48.91									
50125721	SUBSTATN TECHNICIAN	IBEW828G	23.41	24.48	26.36	28.16	30.15					
TBD	TELECOMM TECH	IBEW915A	43.73									
50052125	TELECOMM TECH 1/	IBEW928*	48.73									
TBD	TELECOMM TECH APPR	IBEW845A	28.42	31.05	33.68	36.30	38.92	41.53				
50083255	TELECOMM TECH APPR 1/	IBEW921A	31.67	34.60	37.54	40.45	43.37	46.29				
TBD	TELEPHONE TECH	IBEW915A	43.73									
50100560	TELEPHONE TECH 1/	IBEW928*	48.73									
TBD	TELEPHONE TECH APPR	IBEW845A	28.42	31.05	33.68	36.30	38.92	41.53				
50100562	TELEPHONE TECH APPR 1/	IBEW921A	31.67	34.60	37.54	40.45	43.37	46.29				
50052131	TOOL REPAIRER	IBEW874G	33.86	34.94	36.20	37.99						
50086933	TOOL ROOM FRMN/WM	IBEW936*	49.87									
TBD	TREE TRIMMER PLANNER	IBEW878G	38.44									
50052143	TREE TRIMMER PLANNER 1/	IBEW901*	42.34									
50052134	TROUBLESHOOTER	IBEW941R	52.91									
50151422	UTILITY ASSISTANT	IBEW785*	14.35	16.40								
50083807	UTILITY COMPLIANCE SPECIALIST	IBEW828G	23.41	24.48	26.36	28.16	30.15					
50151392	UTILITY COMPLIANCE SPECIALIST 1/	IBEW872*	37.44									
50151322	UTILITY COMPLIANCE SPECIALIST 1//	IBEW872L	38.12									
	UTILITY CREW FRMN/WM		39.87									
50052155	UTILITY WORKER	IBEW802G	23.41	24.48	25.54	26.61						
TBD	VEGETATION MANAGEMENT SPECIALIST	IBEW878G	38.44									
50052158	VEHICLE ATTENDANT	IBEW816G	24.17	25.19	26.32	27.42	28.60					

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
50099030	VEHICLE MAINT AIDE	IBEW790*	17.23	21.26								
TBD	VEHICLE MECH	IBEW858A	34.78									
50052160	VEHICLE MECH 1/	IBEW874*	37.99									
TBD	VEHICLE MECH APPR		22.23	23.76	25.27	26.79	28.32	29.82	31.37	32.86		
	VEHICLE MECH APPR 1/		24.69	26.32	27.95	29.58	31.21	32.84	34.47	36.10		
TBD	VEHICLE MECH WELDER		36.37									
	VEHICLE MECH WELDER 1/		39.87									
TBD	VEHICLE MECH WELDER APPR		23.41	24.99	26.59	28.17	29.78	31.36	32.95	34.53		
	VEHICLE MECH WELDER APPR 1/		25.68	27.39	29.14	30.88	32.63	34.35	36.10	37.82		
50092375	VEHICLE WASHER	IBEW780*	11.73	12.97	13.81							

\* 2013 Class A Premium = .68/hr

\* 2013 HAZ Premium = .79/hr

\* 2013 Crane Premium = 1.55/hr

## APPENDIX D



April 4, 2013  
LR 13-012

Samuel A. Glerio  
Business Representative  
30 Orange Tree Circle  
Vacaville, CA 95696

**SUBJECT: Letter Agreement for Headquarters Consolidation for General Services  
Facilities IBEW Represented Employees**

Dear Mr. Glerio:

We have met several times to discuss the Headquarters Consolidation for General Service Facilities IBEW represented employees. As a result of our discussions, we have agreed that it would be beneficial to have one operational reporting site that encompasses the current Headquarters campus and the new EC-OC facility. As a result we have agreed to the following:

- To have one (1) Overtime List/Call-out list that covers both sites (as described in the current letter of agreement LR 11-008).
- One set of minimum staffing levels that covers both sites so that vacations can be determined using a larger pool.
- The reporting locations would be assigned but, in the event of needed coverage at the other not usual reporting location, the employee need not report to the other campus at the start of the work day but, could do so if it was closer to the employee's home.
- Job postings are handled internally first with the employees from either campus having the right to switch locations without an interview. The choice would be made by volunteers and seniority. In the event management decides to reevaluate the staffing levels at a future date, the positions would be posted and a bidding process would take place based on volunteers and seniority.
- Eighteen (18) months after June 1, 2013, employees can change locations so long as it is mutually agreed between employees. There will be no bumping.
- Eighteen (18) months after June 1, 2013, a reevaluation of the practices of the letter will take place and then again at the end of the current MOU. A committee will be formed 30 days prior, to meet and discuss any concerns or wanted changes to the agreement.
- To ensure safety and competence, Management will make every effort to provide familiarization training and support to all employees so that they are able to respond appropriately and safely to perform their work effort at both locations. However, not every person will be trained on every piece of equipment as a large portion of that equipment is standard.
- Management has committed that prior to merger of Electrical and Building maintenance shop personnel at the Central Plant, modifications to the shop areas (additional benches, lockers, and tool storage) will be completed.

## APPENDIX D

LR 13-012 (Cont'd)

LR 13-012  
Letter Agreement

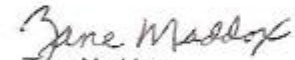
Page 2

4/3/2013

- For safety and communication, the ability to meet by video will be added to both locations once the move into the EC-OC is completed.
- To ensure equity, management will ensure the Overtime List hours will be viewable online and posting should be able to occur in each location.

If this meets with your approval, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

  
Zane Maddox  
Senior Labor Relations Analyst

  
Samuel A. Gler  
Business Representative

  
DATE

## APPENDIX D

Powering forward. Together.



April 30, 2014  
LR 14-013

Samuel A. Giero  
Business Representative  
IBEW Local 1245  
30 Orange Tree Circle  
Vacaville, CA 9569

SUBJECT: Letter Agreement – Management Will Create a Training Program for the  
Telecommunications Technician Classification

Dear Mr. Giero:

We have met with Mike Deis, Manager Substations, Telecom, & Metering Assets, and Frank Piscitelli, Supervisor, Telecommunications O&M, to discuss the above captioned subject. Recognizing the difficulty in hiring personnel with enough experience to fill Telecom Tech positions, we have agreed to the following.

Management has developed a training program that will provide on the job and formal training to Telecommunication Technician Level 1 (Telecom Tech 1) in equipment areas that they lack journey level experience. This training will provide the experience for the Telecom Tech 1 to autonomously test, install and repair all of SMUD's telecommunications equipment and systems. Once the training is completed, the level 1 personnel will be qualified to progress to level 2. There is no minimum time frame for progression. It is, however, anticipated that the training program can be completed in two years. Progression is strictly based on the individual's knowledge, skills and abilities in relation to the varied Telecommunication systems.

Management has developed position descriptions for the new Telecom Tech 1 and Telecom Tech 2 classifications, which will replace the current Telecom Tech classification. The Tech 1 pay rate will start at the 2013 established pay scale and through the training program, progress to the Telecom Tech 2 pay scale, which is the current pay scale of the old Telecom Tech classification.

Employees who are current Journey level Telecom Techs hired prior to January 1, 2013 will be converted to the new Telecom Tech 2 classification.

If this reflects your understanding of our agreement, please sign in the space provided below and return a signed copy to Labor Relations.

Sincerely,

  
Zane Maddox  
Senior Labor Relations Analyst

Agreed:

  
\_\_\_\_\_  
Samuel A. Giero  
Business Representative

  
\_\_\_\_\_  
Date



## APPENDIX D

Powering forward. Together.



March 1, 2016  
LR 16-002

Samuel A. Glero  
Business Representative  
30 Orange Tree Circle  
Vacaville, CA 95696

SUBJECT: Troubleshooter Residency Requirement

Dear Mr. Glero:

We have met to discuss the new residency requirement for the Troubleshooter classification. The new requirement added to the job description requires that Troubleshooter employees live within a 25-mile radius of the SMUD ECOC campus. As a result of our discussions, we have agreed that all current Troubleshooters as of the date of this agreement will be grandfathered in and do not have to meet this residency requirement with his/her current residence. However, if a grandfathered employee chooses to move his/her current residence, s/he will need to meet this residency requirement.

If this reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

A handwritten signature in blue ink that reads "Jenn Dibble".

Jenn Dibble  
Senior Labor Relations Analyst

A handwritten signature in blue ink that reads "Sam Glero".

Sam Glero

3/2/2016

Date

## APPENDIX D

Powering forward. Together.



August 31, 2016  
LR 16-019

Samuel A. Glerio  
Business Representative  
IBEW Local 1245  
30 Orange Tree Circle  
Vacaville, CA 95696

Subject: Revised Letter Agreement on Selection of Personnel for  
Troubleshooter Work Areas

As a result of our agreement that all IBEW-represented employees hired on or after January 1, 2013 will be required to serve a 12 month probationary period, we met to discuss updating our Letter Agreement 15-015. During our meeting, we agreed to change the language of the third bullet as follows:

- As work areas become available, Troubleshooters will be allowed to volunteer for the vacant work area.
- If there are multiple volunteers, the volunteer with the longest continuous time in the Troubleshooter classification will be selected for the work area in accordance with business needs that promote operational efficiency. Work assignment changes will be evaluated on a case by case basis.
- Personnel, who temporarily leave the Troubleshooter classification for less than 6 months, retain the right to reclaim the area held prior to leaving. Once the shift is vacated more than 6 months, the right to reclaim it is forfeited and the shift will go out to bid. Personnel, who permanently leave the Troubleshooter classification for more than twelve (12) months, lose continuous troubleshooting department seniority.

This letter agreement supersedes LR 15-015 and LR 16-003.

If this reflects your understanding of the agreement, please so indicate by signing in the space provided below.

Sincerely,

A handwritten signature in blue ink that reads "Jennifer Dibble".

Jennifer Dibble  
Senior Labor Relations Analyst

A handwritten signature in blue ink that reads "Samuel A. Glerio".

Samuel A. Glerio  
Business Representative

9/7/2016

Date

## APPENDIX D

Powering forward. Together.



December 16, 2016  
LR 16-032

Sam Glero  
IBEW Local 1245 Business Representative  
P O Box 2547  
30 Orange Tree Circle  
Vacaville, CA 95687

**Subject: DSO Call Out Procedures**

Dear Sam,

We met with Brad Merl, Kathleen Huston, Steve Hoyt, and Jeremy Carlin to discuss the attached DSO Call Out Procedures on December 6, 2016. We have agreed that these procedures will go into effect for the DSO work group for Payroll 1 starting December 24, 2016, in an effort to be consistent with the 2017 Payroll calendar. These procedures will supersede LR 14-009 and the revisions to the call out procedures established in 2015.

We agreed that we will reevaluate the procedures in six (6) months to make sure business needs are being met. Additionally, we agreed that no grievances will be filed in connection with this side letter agreement during the next six (6) months and we will work to resolve issues if they arise.

If this reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

A handwritten signature in blue ink that reads "Jenn Dibble".

Jenn Dibble  
Senior Labor Relations Analyst

A handwritten signature in blue ink that reads "Sam Glero".

Sam Glero

A handwritten date in blue ink that reads "12/16/2016".

Date

Attachment



## APPENDIX D

LR 16-032 (Cont'd)

### DSO Call Out Procedure

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## APPENDIX D

LR 16-032 (Cont'd)

### DSO Call Out Procedure

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#### *Introduction*

##### **Purpose and Scope**

Establish guidelines for emergency call-outs and overtime scheduling for Distribution System Operators (DSOs) to cover shifts for vacation, sick leave, storms or major outages, and to assure adequate daily staffing levels.

##### **Audience**

- Distribution System Operators (DSOs)
- Lead Distribution System Operators
- Senior Distribution System Operators
- Supervisor Distribution System Operators
- Operations On-Call Supervisor

##### **Assumed Conditions**

Staffing coverage has changed due to unforeseen events or scheduled leave.

At all times it is the intent that a maximum ratio of one DSO I in training, not released to do 4kv & 12kv switching to one DSO II should not be exceeded.

A ratio of two DSOI's to one DSOII is only permitted if at least one of the DSO I's is released to do all 4kv & 12kv switching. (Released to step 3)

"Minimum" staffing for the DSO office is three DSO's on weekdays and two DSO's nights, weekends and holidays. Of which at least one Lead DSO or Senior DSO will be on shift at all times.

When work load requires extra staffing, the staffing shall be assigned following this procedure. The "on shift" Lead DSO will decide when extra staffing is needed.

## APPENDIX D

LR 16-032 (Cont'd)

### DSO Call Out Procedure

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#### General Description

- This procedure is to provide consistency for scheduling and call-outs for staffing the Distribution Operations Center for:
  - On-Call
  - Pre-arranged Shift Coverage
  - Non Pre-arranged Shift Coverage
  - Daily staffing requirements
  - Emergency Call-Outs (Storms, Major Outages, Etc.)

#### Overtime list

- 1) Calendar year O/T will be used as guidance for the distribution of O/T; with O/T being first offered to qualified Operators with the least amount of O/T hours and distributed as equitably as possible. In the event of a tie, office seniority will be used as the tie breaker.
- 2) The basis for the O/T list will be the total number of hours of O/T worked in the current calendar year. The hours will be calculated at the end of each pay period.
- 3) The O/T list will be zeroed out at the beginning of pay period #1. The ranking at the end of the year's list will be utilized to determine the start of the New Year's list.
- 4) Scheduled holidays, and "funny Thursdays" will **not** be counted as part of the total O/T worked.
- 5) The O/T list will be Management's responsibility to maintain and post every "payday Friday".
- 6) O/T decisions for call-out purposes will be based on the new list, beginning Saturday following payday Friday.
- 7) New employees or employees entering a new job classification and after being released to shift, (Released to step 3), will be given an average of their new classification's O/T and will be placed in the appropriate place on the O/T list.

#### References

- LR 14-009 Letter Agreement for DSO on-call policy, 02/20/2014.
- DSN 004

## APPENDIX D

LR 16-032 (Cont'd)

### DSO Call Out Procedure

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#### Procedure

##### 1. Responsibility

The Senior Distribution System Operator will make all staffing arrangements following this procedure during normal working hours. The "on shift" Lead DSO will make staffing arrangements for other than normal working hours following this procedure.

##### 2. On Call Schedule

The relief Distribution System Operators will be on-call through their relief week. Only DSO Operators released to step 3 or above will be on-call.

##### 3. Pre-arranged Shift Coverage for Lead DSO

- For nights, weekends, & holidays:

The relief on-call Lead DSO will cover Lead DSO shifts for pre-arranged vacation, sick leave, etc., If the relief Lead DSO is not available, an available Lead DSO will be scheduled starting with the available Lead DSO with the lowest number of hours on the overtime list. If no Lead DSOs are available, the available Senior DSO with the lowest number of hours on the overtime list will be asked to cover the shift.

- For non-holiday weekdays:

If a relief Lead DSO is not available, a Senior DSO scheduled to work that day will be asked to cover the shift; the Senior DSO with the lowest number of hours on the overtime list will be asked to cover the shift.

- Shift coverage will be considered pre-arranged when notification has been made prior to the end of the Operators previously worked shift.

## APPENDIX D

LR 16-032 (Cont'd)

### DSO Call Out Procedure

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#### 4. Pre-arranged Shift Coverage for Support DSO

- For nights, weekends, & holidays:

The relief on-call support DSO when needed will cover support DSO shifts for pre-arranged vacation, sick leave, etc. If the relief support DSO is not available, an available support DSO will be scheduled starting with the available support DSO with the lowest number of hours on the overtime list. If no support DSOs are available, the available Lead DSO with the lowest number of hours on the overtime list will be asked to cover the shift. If no Lead DSOs are available, the available Senior DSO with the lowest number of hours on the overtime list will be asked to cover the shift.

- For non-holiday weekdays:

If a relief support DSO is not available, the relief Lead DSO will be used, if the relief Lead DSO is not available, a Senior DSO scheduled to work that day will be asked to cover the shift, the Senior DSO with the lowest number of hours on the overtime list will be asked to cover the shift.

- Shift coverage will be considered pre-arranged when notification has been made prior to the end of the operators previously worked shift.

#### 5. Non Pre-arranged Shift Coverage for Lead DSO.

Notification for non-prearranged shift coverage, emergency call-outs, and all other staffing shall be done in the following order as long as the ratio of qualified Operators is maintained:

- The relief Lead DSO shall be called first, if available.
- The available non-relief Lead DSO starting with the lowest number of hours on the overtime list will be called next, if no Lead DSO's are available.
- The available Senior DSO starting with the lowest number of hours on the overtime list will be called next.
- If no Lead DSO's or Senior DSO's are available the relief Lead DSO will be asked first to work a continued shift.
- If the relief Lead DSO is unable to cover, the shift will then be offered to the Lead DSO on shift.
- If no Lead DSO's are available to work the continued shift, an available



## APPENDIX D

LR 16-032 (Cont'd)

### DSO Call Out Procedure

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Senior DSO starting with the lowest number of hours on the overtime list will be asked next. If no volunteers are found the Lead DSO or Senior DSO with the lowest number of hours on the overtime list will be mandated to cover the shift.

#### **6. Non Pre-arranged Shift Coverage for Support DSO to maintain minimum staffing levels**

Notification for non-prearranged shift coverage, emergency call-outs, and all other staffing shall be done in the following order as long as the ratio of qualified Operators is maintained:

- The relief Support DSO shall be called first, if available.
- The available non-relief Support DSO starting with the lowest number of hours on the overtime list will be called next, if no Support DSO's are available.
- The relief Lead DSO if available will be call next.
- The available Lead DSO starting with the lowest number of hours on the overtime list will be called next.
- The Senior DSO starting with the lowest number of overtime hours.
- If no Support DSO's, Lead DSO's or Senior DSO'S are available, the relief Support DSO will be asked first to work a continued shift.
- If the relief Support DSO is unable to cover, the shift will then be offered to the Lead DSO on shift.
- If no Lead DSO's are available to work the continued shift, an available Senior DSO starting with the lowest number of hours on the overtime list will be asked next. If no volunteers are found the Support DSO, Lead DSO or Senior DSO with the lowest number of hours on the overtime list will be mandated to cover the shift.

#### **7. Emergency Call-Outs (Storms, Major Outage, Etc.)**

- If extra help is needed due to short term workloads (expected to be less than 4 hours either prior or post shift) i.e., outages, storms, load shedding, or other unforeseen events, call in the next shift's Lead DSO first.
- Call the next shift's Support DSO starting with the lowest hours on the overtime list next.
- If the day shift is needed to stay late, the relief operators shall be asked

## APPENDIX D

LR 16-032 (Cont'd)

### DSO Call Out Procedure

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first, starting with the operator with the lowest number of O/T hours given first opportunity.

- If workloads are expected to last more than 4 hours or during a major event efforts will be made to call Support DSO's for extra help, starting with the lowest number of hours on the overtime list, maintaining the DSOI to DSOII ratio keeping Lead DSO'S available for future shifts.
- During a major event notify the Operations On-Call Supervisor. They will either call or direct the On-Shift Operator to call for assistance.

#### 8. Definitions

- Available: An Operator will be considered "available" if they are not scheduled to work the following 10 or 12 hour shift and will have had at least 8 ½ hours off before the start of the shift, and are not on sick leave, vacation, jury duty or any other compensated shift off.
- DSO I's will be considered "available" if they meet all the above criteria and have been released to shift. (Step 3)
- DSO I's not released to shift are not eligible for O/T without the Manager of Distribution Operations approval.
- Qualified: Any DSO II, or a DSO I that has been released to shift as long as the "minimum" staffing ratio is met.

#### Procedure Approval

### DSO Call Out Procedure

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Concurred by		Date	12/6/16
	Senior Distribution Operator		
Concurred by		Date	12-06-2016
	Senior Distribution Operator		
Approved by		Date	12-6-16
	Supervisor Distribution System Operations		
Approved by		Date	12/6/16
	Director Distribution System Operations		
Approved by		Date	12/6/16
	Senior Labor Relations Analyst		
Approved by		Date	12/12/2016
	IBEW Union Representative		

## APPENDIX D

Powering forward. Together.



March 20, 2017  
LR 17-006

Samuel A. Glero  
Business Representative  
30 Orange Tree Circle  
Vacaville, CA 95696

SUBJECT: Update Side Letter Agreement 01-91 (Lineworker Series)

Dear Mr. Glero:

We have met on several occasions to discuss adding updated language to Side Letter Agreement 01-91, Lineworker Series. This Side Letter Agreement does not supersede the original Side Letter Agreement, but rather it's to provide clarification and updated language (01-91 attached). SMUD and the IBEW have agreed to remove the Tree Trimmer Series (the positions are no longer utilized at SMUD) and add the Line Inspector classification series to the Lineworker series. The Line Inspector I level is comparable to the Lineworker II level, the Line Inspector II level is comparable to the Lineworker III level, and the Senior Line Inspector is comparable to the Lineworker IV level.

As a result of our discussions, we have agreed to change the language in the Side Letter Agreement to read as follows:

Paragraph five now reads:

Finally, the parties have agreed that employees assigned to the Line Subforeman-woman, Troubleshooter and Fault Locator classifications (all derived from the Lineworker III classification series) may move between those classifications, as long as they meet the minimum qualifications of the job. In addition, the parties have agreed that employees assigned to the line Foreman-woman Light, and Sr. Troubleshooter, (derived from the Lineworker IV classification series) may move between those classifications, as long as they meet the minimum qualifications of the job.

The revised language will read:

Finally, the parties have agreed that employees assigned to the Line Subforeman-woman, Troubleshooter and Line Inspector II classifications (all derived from the Lineworker III classification series) may move between those classifications, as long as they meet the minimum qualifications of the job. In addition, the parties have agreed that employees assigned to the line Foreman-woman Light, Fault Locator, and Sr. Troubleshooter, (derived from the Lineworker IV classification series) may move between those classifications, as long as they meet the minimum qualifications of the job.

As a result of our discussions, we have agreed that due to changes with the Fault Locator classification being changed to the Light Foreman-woman wage, it would now be considered a



## APPENDIX D

LR 17-006 (Cont'd)

Lineworker IV (as reflected in the revised paragraph above).


Recognizing that the Class Specification for the Lineworker Series attached to LR 01-91 may be outdated under definition of levels and examples of essential duties, we agree to refer to the most up to date job descriptions on file rather than this attachment.

If this reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,



Jenn Dibble  
Senior Labor Relations Analyst

  
\_\_\_\_\_  
Sam Glerio  
\_\_\_\_\_  
Date

## APPENDIX D

Powering forward. Together.



March 20, 2017  
LR 17-007

Samuel A. Glerio  
Business Representative  
30 Orange Tree Circle  
Vacaville, CA 95696

SUBJECT: Update Side Letter Agreement 12-038 (Two Tier Wage Structure)

Dear Mr. Glerio:

We met to discuss resolving an issue found with the Line Inspector classification and have agreed to eliminate the two tier wage structure for the Line Inspector and Senior Line Inspector classifications. The situation that prompted a review of this was as follows:

A journeyman Lineman (a classification not affected by the two tier wage structure) that was hired after January 1, 2013 was temporarily upgraded to a Line Inspector II position. Since the Line Inspector classification is affected by the two tier wage structure, the employee would essentially be taking a demotion in pay with his temporary upgrade due to his hire date.

Additionally, in separate conversations, we have agreed to add the Line Inspector series to the Lineworker series (see LR 17-006) and by eliminating the two tier wage structure for the Line Inspector classification, the Line Inspector wages will be consistent with the wages of the other classifications in that series.

SMUD identified four employees currently in the Line Inspector classification that were hired after January 1, 2013 and we have agreed that effective April 1, 2017 (day one of the next pay period), those employees' wages will go to the higher wage consistent with those employees hired prior to January 1, 2013. The affected employees are:

Title  
Line Inspector I  
Line Inspector I  
Line Inspector I  
Line Inspector II

This is the full resolution of the matter involving the Line Inspector classification and is non precedent setting.

If this reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Jenn Dibble  
Senior Labor Relations Analyst

A handwritten signature in blue ink that reads "Sam Glerio".  
\_\_\_\_\_  
Sam Glerio

A handwritten date in blue ink that reads "3/23/2017".  
\_\_\_\_\_  
Date

## APPENDIX D

Powering forward. Together.



January 11, 2018  
LR 17-025

Samuel A. Glerio  
IBEW Local 1245 Business Representative  
PO Box 2547  
30 Orange Tree Circle  
Vacaville, CA 95687

SUBJECT: IBEW Grievance 17-008 (Mutual Aid)

Dear Mr. Glerio:

We met to discuss updating the Letter Agreement Regarding Mutual Aid Duty Assignments (LR 07-037) and in response to Grievance 17-008 on November 28, 2017 and December 13, 2017. In addition to you and me, the following individuals were involved in these discussions: Jim Clamp, Manager, Todd Prangley, Manager, Gillian Cassel, Supervisor, Kat Huston, Labor Relations, Cayleb Bowman, Foreman, Alfonzo Davila, Foreman, Rich Hall, Foreman, and Matt Wilson, Foreman.

SMUD is sometimes called upon to provide crews and equipment to aid other utilities in service restoration efforts, under the terms of established Mutual Assistance Agreements. The MOU is silent on how crews are to be chosen for such duty. Past practice for choosing personnel to respond to these activities has varied somewhat over the years.

The parties recognize that Mutual Aid assignments involve special circumstances, working in unfamiliar territory, under adverse conditions and in situations where employees may have to work on systems that use different design standards and equipment than those used by SMUD. Moreover, SMUD has a responsibility for the safety of its employees assigned to such duty, and at the same time desires to retain qualified staff in sufficient numbers to maintain a high level of service to its customers.

The purpose of this letter agreement is to define a process for establishing Mutual Aid duty assignments. This process will be used to assign Mutual Aid duty assignments during the term on the current MOU, or until modified by the parties by written agreement.

### Assignment

Management will utilize the mutual aid volunteer list that is established every six months with crew changes. There will be mutual aid sign-up sheets for each work group and each classification within the Line Department. The volunteer lists will be posted for two weeks for employees to sign up: the week before and the week after crew changes. Management will then take the names from the Foreman mutual aid volunteer list and reference the on-call list rotation schedule to assign mutual aid duty assignments to eligible Foremen and their crews in an effort to maintain crew stability. The other classifications' volunteer lists will be used to fill vacancies. Based upon the time of the request for mutual aid, management will start with the Foreman and his/her crew that completed their on-call assignment the week prior and work backwards. The assignment will be made to the Foreman and his/her crew that was on the on-call rotation schedule, and not to who filled the on-call assignment. If

## APPENDIX D

### LR 17-025 (Cont'd)

#### LR 17-025

the Foreman is not able to take the mutual aid duty assignment or is ineligible to, management will work backwards utilizing the on-call list rotation schedule. The vacant slot on the on-call rotation list is not used for mutual aid purposes, regardless of whether the slot is filled by a Foreman that is on the mutual aid volunteer list.

If the request for mutual aid comes in during crew changes and the two week period that the new mutual aid volunteer list is being established, management will utilize the prior established mutual aid volunteer list and the Foreman will take the crew he worked with during the previous six months.

#### Vacancies

The intent is to keep crew size the same for mutual aid duty assignments regardless of if it's a heavy or light crew. Management may increase the crew size for safety reasons. When a vacancy exists on a crew, management will use high overtime hours worked in the previous six months to fill the vacancy with a like for like position from the established mutual aid volunteer lists. For example, a Lineman vacancy would be replaced with the Lineman with the highest number of overtime hours worked in the same work group as his/her permanent assignment on the mutual aid volunteer list and with no distinction of lead Lineman. Overtime hours used in the high hours calculation will be actual hours worked for prearranged and emergency overtime. High hours will also be calculated by work group (i.e. Labor Crews, Line, Fault, & Service).

#### Eligibility

If a Foreman or employee is on vacation, management will still contact the Foreman or employee to see if s/he wants to cancel his/her vacation and take the mutual aid duty assignment.

If a Foreman or employee has active discipline on file at the time of a Mutual Aid duty assignment, s/he is ineligible for the assignment. Active discipline includes Oral Reminders, Written Reminders, Decision Making-Leave (DML), Letters of Warning, and Last Chance Agreements. Since Letters of Warning and Last Chance Agreements do not sunset, employees are not considered to be in good standing for one year after receipt of a Letter of Warning, and are not considered to be in good standing for three years after receipt of a Last Chance Agreement. If an apprentice has failed a step test or journeyman test and/or is in the 6-month delay period, s/he is ineligible for the assignment.

A Foreman or employee is also ineligible to take a Mutual Aid duty assignment if s/he is out of the office on administrative leave or is a respondent in an on-going investigation at the time of the request for Mutual Aid.

The Foreman that holds the Hedge Instructor role is eligible for mutual aid duty assignments so long as s/he meets other eligibility requirements and is on the mutual aid list.

If a Foreman or employee turns down a mutual aid duty assignment, s/he is not eligible to be called again until all names have been called on the established mutual aid list within the six month active period of the list.

Once a Foreman or employee has served a mutual aid assignment, s/he will not be eligible to serve again within the six month period the list is good for unless all names have already been called from the mutual aid list.

#### Compensation

All hours worked as part of the employees' normally scheduled work hours are paid at the straight time rate of pay.

## APPENDIX D

### LR 17-025 (Cont'd)

LR 17-025

As noted under Article 7, Overtime, of the IBEW MOU, all overtime hours incurred while a SMUD IBEW-represented employee works under the auspices of a SMUD Mutual Assistance Agreement with another utility are paid at two times the straight time rate of pay.

Example: An employee's normally scheduled work hours for a week on a 9/8/80 schedule are as follows:

Monday	6:30 – 4:00
Tuesday	6:30 – 4:00
Wednesday	6:30 – 4:00
Thursday	6:30 – 4:00
Friday	ADO

All hours worked Monday – Thursday between the hours of 6:30 – 4:00 are paid at the straight time rate of pay, unless the employee has insufficient rest. All hours worked outside 6:30 – 4:00 on Monday – Thursday, and all hours worked Friday, Saturday, and Sunday, are paid at the double time rate of pay.

#### Special Circumstances

When employees have traveled 8 or more hours and have been deployed 14 consecutive calendar days for a mutual aid duty assignment, upon return the employees will be given one paid day off following the date of return, if returning on a Sunday, Monday, Tuesday, Wednesday, or Thursday.

In accordance with Article 14 Expenses, Section 3 Temporary Change of Headquarters, Subsection C, if special circumstances exist at the time a temporary change of work headquarters is to be made, and it is in the best interest of SMUD, SMUD will meet and confer and may agree upon reasonable alternatives to the above expense allowances for meals, lodging, travel time, and transportation in advance of the assignment.

If this reflects your understanding of our agreement, please sign in the space provided below.

Sincerely,



Jenn Dibble  
Senior Labor Relations Analyst



Sam Glero  
Business Representative

1-11-2018

Date



## APPENDIX D



March 14, 2018  
LR 18-008

Samuel A. Giero  
IBEW Local 1245 Business Representative  
PO Box 2547  
30 Orange Tree Circle  
Vacaville, CA 95687

SUBJECT: Transmission Fall Protection

Dear Mr. Giero:

We've met on multiple occasions to discuss management's plan to implement fall protection for employee's performing tower work. We reviewed the Line Department's procedures and the training manual pertaining to tower work fall protection. Within those procedures, SMUD will be implementing a weight limit of 310 pounds to reinforce safe work procedures and to protect the integrity of SMUD's infrastructure. This is a combined person and tool weight based on the American National Standards Institute (ANSI) recommended rating. SMUD has identified the tool weight to be approximately 30 pounds, thus any employee doing tower work will not weigh in excess of 280 pounds.

In order to comply with this weight limit, employees regularly performing tower work will be weighed during his/her annual physical with SMUD's onsite Med Services. If during the annual physical an employee weighs in between 275-280 pounds, s/he will be required to check in with Med Services on a quarterly basis until the employee's weight falls below 275 pounds.

If employees not regularly performing tower work are called upon in an emergency or for a special project, the employees called upon must meet the 280-pound weight limit and must be weighed prior to performing tower work.

In the event an employee exceeds the 280-pound weight limit, we've agreed to handle the situation as follows:

1. If the employee exceeding the weight limit is 1 of the 2 employees that regularly perform tower work as of the date of this letter, he will continue to do all non-climbing duties of his position until he weighs in at 280 pounds or less. If at any time the employee does not have enough non-climbing duties, management may temporarily reassign the employee using the line worker series until the employee meets the weight limit. Once the employee meets the weight limit, he will be returned to his tower position. In other words, we're grandfathering in the two current employees to having rights to their tower position if temporarily reassigned as a result of the tower fall protection weight limit.

## APPENDIX D

LR 18-008 (Cont'd)

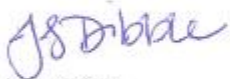
LR 18-008

2. In the future if a tower employee fails to weigh in under the 280-pound limit, s/he may be permanently reassigned using the line worker series. Management will discuss with Labor Relations when an employee is not meeting the conditions of employment. If the employee reaches an eligible weight at a later time, s/he may reapply for the tower position through a recruitment process when a vacancy exists.


As a result of this agreement, the appropriate job descriptions will be updated to include the weight limit as a condition of employment.

If this reflects your understanding of our agreement, please sign in the space provided below.

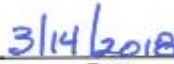
Sincerely,



Jenn Dibble  
Senior Labor Relations Analyst



Sam Glerio  
Business Representative



Date

## APPENDIX D



October 15, 2019  
LR 19-014

Lou Mennel  
IBEW Local 1245 Union Representative  
PO Box 2547  
30 Orange Tree Circle  
Vacaville, CA 95687

**SUBJECT: Letter Agreement – Hydro Field Tech Series Job Description Revisions**

Dear Lou:

We have met to discuss changes to the Hydrography Field Tech Series job descriptions.

Fresh Pond management had requested that these job descriptions be revised to include minimal Telecomm Tech duties which are necessary for the Hydro Field Tech job classes to do while conducting maintenance operations in the UARP. Management's intent is to allow for a minimal amount of Telecomm Tech work to be performed by these Hydro Field Tech positions (not in the powerhouses) in order to create efficiencies given the unique challenges of working in remote locations and the relatively small scale of operations performed by staff assigned to SMUD's Fresh Pond location.

Management acknowledges that the Hydro Field Tech series positions will not be performing the full scope of Telecomm Tech duties and the purpose of these changes to the job descriptions is not for the purpose of reducing the headcount of Telecomm Techs or removing work from the Telecomm Techs who are assigned to Fresh Pond.

SMUD and the IBEW agree that these changes to the Hydro Field Tech Series job descriptions will increase compensation for these job classifications to align with the Telecomm Tech pay, effective 12/21/19 as outlined in the table below:

Job Code	Job Title	Current Pay	Telecomm	% Increase
50051735	HYDROGRAPHY FIELD TECH	\$ 49.66	\$ 51.68	4.07%
50051736	HYDROGRAPHY FIELD TECH W/CL	\$ 50.66	\$ 52.68	3.99%
50051737	HYDROGRAPHY FIELD TECH W/HAZ	\$ 50.78	\$ 52.80	4.00%
50099280	HYD FLD TECH FRMN/WN, LT OC	DELIMIT	PER	MGMT
50098810	HYD FLD TECH FRMN/WN,LT	\$ 58.87	\$ 61.09	7.42%
50098811	HYD FLD TECH FRMN/WN,LT W/CLA	\$ 57.87	\$ 62.09	7.29%
50098809	HYD FLD TECH FRMN/WN,LT W/HAZ	\$ 57.99	\$ 62.21	7.28%



## APPENDIX D

LR 19-014 (Cont'd)

Letter Agreement  
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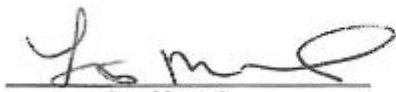
10/15/2019

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,



Cheryl Elia  
Manager, Employee Relations



Lou Mennel  
IBEW Union Representative

10/15/19  
Date

## APPENDIX D



September 1, 2021  
LR 21-004

Lou Mennel  
Business Representative  
IBEW Local 1245  
30 Orange Tree Circle  
Vacaville, CA 95696

**SUBJECT:** Assignment of Overtime for Facility Stationary Engineers

Dear Mr. Mennel:

SMUD and the IBEW have met on multiple occasions to discuss overtime assignment administration for the Facilities Stationary Engineer (FSE) classification. The following agreement concerning the assignment of overtime is applicable to the following classifications:

- Facility Stationary Engineer Foreman/Woman
- Journey Level Facility Stationary Engineer

### **1. General Principles and Rules**

Assignment of overtime shall be distributed and rotated as equally as practicable among qualified employees in the same classification who have volunteered to be available. Employees who respond to the voluntary email are making a definite commitment to be readily available for assignments. SMUD will use the employees with the least amount of recorded overtime hours from a ranked, recorded list of the accounting period.

### **2. Sign-Up Procedure**

- A. The overtime list administrator will send a weekly sign-up email on Wednesday which will remain open for sign-up until the end of the work shift the following Tuesday for employees desiring to work voluntary prearranged overtime for the following prearranged overtime period commencing on Friday.
- B. During this time volunteers can respond to the email with a yes, no, or ineligible answer.
  - i. A "yes" response to the email means you are available to work.

## APPENDIX D

LR 21-004 (Cont'd)

FSE Overtime Agreement

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- ii. A "no" response to the email means you are not interested or cannot work.
  - iii. An "ineligible" response to the email means you are not available based on this document and the MOU document.
  - iv. Not responding to the to the email will be treated as a "no" response.
- C. The overtime list will be used for all **prearranged** and **emergency** overtime for the specified overtime period.

### 3. Voluntary Overtime Assignment Administration

- Volunteer employees must have all the qualifications required for the specific overtime assignment.
- Foreman/woman with prearranged overtime work, will send an email to Facilities Craft Supervisors seeking approval to work.
- Additional foremen/women may respond to the email if they also have work, number of FSEs needed, and justification for overtime.
- Supervisor will then approve or disapprove overtime request.
- If overtime is approved, overtime list administrator will then pull workers from the ranked overtime list in the reverse order and email the foreman/woman, FSE's and Supervisors with the selected workers. (Email used as primary means of communication to facilitate transparency between the two campuses)
- Employees who decline to volunteer or who have volunteered for the overtime list and then decline or are unavailable to work will be charged a turn down. Turn down will be charged at the maximum prearranged hours worked by employees used for that day not to exceed 8 hours.
- An Employee who is off, for a full day of leave, immediately preceding scheduled overtime will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked. (ex: will not contact employee who is not at work)
- It is the employee's responsibility to email the overtime list administrator if they become ineligible after volunteering based on this agreement and/or the MOU. If no email is received (regardless of off on leave), **before the overtime date**, a turn down is received.

## APPENDIX D

LR 21-004 (Cont'd)

FSE Overtime Agreement

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- Journey FSE that are in an ESN foreman/woman position will be averaged in on the foreman/woman's overtime list. Those hours will then be carried back to the journeyman/woman's list when ESN has ended.
- Upgraded FSE's into a foreman/woman position will remain on the Journey FSE's list.
- Once overtime is approved, an FSE who said "yes" cannot change their decision and decline overtime without being charged a turn down (maximum 8 declined hours).
- FSE on light duty status will only be allowed to work overtime if the work is within their restrictions and approved by Supervision.
- When there are not enough volunteers for prearranged overtime, the foreman/woman and supervisor will make the decision on what jobs will be performed.
- All overtime can be reduced or cancelled as necessary.
- The ranked overtime list will be updated as soon as possible, as overtime is worked.
- Each foreman/woman is responsible for keeping track of their own crew hours worked during the overtime day and sending a summary of work along with all crew hours to supervisor and overtime list administrator. The overtime list administrator will then update the overtime list and communicate the updated list by email and post on the FSE Share Point Site.
- All overtime hours will be zeroed out at the end of each year and will start over on January 1. The ranking order will remain the same as it was at the last pay period of the previous year.
- A new employee will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list with those hours.
- The overtime List will track all hours worked and hours declined for prearranged and emergency overtime. This ranked list will be utilized for all overtime work.
- Journey FSEs with the lowest number of recorded hours on the overtime list will be offered prearranged and emergency overtime first. If additional workers are needed, the lowest foreman/woman on the list will then be asked to work.

## APPENDIX D

LR 21-004 (Cont'd)

FSE Overtime Agreement

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- For overtime work involving a job assigned to a foreman/woman during the work week, the assigned foreman/woman will be asked to work first. If he/she accepts, journeymen will be selected with the least amount of overtime from the list.
- If overtime work should go over approved schedule time, foreman/woman overseeing the job will notify supervisor requesting approval to continue - by using the on-call Supervisor list and phone numbers, if supervisor is not reachable foreman/woman will make decision.
- In the case of "end of shift" overtime for job continuity purposes, FSEs under the foreman/woman will take priority over using the overtime list.
- For "end of shift", non-job continuity work, foreman/woman must respond to the call. If no employee can cover the work, it is the foreman/woman's responsibility to choose an FSE from the ranked overtime list. If "end of the shift" overtime is declined, the employee will be charged the added hours. In rare circumstances, where there are no volunteers to stay for the "end of the shift" overtime, foreman will contact the FSE who is On Call.
- Overtime for Asbestos related work will not be charged hours.
- On-Call employees may work overtime but can be redirected at any time for "On Call" work.
- Any emergency "on-call" redirected work that comes in when a crew is working prearranged overtime, shall be directed to the on-call supervisor to approve the call in of the on-call FSE.

#### **4. Mandatory Overtime**

- When there are insufficient FSEs available for overtime, the Facility Supervisors will assign employees to work the necessary overtime.
- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.
- Mandatory overtime will be assigned first to employees with the lowest recorded overtime hours, actual worked from the overtime list.
- An employee who does not have a specific skill or qualification required for the mandatory assignment may be passed for that specific assignment.
- Employees assigned under this section may find a qualified replacement with supervisory approval but will be charged with a standard 8 hours turn down

## APPENDIX D

LR 21-004 (Cont'd)

FSE Overtime Agreement

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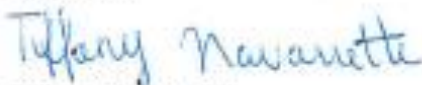
9/1/2021

time.

- An Employee who works mandatory overtime will not be charged the time worked.

This Letter Agreement supersedes Letter Agreement 11-008.

Sincerely,



Tiffany Navarrette  
Senior Labor Relations Analyst



Lou Mennel  
Business Representative



Date

FSE Overtime Agreement

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### **Definitions:**

**Prearranged overtime-** Arranged or agreed upon work. Employee is notified before leaving work on a workday to work overtime, and they are given at least 12 hours off before the reporting time.

**Emergency overtime-** Overtime work which has not been prearranged.

**Ineligible-** Excused from being asked to volunteer for overtime work.

**Short Notice-** With little advance warning or time to prepare.

**Turn Down-** Reject offer to work overtime.

**Job Continuity-** The current work task cannot easily be walked away from because of the knowledge, that others may lack. Serving as a Subject Matter Expert. Minimum distance to job site is at least 45 minutes.

## APPENDIX E

### Relocation Expenses Management Procedure 5.03.03.100

<b>Relocation Agreements</b>	<p>As part of the hiring process, management may offer to reimburse reasonable relocation expenses for new employees in certain salaried or difficult-to-recruit positions in accordance with SMUD policy and the limitations set forth in this procedure.</p> <p>Hiring Directors shall notify HR Services when they wish to make offers to reimburse potential candidates for relocation expenses. HR Services shall document the reasons for the recruitment incentives and the approving authority.</p> <p>HR Services shall prepare and process all written employment offers, including offers to provide recruitment incentives. As part of the acceptance of an employment offer, the prospective employee must agree to repay SMUD in full for all incentives if he/she separates from SMUD employment, for any reason other than a SMUD-initiated reduction in force, within one year from the start date.</p>
<b>Payment Limitations</b>	<p>SMUD shall pay for air transportation at coach class rates only. All reimbursements for lodging, meals, and incidentals shall be limited to the maximum IRS per diem rate for the greater Sacramento area. IRS rates are available at <a href="http://www.gsa.gov/perdiem">www.gsa.gov/perdiem</a>.</p> <p>SMUD shall not pay or reimburse for expenses above the specified limits or for expenses not specifically covered in this procedure unless approved by executive management as part of a signed employment agreement.</p>
<b>Payment Arrangements</b>	<p>Once SMUD receives the signed employment offer, the hiring department shall be responsible for arranging direct payments to vendors on behalf of the employee and for processing any reimbursements to the employee.</p> <p>The hiring department shall ensure that candidates obtain pre-approval for all arrangements related to air and rail transportation and the movement and storage of personal property. SMUD shall pay vendors directly for such expenses.</p> <p>SMUD shall reimburse the employee directly for other authorized travel and living expenses upon completion of the move and commencement of employment. SMUD does not provide any advance payment of relocation expenses.</p>

**Search For Housing**

As part of a prospective employee's employment offer, management may authorize the payment for up to five days and four nights of travel for the prospective employee and legal spouse/domestic partner to search for new housing prior to relocating to the greater Sacramento area. Covered expenses include one-time, round-trip transportation (mode determined by mutual agreement) to and from the greater Sacramento area, lodging, car rental (plus fuel, parking, etc.), and meals and incidentals while in the area. This allowance is not available once the prospective employee relocates temporarily or permanently to the greater Sacramento area.

**Personal Property and Vehicles**

SMUD shall pay moving costs including packing, loading, and transporting up to a maximum of 15,000 pounds (excluding the weight of passenger vehicles) of household effects and personal property from the primary previous residence, and unloading and unpacking at the destination. SMUD shall pay for moving protection insurance to cover up to 15,000 pounds of household effects and personal property.

SMUD shall also pay the cost of transit insurance and commercial shipping for two passenger vehicles on moves of 500 or more miles or for one vehicle on moves of less than 500 miles. An employee who chooses to drive his/her own vehicle(s) shall be reimbursed for mileage by the most direct route for one vehicle and for 75% of total mileage rate for a second vehicle on moves of more than 500 miles.

SMUD shall pay for temporary storage of personal property in the greater Sacramento area for up to 30 days and for the one-time handling and delivery of personal property to the storage facility and the one-time handling and delivery out of storage.

**Transportation and In-Transit Expenses**

SMUD shall pay the cost to transport by air or rail the employee, legal spouse/domestic partner, and legal dependents from the form residence to the new residence in the greater Sacramento area. Transportation reimbursement shall be limited to the most direct route of travel.

SMUD shall reimburse employees who choose to relocate themselves and their families by means of personal transportation in accordance with above provisions for the transport of personal vehicles.

SMUD shall reimburse the cost of lodging while in transit only for the employee. The employee shall be responsible for any additional lodging expenses incurred for members of his/her household.

SMUD shall reimburse per diem meals and incidentals for the employee, legal spouse/domestic partner, and legal dependents while



in transit.

SMUD reimbursement for transit costs shall be limited to one day for travel by air or one day for every 350 miles for travel by personal vehicle.

**Temporary Housing**

Upon relocation to the greater Sacramento area, SMUD shall reimburse the employee for temporary lodging for up to 30 days while the employee arranges permanent housing. Reimbursement shall be for lodging only and shall not include meals and incidentals.

**Taxation Issues**

The IRS considers the payment of some relocation expenses as employee compensation subject to taxation. SMUD may deduct federal and state withholding taxes from certain relocation expense reimbursements. SMUD shall include taxable amounts in the W2 for the employee in the year of reimbursement. The employee shall be responsible for obtaining tax advice about relocation expenses and maintaining receipts for tax purposes.

**Related References**

IBEW/OSE Memorandums of Understanding

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