



ATTACHMENT 1 – COMPANY’S EXTENSION SUPPOSAL
August 22, 2022

Sierra Pacific Power Company d/b/a NV Energy (“Company”) and IBEW Local #1245 hereby agree to enact the following revisions to System Control job descriptions, wages, and lines of progression.

Assistant Distribution System Operator (7510)

An employee under the direct guidance of, and who assists, either the Distribution System Operator and/or the Lead System Operator to perform duties in connection with all electrical lines and apparatus pertaining to power system operations. Must become proficient in the use of all communications equipment, computer systems, and operations diagrams available in System Control. Incumbents will learn and apply both NERC and WECC procedures and standards as well as Company safety and switching policies and procedures. Will be required to pass oral and/or written examinations and performance tests. The Assistant Distribution System Operator will be required to qualify for the Distribution System Operator within 18 months of job award. If qualified, the employee will be automatically reclassified to the Distribution System Operator (7219) step 1 position as long as the employee has held the position for a minimum of ninety (90) days. Employee must maintain qualifications.

This classification will be listed in Title 16.7(c).

Distribution System Operator (7219)

An employee, who is responsible for safe, efficient, and reliable operation of the electrical distribution system, including activities related to electric system outages. Proficient in the use of all computer tools and models associated with such operation (currently used systems include SCADA, Energy Management System (EMS), Distribution Management System (DMS), Outage Management System (OMS), and general office computer software). Updates models based on real-time conditions and changes to such conditions. Performs regular computer system and model checks to ensure model accuracy, including device and equipment status and customer connectivity models. Responsible for all outage management, service restoration, and operational activities related to primary distribution system (typical voltages of 4kV up to 25kV). Performs such duties as; the safe switching of distribution lines and distribution substations, communication of switching/operating instructions, granting or releasing approved clearances in connection with electric line or apparatus between power supply points, substations, and the terminus of distribution lines, underground feeders, and other related duties as assigned. Researches, writes, reviews, and executes switching programs per departmental policies and procedures. Develops contingency plans for the safe and reliable operation of the electrical distribution system. Maintains required switching records, operation logs, system operating diagrams, and related documentation during shift. Monitors electric distribution system operating parameters, controls distribution system voltage and conducts distribution system operation and other related operating duties during assigned shift. Provides operational support to the Lead System Operator, as directed. Must be proficient with all NV Energy safety rules and switching procedures. Is required to use all types of communication equipment with proficiency, as available in the Electric System Control Center. Will be required to perform the above functions without direct supervision, including assisting in the training of Electric System Control Center personnel. May act as a lead or team

member on projects. Promotes teamwork. Develops and maintains effective work relationships through communicating professionally and on a continual basis. Employees will perform any and all tasks for which they are properly trained and can completely and safely perform. Will be required to use independent judgment to maintain or restore electric service and will have direct authority to shed customer load. Employee must maintain qualifications.

Distribution Operator step 1 - Will be required to pass oral and/or written examinations and/or performance tests covering these duties to demonstrate job competency.

Distribution Operator step 2 - 2-year auto progression or NERC certification.

The Upgradable Distribution Operator position (step 3) performs all the duties of the Distribution Operator (step 2) position. Distribution Operator (7219) personnel who receive the NERC certification and successfully pass the requirements to perform the requisite System Operator II (7218 or 7227) job duties will be qualified to bid System Operator II (7218 or 7227). This position will also be qualified to upgrade to System Operator II (7218 or 7227).

System Operator I (TO) (**)**

An employee who is responsible for the safe, efficient, and reliable operation of the electric transmission system for the NV Energy Control Area during assigned shift. Responsible for all outage management, service restoration, and operational activities related to transmission system (typical voltages of 55kV up to 500kV). Performs such duties as; the safe switching of transmission lines and substations, communication of switching/operating instructions, granting or releasing approved clearances in connection with electric line or apparatus between power supply points, substations, and the terminus of transmission lines/tie-lines, and other related duties as assigned. Researches, writes, reviews, approves, and executes switching programs per departmental policies and procedures. Performs additional System Operator I responsibilities as needed. Maintains required records and operational logs during shift. Proficient in the use of all computer tools and models associated with such operation (currently used systems include SCADA, Energy Management System (EMS), Outage Management System (OMS), and general office computer software). Will be required to use own judgment to maintain or restore electric service and will have direct authority to shed customer load. Shall direct the work of others. Provides training to the Electric System Control Center personnel, as needed. Provides assistance for all control center personnel, as needed. May act as a lead or team member for projects. Promotes teamwork. Develops and maintains effective work relationships through communicating professionally and on a continual basis. Employees will perform any and all tasks for which they are properly trained and can completely and safely perform. Will be required to pass oral and/or written examination and/or performance tests to demonstrate job competency. Requires NERC certification and compliance with NERC/WECC Operating Policies and/or Standards. Must maintain qualifications.

System Operator I (BA) (**)**

An employee who is responsible for the safe, efficient, and reliable real-time dispatch of generation resources and load management systems within the NV Energy Balancing Authority Area during assigned shift. Ensures power system integrity by continuously monitoring such items as Area Control Error (ACE), frequency, operating reserve, demand, scheduled interchange, inadvertent

interchange, and time error. Responsible for Automatic Generation Control (AGC), generation plant loading, and associated control performance criteria. Performs re-dispatch of generation for system reliability purposes. Closely coordinates Balancing Authority operations with Energy Imbalance Market (EIM) personnel to ensure appropriate EIM participation. Interfaces with the reserve sharing systems and applicable Reliability Coordinators in WECC. Proficient in the use of all computer tools and models associated with such operation (currently used systems include SCADA, Energy Management System (EMS), Outage Management System (OMS), and general office computer software). May perform hourly and midnight check-outs of tie line quantities with neighboring control areas. Maintains required records and operational logs during shift. Shall direct the work of others. Provides training to the Electric System Control Center personnel, as needed. Provides assistance for all control center personnel, as needed. May act as a lead or team member for projects. Promotes teamwork. Continually maintains situational awareness through performing forward looking contingency analysis, evaluating electrical transmission system operation across WECC operating region, and adjusts system operating parameters as necessary to preserve electric transmission system reliability. Develops and maintains effective work relationships through communicating professionally and on a continual basis. Employees will perform any and all tasks for which they are properly trained and can completely and safely perform. Will be required to use own judgment to maintain Balancing Authority Area integrity and reliability. Will be required to pass oral and/or written examinations and/or performance tests covering these duties to demonstrate job competency. Must be compliant with all applicable NERC and WECC standards and criteria. Requires NERC certification and compliance with NERC/WECC Operating Policies and/or Standards. Employee must maintain qualifications.

System Operator II (TO) (7227)

The System Operator II (TO) position performs all the job duties of the System Operator I (TO) (****) position. System Operator I (TO) (****) personnel who receive the training and have a minimum of six (6) months operational experience in Distribution System Operator (7219) duties will be eligible for automatic progression from the System Operator I (TO) (****) position into the System Operator II (TO) position (7227). Employee must maintain qualifications.

System Operator II (BA) (7218)

The System Operator II (BA) position performs all the job duties of the System Operator I (BA) (****) position. System Operator I (BA) (****) personnel who receive the training and have a minimum of six (6) months operational experience in Distribution System Operator (7219) duties will be eligible for automatic progression from the System Operator I (BA) (****) position into the System Operator II (BA) position (7218). Employee must maintain qualifications.

System Operator III (XXXX)

The System Operator III position performs all the job duties of the System Operator II (7218 and 7227) positions. System Operator II (7218 and 7227) personnel who receive the training and have a minimum of one (1) year operational experience in both 7218 and 7227 duties will be eligible for automatic progression from the System Operator II (7218 or 7227) position into the System Operator III position (XXXX). This position will also be qualified to upgrade to Lead System Operator (XXXX). Employee must maintain qualifications.

Lead System Operator (XXXX)

An employee who oversees the reliability of the Transmission, Balancing and Distribution systems in the Electric System Control Center. Ensures power system integrity by continuously monitoring electric transmission system operating parameters, including but not limited to area control error (ACE), frequency, voltage, power flow, reactive power, and line loading. Responsible for curtailments of transmission, load, and generation for system reliability purposes. Continually maintains situational awareness through performing forward looking contingency analysis, evaluates electric transmission system operation across WECC operating region, and adjusts system operating parameters as necessary to preserve electric transmission system reliability. Studies system outages and develops contingency plans for the safe and reliable operation of the power system. Proficient in the use of all computer tools and models associated with such operation (currently used systems include SCADA, Energy Management System (EMS), Distribution Management System (DMS), Outage Management System (OMS), and general office computer software). Maintains required records and operational logs during shift. Researches, writes, reviews, approves, and executes switching programs per departmental policies and procedures. Fully capable of assuming the duties of System Operator II, (BA & TO) and Distribution System Operator. Provides training to the Electric System Control Center personnel, as needed. Provides assistance for all control center personnel, as needed. May act as a lead or team member for projects. Promotes teamwork. Develops and maintains effective work relationships through communicating professionally and on a continual basis. Employees will perform any and all tasks for which they are properly trained and can completely and safely perform. Will be required to pass oral and/or written examination and/or performance tests to demonstrate job competency. Requires NERC certification and compliance with NERC/WECC Operating Policies and/or Standards. This position is only eligible for personnel that are qualified for the System Operator II (BA & TO) Distribution System Operator (7219) job classifications. Employee must maintain qualifications.

Distribution Outage Coordinator (7231)

An employee who is responsible for working with internal field operating departments, major accounts, neighboring utilities, external agencies, and customers to provide coordinated work, switching plans and schedules associated with planned and unplanned distribution system outages. The employee may be responsible for representing Electric System Control Center Operations in meetings, including meetings held at the customer site, to coordinate, assist in organizing, and all pertinent details involved with upcoming outages and limitations to the distribution system.

The employee may also investigate the circumstances surrounding distribution events (including operator errors, events, and outage recovery) and will provide detailed reports on the events and make recommendations for corrective measures for operating deficiencies.

The Distribution Outage Coordinator also works in cooperation with internal field operating departments, engineers, power production, neighboring utilities, construction and maintenance activities on distribution facilities, and with the Transmission Outage Coordinator. Provides informational guidance to the Distribution System Operators for the real-time operation of the distribution system by providing updates to current system configurations. Analyzes system impacts of planned facility outages and assists in the development of any necessary contingency plans and studies, including exercising independent judgment concerning granting requests for facility outages. Updates distribution and substation reference materials. Updates and submits

mapping changes as requested by system operations. Trains various departments in distribution system outage processes that enhance operational outcomes (i.e., work order forms). Coordinates and assists in the development of standard operating procedures for real time operating conditions.

This position requires demonstrated knowledge and understanding of policies, procedures, all applicable federal, state, and local rules and regulations governing electric operations. Demonstrated knowledge of existing Customer Information System (CIS), work order dispatch system, Distribution Management System (DMS), Outage Management System (OMS) and Energy Management System (EMS). Demonstrated planning, time management, decision making, and interpersonal skills. Demonstrated skills related to electric mapping, customer service, work management, and system control operations. Demonstrated skills in working with deadlines, adapting to changing, prioritizing, managing multiple events and following through with minimum direction. Demonstrated knowledge of applicable safety and compliance regulations affecting the area of operation. Employee must maintain qualifications.

This position requires two (2) years related work experience.

Other Notes

- This classification will be listed in Title 16.7(c).
- This classification will be considered a "day" employee under the provisions of Title 6.

Transmission Outage Coordinator (7230)

An employee who is responsible for working with internal field operating departments, major accounts, neighboring utilities, and external agencies to provide coordinated work, switching plans and schedules associated with planned and unplanned transmission system outages. The employee may be responsible for representing System Control Operations in meetings, including meetings held at the customer site, to coordinate, assist in organizing and all pertinent details involved with upcoming outages and limitations to the transmission and distribution systems.

The employee may also investigate the circumstances surrounding system events (including operator errors, disturbances, and disturbance recovery) and may be asked to provide details reports and make recommendations for corrective measures for operating deficiencies.

The Transmission Outage Coordinator also works in cooperation with internal field operating departments, engineers, power production, neighboring utilities, construction and maintenance activities on transmission facilities, and with the Distribution Outage Coordinator. Represents Electric System Control Center Operations in meetings to coordinate all pertinent details involved with upcoming outages and limitations to the transmission system while maintaining the confidentiality of transmission system operating status per FERC regulations. Reviews communication compliance, as required by NERC, for any transmission system events. Provides informational guidance to the System Operators II for the real-time operation of the transmission system by providing updates to current system operating limits, real-time contingency conditions, or other adjustments to regular operating policies/procedures. Analyzes system impacts of planned facility outages and assists in the development of any necessary contingency plans and studies, including exercising independent judgment concerning granting requests for facility outages. Updates transmission, distribution, and substation reference materials. Updates

and submits mapping changes as requested by system operations. Coordinates and assists in the development of standard operating procedures for real-time contingency related operating conditions. Works with Substation, Lines and Safety Departments to improve existing procedures for enhanced safety and represents Operations in meetings with those departments.

This position requires demonstrated knowledge of utility line construction, operating, and maintenance practices and industry concepts and standards. Demonstrated knowledge of electric utility system protection and control systems, maintenance practices and industry concepts and standards. Demonstrated knowledge of existing Customer Information System (CIS), work order dispatch system, Distribution Management System (DMS) and Energy Management System (EMS). Demonstrated planning, time management, decision making, and interpersonal skills. Demonstrated computer skills related to electric mapping, customer service, dispatch, work management, and system control operations. Demonstrated skills in working with deadlines, adapting to changing, prioritizing, managing multiple events and following through with minimum direction. Demonstrated knowledge of applicable safety and compliance regulations affecting the area of operation. Demonstrated organization and time management skills. Employee must maintain qualifications.

This position requires two (2) years experience as a System Operator II, III, or Lead, or four (4) years related work experience.

This position requires NERC RC Certification/NERC System Operator certification.

Other Notes

- This classification will be listed in Title 16. 7(c).
- This classification will be considered a "day" employee under the provisions of Title 6.