

* For Informatinal Purposes Only

Job Code	Job Title	Step	Hrly Rate	Equity	New Rate	Year 1 2.5%	Year 1 (2.5% + 1% Inflation)	Year 2 (2% Inflation)	Year 2 (2.5%- GWI)	Year 3 (2.5%- GWI)	Year 4 (2.5%- GWI)	Year 5 (2.5%- GWI)	Compounded Over 5 Years	Average Per Year
6020	Frnm, Mech, Utility Fleet, Wkg	1	\$ 48.71		\$ 48.71	\$ 49.93	\$ 50.43	\$ 51.44	\$ 52.72	\$ 54.04	\$ 55.39	\$ 56.78	16.56%	3.31%
6020	Frnm, Mech, Utility Fleet, Wkg	1	\$ 48.71		\$ 48.71	\$ 49.93	\$ 50.43	\$ 51.44	\$ 52.72	\$ 54.04	\$ 55.39	\$ 56.78	16.56%	3.31%
6035	Sr Parts Spec, Utility Fleet	1	\$ 42.75		\$ 42.75	\$ 43.82	\$ 44.26	\$ 45.14	\$ 46.27	\$ 47.43	\$ 48.61	\$ 49.83	16.56%	3.31%
6035	Sr Parts Spec, Utility Fleet	1	\$ 42.75		\$ 42.75	\$ 43.82	\$ 44.26	\$ 45.14	\$ 46.27	\$ 47.43	\$ 48.61	\$ 49.83	16.56%	3.31%
7600	Mechanic, Utility Fleet	1	\$ 41.41		\$ 41.41	\$ 42.45	\$ 42.87	\$ 43.73	\$ 44.82	\$ 45.94	\$ 47.09	\$ 48.27	16.56%	3.31%
7600	Mechanic, Utility Fleet	2	\$ 44.28		\$ 44.28	\$ 45.39	\$ 45.84	\$ 46.76	\$ 47.93	\$ 49.12	\$ 50.35	\$ 51.61	16.56%	3.31%
8640	Coord, Fleet Repair/Licensing	1	\$ 38.91		\$ 38.91	\$ 39.88	\$ 40.28	\$ 41.09	\$ 42.11	\$ 43.17	\$ 44.25	\$ 45.35	16.56%	3.31%
8420	Utilityman, Maint, Sr	4	\$ 39.66		\$ 39.66	\$ 40.65	\$ 41.06	\$ 41.88	\$ 42.93	\$ 44.00	\$ 45.10	\$ 46.23	16.56%	3.31%
8430	Technician, Multi-Trade I	1	\$ 21.47		\$ 21.47	\$ 22.01	\$ 22.23	\$ 22.67	\$ 23.24	\$ 23.82	\$ 24.41	\$ 25.02	16.56%	3.31%
8432	Technician, Multi-Trade III	4	\$ 39.66		\$ 39.66	\$ 40.65	\$ 41.06	\$ 41.88	\$ 42.93	\$ 44.00	\$ 45.10	\$ 46.23	16.56%	3.31%
6820	Frnm, Support Services, Wkg	1	\$ 30.75		\$ 30.75	\$ 31.52	\$ 31.83	\$ 32.47	\$ 33.28	\$ 34.11	\$ 34.97	\$ 35.84	16.56%	3.31%
8966	Rep, Support Services	1	\$ 17.48	\$ 1.75	\$ 19.23	\$ 19.71	\$ 19.91	\$ 20.31	\$ 20.81	\$ 21.33	\$ 21.87	\$ 22.41	28.23%	5.65%
6825	Frnm, Cust Services Rep, Wkg	1	\$ 33.18	\$ 1.75	\$ 34.93	\$ 35.80	\$ 36.16	\$ 36.88	\$ 37.81	\$ 38.75	\$ 39.72	\$ 40.71	22.71%	4.54%
6825NW	Frnm, Cust Svcs Rep, Wkg-CBA07	1	\$ 31.31	\$ 1.75	\$ 33.06	\$ 33.89	\$ 34.23	\$ 34.91	\$ 35.78	\$ 36.68	\$ 37.59	\$ 38.53	23.07%	4.61%
6827NW	Frnm, Cust Svcs Rep,WkgCBA07BL	1	\$ 31.78	\$ 1.75	\$ 33.53	\$ 34.37	\$ 34.71	\$ 35.41	\$ 36.29	\$ 37.20	\$ 38.13	\$ 39.08	22.98%	4.60%
9735NW	Rep, Cust Service, Sr-CBA07	1	\$ 28.51	\$ 1.75	\$ 30.26	\$ 31.02	\$ 31.33	\$ 31.95	\$ 32.75	\$ 33.57	\$ 34.41	\$ 35.27	23.71%	4.74%
9776NW	Rep, Cust Service-CBA07	5	\$ 24.96	\$ 1.75	\$ 26.71	\$ 27.38	\$ 27.65	\$ 28.20	\$ 28.91	\$ 29.63	\$ 30.37	\$ 31.13	24.73%	4.95%
9779NW	Rep, Cust Service-CBA07-BL	1	\$ 17.34	\$ 1.75	\$ 19.09	\$ 19.57	\$ 19.76	\$ 20.16	\$ 20.66	\$ 21.18	\$ 21.71	\$ 22.25	28.32%	5.66%
6825NW	Frnm, Cust Svcs Rep, Wkg-CBA07	1	\$ 31.31	\$ 1.75	\$ 33.06	\$ 33.89	\$ 34.23	\$ 34.91	\$ 35.78	\$ 36.68	\$ 37.59	\$ 38.53	23.07%	4.61%
9735	Rep, Cust Service, Sr	1	\$ 29.78	\$ 1.75	\$ 31.53	\$ 32.32	\$ 32.64	\$ 33.29	\$ 34.13	\$ 34.98	\$ 35.85	\$ 36.75	23.41%	4.68%
9776	Rep, Cust Service	7	\$ 26.88	\$ 1.75	\$ 28.63	\$ 29.35	\$ 29.64	\$ 30.23	\$ 30.99	\$ 31.76	\$ 32.56	\$ 33.37	24.15%	4.83%
9776NW	Rep, Cust Service-CBA07	5	\$ 24.96	\$ 1.75	\$ 26.71	\$ 27.38	\$ 27.65	\$ 28.20	\$ 28.91	\$ 29.63	\$ 30.37	\$ 31.13	24.73%	4.95%
6052	Trainer, Lines	1	\$ 57.62		\$ 67.06	\$ 67.06	\$ 67.06	\$ 68.40	\$ 70.11	\$ 71.86	\$ 73.66	\$ 75.50	31.03%	6.21%
6051	Frnm, Line, Wkg	1	\$ 57.62		\$ 67.06	\$ 67.06	\$ 67.06	\$ 68.40	\$ 70.11	\$ 71.86	\$ 73.66	\$ 75.50	31.03%	6.21%
7210	Inspector, Electric	1	\$ 53.19		\$ 61.87	\$ 61.87	\$ 61.87	\$ 63.11	\$ 64.69	\$ 66.30	\$ 67.96	\$ 69.66	30.96%	6.19%
7225	Troubleman, Electric	1	\$ 53.17		\$ 61.87	\$ 61.87	\$ 61.87	\$ 63.11	\$ 64.69	\$ 66.30	\$ 67.96	\$ 69.66	31.01%	6.20%
8689	Technician, Street Light	1	\$ 36.55		\$ 36.55	\$ 37.46	\$ 37.84	\$ 38.60	\$ 39.56	\$ 40.55	\$ 41.56	\$ 42.60	16.56%	3.31%
8730	Serviceman, Electric	3	\$ 37.30		\$ 37.30	\$ 38.23	\$ 38.61	\$ 39.39	\$ 40.37	\$ 41.38	\$ 42.42	\$ 43.48	16.56%	3.31%
6013	Frnm, Gnrfl, Line, Wkg	1	\$ 63.31		\$ 63.31	\$ 64.89	\$ 65.54	\$ 66.85	\$ 68.52	\$ 70.24	\$ 71.99	\$ 73.79	16.56%	3.31%
6051	Frnm, Line, Wkg	1	\$ 57.62		\$ 67.06	\$ 67.06	\$ 67.06	\$ 68.40	\$ 70.11	\$ 71.86	\$ 73.66	\$ 75.50	31.03%	6.21%
7330	Lineman, Electric	1	\$ 52.38		\$ 60.96	\$ 60.96	\$ 60.96	\$ 62.18	\$ 63.73	\$ 65.33	\$ 66.96	\$ 68.63	31.03%	6.21%
7631	App, Lineman	1	\$ 34.06		\$ 34.06	\$ 34.91	\$ 35.26	\$ 35.97	\$ 36.86	\$ 37.79	\$ 38.73	\$ 39.70	16.56%	3.31%
7631	App, Lineman	6	\$ 42.12		\$ 42.12	\$ 43.17	\$ 43.60	\$ 44.48	\$ 45.59	\$ 46.73	\$ 47.90	\$ 49.09	16.56%	3.31%
8730	Serviceman, Electric	1	\$ 33.75		\$ 33.75	\$ 34.59	\$ 34.94	\$ 35.64	\$ 36.53	\$ 37.44	\$ 38.38	\$ 39.34	16.56%	3.31%
9235	Helper, Electric	1	\$ 26.23		\$ 26.23	\$ 26.89	\$ 27.15	\$ 27.70	\$ 28.39	\$ 29.10	\$ 29.83	\$ 30.57	16.56%	3.31%
9863	Rep, Clerical, Sr	1	\$ 28.51	\$ 1.75	\$ 30.26	\$ 31.02	\$ 31.33	\$ 31.95	\$ 32.75	\$ 33.57	\$ 34.41	\$ 35.27	23.71%	4.74%
6053	Frnm, Line, Wkg, Trans(Travel)	1	\$ 57.62		\$ 67.06	\$ 67.06	\$ 67.06	\$ 68.40	\$ 70.11	\$ 71.86	\$ 73.66	\$ 75.50	31.03%	6.21%
7332	Lineman, Trans (Traveling)	1	\$ 52.38		\$ 60.96	\$ 60.96	\$ 60.96	\$ 62.18	\$ 63.73	\$ 65.33	\$ 66.96	\$ 68.63	31.03%	6.21%
7631	App, Lineman	1	\$ 34.06		\$ 34.06	\$ 34.91	\$ 35.26	\$ 35.97	\$ 36.86	\$ 37.79	\$ 38.73	\$ 39.70	16.56%	3.31%
6051	Frnm, Line, Wkg	1	\$ 57.62		\$ 67.06	\$ 67.06	\$ 67.06	\$ 68.40	\$ 70.11	\$ 71.86	\$ 73.66	\$ 75.50	31.03%	6.21%
7330	Lineman, Electric	1	\$ 52.38		\$ 60.96	\$ 60.96	\$ 60.96	\$ 62.18	\$ 63.73	\$ 65.33	\$ 66.96	\$ 68.63	31.03%	6.21%
7631	App, Lineman	1	\$ 34.06		\$ 34.06	\$ 34.91	\$ 35.26	\$ 35.97	\$ 36.86	\$ 37.79	\$ 38.73	\$ 39.70	16.56%	3.31%
7631	App, Lineman	6	\$ 42.12		\$ 42.12	\$ 43.17	\$ 43.60	\$ 44.48	\$ 45.59	\$ 46.73	\$ 47.90	\$ 49.09	16.56%	3.31%
9863	Rep, Clerical, Sr	1	\$ 28.51	\$ 1.75	\$ 30.26	\$ 31.02	\$ 31.33	\$ 31.95	\$ 32.75	\$ 33.57	\$ 34.41	\$ 35.27	23.71%	4.74%
6051	Frnm, Line, Wkg	1	\$ 57.62		\$ 67.06	\$ 67.06	\$ 67.06	\$ 68.40	\$ 70.11	\$ 71.86	\$ 73.66	\$ 75.50	31.03%	6.21%
7210	Inspector, Electric	1	\$ 53.19		\$ 61.87	\$ 61.87	\$ 61.87	\$ 63.11	\$ 64.69	\$ 66.30	\$ 67.96	\$ 69.66	30.96%	6.19%
7225	Troubleman, Electric	1	\$ 53.17		\$ 61.87	\$ 61.87	\$ 61.87	\$ 63.11	\$ 64.69	\$ 66.30	\$ 67.96	\$ 69.66	31.01%	6.20%
7330	Lineman, Electric	1	\$ 52.38		\$ 60.96	\$ 60.96	\$ 60.96	\$ 62.18	\$ 63.73	\$ 65.33	\$ 66.96	\$ 68.63	31.03%	6.21%
7631	App, Lineman	6	\$ 42.12		\$ 42.12	\$ 43.17	\$ 43.60	\$ 44.48	\$ 45.59	\$ 46.73	\$ 47.90	\$ 49.09	16.56%	3.31%
9585	Utilityworker, Universal	5	\$ 37.75		\$ 37.75	\$ 38.69	\$ 39.08	\$ 39.86	\$ 40.86	\$ 41.88	\$ 42.93	\$ 44.00	16.56%	3.31%
6051	Frnm, Line, Wkg	1	\$ 57.62		\$ 67.06	\$ 67.06	\$ 67.06	\$ 68.40	\$ 70.11	\$ 71.86	\$ 73.66	\$ 75.50	31.03%	6.21%
7225	Troubleman, Electric	1	\$ 53.17		\$ 61.87	\$ 61.87	\$ 61.87	\$ 63.11	\$ 64.69	\$ 66.30	\$ 67.96	\$ 69.66	31.01%	6.20%
7330	Lineman, Electric	1	\$ 52.38		\$ 60.96	\$ 60.96	\$ 60.96	\$ 62.18	\$ 63.73	\$ 65.33	\$ 66.96	\$ 68.63	31.03%	6.21%
7631	App, Lineman	6	\$ 42.12		\$ 42.12	\$ 43.17	\$ 43.60	\$ 44.48	\$ 45.59	\$ 46.73	\$ 47.90	\$ 49.09	16.56%	3.31%
7210	Inspector, Electric	1	\$ 53.19		\$ 61.87	\$ 61.87	\$ 61.87	\$ 63.11	\$ 64.69	\$ 66.30	\$ 67.96	\$ 69.66	30.96%	6.19%
7225	Troubleman, Electric	1	\$ 51.87		\$ 61.87	\$ 61.87	\$ 61.87	\$ 63.11	\$ 64.69	\$ 66.30	\$ 67.96	\$ 69.66	34.29%	6.86%
Job Code	Job Title	Step	Hrly Rate	Equity	New Rate	Year 1 2.5%	Year 1 (2.5% + 1% Inflation)	Year 2 (2% Inflation)	Year 2 (2.5%- GWI)	Year 3 (2.5%- GWI)	Year 4 (2.5%- GWI)	Year 5 (2.5%- GWI)	Compounded Over 5 Years	Average Per Year
6051	Frnm, Line, Wkg	1	\$ 57.62		\$ 67.06	\$ 67.06	\$ 67.06	\$ 68.40	\$ 70.11	\$ 71.86	\$ 73.66	\$ 75.50	31.03%	6.21%
7225	Troubleman, Electric	1	\$ 53.17		\$ 61.87	\$ 61.87	\$ 61.87	\$ 63.11	\$ 64.69	\$ 66.30	\$ 67.96	\$ 69.66	31.01%	6.20%
7330	Lineman, Electric	1	\$ 52.38		\$ 60.96	\$ 60.96	\$ 60.96	\$ 62.18	\$ 63.73	\$ 65.33	\$ 66.96	\$ 68.63	31.03%	6.21%
7631	App, Lineman	6	\$ 42.12		\$ 42.12	\$ 43.17	\$ 43.60	\$ 44.48	\$ 45.59	\$ 46.73	\$ 47.90	\$ 49.09	16.56%	3.31%
6051	Frnm, Line, Wkg	1	\$ 57.62		\$ 67.06	\$ 67.06	\$ 67.06	\$ 68.40	\$ 70.11	\$ 71.86	\$ 73.66	\$ 75.50	31.03%	6.21%
7225	Troubleman, Electric	1	\$ 53.17		\$ 61.87	\$ 61.87	\$ 61.87	\$ 63.11	\$ 64.69	\$ 66.30	\$ 67.96	\$ 69.66	31.01%	6.20%
7330	Lineman, Electric	1	\$ 52.38		\$ 60.96	\$ 60.96	\$ 60.96	\$ 62.18	\$ 63.73	\$ 65.33	\$ 66.96	\$ 68.63	31.03%	6.21%
7595	Patrolman, Line, Electric	1	\$ 52.37		\$ 60.96	\$ 60.96	\$ 60.96	\$ 62.18	\$ 63.73	\$ 65.33	\$ 66.96	\$ 68.63	31.06%	6.21%
7631	App, Lineman	6	\$ 42.12		\$ 42.12	\$ 43.17	\$ 43.60	\$ 44.48	\$ 45.59	\$ 46.73	\$ 47.90	\$ 49.09	16.56%	3.31%

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6815	Frnm, Technician Service, Wkg	2	\$ 34.56		\$ 34.56	\$ 35.42	\$ 35.78	\$ 36.49	\$ 37.41	\$ 38.34	\$ 39.30	\$ 40.28	16.56%	3.31%
6815G	Frnm, Technician Service, Wkg	2	\$ 34.56		\$ 34.56	\$ 35.42	\$ 35.78	\$ 36.49	\$ 37.41	\$ 38.34	\$ 39.30	\$ 40.28	16.56%	3.31%
8888	Technician, Service	2	\$ 29.75		\$ 29.75	\$ 30.49	\$ 30.80	\$ 31.41	\$ 32.20	\$ 33.01	\$ 33.83	\$ 34.68	16.56%	3.31%
8888	Technician, Service	4	\$ 32.88		\$ 32.88	\$ 33.70	\$ 34.04	\$ 34.72	\$ 35.59	\$ 36.48	\$ 37.39	\$ 38.32	16.56%	3.31%
8888G	Technician, Service	1	\$ 28.91		\$ 28.91	\$ 29.63	\$ 29.93	\$ 30.53	\$ 31.29	\$ 32.07	\$ 32.87	\$ 33.70	16.56%	3.31%
8888G	Technician, Service	2	\$ 29.75		\$ 29.75	\$ 30.49	\$ 30.80	\$ 31.41	\$ 32.20	\$ 33.01	\$ 33.83	\$ 34.68	16.56%	3.31%
8888G	Technician, Service	4	\$ 32.88		\$ 32.88	\$ 33.70	\$ 34.04	\$ 34.72	\$ 35.59	\$ 36.48	\$ 37.39	\$ 38.32	16.56%	3.31%
9776	Rep, Cust Service	7	\$ 26.88	\$ 1.75	\$ 28.63	\$ 29.35	\$ 29.64	\$ 30.23	\$ 30.99	\$ 31.76	\$ 32.56	\$ 33.37	24.15%	4.83%
9776NW	Rep, Cust Service-CBA07	4	\$ 23.18	\$ 1.75	\$ 24.93	\$ 25.55	\$ 25.81	\$ 26.32	\$ 26.98	\$ 27.66	\$ 28.35	\$ 29.06	25.36%	5.07%
9776NW	Rep, Cust Service-CBA07	5	\$ 24.96	\$ 1.75	\$ 26.71	\$ 27.38	\$ 27.65	\$ 28.20	\$ 28.91	\$ 29.63	\$ 30.37	\$ 31.13	24.73%	4.95%
6082	Frnm, Technician, Meter, Wkg	1	\$ 52.73	\$ 2.00	\$ 54.73	\$ 56.10	\$ 56.66	\$ 57.79	\$ 59.24	\$ 60.72	\$ 62.24	\$ 63.79	20.98%	4.20%
7170	Technician, Meter	1	\$ 46.44	\$ 2.00	\$ 48.44	\$ 49.65	\$ 50.15	\$ 51.15	\$ 52.43	\$ 53.74	\$ 55.08	\$ 56.46	21.58%	4.32%
7170	Technician, Meter	3	\$ 49.62	\$ 2.00	\$ 51.62	\$ 52.91	\$ 53.44	\$ 54.51	\$ 55.87	\$ 57.27	\$ 58.70	\$ 60.17	21.26%	4.25%
7673	App, Tech, Meter	7	\$ 42.29		\$ 42.29	\$ 43.35	\$ 43.78	\$ 44.66	\$ 45.77	\$ 46.92	\$ 48.09	\$ 49.29	16.56%	3.31%
9735	Rep, Cust Service, Sr	1	\$ 29.78	\$ 1.75	\$ 31.53	\$ 32.32	\$ 32.64	\$ 33.29	\$ 34.13	\$ 34.98	\$ 35.85	\$ 36.75	23.41%	4.68%
6450	Frnm, Utility Materials, Wkg	2	\$ 42.75		\$ 42.75	\$ 43.82	\$ 44.26	\$ 45.14	\$ 46.27	\$ 47.43	\$ 48.61	\$ 49.83	16.56%	3.31%
8530	Repairman, Tool	3	\$ 39.40		\$ 39.40	\$ 40.39	\$ 40.79	\$ 41.60	\$ 42.64	\$ 43.71	\$ 44.80	\$ 45.92	16.56%	3.31%
8530	Repairman, Tool	4	\$ 41.35		\$ 41.35	\$ 42.38	\$ 42.81	\$ 43.66	\$ 44.76	\$ 45.87	\$ 47.02	\$ 48.20	16.56%	3.31%
8842	Utility Material Specialist I	1	\$ 35.56		\$ 35.56	\$ 36.45	\$ 36.81	\$ 37.55	\$ 38.49	\$ 39.45	\$ 40.44	\$ 41.45	16.56%	3.31%
8842	Utility Material Specialist I	2	\$ 36.75		\$ 36.75	\$ 37.67	\$ 38.05	\$ 38.81	\$ 39.78	\$ 40.77	\$ 41.79	\$ 42.83	16.56%	3.31%
8847	Storekeeper	1	\$ 37.91		\$ 37.91	\$ 38.86	\$ 39.25	\$ 40.03	\$ 41.03	\$ 42.06	\$ 43.11	\$ 44.19	16.56%	3.31%
8847	Storekeeper	2	\$ 39.99		\$ 39.99	\$ 40.99	\$ 41.40	\$ 42.23	\$ 43.28	\$ 44.37	\$ 45.47	\$ 46.61	16.56%	3.31%
9115	Utility Material Specialist	1	\$ 25.38		\$ 25.38	\$ 26.01	\$ 26.27	\$ 26.80	\$ 27.47	\$ 28.16	\$ 28.86	\$ 29.58	16.56%	3.31%
9115	Utility Material Specialist	6	\$ 33.46		\$ 33.46	\$ 34.30	\$ 34.64	\$ 35.33	\$ 36.22	\$ 37.12	\$ 38.05	\$ 39.00	16.56%	3.31%
7015	Tech, Relay, Sr	1	\$ 54.33	\$ 2.00	\$ 56.33	\$ 57.74	\$ 58.32	\$ 59.48	\$ 60.97	\$ 62.49	\$ 64.06	\$ 65.66	20.85%	4.17%
7015	Tech, Relay, Sr	2	\$ 55.47	\$ 2.00	\$ 57.47	\$ 58.91	\$ 59.50	\$ 60.69	\$ 62.20	\$ 63.76	\$ 65.35	\$ 66.99	20.76%	4.15%
7015	Tech, Relay, Sr	3	\$ 57.17	\$ 2.00	\$ 59.17	\$ 60.65	\$ 61.26	\$ 62.48	\$ 64.04	\$ 65.64	\$ 67.29	\$ 68.97	20.64%	4.13%
7018	Frnm, Technician, Relay Wkg	1	\$ 60.02	\$ 2.00	\$ 62.02	\$ 63.57	\$ 64.21	\$ 65.49	\$ 67.13	\$ 68.81	\$ 70.53	\$ 72.29	20.44%	4.09%
7075	Tech, Relay	2	\$ 53.55	\$ 2.00	\$ 55.55	\$ 56.94	\$ 57.51	\$ 58.66	\$ 60.12	\$ 61.63	\$ 63.17	\$ 64.75	20.91%	4.18%
8391	Technician, Mapping, Sr	1	\$ 37.26		\$ 37.26	\$ 38.19	\$ 38.57	\$ 39.34	\$ 40.33	\$ 41.34	\$ 42.37	\$ 43.43	16.56%	3.31%
8391	Technician, Mapping, Sr	3	\$ 41.25		\$ 41.25	\$ 42.28	\$ 42.70	\$ 43.56	\$ 44.65	\$ 45.76	\$ 46.91	\$ 48.08	16.56%	3.31%
8945	Technician, Mapping II	2	\$ 33.59		\$ 33.59	\$ 34.43	\$ 34.77	\$ 35.47	\$ 36.36	\$ 37.27	\$ 38.20	\$ 39.15	16.56%	3.31%
8946	Technician, Mapping I	2	\$ 24.67		\$ 24.67	\$ 25.54	\$ 25.54	\$ 26.05	\$ 26.70	\$ 27.37	\$ 28.05	\$ 28.75	16.56%	3.31%
8946	Technician, Mapping I	3	\$ 26.15		\$ 26.15	\$ 26.80	\$ 27.07	\$ 27.61	\$ 28.30	\$ 29.01	\$ 29.74	\$ 30.48	16.56%	3.31%
9861NW	Rep, Clerical-CBA07	3	\$ 20.37	\$ 1.75	\$ 22.12	\$ 22.67	\$ 22.90	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.15	\$ 25.78	26.57%	5.31%
6281	Frnm, Const, Wkg, Heavy	1	\$ 49.16		\$ 49.16	\$ 50.39	\$ 50.89	\$ 51.91	\$ 53.21	\$ 54.54	\$ 55.90	\$ 57.30	16.56%	3.31%
6375	Frnm, Fab/Cont/Maint, Wkg	1	\$ 49.16	\$ 2.00	\$ 51.16	\$ 52.44	\$ 52.96	\$ 54.02	\$ 55.37	\$ 56.76	\$ 58.18	\$ 59.63	21.30%	4.26%
6385	Driver, Transport, Heavy	1	\$ 41.00		\$ 41.00	\$ 42.03	\$ 42.45	\$ 43.29	\$ 44.38	\$ 45.49	\$ 46.62	\$ 47.79	16.56%	3.31%
7410	Inspector, Construction	2	\$ 47.65		\$ 47.65	\$ 48.84	\$ 49.33	\$ 50.32	\$ 51.57	\$ 52.86	\$ 54.19	\$ 55.54	16.56%	3.31%
7545	Fab/Const/Maint, Welder Certif	1	\$ 46.37	\$ 2.00	\$ 48.37	\$ 49.58	\$ 50.08	\$ 51.08	\$ 52.35	\$ 53.66	\$ 55.00	\$ 56.38	21.58%	4.32%
8716	Repairman, Construction	1	\$ 41.91		\$ 41.91	\$ 42.96	\$ 43.39	\$ 44.26	\$ 45.36	\$ 46.50	\$ 47.66	\$ 48.85	16.56%	3.31%
8772	Oper, Equip, Heavy	1	\$ 41.91		\$ 41.91	\$ 42.96	\$ 43.39	\$ 44.26	\$ 45.36	\$ 46.50	\$ 47.66	\$ 48.85	16.56%	3.31%
6030	Trainer, Substation	1	\$ 58.11	\$ 2.00	\$ 60.11	\$ 61.61	\$ 62.23	\$ 63.47	\$ 65.06	\$ 66.69	\$ 68.35	\$ 70.06	20.57%	4.11%
6031	Frnm, Control, Wkg	1	\$ 58.11	\$ 2.00	\$ 60.11	\$ 61.61	\$ 62.23	\$ 63.47	\$ 65.06	\$ 66.69	\$ 68.35	\$ 70.06	20.57%	4.11%
6049	Frnm, Control (Reno), Wkg	1	\$ 58.11	\$ 2.00	\$ 60.11	\$ 61.61	\$ 62.23	\$ 63.47	\$ 65.06	\$ 66.69	\$ 68.35	\$ 70.06	20.57%	4.11%
7130	Inspector, Substation Electric	1	\$ 53.34	\$ 2.00	\$ 55.34	\$ 56.72	\$ 57.29	\$ 58.44	\$ 59.90	\$ 61.39	\$ 62.93	\$ 64.50	20.93%	4.19%

Job Code	Job Title	Step	Hrly Rate	Equity	New Rate	Year 1 2.5%	Year 1 (2.5% + 1% Inflation)	Year 2 (2% Inflation)	Year 2 (2.5%- GWI)	Year 3 (2.5%- GWI)	Year 4 (2.5%- GWI)	Year 5 (2.5%- GWI)	Compounded Over 5 Years	Average Per Year
7340	Electrician	1	\$ 52.38	\$ 2.00	\$ 54.38	\$ 55.74	\$ 56.30	\$ 57.42	\$ 58.86	\$ 60.33	\$ 61.84	\$ 63.38	21.01%	4.20%
7342	Electrician, Transformer Shop	1	\$ 52.38	\$ 2.00	\$ 54.38	\$ 55.74	\$ 56.30	\$ 57.42	\$ 58.86	\$ 60.33	\$ 61.84	\$ 63.38	21.01%	4.20%
7641	App, Electrician	2	\$ 34.41		\$ 34.41	\$ 35.27	\$ 35.62	\$ 36.34	\$ 37.24	\$ 38.17	\$ 39.13	\$ 40.11	16.56%	3.31%
7641	App, Electrician	3	\$ 35.94		\$ 35.94	\$ 36.84	\$ 37.21	\$ 37.95	\$ 38.90	\$ 39.87	\$ 40.87	\$ 41.89	16.56%	3.31%
7641	App, Electrician	7	\$ 42.29		\$ 42.29	\$ 43.35	\$ 43.78	\$ 44.66	\$ 45.77	\$ 46.92	\$ 48.09	\$ 49.29	16.56%	3.31%
9239	Helper	4	\$ 32.95		\$ 32.95	\$ 33.77	\$ 34.11	\$ 34.79	\$ 35.66	\$ 36.56	\$ 37.47	\$ 38.41	16.56%	3.31%
6001	Frnm, GnrI, Comm Sys, Wkg	1	\$ 64.10		\$ 64.10	\$ 65.70	\$ 66.36	\$ 67.69	\$ 69.38	\$ 71.11	\$ 72.89	\$ 74.71	16.56%	3.31%
6022	Frnm, Comm Sys, Wkg	1	\$ 58.27	\$ 1.00	\$ 59.27	\$ 60.75	\$ 61.36	\$ 62.59	\$ 64.15	\$ 65.75	\$ 67.40	\$ 69.08	18.56%	3.71%
6022	Frnm, Comm Sys, Wkg	1	\$ 58.27	\$ 1.00	\$ 59.27	\$ 60.75	\$ 61.36	\$ 62.59	\$ 64.15	\$ 65.75	\$ 67.40	\$ 69.08	18.56%	3.71%
7133	Tech, Communications Sys	2	\$ 53.85	\$ 1.00	\$ 54.85	\$ 56.22	\$ 56.78	\$ 57.92	\$ 59.37	\$ 60.85	\$ 62.37	\$ 63.93	18.72%	3.74%
7133	Tech, Communications Sys	3	\$ 55.50	\$ 1.00	\$ 56.50	\$ 57.91	\$ 58.49	\$ 59.66	\$ 61.15	\$ 62.68	\$ 64.25	\$ 65.86	18.66%	3.73%
7146	Tech, Communications	1	\$ 49.53	\$ 1.00	\$ 50.53	\$ 51.79	\$ 52.31	\$ 53.36	\$ 54.69	\$ 56.06	\$ 57.46	\$ 58.90	18.91%	3.78%
7653	App, Comms Tech	7	\$ 42.29		\$ 42.29	\$ 43.35	\$ 43.78	\$ 44.66	\$ 45.77	\$ 46.92	\$ 48.09	\$ 49.29	16.56%	3.31%
6450	Frnm, Utility Materials, Wkg	2	\$ 42.75		\$ 42.75	\$ 43.82	\$ 44.26	\$ 45.14	\$ 46.27	\$ 47.43	\$ 48.61	\$ 49.83	16.56%	3.31%
7180	Technician, Maintenance	3	\$ 51.41	\$ 1.00	\$ 52.41	\$ 53.72	\$ 54.26	\$ 55.34	\$ 56.73	\$ 58.14	\$ 59.60	\$ 61.09	18.82%	3.76%
7180	Technician, Maintenance	4	\$ 53.99	\$ 1.00	\$ 54.99	\$ 56.36	\$ 56.93	\$ 58.07	\$ 59.52	\$ 61.01	\$ 62.53	\$ 64.10	18.72%	3.74%
7181	Technician, Maintenance, Lead	1	\$ 58.97	\$ 1.00	\$ 59.97	\$ 61.47	\$ 62.08	\$ 63.33	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	18.53%	3.71%
7536	Operator, Plant	2	\$ 48.98	\$ 1.00	\$ 49.98	\$ 51.23	\$ 51.74	\$ 52.78	\$ 54.10	\$ 55.45	\$ 56.83	\$ 58.26	18.94%	3.79%
7536	Operator, Plant	4	\$ 53.99	\$ 1.00	\$ 54.99	\$ 56.36	\$ 56.93	\$ 58.07	\$ 59.52	\$ 61.01	\$ 62.53	\$ 64.10	18.72%	3.74%

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7537	Operator, Plant, Lead	1	\$ 58.97	\$ 1.00	\$ 59.97	\$ 61.47	\$ 62.08	\$ 63.33	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	18.53%	3.71%
7600	Mechanic, Utility Fleet	2	\$ 44.28		\$ 44.28	\$ 45.39	\$ 45.84	\$ 46.76	\$ 47.93	\$ 49.12	\$ 50.35	\$ 51.61	16.56%	3.31%
9115	Utility Material Specialist	6	\$ 33.46		\$ 33.46	\$ 34.30	\$ 34.64	\$ 35.33	\$ 36.22	\$ 37.12	\$ 38.05	\$ 39.00	16.56%	3.31%
7180	Technician, Maintenance	2	\$ 48.98	\$ 1.00	\$ 49.98	\$ 51.23	\$ 51.74	\$ 52.78	\$ 54.10	\$ 55.45	\$ 56.83	\$ 58.26	18.94%	3.79%
7180	Technician, Maintenance	4	\$ 53.99	\$ 1.00	\$ 54.99	\$ 56.36	\$ 56.93	\$ 58.07	\$ 59.52	\$ 61.01	\$ 62.53	\$ 64.10	18.72%	3.74%
7181	Technician, Maintenance, Lead	1	\$ 58.97	\$ 1.00	\$ 59.97	\$ 61.47	\$ 62.08	\$ 63.33	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	18.53%	3.71%
7536	Operator, Plant	2	\$ 48.98	\$ 1.00	\$ 49.98	\$ 51.23	\$ 51.74	\$ 52.78	\$ 54.10	\$ 55.45	\$ 56.83	\$ 58.26	18.94%	3.79%
7536	Operator, Plant	4	\$ 53.99	\$ 1.00	\$ 54.99	\$ 56.36	\$ 56.93	\$ 58.07	\$ 59.52	\$ 61.01	\$ 62.53	\$ 64.10	18.72%	3.74%
7537	Operator, Plant, Lead	1	\$ 58.97	\$ 1.00	\$ 59.97	\$ 61.47	\$ 62.08	\$ 63.33	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	18.53%	3.71%
7150	Tech, Instrument	61	\$ 53.10		\$ 53.10	\$ 54.43	\$ 54.97	\$ 56.07	\$ 57.47	\$ 58.91	\$ 60.38	\$ 61.89	16.56%	3.31%
7180	Technician, Maintenance	2	\$ 48.98	\$ 1.00	\$ 49.98	\$ 51.23	\$ 51.74	\$ 52.78	\$ 54.10	\$ 55.45	\$ 56.83	\$ 58.26	18.94%	3.79%
7180	Technician, Maintenance	3	\$ 51.41	\$ 1.00	\$ 52.41	\$ 53.72	\$ 54.26	\$ 55.34	\$ 56.73	\$ 58.14	\$ 59.60	\$ 61.09	18.82%	3.76%
7180	Technician, Maintenance	4	\$ 53.99	\$ 1.00	\$ 54.99	\$ 56.36	\$ 56.93	\$ 58.07	\$ 59.52	\$ 61.01	\$ 62.53	\$ 64.10	18.72%	3.74%
7181	Technician, Maintenance, Lead	1	\$ 58.97	\$ 1.00	\$ 59.97	\$ 61.47	\$ 62.08	\$ 63.33	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	18.53%	3.71%
7536	Operator, Plant	2	\$ 48.98	\$ 1.00	\$ 49.98	\$ 51.23	\$ 51.74	\$ 52.78	\$ 54.10	\$ 55.45	\$ 56.83	\$ 58.26	18.94%	3.79%
7536	Operator, Plant	3	\$ 51.41	\$ 1.00	\$ 52.41	\$ 53.72	\$ 54.26	\$ 55.34	\$ 56.73	\$ 58.14	\$ 59.60	\$ 61.09	18.82%	3.76%
7536	Operator, Plant	4	\$ 53.99	\$ 1.00	\$ 54.99	\$ 56.36	\$ 56.93	\$ 58.07	\$ 59.52	\$ 61.01	\$ 62.53	\$ 64.10	18.72%	3.74%
7537	Operator, Plant, Lead	1	\$ 58.97	\$ 1.00	\$ 59.97	\$ 61.47	\$ 62.08	\$ 63.33	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	18.53%	3.71%
8847	Storekeeper	1	\$ 37.91		\$ 37.91	\$ 38.86	\$ 39.25	\$ 40.03	\$ 41.03	\$ 42.06	\$ 43.11	\$ 44.19	16.56%	3.31%
8051	Chief, Crew	1	\$ 43.04		\$ 43.04	\$ 44.12	\$ 44.56	\$ 45.45	\$ 46.58	\$ 47.75	\$ 48.94	\$ 50.17	16.56%	3.31%
8395	Instrumentman	3	\$ 41.25		\$ 41.25	\$ 42.28	\$ 42.70	\$ 43.56	\$ 44.65	\$ 45.76	\$ 46.91	\$ 48.08	16.56%	3.31%
9730	Clerk, Remittance Prccsng, Sr	1	\$ 29.78	\$ 1.75	\$ 31.53	\$ 32.32	\$ 32.64	\$ 33.29	\$ 34.13	\$ 34.98	\$ 35.85	\$ 36.75	23.41%	4.68%
9861NW	Rep, Clerical-CBA07	3	\$ 20.37	\$ 1.75	\$ 22.12	\$ 22.67	\$ 22.90	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.15	\$ 25.78	26.57%	5.31%
9725	Rep, Accts Payable, Sr	1	\$ 29.78	\$ 1.75	\$ 31.53	\$ 32.32	\$ 32.64	\$ 33.29	\$ 34.13	\$ 34.98	\$ 35.85	\$ 36.75	23.41%	4.68%
9777	Rep, Accounts Payable	6	\$ 24.69	\$ 1.75	\$ 26.44	\$ 27.10	\$ 27.37	\$ 27.92	\$ 28.62	\$ 29.33	\$ 30.07	\$ 30.82	24.82%	4.96%
9777	Rep, Accounts Payable	7	\$ 26.88	\$ 1.75	\$ 28.63	\$ 29.35	\$ 29.64	\$ 30.23	\$ 30.99	\$ 31.76	\$ 32.56	\$ 33.37	24.15%	4.83%
6045	Frnm, Gnrl, Gas Inspector, Wkg	1	\$ 54.06		\$ 54.06	\$ 55.41	\$ 55.97	\$ 57.08	\$ 58.51	\$ 59.97	\$ 61.47	\$ 63.01	16.56%	3.31%
7405	Inspector, Gas	2	\$ 46.25	\$ 2.00	\$ 48.25	\$ 49.46	\$ 49.95	\$ 50.95	\$ 52.22	\$ 53.53	\$ 54.87	\$ 56.24	21.60%	4.32%
8625	Facilities, Senior Locator	1	\$ 43.05	\$ 2.00	\$ 45.05	\$ 46.18	\$ 46.64	\$ 47.57	\$ 48.76	\$ 49.98	\$ 51.23	\$ 52.51	21.97%	4.39%
6042	Frnm, Gnrl, Heavy, Wkg (E/G)	1	\$ 54.06		\$ 54.06	\$ 55.41	\$ 55.97	\$ 57.08	\$ 58.51	\$ 59.97	\$ 61.47	\$ 63.01	16.56%	3.31%
6280	Frnm,Heavy (GAS),Wkg	1	\$ 49.16	\$ 2.00	\$ 51.16	\$ 52.44	\$ 52.96	\$ 54.02	\$ 55.37	\$ 56.76	\$ 58.18	\$ 59.63	21.30%	4.26%
6280	Frnm, Wkg, Heavy, (GAS)	1	\$ 44.97	\$ 2.00	\$ 46.97	\$ 48.14	\$ 48.63	\$ 49.60	\$ 50.84	\$ 52.11	\$ 53.41	\$ 54.75	21.74%	4.35%
7460	Fitter/Welder	1	\$ 45.75	\$ 2.00	\$ 47.75	\$ 48.94	\$ 49.43	\$ 50.42	\$ 51.68	\$ 52.97	\$ 54.30	\$ 55.66	21.65%	4.33%
7620	Fitter	1	\$ 43.04	\$ 2.00	\$ 45.04	\$ 46.17	\$ 46.63	\$ 47.56	\$ 48.75	\$ 49.97	\$ 51.22	\$ 52.50	21.97%	4.39%
8773	Oper, Equip, III	1	\$ 43.04	\$ 2.00	\$ 45.04	\$ 46.17	\$ 46.63	\$ 47.56	\$ 48.75	\$ 49.97	\$ 51.22	\$ 52.50	21.97%	4.39%
8774	Oper, Equip, II	1	\$ 36.81	\$ 2.00	\$ 38.81	\$ 39.78	\$ 40.18	\$ 40.98	\$ 42.01	\$ 43.06	\$ 44.13	\$ 45.24	22.89%	4.58%
Job Code	Job Title	Step	Hrly Rate	Equity	New Rate	Year 1 (2.5%)	Year 1 (2.5% + 1% Inflation)	Year 2 (2% Inflation)	Year 2 (2.5%- GWI)	Year 3 (2.5%- GWI)	Year 4 (2.5%- GWI)	Year 5 (2.5%- GWI)	Compounded Over 5 Years	Average Per Year
9863	Rep, Clerical, Sr	1	\$ 28.51	\$ 1.75	\$ 30.26	\$ 31.02	\$ 31.33	\$ 31.95	\$ 32.75	\$ 33.57	\$ 34.41	\$ 35.27	23.71%	4.74%
7485	Serviceman, Cust	1	\$ 45.95	\$ 2.00	\$ 47.95	\$ 49.15	\$ 49.64	\$ 50.63	\$ 51.90	\$ 53.20	\$ 54.53	\$ 55.89	21.63%	4.33%
7125	Tech, Regulator Gas	2	\$ 45.09	\$ 2.00	\$ 47.09	\$ 48.27	\$ 48.75	\$ 49.72	\$ 50.97	\$ 52.24	\$ 53.55	\$ 54.89	21.73%	4.35%
7693	App, Oper, Gas Pressure	5	\$ 40.86		\$ 40.86	\$ 41.88	\$ 42.30	\$ 43.15	\$ 44.22	\$ 45.33	\$ 46.46	\$ 47.63	16.56%	3.31%
8115	Oper, Gas Pressure	1	\$ 43.03	\$ 2.00	\$ 45.03	\$ 46.16	\$ 46.62	\$ 47.55	\$ 48.74	\$ 49.96	\$ 51.21	\$ 52.49	21.98%	4.40%
8780	Surveyor, Leak II	1	\$ 34.69	\$ 2.00	\$ 36.69	\$ 37.61	\$ 37.98	\$ 38.74	\$ 39.71	\$ 40.70	\$ 41.72	\$ 42.77	23.28%	4.66%
8780	Surveyor, Leak II	3	\$ 38.72	\$ 2.00	\$ 40.72	\$ 41.74	\$ 42.16	\$ 43.00	\$ 44.07	\$ 45.18	\$ 46.30	\$ 47.46	22.58%	4.52%
8781	Surveyor, Leak I	1	\$ 29.94		\$ 29.94	\$ 30.69	\$ 31.00	\$ 31.62	\$ 32.41	\$ 33.22	\$ 34.05	\$ 34.90	16.56%	3.31%

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Job Code	Job Title	Hrly Rate	Equity	New Rate	Year 1 2.5%	Year 1 (2.5% + 1% Inflation)	Year 2 (2% Inflation)	Year 2 (2.5%- GWI)	Year 3 (2.5%- GWI)	Year 4 (2.5%- GWI)	Year 5 (2.5%- GWI)	Compounded Over 5 Years	Average Per Year
7219	DSO 1	\$ 52.83		\$ 56.44	\$ 56.44	\$ 56.44	\$ 57.57	\$ 59.01	\$ 60.48	\$ 62.00	\$ 63.55	20.28%	4.06%
7219	DSO 2	\$ 52.83		\$ 58.13	\$ 58.13	\$ 58.13	\$ 59.29	\$ 60.77	\$ 62.29	\$ 63.85	\$ 65.45	23.88%	4.78%
7217	DSO 3	\$ 54.79		\$ 61.04	\$ 61.04	\$ 61.04	\$ 62.26	\$ 63.82	\$ 65.41	\$ 67.05	\$ 68.72	25.43%	5.09%
7218	SO 1	\$ 56.80		\$ 61.04	\$ 61.04	\$ 61.04	\$ 62.26	\$ 63.82	\$ 65.41	\$ 67.05	\$ 68.72	20.99%	4.20%
7226	SO 2	\$ 58.47		\$ 64.09	\$ 64.09	\$ 64.09	\$ 65.37	\$ 67.01	\$ 68.68	\$ 70.40	\$ 72.16	23.41%	4.68%
7227	SO 3	\$ 60.89		\$ 67.29	\$ 67.29	\$ 67.29	\$ 68.64	\$ 70.35	\$ 72.11	\$ 73.91	\$ 75.76	24.42%	4.88%
7227	Lead SO	\$ 60.89		\$ 70.66	\$ 70.66	\$ 70.66	\$ 72.07	\$ 73.88	\$ 75.72	\$ 77.61	\$ 79.56	30.65%	6.13%
7230	Coord, Transmission Outage	\$ 53.78		\$ 60.88	\$ 60.88	\$ 60.88	\$ 62.10	\$ 63.65	\$ 65.24	\$ 66.87	\$ 68.54	27.45%	5.49%
7230	Coord, Transmission Outage	\$ 56.61		\$ 64.09	\$ 64.09	\$ 64.09	\$ 65.37	\$ 67.01	\$ 68.68	\$ 70.40	\$ 72.16	27.47%	5.49%
7231	Coord, Distribution Outage	\$ 50.79		\$ 52.82	\$ 52.82	\$ 52.82	\$ 53.88	\$ 55.22	\$ 56.60	\$ 58.02	\$ 59.47	17.09%	3.42%
7510	Oper, Distribution, Assist	\$ 50.83		\$ 55.33	\$ 55.33	\$ 55.33	\$ 56.44	\$ 57.85	\$ 59.29	\$ 60.78	\$ 62.30	22.56%	4.51%