

Board of Directors Meeting Agenda

Date: January 19, 2023
Time: 5:30 p.m.
Location: Virtual Meeting (online)

AGENDA

SACRAMENTO MUNICIPAL UTILITY DISTRICT BOARD OF DIRECTORS MEETING

Pursuant to Government Code section 54953(e) and the Emergency Board Meeting Procedures adopted by the SMUD Board of Directors, the regular Board meeting and other public meetings are currently conducted solely via virtual (online/teleconference) meeting to align with state, local, and federal guidelines for the containment of the coronavirus.

Live video streams and indexed archives of meetings are available at:
http://smud.granicus.com/ViewPublisher.php?view_id=16

Members of the public may register to provide verbal comments at an upcoming Board or Committee meeting by e-mailing a request to speak to PublicComment@smud.org. Please include the date of the meeting, name, and topic or agenda item the requestor wishes to speak on. The request may also be submitted while the meeting is in progress during the standard time for the agenda item or topic. **Pre-registration is strongly encouraged by no later than 3:00 p.m. on the day of the meeting.**

Members of the public may provide written public comments on a specific agenda item or on items not on the agenda (general public comment) by submitting comments via e-mail. Comments may be submitted to PublicComment@smud.org and will be placed into the record of the meeting.

Members of the public that are listening to or watching the live stream of a Board meeting and wish to submit written comments on a specific agenda item as it is being heard may submit their comments, limited to 250 words or less, to PublicComment@smud.org, noting the agenda item number in the subject line. The Board President may read comments for items on the agenda into the record, in her discretion, based upon such factors as the length of the agenda or the number of e-mail comments received. General public comment for items not on the agenda will not be read into the record but will be provided to the Board and placed into the record of the Board meeting if it is received within two hours after the meeting ends.

January 19, 2023 – 5:30 p.m.

Zoom Webinar Link: [Join SMUD Board of Directors Meeting Here](#)

Webinar/Meeting ID: 161 189 5894

Passcode: 194634

Phone Dial-in Number: 1-669-254-5252 or 1-833-568-8864 (Toll Free)

Call to Order.

a. Roll Call.

1. Oath of Office
Gregg Fishman – Ward 3
Rosanna Herber – Ward 4
Dave Tamayo – Ward 6
Heidi Sanborn – Ward 7

2. Approval of the Agenda.
3. Commendation Resolution for Director Rose.
4. Committee Chair Reports.
 - a. Committee Chair report of January 17, 2023, Finance and Audit Committee
 - b. Committee Chair report of January 18, 2023, Policy Committee

Item 7 was reviewed by the January 17, 2023, Finance and Audit Committee.

Comments from the public are welcome when these agenda items are called.

Consent Calendar:

5. Approve Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of December 9, 2022, through January 15, 2023, and technology reimbursement requests for purchases or repairs (pursuant to Resolution 19-12-05).
6. Approval of the minutes of the meeting of December 8, 2022.
7. Make findings pursuant to Government Code section 54953(e) to continue holding meetings virtually during proclaimed state of emergency (recurring item, every 30 days). **Finance and Audit Committee 1/17. (Laura Lewis)**

* * * * *

Discussion Calendar:

8. Approve a **Memorandum of Understanding** between **Sacramento Municipal Utility District** and the **SMUD Public Safety Officers' Association** for the period January 1, 2023, through December 31, 2026. **Closed Session 1/17. (Jose Bodipo-Memba).**

Presenter: Cheryl Spector

* * * * *

Public Comment:

9. Items not on the agenda.

Board and CEO Reports:

10. Directors' Reports.
11. President's Report.

12. CEO's Report.
 - a. Board Video

Summary of Board Direction

* * * * *

Board Committee Meetings and Special Meetings of the Board of Directors are held at the SMUD Headquarters Building, 6201 S Street, Sacramento

The SMUD Board of Directors is currently operating under Emergency Board Meeting Procedures. In accordance with findings made by the Board pursuant to Government Code section 54953(e), these meetings will be held virtually (online).

January 17, 2023	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
January 18, 2023	Policy Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
February 7, 2023	Strategic Development Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
February 8, 2023	Policy Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
February 14, 2023	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
February 15, 2023	Energy Resources & Customer Services Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.

* * * * *

Regular Meetings of the Board of Directors are held at the SMUD Headquarters Building, 6201 S Street, Sacramento

The SMUD Board of Directors is currently operating under Emergency Board Meeting Procedures. In accordance with findings made by the Board pursuant to Government Code section 54953(e), this meeting will be held virtually (online).

February 16, 2023

Virtual Meeting (online)

5:30 p.m.

Pursuant to Resolution No. 20-06-08 adopted on June 18, 2020, Emergency Board Meeting Procedures are in effect:

Members of the public may make either a general public comment or comment on a specific agenda item by submitting comments via email. Comments may be submitted to PublicComment@smud.org. Comments will be provided to the Board and placed into the record of the Board meeting if it is received within two hours after the meeting ends.

Members of the public that are listening or watching the live stream of a Board meeting and wish to comment on a specific agenda item as it is being heard, may submit their comments, limited to 250 words or less, to PublicComment@smud.org. The Board President may read the comments into the record, in her discretion, based upon such factors as the length of the agenda, the number of email comments received, and whether the Board is in danger of losing a quorum. Comments will be provided to the Board and placed into the record of the Board meeting if it is received within two hours after the meeting ends.

Members of the public may register to provide verbal comments at an upcoming Board or Committee meeting by emailing a request to speak to PublicComment@smud.org. Please include the date of the meeting, name, and topic or agenda item the requestor wishes to speak on. The request may also be submitted while the meeting is in progress during the standard time for the agenda item or topic. Pre-registration is strongly encouraged by no later than 3:00 p.m. on the day of the meeting.

ADA Accessibility Procedures: Upon request, SMUD will generally provide appropriate aids and services leading to effective communication for qualified persons with disabilities so that they can participate equally in this virtual meeting. If you need a reasonable auxiliary aid or service for effective communication to participate, please email Toni.Stelling@smud.org, or contact by phone at (916) 732-7143, no later than 48 hours before this virtual meeting.

SSS No. LEG 2023-0009

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date

N/A

Board Meeting Date

January 19, 2023

TO					TO				
1.					6.				
2.					7.				
3.					8.				
4.					9.	Legal			
5.					10.	CEO & General Manager			

Consent Calendar		Yes	<input checked="" type="checkbox"/>	No <i>If no, schedule a dry run presentation.</i>	Budgeted	<input checked="" type="checkbox"/>	Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR) Laura Lewis				DEPARTMENT Executive Office				MAIL STOP B308
								EXT. 6123
								DATE SENT 01/05/23

NARRATIVE:**Requested Action:** Approve commendation resolution for Director Rose.

Summary: The SMUD Board of Directors is composed of seven members, elected by the communities they serve. The duties of the Board President are defined by the Municipal Utility District (MUD) Act (California Public Utility Code §§ 11501, et seq.), and during each one-year term, the Board President's job is to establish policies and values about how SMUD serves its customers and community and to set the long-term direction for SMUD.

As the elected representative from Ward 1, Director Rose served this Board well and faithfully as President for the year 2022. The Board would like to highlight the key accomplishments and contributions from Director Rose.

Board Policy: GP-3(g) Board Job Description - Serve as ambassadors for SMUD and build relationships throughout SMUD's service territory and the region.

Benefits: Public acknowledgment of service.

Cost/Budgeted: This item has no direct budgetary impact.

Alternatives: N/A

Affected Parties: Board of Directors, Executive Office, Legal

Coordination: Board of Directors, Executive Office, Legal

Presenter: President Sanborn

Additional Links:

SUBJECT

Commendation Resolution for Director Rose

ITEM NO. (FOR LEGAL USE ONLY)

3

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

RESOLUTION NO. _____

WHEREAS, Brandon Rose, as the elected representative from Ward 1, served this Board well and faithfully as President for the year 2022; and

WHEREAS, President Rose helped SMUD strengthen its reputation in 2022 as a customer- and community-focused utility and source of pride for the Sacramento region; and

WHEREAS, through President Rose's leadership, SMUD continued progress in delivering on its 2030 Zero Carbon Plan, including recruiting tens of thousands of customers to Join the Charge, securing new clean energy resources and conducting extensive studies to ensure continued world-class reliability to support the most aggressive carbon reduction goal of any large utility in the U.S.; and

WHEREAS, at the conclusion of President Rose's term in 2022, in spite of broad inflation not seen in the last four decades and cost pressures from significant supply chain constraints, SMUD was able to hold our annual rate increase to only 1.5%, keeping rates among the lowest in the state – and still approximately 45 percent lower than neighboring PG&E; and

WHEREAS, SMUD was once again the top-rated California electric utility in the J.D. Power and Associates surveys of residential and commercial customer satisfaction during President Rose's term; and

WHEREAS, President Rose guided SMUD and the Board through a historic heatwave and avoided rotating outages by engaging customers to reduce their energy usage; and

WHEREAS, SMUD supported our customers and community during the third year of the COVID-19 pandemic as we returned to normal collections activities and successfully returned 830 employees who had been working remotely back to SMUD campuses; and

WHEREAS, under President Rose's leadership, SMUD finalized its Community Impact Plan in partnership with external partners to ensure that low-income customers and small/medium business customers are brought along on SMUD's journey to zero carbon; and

WHEREAS, SMUD made major progress on reliability and capacity projects that support grid reliability and make our power supply cleaner -- this includes progress on securing additional renewable power resources, planning for new substations, the cutover from Station A to Station G, as well as go-live for Phase 1 of Advanced Distribution Management System (ADMS)/Distributed Energy Resource Management System (DERMS); and

WHEREAS, the SMUD Board, under President Rose's leadership, opened the doors to Bright Path to Learning, the new child development center, in partnership with Sac State and UC Davis Health, bringing 100 new and much-needed quality childcare spaces to our region; and

WHEREAS, President Rose and the other SMUD Board members continued to be critical to community and outreach efforts, delivering more than 100 speeches and presentations during the year, which included 2030 Clean Energy Vision messaging to encourage customer engagement and participation; and

WHEREAS, President Rose represented SMUD at numerous community events throughout 2022, including the ribbon-cutting for the Bright Path to Learning Center, the MOSAC Gala and the home dedication for Mandolin Estates among others; and

WHEREAS, President Rose continued to faithfully serve his constituents in Ward 1, which includes Fair Oaks, Citrus Heights, Orangevale and part of Folsom.; and

WHEREAS, the Board has benefited from President Rose's fair and efficient conduct and management of the Board meetings and other public forums and workshops sponsored by SMUD, as well as his enthusiastic representation of the Board and SMUD to the public and media; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board commends Brandon Rose for his outstanding and dedicated service to the Board, to SMUD, and to the Sacramento community during his tenure as President, and the Board looks forward to the pleasure of serving with him in the future as he continues as the Director for Ward 1.

RESOLUTION NO. _____

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Section 1. That this Board hereby approves Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of December 9, 2022, through January 15, 2023.

Section 2. That this Board hereby approves Board member reimbursement requests for technology-related expenses (pursuant to Resolution 19-12-05).

**Board Member Request for Approval of Technology Reimbursement
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

Cell Phone Allowance (check only one box)

- ☐ Low usage - \$8.75/per pay period
5 hours or less of calls/texts per month
- ☐ Medium usage - \$16.25/per pay period
5 hours to 24 hours of calls/texts per month
- ☒ High usage - \$26.25/per pay period
More than 24 hours of calls/texts per month

Data (check box if requested)

- ☒ Email/Data Plan - \$20.00/per pay period

Internet Access (check box if requested)

- ☒ Internet access for laptops/tablets working remotely - \$16.00 per pay period

Cell Phone Device Reimbursement (check only one box)

- ☒ Reimbursement up to \$300 every 36 months for the purchase of a phone
- ☐ Reimbursement up to \$200 every 24 months for the purchase of a phone

Laptop/Tablet/Computer Device Reimbursement (check if requested)

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

Date: 1-1-2023

Name: BRANDON ROSE

Signature: Bm C P. Rose

**Board Member Request for Approval of Technology Reimbursement
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

Cell Phone Allowance (check only one box)

- ☐ Low usage - \$8.75/per pay period
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Internet Access (check box if requested)

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- ☐ Reimbursement up to \$300 every 36 months for the purchase of a phone
- ☒ Reimbursement up to \$200 every 24 months for the purchase of a phone


Laptop/Tablet/Computer Device Reimbursement (check if requested)

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

1/10/2023

Date: _____
Nancy Bui-Thompson

Name: _____

Signature:  _____

**Board Member Request for Approval of Technology Reimbursement
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

- ☐ Low usage - \$8.75/per pay period
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☒ Email/Data Plan - \$20.00/per pay period

☒ Internet access for laptops/tablets working remotely - \$16.00 per pay period

- This one* ☒ Reimbursement up to \$300 every 36 months for the purchase of a phone
- 84* ☒ Reimbursement up to \$200 every 24 months for the purchase of a phone

☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

Date:

1-11-2023

Name:

Gregg B. Fishman

Signature:

Gregg B. Fishman

Board Member Request for Approval of Technology Reimbursement
(pursuant to Governance Process GP-12, Board Compensation and Benefits)

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Internet Access (check box if requested)

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Cell Phone Device Reimbursement (check only one box)

- ☒ Reimbursement up to \$300 every 36 months for the purchase of a phone
- ☐ Reimbursement up to \$200 every 24 months for the purchase of a phone

Laptop/Tablet/Computer Device Reimbursement (check if requested)

- ☐ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

Date: 1/6/23

Name: Rosanna J. Herber

Signature: Rosanna J. Herber

**Board Member Request for Approval of Technology Reimbursement
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

Cell Phone Allowance (check only one box)

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Internet Access (check box if requested)

- ☒ Internet access for laptops/tablets working remotely - \$16.00 per pay period

Cell Phone Device Reimbursement (check only one box)

- ☒ Reimbursement up to \$300 every 36 months for the purchase of a phone
- ☐ Reimbursement up to \$200 every 24 months for the purchase of a phone

Laptop/Tablet/Computer Device Reimbursement (check if requested)

- ☐ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

Date: 01/11/2023

Name: Rob Kerth

Signature

:



**Board Member Request for Approval of Technology Reimbursement
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

Cell Phone Allowance (check only one box)

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5 hours or less of calls/texts per month
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Internet Access (check box if requested)

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Cell Phone Device Reimbursement (check only one box)

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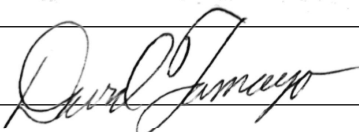
Laptop/Tablet/Computer Device Reimbursement (check if requested)

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

Date: January 11, 2023

Name: Dave Tamayo

Signature: _____



**Board Member Request for Approval of Technology Reimbursement
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

Cell Phone Allowance (check only one box)

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Laptop/Tablet/Computer Device Reimbursement (check if requested)

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

12/12/22

Date:

Heidi Sanborn

Name:

Signature:

Heidi Sanborn

Sacramento, California

December 8, 2022

The Board of Directors of the Sacramento Municipal Utility District met in regular session via virtual meeting (online) at 5:31 p.m.

Roll Call:

Presiding: President Rose

Present: Directors Bui-Thompson, Fishman, Herber, Kerth, Tamayo (6:00 p.m.), and Sanborn

Present also were Paul Lau, Chief Executive Officer and General Manager; Laura Lewis, Chief Legal & Government Affairs Officer and General Counsel and Secretary, and members of SMUD's executive management; and SMUD employees and visitors.

Vice President Sanborn shared the environmental tip.

President Rose called for approval of the agenda. Vice President Sanborn moved for approval of the agenda, Director Fishman seconded, and the agenda was approved by a vote of 6-0, with Director Tamayo absent.

Director Bui-Thompson, Chair, presented the report on the Strategic Development Committee meeting held on November 29, 2022.

Director Fishman, Vice Chair, presented the report on the Policy Committee meeting held on November 30, 2022.

Director Herber, Chair, presented the report on the Finance and Audit Committee meeting held on December 6, 2022.

President Rose then called for public comment for items on the agenda, but none was forthcoming.

President Rose then addressed the consent calendar consisting of Items 3 through 7. With regard to Item 5, he stated the item requests that the Board approve SMUD's Pay Schedule and Special Compensation items for employees, as required by PERS. The Pay Schedule and Special Compensation items that the Board will approve include the salary schedules and special compensation policy for local agency executives. The salary schedule for local agency executives, excluding the CEO, includes a maximum range of \$38,625

per month to remain competitive with the market. The salary schedule for the CEO includes a maximum range of \$75,000 per month to remain competitive with the market. Director Herber moved for approval of the consent calendar, Vice President Sanborn seconded, and Resolution Nos. 22-12-01 through 22-12-04 were approved by a vote of 6-0, with Director Tamayo absent.

RESOLUTION NO. 22-12-01

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby approves Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of November 16, 2022, through December 8, 2022.

Approved: December 8, 2022

INTRODUCED: DIRECTOR HERBER				
SECONDED: DIRECTOR SANBORN				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
ROSE	X			
BUI-THOMPSON	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO				X
SANBORN	X			

RESOLUTION NO. 22-12-02

WHEREAS, the Board of Directors currently delegates the authority to approve pay schedules and special compensation items to the Chief Executive Officer and General Manager; and

WHEREAS, the **California Public Employees' Retirement System (CalPERS)** adopted California Code of Regulations, Title 2, Sections 570.5 and 571(b), which require this Board to formally adopt pay schedules and special compensation items for purposes of calculating **CalPERS** retirement benefits; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Adopt Sacramento Municipal Utility District's Pay Schedule and Special Compensation items for employees pursuant to California Code of Regulations, Title 2, Sections 570.5 and 571(b), substantially in the form of **Attachment A** and **Attachment B**.

Approved: December 8, 2022

INTRODUCED: DIRECTOR HERBER				
SECONDED: DIRECTOR SANBORN				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
ROSE	X			
BUI-THOMPSON	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO				X
SANBORN	X			

2023 SMUD Wage Schedule
Effective 12/17/2022

Attachment A
to Resolution No. 22-12-02

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051540	ACCOUNTANT (E)	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051541	ACCOUNTANT (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50083082	ACCOUNTING TECH	6	OSE0680A	\$ 30.59	\$ 31.37	\$ 32.17	\$ 32.96	\$ 33.80	\$ 34.66	\$ 35.51	\$ 36.43	\$ 37.36		Hourly	12/17/2022
50051545	ADMIN SUPVR	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50131376	ANALYST TRAINEE	N/	PAS0039O	\$ 5,489.90									\$ 7,279.96	Monthly	12/17/2022
50157614	ART DIRECTOR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051631	ASSET PROTECTION OFFICER I	12	SECU220A	\$ 22.92	\$ 23.53	\$ 24.12	\$ 24.71	\$ 25.34	\$ 25.95	\$ 26.60	\$ 27.24	\$ 27.95		Hourly	12/17/2022
50051633	ASSET PROTECTION OFFICER II	12	SECU245A	\$ 29.08	\$ 29.81	\$ 30.54	\$ 31.31	\$ 32.11	\$ 32.93	\$ 33.72	\$ 34.58	\$ 35.45		Hourly	12/17/2022
50169886	ASSET SUPVR POWER GEN	12	PAS0062H	\$ 9,678.73									\$ 15,615.83	Monthly	12/17/2022
50138722	ASSET SUPVR-BUS OPERS	12	PAS0062L	\$ 9,678.73									\$ 17,934.79	Monthly	12/17/2022
50121495	ASSIST ENGINEER	12	PAS0041O	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50092300	ASSIST SUPT POWER GENERATION	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051551	ASSOC BUS TECH ANALYST (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50090360	ASSOC CIVIL ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50097000	ASSOC CIVIL ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051553	ASSOC DESKTOP SUPPORT SPCLST 1/	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50083179	ASSOC DISTRIB DESIGN ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051525	ASSOC DISTRIB DESIGN ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50083180	ASSOC DISTRIB SYS ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051539	ASSOC DISTRIB SYS ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50083181	ASSOC ELECTRICAL ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051526	ASSOC ELECTRICAL ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50139912	ASSOC EMS ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50139910	ASSOC EMS ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50121331	ASSOC ENTERPRISE TECH ANALYST (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50121274	ASSOC ENTERPRISE TECH DEV (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50168400	ASSOC I&C ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50108175	ASSOC I&C ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051532	ASSOC MECHANICAL ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50083182	ASSOC MECHANICAL ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50134736	ASSOC PROTECTION ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50120123	ASSOC PROTECTION ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50120408	ASSOC PWR OPS ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50121906	ASSOC TELECOMM ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50121894	ASSOC TELECOMM ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50123046	ASSOC TRNSMSN PLNG ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50123047	ASSOC TRNSMSN PLNG ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50136460	ASST GENERAL MANAGER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50159051	ASST SUPVR,TELECOM O&M	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50051556	ATTORNEY (E)	N/	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051557	ATTORNEY (J)	N/	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50054600	BOARD MEMBER	N/	BOARD001	\$ 275.00										Per Meeting	12/17/2022
50051564	BODY-FENDER MECH	12	IBEW884A	\$ 53.55										Hourly	12/17/2022
50160320	BUSINESS CONTINUITY PROGRAM MGR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50166420	BUSINESS DEV MGR (CUST SALES)	N/	PAS0069B	\$ 11,502.70									\$ 16,009.03	Monthly	12/17/2022
50083187	BUSINESS PLANNING ANALYST (E)		PAS0043B	\$ 6,058.38									\$ 8,428.45	Monthly	12/17/2022
50051560	BUSINESS PLANNING ANALYST (J)	12	PAS0052B	\$ 7,565.53									\$ 10,522.44	Monthly	12/17/2022
50051561	BUSINESS TECH ANALYST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50111755	BUSINESS TECH PROGRAM MANAGER	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50088597	BUSINESS TRANSFORMATION SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50084255	BUSINESS UNIT PLANNING COORD	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50168961	C&I ENERGY EDUCATOR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051586	CABLE LOCATOR	12	IBEW873G	\$ 46.03	\$ 47.00	\$ 48.33	\$ 49.56	\$ 50.49						Hourly	12/17/2022
50051584	CABLE LOCATOR W/CL A	12	IBEW873M	\$ 47.18	\$ 48.15	\$ 49.48	\$ 50.71	\$ 51.64						Hourly	12/17/2022
50051585	CABLE LOCATOR W/HAZ	12	IBEW873X	\$ 47.29	\$ 48.26	\$ 49.58	\$ 50.83	\$ 51.76						Hourly	12/17/2022
50165732	CABLE SPLC CONSTR FRMN/WM	12	IBEW941I	\$ 77.37										Hourly	12/17/2022
50167676	CABLE SPLC CONSTR FRMN/WM W/CL A	12	IBEW941F	\$ 78.52										Hourly	12/17/2022
50051574	CABLE SPLC/ELEC	12	IBEW923K	\$ 65.17										Hourly	12/17/2022
50083188	CABLE SPLC/ELEC APPR	54	IBEW909A	\$ 42.37	\$ 44.77	\$ 47.23	\$ 49.68	\$ 52.16	\$ 54.60	\$ 56.99	\$ 59.46	\$ 61.88		Hourly	12/17/2022
50051575	CABLE SPLC/ELEC APPR W/CL A	54	IBEW909B	\$ 43.52	\$ 45.92	\$ 48.38	\$ 50.83	\$ 53.31	\$ 55.75	\$ 58.14	\$ 60.61	\$ 63.03		Hourly	12/17/2022
50051579	CABLE SPLC/ELEC APPR W/HAZ	54	IBEW909C	\$ 43.64	\$ 46.04	\$ 48.50	\$ 50.95	\$ 53.43	\$ 55.87	\$ 58.26	\$ 60.73	\$ 63.15		Hourly	12/17/2022
50051577	CABLE SPLC/ELEC FR,LT	12	IBEW942A	\$ 73.42										Hourly	12/17/2022
50051578	CABLE SPLC/ELEC FR,LT W/CL A	12	IBEW942L	\$ 74.57										Hourly	12/17/2022
50051844	CABLE SPLC/ELEC SUBFRMN/WM	12	IBEW937D	\$ 70.17										Hourly	12/17/2022
50051576	CABLE SPLC/ELEC W/CL A	12	IBEW923L	\$ 66.32										Hourly	12/17/2022
50051583	CALIBRATION TECH	12	IBEW925A	\$ 63.62										Hourly	12/17/2022

N/ designates non-civil service jobs.

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50166640	CATEGORY MANAGER	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50131457	CHIEF CUSTOMER OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50136448	CHIEF DIVERSITY OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50051691	CHIEF EXECUTIVE OFFICER & GM	N/	EXECU03E	\$ 45,062.00									\$ 75,000.00	Monthly	12/17/2022
50107656	CHIEF FINANCIAL OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50159814	CHIEF INFORMATION OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50051558	CHIEF LEGAL & GOVERNMENT AFFAIRS OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50170848	CHIEF MARKETING & COMMUNICATIONS OFFICER	N/	EXECU01E	\$ 22,917.00									\$ 37,500.00	Monthly	9/23/2022
50170848	CHIEF MARKETING & COMMUNICATIONS OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50159810	CHIEF OPERATING OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50136450	CHIEF STRATEGY OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50169284	CHIEF ZERO CARBON OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50124979	CIP COMPLIANCE SPCLST I	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50124980	CIP COMPLIANCE SPCLST II	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50124981	CIP COMPLIANCE SPCLST III	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051599	CIVIL MAINT FRMN/WN, LT	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50051600	CIVIL MAINT FRMN/WN, LT W/CL A	12	IBEW937L	\$ 68.29										Hourly	12/17/2022
50051601	CIVIL MAINT FRMN/WN, LT W/HAZ	12	IBEW937X	\$ 68.41										Hourly	12/17/2022
50123556	CLAIMS ADMINISTRATOR (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50161455	CLAIMS ADMINISTRATOR (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051587	COMBUST TURBINE FRMN/WN	12	IBEW945B	\$ 71.48										Hourly	12/17/2022
50051588	COMBUST TURBINE TECH	12	IBEW917A	\$ 61.42										Hourly	12/17/2022
50134282	COMMUNICATIONS SUPVR	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50160594	COMMUNITY ENGAGEMENT EVENTS SUPVR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50132074	COMMUNITY ENGAGEMENT REP	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50097275	COMPUTER OPERS SPCLST (E)	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12		Hourly	12/17/2022
50097276	COMPUTER OPERS SPCLST (J)	6	OSE0720B	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.22		Hourly	12/17/2022
50161490	CONSTR CONTRACT ANALYST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50161492	CONSTR CONTRACT ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051605	CONSTR MGMT INSPCTR I	12	OSE0740A	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.75	\$ 49.93		Hourly	12/17/2022
50051606	CONSTR MGMT INSPCTR II	12	OSE0770B	\$ 48.18	\$ 49.39	\$ 50.61	\$ 51.87	\$ 53.20	\$ 54.50	\$ 55.90	\$ 57.25	\$ 58.72		Hourly	12/17/2022
50122929	CONSTR MGMT INSPCTR III	12	OSE0772A	\$ 50.60	\$ 51.84	\$ 53.16	\$ 54.46	\$ 55.86	\$ 57.21	\$ 58.68	\$ 60.11	\$ 61.66		Hourly	12/17/2022
50051616	CONSULTING ENGR II	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50135051	COORD,EDUC RELATIONS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50084576	COORD,ELEC TRANS PRJCTS	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051592	COORD,ENERGY & TECH CENTER	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50100156	COST SCHEDULE SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051609	COST SCHEDULE SPCLST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051610	CRAFTS HELPER	12	IBEW828G	\$ 31.44	\$ 32.88	\$ 35.40	\$ 37.81	\$ 40.50						Hourly	12/17/2022
50083191	CRAFTS HELPER W/CL A	12	IBEW828L	\$ 32.59	\$ 34.03	\$ 36.55	\$ 38.96	\$ 41.65						Hourly	12/17/2022
50051611	CRAFTS HELPER W/HAZ	12	IBEW828X	\$ 32.71	\$ 34.15	\$ 36.67	\$ 39.08	\$ 41.77						Hourly	12/17/2022
50092958	CUST SERVICES SUPERVISOR	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051622	CUST SVC REP I	6	OSE0641A	\$ 28.84	\$ 29.57	\$ 30.31	\$ 31.05	\$ 31.84						Hourly	12/17/2022
50051618	CUST SVC REP II	6	OSE0680A	\$ 30.59	\$ 31.37	\$ 32.17	\$ 32.96	\$ 33.80	\$ 34.66	\$ 35.51	\$ 36.43	\$ 37.36		Hourly	12/17/2022
50051619	CUST SVCS ASSISTANT	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051620	CUST SVCS FIELD REP	6	OSE0725D	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.99	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.38		Hourly	12/17/2022
50051617	CUSTODIAN 1/	12	IBEW800G	\$ 30.94	\$ 32.33	\$ 33.81	\$ 35.38							Hourly	12/17/2022
50167108	CYBER GOVRN & COMP SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50167109	CYBER GOVRN & COMP SPCLST (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50167110	CYBER RISK SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50167111	CYBER RISK SPCLST (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50167103	CYBER SECURITY ENGR (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50167112	CYBER SECURITY ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051623	DATA BASE ADMIN	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051602	DATA CENTER OPS SPCLST	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50113480	DEPUTY GENERAL COUNSEL	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50084608	DESIGN & STANDARDS SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051643	DESKTOP SUPPORT SPCLST 1/	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051798	DIR,ACCOUNTING & CONTROLLER	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50126853	DIR,ADVANCED ENERGY SOLUTIONS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051816	DIR,APPLICATIONS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051808	DIR,AUDIT SERVICES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50161661	DIR,COMM DEV & BUSINESS ATTRACT	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50170867	DIR, COMM RELATION, OUTREACH & SUPPORT	N/	MGR0080G	\$ 14,479.00									\$ 19,487.00	Monthly	10/11/2022
50170867	DIR, COMM RELATION, OUTREACH & SUPPORT	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50160177	DIR,CUSTOMER & GRID STRATEGY	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022

N/ designates non-civil service jobs.

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50091654	DIR,CUSTOMER & REVENUE OPS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50142658	DIR,CUSTOMER EXPERIENCE DELIVERY	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50126698	DIR,CUSTOMER OPERATIONS & CES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50161872	DIR,CYBERSECURITY	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50051820	DIR,DISTRIBUTION PLANNING AND OPERATIONS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50123045	DIR,DIVERSITY EQUITY & INCLUSION	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50122304	DIR,ENERGY TRADING & CONTRACTS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50160223	DIR,ENV SAFETY & REAL ESTATE SERVICES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051801	DIR,FAC & SECURITY OPS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50162575	DIR,GRID ASSETS STRATEGIC SVCS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50088304	DIR,IT INFRASTRUCTURE & OPS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50160638	DIR,IT STRATEGIC INITIATIVES	N/	MGR0080G	\$ 14,479.00									\$ 19,487.00	Monthly	4/15/2022
50160638	DIR,IT STRATEGIC INITIATIVES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051799	DIR,LINE ASSETS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50137965	DIR,MARKETING & CORP COMMUNICATION	N/	MGR0080G	\$ 14,479.00									\$ 20,169.00	Monthly	10/11/2022
50137965	DIR,MARKETING & CORP COMMUNICATION	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50133151	DIR,PEOPLE SVCS & STRATEGIES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50151556	DIR,PLANNING & PERFORMANCE	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50091575	DIR,POWER GENERATION	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50051856	DIR,PROCUREMENT, WHSE & FLEET	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50140348	DIR, R&D	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50124607	DIR,RELIABILITY COMPLIANCE & COORD	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50131456	DIR,RESOURCE STRATEGY	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051819	DIR,SUBST, TELECOMM & METERING ASSETS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50166082	DIR,SUSTAIN COMMUNITY PROGRAMS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50145212	DIR,TRANSMISSION PLANNING AND OPERATIONS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50083424	DIR,TREASURY & TREASURER	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051630	DISTRBUTN SYS SPCLST	12	PAS0066A	\$ 10,684.71									\$ 14,502.83	Monthly	12/17/2022
50154341	DISTRBUTN SYSTEM OPER I	12	IBEW887J	\$ 58.23	\$ 59.68	\$ 61.20	\$ 62.81	\$ 64.39	\$ 66.03	\$ 67.72	\$ 69.53	\$ 71.28		Hourly	12/17/2022
50051628	DISTRBUTN SYSTEM OPER I 1/	12	IBEW969A	\$ 63.18	\$ 64.77	\$ 66.44	\$ 68.18	\$ 69.86	\$ 71.69	\$ 73.48	\$ 75.45	\$ 77.36		Hourly	12/17/2022
50154343	DISTRBUTN SYSTEM OPER II	12	IBEW945N	\$ 75.91										Hourly	12/17/2022
50051629	DISTRBUTN SYSTEM OPER II 1/	12	IBEW977A	\$ 82.41										Hourly	12/17/2022
50140181	DISTRIBUTION LINE DESIGN SUPVR	12	PAS0062T	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50051624	DOC RECORDS SPCLST I	6	OSE0615A	\$ 22.04	\$ 22.59	\$ 23.15	\$ 23.71	\$ 24.30	\$ 24.94	\$ 25.54	\$ 26.18	\$ 26.85		Hourly	12/17/2022
50051625	DOC RECORDS SPCLST II	6	OSE0634B	\$ 24.16	\$ 24.76	\$ 25.43	\$ 26.04	\$ 26.70	\$ 27.40	\$ 28.07	\$ 28.79	\$ 29.49		Hourly	12/17/2022
50090307	DOC RECORDS SPCLST II-CONF	6	CONF634A	\$ 26.50	\$ 27.15	\$ 27.82	\$ 28.52	\$ 29.24	\$ 29.95	\$ 30.75	\$ 31.50	\$ 32.32		Hourly	12/17/2022
50083194	DRAFTING TECH I	6	OSE0680A	\$ 30.59	\$ 31.37	\$ 32.17	\$ 32.96	\$ 33.80	\$ 34.66	\$ 35.51	\$ 36.43	\$ 37.36		Hourly	12/17/2022
50051642	DRAFTING TECH II	6	OSE0716A	\$ 36.16	\$ 37.06	\$ 37.99	\$ 38.95	\$ 39.91	\$ 40.92	\$ 41.94	\$ 43.01	\$ 44.08		Hourly	12/17/2022
50115039	ECON & SMALL BUS DEV REP I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051822	ECON & SMALL BUS DEV REP II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051590	ECON & SMALL BUS DEV REP III	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051823	ECON & SMALL BUS DEV SUPVR	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50137576	ECON DEV & BUSINESS GROWTH MANAGER	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50170332	ECON DEV & BUSINESS GROWTH SPECIALIST	N/	PAS0066O	\$ 10,373.00									\$ 13,740.00	Monthly	7/2/2022
50170332	ECON DEV & BUSINESS GROWTH SPECIALIST	N/	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051645	ECONOMIC DEVELOPMENT SPECIALIST	N/	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051646	EDUCATION SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50099538	ELEC FRMN/WM, LT	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50099539	ELEC FRMN/WM, LT W/CL A	12	IBEW941L	\$ 70.94										Hourly	12/17/2022
50099540	ELEC FRMN/WM, LT W/HAZ	12	IBEW941X	\$ 71.06										Hourly	12/17/2022
50140144	ELECTRICAL FIELD CONSULTANT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051653	ELECTRICAL TECH	12	IBEW937E	\$ 72.80										Hourly	12/17/2022
50089229	ELECTRICAL TECH APPR	48	IBEW928B	\$ 47.26	\$ 50.07	\$ 52.77	\$ 55.50	\$ 58.26	\$ 61.01	\$ 63.68	\$ 66.44	\$ 69.15		Hourly	12/17/2022
50051654	ELECTRICAL TECH APPR W/HAZ	48	IBEW928C	\$ 48.53	\$ 51.34	\$ 54.04	\$ 56.77	\$ 59.53	\$ 62.28	\$ 64.95	\$ 67.87	\$ 70.42		Hourly	12/17/2022
50092739	ELECTRICAL TECH FRMN/WN W/CL A	12	IBEW970M	\$ 84.49										Hourly	12/17/2022
50092740	ELECTRICAL TECH FRMN/WN W/HAZ	12	IBEW970N	\$ 84.61										Hourly	12/17/2022
50092679	ELECTRICAL TECH FRMN/WN, LT	12	IBEW970A	\$ 83.30										Hourly	12/17/2022
50099277	ELECTRICAL TECH FRMN/WN, LT OC	12	IBEW970O	\$ 84.90										Hourly	12/17/2022
50091431	ELECTRICAL TECH SUBFRMN/WM	12	IBEW937F	\$ 78.42										Hourly	12/17/2022
50120394	ELECTRICAL TEST & REPAIR SPCLST	12	IBEW939A	\$ 71.11										Hourly	12/17/2022
50051647	ELECTRICIAN	12	IBEW916A	\$ 60.98										Hourly	12/17/2022
50051648	ELECTRICIAN APPR	48	IBEW880A	\$ 39.63	\$ 42.28	\$ 44.85	\$ 47.46	\$ 50.09	\$ 52.71	\$ 55.27	\$ 57.92			Hourly	12/17/2022
50051649	ELECTRICIAN APPR W/CL A	48	IBEW880L	\$ 40.78	\$ 43.43	\$ 46.00	\$ 48.61	\$ 51.24	\$ 53.86	\$ 56.42	\$ 59.07			Hourly	12/17/2022
50051650	ELECTRICIAN APPR W/HAZ	48	IBEW880X	\$ 40.90	\$ 43.55	\$ 46.12	\$ 48.73	\$ 51.36	\$ 53.98	\$ 56.54	\$ 59.19			Hourly	12/17/2022
50051651	ELECTRICIAN W/CL A	12	IBEW916L	\$ 62.13										Hourly	12/17/2022
50133656	ELECTRICIAN W/HAZ	12	IBEW916X	\$ 62.25										Hourly	12/17/2022

N/ designates non-civil service jobs.

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051663	EMERG PREP SPEC I	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50051664	EMERG PREP SPEC II	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50120629	EMERG PREP SPEC III	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50164527	END USER COMPUTING ANALYST	12	PAS0039O	\$ 5,489.90									\$ 7,279.96	Monthly	12/17/2022
50131802	ENERGY ADVISOR (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50131803	ENERGY ADVISOR (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051666	ENERGY COORD-SPECIAL PROJ	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50131880	ENERGY SPCLST (E)	6	OSE0725D	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.99	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.38		Hourly	12/17/2022
50131879	ENERGY SPCLST (J)	6	OSE0753A	\$ 43.91	\$ 45.02	\$ 46.12	\$ 47.28	\$ 48.47	\$ 49.65	\$ 50.90	\$ 52.19	\$ 53.46		Hourly	12/17/2022
50108843	ENERGY TRADING SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50108844	ENERGY TRADING SPCLST (I)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50108900	ENERGY TRADING SPCLST (J)	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50090546	ENGINEERING DES I	12	OSE0711B	\$ 35.36	\$ 36.25	\$ 37.15	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99	\$ 42.01	\$ 43.06		Hourly	12/17/2022
50083405	ENGINEERING DES II	12	OSE0745A	\$ 42.00	\$ 43.05	\$ 44.11	\$ 45.25	\$ 46.37	\$ 47.52	\$ 48.71	\$ 49.92	\$ 51.18		Hourly	12/17/2022
50083457	ENGINEERING DES III	12	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	12/17/2022
50084126	ENGINEERING DES IV	12	OSE0780A	\$ 56.50	\$ 57.90	\$ 59.34	\$ 60.84	\$ 62.36	\$ 63.90	\$ 65.50	\$ 67.15	\$ 68.83		Hourly	12/17/2022
50051656	ENGINEERING SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50083195	ENGINEERING TECH (E)	12	OSE0677A	\$ 33.16	\$ 33.98	\$ 34.82	\$ 35.70	\$ 36.61						Hourly	12/17/2022
50051658	ENGINEERING TECH (J)	12	OSE0714A	\$ 36.10	\$ 37.01	\$ 37.89	\$ 38.86	\$ 39.85	\$ 40.85	\$ 41.87	\$ 42.89	\$ 44.01		Hourly	12/17/2022
50170773	ENTERPRISE APPLICATION ADMIN (E)		PAS0052B	\$ 7,345.00									\$ 9,727.00	Monthly	8/27/2022
50170773	ENTERPRISE APPLICATION ADMIN (E)		PAS0052B	\$ 7,565.53									\$ 10,522.44	Monthly	12/17/2022
50085578	ENTERPRISE APPLICATION ADMIN (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50166430	ENTERPRISE ARCHITECT (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50166431	ENTERPRISE ARCHITECT (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051746	ENTERPRISE OPERATIONS ANALYST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50145378	ENTERPRISE PERF PLNG COORD (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50139957	ENTERPRISE PERF PLNG COORD (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50161011	ENTERPRISE RECORDS ANALYST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50112642	ENTERPRISE RECORDS ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50158464	ENTERPRISE RISK COORD	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50083607	ENTERPRISE TECH ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50126639	ENTERPRISE TECH ANALYST (I)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50083823	ENTERPRISE TECH DEVELOPER	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50138868	ENTERPRISE TECH DEVELOPER (I)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50138415	ENTERPRISE TECH INFRA SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50138421	ENTERPRISE TECH INFRA SPCLST (I)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50138422	ENTERPRISE TECH INFRA SPCLST (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051936	ENV,HLTH&SFTY SPCLST I	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50051937	ENV,HLTH&SFTY SPCLST II	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051938	ENV,HLTH&SFTY SPCLST III	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051659	EQUIP OPER	12	IBEW858L	\$ 47.78										Hourly	12/17/2022
50051660	EQUIP OPR W/CL A	12	IBEW864A	\$ 48.93										Hourly	12/17/2022
50051661	EQUIP OPR W/HAZ	12	IBEW864X	\$ 49.05										Hourly	12/17/2022
50051662	EQUIP TESTING REP	6	OSE0735B	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.53	\$ 48.75		Hourly	12/17/2022
50083197	EQUIP TESTING REP ASST	6	OSE0695A	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99		Hourly	12/17/2022
50088756	EXECUTIVE ADVISOR	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50092751	EXECUTIVE ASSISTANT (EO)	N/	PAS0051O	\$ 7,378.92									\$ 9,777.79	Monthly	12/17/2022
50159122	FAC STATIONARY ENG APPR	12	IBEW851J	\$ 32.41	\$ 34.30	\$ 36.14	\$ 38.03	\$ 39.88	\$ 41.76	\$ 43.64	\$ 45.50	\$ 47.40		Hourly	12/17/2022
50159123	FAC STATIONARY ENG APPR 1/	12	IBEW879F	\$ 38.14	\$ 40.36	\$ 42.55	\$ 44.76	\$ 46.95	\$ 49.16	\$ 51.37	\$ 53.55	\$ 55.77		Hourly	12/17/2022
50159124	FAC STATIONARY ENG FMN/WN LT	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50159225	FAC STATIONARY ENG I	12	IBEW872G	\$ 49.88										Hourly	12/17/2022
50159226	FAC STATIONARY ENG II	12	IBEW908A	\$ 58.70										Hourly	12/17/2022
50131624	FACILITIES BLDG & GRNDS SUPVR	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50113660	FACILITIES CRAFT SUPVR	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50099209	FACILITIES CUSTODIAN	12	IBEW792A	\$ 24.10	\$ 25.94	\$ 28.02	\$ 30.16							Hourly	12/17/2022
50117605	FACILITIES ELEC FRMN/WN,LT	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50051842	FACILITIES ELEC FRMN/WN,LT W/CL A	12	IBEW941L	\$ 70.94										Hourly	12/17/2022
50052152	FACILITIES UTILITY CREW FRMN/WM	12	IBEW919M	\$ 44.63										Hourly	12/17/2022
50168952	FACILITIES UTILITY CREW FRMN/WM 1/	12	IBEW863M	\$ 51.97										Hourly	12/17/2022
50168954	FACILITIES UTILITY CREW FRMN/WM W/HAZ	12	IBEW919N	\$ 45.90										Hourly	12/17/2022
50168953	FACILITIES UTILITY CREW FRMN/WM W/HAZ 1/	12	IBEW863N	\$ 53.24										Hourly	12/17/2022
50093182	FAULT LOCATOR	12	IBEW941H	\$ 71.07										Hourly	12/17/2022
50093183	FAULT LOCATOR W/CL A	12	IBEW941J	\$ 72.22										Hourly	12/17/2022
50101800	FIELD SUPPORT TECH W/CL A	12	IBEW888C	\$ 50.79	\$ 52.05	\$ 53.36	\$ 54.67							Hourly	12/17/2022
50083165	FINANCIAL ANALYST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051681	FINANCIAL ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051683	FINANCING SPCLST 1/	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50083479	FIRE PROTECTION & LOSS CONTROL SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50111032	FLEET ASSET COORD	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50111036	FLEET MAINTENANCE SCHEDULER	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50160529	FLEET MAINTENANCE SUPVR	12	PAS0056C	\$ 8,347.12									\$ 11,909.25	Monthly	12/17/2022
50051686	FORMS ASSISTANT	6	OSE0660A	\$ 27.67	\$ 28.33	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67		Hourly	12/17/2022
50051687	FORMS TECH	6	OSE0670D	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36		Hourly	12/17/2022
50154335	GARDENER	12	IBEW877J	\$ 36.66	\$ 37.60	\$ 38.38								Hourly	12/17/2022
50051700	GARDENER 1/	12	IBEW848G	\$ 42.88	\$ 43.96	\$ 44.85								Hourly	12/17/2022
50154336	GARDENER W/CL A	12	IBEW877K	\$ 37.81	\$ 38.75	\$ 39.53								Hourly	12/17/2022
50051701	GARDENER W/CL A 1/	12	IBEW848L	\$ 44.03	\$ 45.11	\$ 46.00								Hourly	12/17/2022
50154337	GARDENER W/HAZ	12	IBEW877L	\$ 37.93	\$ 38.87	\$ 39.65								Hourly	12/17/2022
50051702	GARDENER W/HAZ 1/	12	IBEW848X	\$ 44.15	\$ 45.23	\$ 46.12								Hourly	12/17/2022
50097100	GAS CONTROL TECH	12	IBEW924A	\$ 63.45										Hourly	12/17/2022
50124993	GAS CONTROL TECH APPR	48	IBEW912E	\$ 41.35	\$ 44.07	\$ 46.81	\$ 49.53	\$ 52.28	\$ 54.97	\$ 57.71	\$ 60.43			Hourly	12/17/2022
50113669	GAS CONTROL TECH W/CL A	12	IBEW924L	\$ 64.60										Hourly	12/17/2022
50051690	GAS PIPELINE FIELDPERSON	12	IBEW873G	\$ 46.03	\$ 47.00	\$ 48.33	\$ 49.56	\$ 50.49						Hourly	12/17/2022
50096042	GENERATION DES I	12	OSE0711B	\$ 35.36	\$ 36.25	\$ 37.15	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99	\$ 42.01	\$ 43.06		Hourly	12/17/2022
50096043	GENERATION DES II	12	OSE0745A	\$ 42.00	\$ 43.05	\$ 44.11	\$ 45.25	\$ 46.37	\$ 47.52	\$ 48.71	\$ 49.92	\$ 51.18		Hourly	12/17/2022
50096044	GENERATION DES III	12	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	12/17/2022
50096045	GENERATION DES IV	12	OSE0780A	\$ 56.50	\$ 57.90	\$ 59.34	\$ 60.84	\$ 62.36	\$ 63.90	\$ 65.50	\$ 67.15	\$ 68.83		Hourly	12/17/2022
50097651	GIS DATA ANALYST	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50164498	GIS DATA TECH (E)	6	OSE0705A	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.04	\$ 39.99	\$ 40.98	\$ 42.01		Hourly	12/17/2022
50097650	GIS DATA TECH (J)	6	OSE0736A	\$ 40.74	\$ 41.75	\$ 42.82	\$ 43.89	\$ 44.98	\$ 46.06	\$ 47.25	\$ 48.43	\$ 49.62		Hourly	12/17/2022
50110253	GIS MGR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051692	GOVERNMENT AFFRS REP I	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50051693	GOVERNMENT AFFRS REP II	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051694	GOVERNMENT AFFRS REP III	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50130986	GRADUATE INTERN		PAS0041O	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50083168	GRANTS ADMIN	12	PAS0056C	\$ 8,347.12									\$ 11,909.25	Monthly	12/17/2022
50051698	GRAPHIC ARTIST	6	OSE0699A	\$ 33.30	\$ 34.15	\$ 35.01	\$ 35.94	\$ 36.81	\$ 37.81	\$ 38.75	\$ 39.76	\$ 40.75		Hourly	12/17/2022
50052175	HAZ WASTE FRMN/WN, LT	12	IBEW912G	\$ 60.16										Hourly	12/17/2022
50052176	HAZ WASTE FRMN/WN, LT W/CL A	12	IBEW915B	\$ 61.29										Hourly	12/17/2022
50052177	HAZ WASTE FRMN-WN, LT W/HAZ	12	IBEW915X	\$ 61.43										Hourly	12/17/2022
50055201	HAZARD WASTE TECH	12	IBEW874H	\$ 30.94	\$ 32.33	\$ 43.45	\$ 44.04	\$ 45.47	\$ 46.94	\$ 48.64	\$ 51.04			Hourly	12/17/2022
50119981	HAZARD WASTE TECH OC	12	IBEW886A	\$ 53.65										Hourly	12/17/2022
50083169	HAZARD WASTE TECH W/CL A	12	IBEW878A	\$ 52.19										Hourly	12/17/2022
50052178	HAZARD WASTE TECH W/HAZ	12	IBEW878X	\$ 52.31										Hourly	12/17/2022
50154338	HEAD GARDENER	12	IBEW919D	\$ 41.31										Hourly	12/17/2022
50051703	HEAD GARDENER 1/	12	IBEW863A	\$ 48.31										Hourly	12/17/2022
50154339	HEAD GARDENER W/CL A	12	IBEW919F	\$ 42.46										Hourly	12/17/2022
50051704	HEAD GARDENER W/CL A 1/	12	IBEW863L	\$ 49.46										Hourly	12/17/2022
50154340	HEAD GARDENER W/HAZ	12	IBEW919G	\$ 42.58										Hourly	12/17/2022
50051705	HEAD GARDENER W/HAZ 1/	12	IBEW863X	\$ 49.58										Hourly	12/17/2022
50051709	HELP DESK SPCLST 1/	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50109882	HELP DESK SPCLST 1//	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50099375	HIGH VOLTAGE TEST TECH	12	IBEW921E	\$ 62.71										Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN	12	IBEW - TBD	\$ 63.11										Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN APPR	48	IBEW - TBD	\$ 41.02	\$ 43.76	\$ 46.42	\$ 49.12	\$ 51.84	\$ 54.55	\$ 57.20	\$ 59.94			Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN APPR W/CL A	48	IBEW - TBD	\$ 42.17	\$ 44.91	\$ 47.57	\$ 50.27	\$ 52.99	\$ 55.70	\$ 58.35	\$ 61.09			Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN W/CL A	12	IBEW - TBD	\$ 64.26										Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN APPR W/HAZ	48	IBEW - TBD	\$ 42.29	\$ 45.03	\$ 47.69	\$ 50.39	\$ 53.11	\$ 55.82	\$ 58.47	\$ 61.21			Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN W/HAZ	12	IBEW - TBD	\$ 64.38										Hourly	12/17/2022
50083170	HUMAN RESOURCES ANALYST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051710	HUMAN RESOURCES ANALYST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50092250	HUMAN RESOURCES TECH-CONF	6	CONF702A	\$ 35.40	\$ 36.29	\$ 37.22	\$ 38.19	\$ 39.17	\$ 40.14	\$ 41.19	\$ 42.24	\$ 43.32		Hourly	12/17/2022
50083171	HVY DUTY EQ OP	12	IBEW893F	\$ 55.94										Hourly	12/17/2022
50051706	HVY DUTY EQ OP APPR	48	IBEW877A	\$ 36.35	\$ 38.73	\$ 41.16	\$ 43.55	\$ 45.92	\$ 48.33	\$ 50.71	\$ 53.12			Hourly	12/17/2022
50092744	HVY DUTY EQ OP FRMN/WN, LT	12	IBEW922L	\$ 63.97										Hourly	12/17/2022
50099278	HVY DUTY EQ OP FRMN/WN, LT OC	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50092746	HVY DUTY EQ OP FRMN/WN, LT W/CL A	12	IBEW923A	\$ 65.12										Hourly	12/17/2022
50092747	HVY DUTY EQ OP FRMN/WN, LT W/HAZ	12	IBEW923B	\$ 65.24										Hourly	12/17/2022
50051707	HVY DUTY EQ OP W/CL A	12	IBEW898E	\$ 57.09										Hourly	12/17/2022
50051708	HVY DUTY EQ OP W/HAZ	12	IBEW898X	\$ 57.21										Hourly	12/17/2022
50099279	HYD ELEC FRMN/WN, LT OC	12	IBEW941C	\$ 73.29										Hourly	12/17/2022
50051714	HYD ELEC FRMN/WN, LT W/HAZ	12	IBEW - TBD	\$ 73.51										Hourly	12/17/2022
50051712	HYD ELEC FRMN/WN,LT	12	IBEW - TBD	\$ 72.24										Hourly	12/17/2022

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051713	HYD ELEC FRMN/WN,LT W/CL A	12	IBEW - TBD	\$ 73.39										Hourly	12/17/2022
50099894	HYD ELEC OP FRMN/WM,LT	12	IBEW945B	\$ 71.48										Hourly	12/17/2022
50051735	HYD FLD TECH	12	IBEW915A	\$ 58.73										Hourly	12/17/2022
50098810	HYD FLD TECH FRMN/WN,LT	12	IBEW939B	\$ 69.43										Hourly	12/17/2022
50098811	HYD FLD TECH FRMN/WN,LT W/CLA	12	IBEW939F	\$ 70.58										Hourly	12/17/2022
50098809	HYD FLD TECH FRMN/WN,LT W/HAZ	12	IBEW939H	\$ 70.70										Hourly	12/17/2022
50051737	HYD FLD TECH W/ HAZ	12	IBEW915H	\$ 60.00										Hourly	12/17/2022
50051736	HYD FLD TECH W/CL A	12	IBEW915F	\$ 59.88										Hourly	12/17/2022
50099281	HYD MECH FRMN/WN, LT OC	12	IBEW939A	\$ 71.11										Hourly	12/17/2022
50051720	HYD MECH FRMN/WN,LT	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50051721	HYD MECH FRMN/WN,LT W/CL A	12	IBEW937L	\$ 68.29										Hourly	12/17/2022
50051722	HYD MECH FRMN/WN,LT W/HAZ	12	IBEW937X	\$ 68.41										Hourly	12/17/2022
50154344	HYD OPER	12	IBEW917C	\$ 62.16										Hourly	12/17/2022
50051723	HYD OPER 1/	12	IBEW927F	\$ 64.98										Hourly	12/17/2022
50154345	HYD OPER APPR	12	IBEW820B	\$ 40.42	\$ 43.07	\$ 45.75	\$ 48.39	\$ 51.08	\$ 53.71	\$ 56.40	\$ 59.05			Hourly	12/17/2022
50083173	HYD OPER APPR 1/	48	IBEW919A	\$ 42.26	\$ 45.04	\$ 47.80	\$ 50.59	\$ 53.40	\$ 56.16	\$ 58.96	\$ 61.73			Hourly	12/17/2022
50154346	HYD OPER APPR W/CL A	12	IBEW820C	\$ 41.57	\$ 44.22	\$ 46.90	\$ 49.54	\$ 52.23	\$ 54.86	\$ 57.55	\$ 60.26			Hourly	12/17/2022
50094281	HYD OPER APPR W/CL A 1/	48	IBEW919B	\$ 43.41	\$ 46.19	\$ 48.95	\$ 51.74	\$ 54.55	\$ 57.31	\$ 60.11	\$ 62.88			Hourly	12/17/2022
50154347	HYD OPER APPR W/HAZ	12	IBEW919H	\$ 41.69	\$ 44.39	\$ 47.05	\$ 49.71	\$ 52.39	\$ 55.02	\$ 57.71	\$ 60.38			Hourly	12/17/2022
50051724	HYD OPER APPR W/HAZ 1/	48	IBEW919C	\$ 43.53	\$ 46.31	\$ 49.07	\$ 51.86	\$ 54.67	\$ 57.43	\$ 60.23	\$ 63.00			Hourly	12/17/2022
50154348	HYD OPER FRMN/WN	12	IBEW941A	\$ 74.35										Hourly	12/17/2022
50114860	HYD OPER FRMN/WN 1/	12	IBEW970B	\$ 77.69										Hourly	12/17/2022
50154349	HYD OPER FRMN/WN W/CL A	12	IBEW941G	\$ 75.50										Hourly	12/17/2022
50114911	HYD OPER FRMN/WN W/CL A 1/	12	IBEW970L	\$ 78.84										Hourly	12/17/2022
50051725	HYD OPER W/CL A	12	IBEW928A	\$ 63.31										Hourly	12/17/2022
50051727	HYD OVERHAUL FRMN/WM	12	IBEW945B	\$ 71.48										Hourly	12/17/2022
50160050	HYD STATIONARY ENGINEER APPR	12	IBEW851J	\$ 32.41	\$ 34.30	\$ 36.14	\$ 38.03	\$ 39.88	\$ 41.76	\$ 43.64	\$ 45.50	\$ 47.40		Hourly	12/17/2022
50160051	HYD STATIONARY ENGINEER I	12	IBEW872G	\$ 49.88										Hourly	12/17/2022
50160052	HYD STATIONARY ENGINEER II	12	IBEW908A	\$ 58.70										Hourly	12/17/2022
50160200	HYD STATIONARY ENGINEER SUBFRMN/WN	12	IBEW922I	\$ 63.19										Hourly	12/17/2022
50160053	HYD STATIONARY ENGR FRMN/WN LT	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50164138	HYD STATIONARY ENGR II W/CL C-HAZ	12	IBEW908K	\$ 59.45										Hourly	12/17/2022
50160026	HYD STATIONARY ENGR II W/HAZ	12	IBEW908X	\$ 59.97										Hourly	12/17/2022
50155432	HYDROGRAPHER (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50051734	HYDROGRAPHER (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051738	HYDROGRAPHY SPCLST	12	OSE0750A	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.19	\$ 52.45		Hourly	12/17/2022
50051741	I/T AUDITOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051742	I/T BRM ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051747	I/T PROC/CNTRCT SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051748	I/T PROJECT MGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051749	I/T SUPVR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50162765	I/T TECHNICIAN	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12		Hourly	12/17/2022
50051743	INSTRUCTOR	12	IBEW938A	\$ 69.22										Hourly	12/17/2022
50143123	INSURANCE PROGRAM MANAGER	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50083226	INTERNAL AUDITOR (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051744	INTERNAL AUDITOR (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051745	INVENTORY TECH	6	OSE0695A	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99		Hourly	12/17/2022
50051644	IPPS SPCLST I	6	OSE0646A	\$ 26.28	\$ 26.94	\$ 27.61	\$ 28.31	\$ 29.03	\$ 29.74	\$ 30.50	\$ 31.27	\$ 32.06		Hourly	12/17/2022
50052101	IPPS SPCLST II	6	OSE0657A	\$ 27.17	\$ 27.86	\$ 28.57	\$ 29.28	\$ 30.03	\$ 30.78	\$ 31.55	\$ 32.33	\$ 33.16		Hourly	12/17/2022
50052051	IPPS SPCLST III	6	OSE0670D	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36		Hourly	12/17/2022
50092220	IVR COORD	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50096950	LABOR RELATIONS ANALYST (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50086678	LABOR RELATIONS ANALYST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50083228	LAND AGENT - A	6	OSE0725A	\$ 29.77	\$ 30.48	\$ 31.23	\$ 32.02							Hourly	12/17/2022
50083227	LAND AGENT - B	6	OSE0725B	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.12					Hourly	12/17/2022
50051757	LAND AGENT - C	6	OSE0725C	\$ 38.07	\$ 39.04	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.38		Hourly	12/17/2022
50083229	LAND SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051758	LAND SPCLST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50126010	LAND SURVEYOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051756	LAW CLERK		CONF300A	\$ 33.00	\$ 33.79	\$ 34.66								Hourly	12/17/2022
50162417	LEAD DIST SYS OPER	12	IBEW941K	\$ 78.89										Hourly	12/17/2022
50162418	LEAD DIST SYS OPER 1/	12	IBEW992A	\$ 85.73										Hourly	12/17/2022
50101752	LEAD OFFICE TECH	6	OSE0688A	\$ 31.95	\$ 32.74	\$ 33.57	\$ 34.42	\$ 35.26	\$ 36.14	\$ 37.06	\$ 37.99	\$ 38.94		Hourly	12/17/2022
50119427	LEAD OFFICE TECH-CONF	6	CONF688A	\$ 34.45	\$ 35.32	\$ 36.23	\$ 37.12	\$ 38.04	\$ 39.00	\$ 39.99	\$ 40.95	\$ 42.00		Hourly	12/17/2022
50051760	LEAD TOOL REPAIRER	12	IBEW922I	\$ 63.19										Hourly	12/17/2022
50165758	LEAD UTILITY COMPLIANCE SPECIALIST	12	IBEW828K	\$ 46.16										Hourly	12/17/2022

2023 SMUD Wage Schedule
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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50154184	LEAD VEHICLE MECH	12	IBEW888D	\$ 53.06										Hourly	12/17/2022
50051761	LEAD VEHICLE MECH 1/	12	IBEW904B	\$ 57.86										Hourly	12/17/2022
50154185	LEAD VEHICLE MECH W/CL A	12	IBEW888D	\$ 53.02										Hourly	12/17/2022
50051762	LEAD VEHICLE MECH W/CL A 1/	12	IBEW909D	\$ 59.01										Hourly	12/17/2022
50154186	LEAD VEHICLE MECH W/HAZ	12	IBEW888H	\$ 54.33										Hourly	12/17/2022
50164311	LEAD VEHICLE MECH W/HAZ (FP)	12	IBEW904A	\$ 57.93										Hourly	12/17/2022
50164525	LEAD VEHICLE MECH W/HAZ (FP) 1/	12	IBEW922A	\$ 63.18										Hourly	12/17/2022
50051763	LEAD VEHICLE MECH W/HAZ 1/	12	IBEW909X	\$ 59.13										Hourly	12/17/2022
50160076	LEARNING & DEV SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50160077	LEARNING & DEV SPCLST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50169820	LEGAL ANALYST	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50090306	LEGAL ASSISTANT-CONF	6	CONF706A	\$ 36.82	\$ 37.74	\$ 38.71	\$ 39.72	\$ 40.73	\$ 41.76	\$ 42.85	\$ 43.92	\$ 45.06		Hourly	12/17/2022
50133108	LEGISLATIVE & REGULATORY COORDINATOR 1/	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50153089	LEGISLATIVE & REGULATORY PROG MGR	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50083472	LINE CONST FRMN/WN	12	IBEW976D	\$ 89.34										Hourly	12/17/2022
50083473	LINE CONST FRMN/WN W/CL A	12	IBEW976C	\$ 90.49										Hourly	12/17/2022
50083474	LINE CONST FRMN/WN W/HAZ	12	IBEW976X	\$ 90.61										Hourly	12/17/2022
50154187	LINE EQUIP OPER ASST W/CLA	12	IBEW795A	\$ 28.48	\$ 29.68	\$ 31.89	\$ 34.00	\$ 36.37						Hourly	12/17/2022
50128409	LINE EQUIP OPER ASST W/CLA 1/	12	IBEW830L	\$ 33.79	\$ 35.28	\$ 37.91	\$ 40.43	\$ 43.15						Hourly	12/17/2022
50106535	LINE EQUIP OPER W/CL A 1/	12	IBEW898B	\$ 57.09										Hourly	12/17/2022
50154188	LINE EQUIP OPER W/CLA	12	IBEW862D	\$ 52.20										Hourly	12/17/2022
50169850	LINE EQUIP OPER W/CR & CL A	12	IBEW862G	\$ 53.15										Hourly	12/17/2022
50169884	LINE EQUIP OPER W/CR & CL A 1/	12	IBEW898D	\$ 58.04										Hourly	12/17/2022
50169852	LINE EQUIP OPER W/CR & HAZ	12	IBEW862F	\$ 53.27										Hourly	12/17/2022
50154140	LINE EQUIP OPER W/HAZ	12	IBEW862E	\$ 52.32										Hourly	12/17/2022
50108451	LINE EQUIP OPER W/HAZ 1/	12	IBEW862H	\$ 57.21										Hourly	12/17/2022
50051767	LINE FRMN/WN LT	12	IBEW965R	\$ 83.93										Hourly	12/17/2022
50051768	LINE FRMN/WN LT W/CL A	12	IBEW965C	\$ 85.08										Hourly	12/17/2022
50142318	LINE INSPECTOR I	12	IBEW933A	\$ 73.87										Hourly	12/17/2022
50108831	LINE INSPECTOR II	12	IBEW941R	\$ 78.89										Hourly	12/17/2022
50156652	LINE INSPECTOR W/CL A I	12	IBEW933C	\$ 75.01										Hourly	12/17/2022
50114932	LINE INSPECTOR W/CL A II	12	IBEW941D	\$ 80.04										Hourly	12/17/2022
50051770	LINE SUBFRMN/WN	12	IBEW941R	\$ 78.89										Hourly	12/17/2022
50051771	LINE SUBFRMN/WN W/CL A	12	IBEW941D	\$ 80.04										Hourly	12/17/2022
50083465	LINEMN/WM W/HAZ	12	IBEW933X	\$ 75.13										Hourly	12/17/2022
50083463	LINEMN/WN	12	IBEW933A	\$ 73.87										Hourly	12/17/2022
50083464	LINEMN/WN W/CL A	12	IBEW933C	\$ 75.01										Hourly	12/17/2022
50136767	LINEMN/WN W/HELI	12	IBEW933Y	\$ 77.56										Hourly	12/17/2022
50083460	LINEMN/WN-APPR	49	IBEW922R	\$ 48.03	\$ 51.19	\$ 54.35	\$ 57.53	\$ 60.65	\$ 63.84	\$ 67.02	\$ 70.18			Hourly	12/17/2022
50083461	LINEMN/WN-APPR W/CL A	49	IBEW922C	\$ 49.18	\$ 52.34	\$ 55.50	\$ 58.68	\$ 61.80	\$ 64.99	\$ 68.17	\$ 71.33			Hourly	12/17/2022
50083462	LINEMN/WN-APPR W/HAZ	49	IBEW922Z	\$ 49.30	\$ 52.46	\$ 55.62	\$ 58.80	\$ 61.92	\$ 65.11	\$ 68.29	\$ 71.45			Hourly	12/17/2022
50154416	MAINT CARPENTER	12	IBEW865A	\$ 49.88										Hourly	12/17/2022
50051805	MAINT CARPENTER 1/	12	IBEW908A	\$ 58.70										Hourly	12/17/2022
50154417	MAINT CARPENTER APPR	48	IBEW851E	\$ 31.87	\$ 33.71	\$ 35.56	\$ 37.40	\$ 39.21	\$ 41.06	\$ 42.92	\$ 44.74	\$ 46.60		Hourly	12/17/2022
50083233	MAINT CARPENTER APPR 1/	48	IBEW879F	\$ 38.14	\$ 40.36	\$ 42.55	\$ 44.76	\$ 46.95	\$ 49.16	\$ 51.37	\$ 53.55	\$ 55.77		Hourly	12/17/2022
50154459	MAINT CARPENTER FRMN/WN LT	12	IBEW901K	\$ 56.09										Hourly	12/17/2022
50115406	MAINT CARPENTER FRMN/WN, LT 1/	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50154460	MAINT CARPENTER SUBFRMN/WN	12	IBEW887D	\$ 52.78										Hourly	12/17/2022
50051806	MAINT CARPENTER SUBFRMN/WN 1/	12	IBEW922I	\$ 63.19										Hourly	12/17/2022
50116262	MAINT CARPENTER W/ CL A 1/	12	IBEW908L	\$ 59.85										Hourly	12/17/2022
50159375	MAINT CARPENTER W/CL A	12	IBEW872D	\$ 51.03										Hourly	12/17/2022
50103121	MAINT PLANNER GEN SVC	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50103375	MAINT PLANNER PWR PROD	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50112813	MAINT PLANNER SUBS/TELE	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50115702	MAINT PLANNER T&D LINE ASSETS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051784	MANAGEMENT ANALYST (E)		PAS0041O	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50051785	MANAGEMENT ANALYST (J)	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50051786	MAPPER	6	OSE0685A	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07		Hourly	12/17/2022
50168117	MARKET ANALYST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50168205	MARKET ANALYST (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50083901	MARKET RESEARCH SPCLST	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50163624	MARKET RESEARCH SUPVR	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50102301	MARKET RISK SPCLST (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50137998	MARKETING SPCLST I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051546	MARKETING SPCLST II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50163622	MARKETING SPCLST SUPVR	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022

2023 SMUD Wage Schedule
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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50083235	MATERIAL PARTS CLERK	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12		Hourly	12/17/2022
50051790	MATERIAL PLANNER/COORD	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50154399	MATERIAL SPCLST I	12	IBEW793F	\$ 26.23	\$ 30.25	\$ 34.29	\$ 38.33							Hourly	12/17/2022
50099003	MATERIAL SPCLST I 1/	12	IBEW851N	\$ 31.35	\$ 36.14	\$ 40.95	\$ 45.78							Hourly	12/17/2022
50154525	MATERIAL SPCLST I W/CL A	12	IBEW793A	\$ 27.38	\$ 31.40	\$ 35.44	\$ 39.48							Hourly	12/17/2022
50099004	MATERIAL SPCLST I W/CL A 1/	12	IBEW851C	\$ 32.50	\$ 37.29	\$ 42.10	\$ 46.93							Hourly	12/17/2022
50154527	MATERIAL SPCLST I W/CR & CL A	12	IBEW793D	\$ 28.33	\$ 32.35	\$ 36.39	\$ 40.43							Hourly	12/17/2022
50099007	MATERIAL SPCLST I W/CR & CL A 1/	12	IBEW851A	\$ 33.45	\$ 38.24	\$ 43.05	\$ 47.88							Hourly	12/17/2022
50154528	MATERIAL SPCLST I W/CR & HAZ	12	IBEW793E	\$ 28.45	\$ 32.47	\$ 36.51	\$ 40.55							Hourly	12/17/2022
50099008	MATERIAL SPCLST I W/CR & HAZ 1/	12	IBEW851B	\$ 33.57	\$ 38.36	\$ 43.17	\$ 48.00							Hourly	12/17/2022
50154529	MATERIAL SPCLST I W/HAZ	12	IBEW793B	\$ 27.50	\$ 31.52	\$ 35.56	\$ 39.60							Hourly	12/17/2022
50099005	MATERIAL SPCLST I W/HAZ 1/	12	IBEW851H	\$ 32.62	\$ 37.41	\$ 42.22	\$ 47.05							Hourly	12/17/2022
50154530	MATERIAL SPCLST II	12	IBEW912D	\$ 40.32										Hourly	12/17/2022
50051787	MATERIAL SPCLST II 1/	12	IBEW862I	\$ 48.18										Hourly	12/17/2022
50154478	MATERIAL SPCLST II W/CL A	12	IBEW912F	\$ 41.47										Hourly	12/17/2022
50051788	MATERIAL SPCLST II W/CL A 1/	12	IBEW862C	\$ 49.33										Hourly	12/17/2022
50154480	MATERIAL SPCLST II W/CR & CL A	12	IBEW912P	\$ 42.42										Hourly	12/17/2022
50099011	MATERIAL SPCLST II W/CR & CL A 1/	12	IBEW862A	\$ 50.28										Hourly	12/17/2022
50154481	MATERIAL SPCLST II W/CR & HAZ	12	IBEW912R	\$ 42.54										Hourly	12/17/2022
50099012	MATERIAL SPCLST II W/CR & HAZ 1/	12	IBEW862B	\$ 50.40										Hourly	12/17/2022
50154482	MATERIAL SPCLST II W/HAZ	12	IBEW912H	\$ 41.59										Hourly	12/17/2022
50083234	MATERIAL SPCLST II W/HAZ 1/	12	IBEW862X	\$ 49.45										Hourly	12/17/2022
50154483	MATERIAL SPCLST III	12	IBEW928D	\$ 48.07										Hourly	12/17/2022
50052074	MATERIAL SPCLST III 1/	12	IBEW878L	\$ 52.63										Hourly	12/17/2022
50154484	MATERIAL SPCLST III W/CL A	12	IBEW928G	\$ 49.22										Hourly	12/17/2022
50052075	MATERIAL SPCLST III W/CL A 1/	12	IBEW879A	\$ 53.78										Hourly	12/17/2022
50154486	MATERIAL SPCLST III W/CR & CL A	12	IBEW928L	\$ 50.17										Hourly	12/17/2022
50099013	MATERIAL SPCLST III W/CR & CL A 1/	12	IBEW879D	\$ 54.73										Hourly	12/17/2022
50154487	MATERIAL SPCLST III W/CR & HAZ	12	IBEW928M	\$ 50.29										Hourly	12/17/2022
50099014	MATERIAL SPCLST III W/CR & HAZ 1/	12	IBEW898A	\$ 54.85										Hourly	12/17/2022
50154488	MATERIAL SPCLST III W/HAZ	12	IBEW928H	\$ 49.34										Hourly	12/17/2022
50052076	MATERIAL SPCLST III W/HAZ 1/	12	IBEW879B	\$ 56.33										Hourly	12/17/2022
50154489	MATERIAL SPCLST IV	12	IBEW858B	\$ 51.08										Hourly	12/17/2022
50052170	MATERIAL SPCLST IV 1/	12	IBEW893F	\$ 55.94										Hourly	12/17/2022
50154490	MATERIAL SPCLST IV W/CL A	12	IBEW858H	\$ 52.23										Hourly	12/17/2022
50052171	MATERIAL SPCLST IV W/CL A 1/	12	IBEW898C	\$ 57.09										Hourly	12/17/2022
50154570	MATERIAL SPCLST IV W/CR & CL A	12	IBEW858N	\$ 53.18										Hourly	12/17/2022
50099009	MATERIAL SPCLST IV W/CR & CL A 1/	12	IBEW893A	\$ 58.04										Hourly	12/17/2022
50154571	MATERIAL SPCLST IV W/CR & HAZ	12	IBEW858P	\$ 53.30										Hourly	12/17/2022
50099010	MATERIAL SPCLST IV W/CR & HAZ 1/	12	IBEW893E	\$ 58.16										Hourly	12/17/2022
50154572	MATERIAL SPCLST IV W/HAZ	12	IBEW858J	\$ 52.35										Hourly	12/17/2022
50052172	MATERIAL SPCLST IV W/HAZ 1/	12	IBEW898X	\$ 57.21										Hourly	12/17/2022
50154141	MECHANIC	12	IBEW865A	\$ 49.88										Hourly	12/17/2022
50051791	MECHANIC 1/	12	IBEW884A	\$ 53.55										Hourly	12/17/2022
50051792	MECHANIC W/CL A 1/	12	IBEW888G	\$ 54.70										Hourly	12/17/2022
50154143	MECHANIC W/HAZ	12	IBEW865D	\$ 50.30										Hourly	12/17/2022
50051793	MECHANIC W/HAZ 1/	12	IBEW888X	\$ 54.82										Hourly	12/17/2022
50154165	MECHANICAL FRMN/W/M,LT	12	IBEW921G	\$ 61.49										Hourly	12/17/2022
50099904	MECHANICAL FRMN/W/M,LT 1/	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50164526	METER & SERVICE DESIGNER	6	OSE0711A	\$ 35.36	\$ 36.24	\$ 37.15	\$ 38.07	\$ 39.04						Hourly	12/17/2022
50051796	METER TECH	12	IBEW925A	\$ 63.62										Hourly	12/17/2022
50051797	METER TECH APPR	48	IBEW912E	\$ 41.35	\$ 44.07	\$ 46.81	\$ 49.53	\$ 52.28	\$ 54.97	\$ 57.71	\$ 60.43			Hourly	12/17/2022
50128042	MGR,ACCOUNT MGMT & SALES	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50052019	MGR,ACCOUNTING & ASST CNTRLR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50099975	MGR,AR&DGT	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051544	MGR,AUDITING	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50093079	MGR,BUS PERFORM & OPTIMIZATION	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50052025	MGR,CAREER DEVELOPMENT & LEARNING	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50140137	MGR,CIVIL ENGINEERING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50169965	MGR,COMMODITY & OPERATIONS SETTLEMENTS	12	PAS0069O	\$ 11,168.00									\$ 14,792.00	Monthly	12/18/2021
50169965	MGR,COMMODITY & OPERATIONS SETTLEMENTS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
TBD	MGR, COMMUNITY EDUCATION & TECHNOLOGY	N/	PAS0064E	\$ 10,168.59									\$ 15,236.28	Monthly	12/17/2022
50139537	MGR,COMMUNITY DEV OUTREACH & ED	N/	PAS0064E	\$ 10,168.59									\$ 15,236.28	Monthly	12/17/2022
50126108	MGR,CORP COMMUNICATIONS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50166592	MGR,CULTURE & CHANGE	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50167926	MGR,CUST STRATEGY & OPS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50163673	MGR,CUSTOMER DELIVERY	12	PAS0067O	\$ 10,952.42									\$ 14,502.83	Monthly	12/17/2022
50091780	MGR,CUSTOMER EXPERIENCE STRATEGY	12	PAS0066B	\$ 10,684.71									\$ 14,865.73	Monthly	12/17/2022
50092302	MGR,CUSTOMER OPERATIONS	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50160766	MGR,CUSTOMER VALUE, PERF & PROJECTS	12	PAS0064C	\$ 10,168.59									\$ 14,502.79	Monthly	12/17/2022
50160085	MGR,CYBERSECURITY	12	PAS0066F	\$ 10,684.71									\$ 16,409.01	Monthly	12/17/2022
50162683	MGR,DG INTERCONNECTIONS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50159037	MGR,DIGITAL & UX	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50160208	MGR,DIST OPS ENGINEERING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50140139	MGR,DIST SYSTEM OPERATIONS	12	PAS0072T	\$ 12,385.57									\$ 18,106.59	Monthly	12/17/2022
50131011	MGR,DISTRIBUTED ENERGY STRATEGY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50110255	MGR,DISTRIBUTION PLANNING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50165511	MGR,ECON DEV & PARTNERSHIP	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50126016	MGR,ELECTRIC DESIGN & STANDARDS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50088581	MGR,ELECTRIC TRANS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50125294	MGR,EMERGING TECHNOLOGY	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50135736	MGR,EMPLOYEE RELATIONS	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051979	MGR,ENERGY MGMT SYSTEM	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50087975	MGR,ENERGY TRADING & CONTRACTS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50067469	MGR,ENGINEERING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50134551	MGR,ENTERPRISE PERFORMANCE	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50119766	MGR,ENTERPRISE PRIORITIZATION	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50143384	MGR,ENVIRONMENTAL REG	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50100183	MGR,EXECUTIVE OFFICE	N/	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051679	MGR,FACILITIES MGMT	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051982	MGR,FIELD METERING	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50158480	MGR,FINANCE & TREASURY	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50158550	MGR,FINANCE & TREASURY	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051627	MGR,FINANCE PLANNING & ANALYTICS	12	PAS0069O	\$ 11,167.67									\$ 14,792.50	Monthly	1/29/2022
50051627	MGR,FINANCE PLANNING & ANALYTICS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50138557	MGR,FLEET OPS	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50051948	MGR,GAS PIPELINE ASSETS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50083431	MGR,GEN MAINTENANCE	12	PAS0069C	\$ 11,502.70									\$ 16,408.97	Monthly	12/17/2022
50135285	MGR,GRID PLANNING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50051950	MGR,HYDRO GEN ASSETS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50159325	MGR,INFORMATION TECHNOLOGY	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50088129	MGR,INNOVATION	N/	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50164000	MGR,IT STRATEGY, PLANNING & GOVERNANCE	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50169499	MGR,LEARNING & DEV	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50140133	MGR,LINE DESIGN	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50051996	MGR,MARKET RESEARCH	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50102606	MGR,MARKET STRATEGY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50139366	MGR,OCC HEALTH & SAFETY	N/	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50169490	MGR,OPERATIONAL PMO	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50140145	MGR,OPERATIONAL TRAINING CENTER	N/	PAS0066U	\$ 10,684.71									\$ 16,409.01	Monthly	12/17/2022
50164469	MGR,OP-EX	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50166428	MGR,OT NETWORK ENGINEERING	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50052003	MGR,POW SYS OPERS	12	PAS0072T	\$ 12,385.57									\$ 18,106.59	Monthly	12/17/2022
50115350	MGR,POWER OPS ENGRG	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50125274	MGR,POWER OPS TRNG	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50128064	MGR,PROGRAM DELIVERY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051732	MGR,PROJECT DEV AND RENEWABLE GEN	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50130582	MGR,RANCHO SECO ASSETS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50165633	MGR,REAL ESTATE SERVICES	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50083555	MGR,RENEWABLE GEN ASSETS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051984	MGR,RESOURCE PLANNING	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051915	MGR,REVENUE STRATEGY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051975	MGR,SECURITY OPERATIONS	N/	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50169434	MGR,STRATEGIC PLAN,PERF & ANALYTICS	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50110256	MGR,SUBSTATION ENGINEERING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50126109	MGR,SUBSTN MAINT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50083478	MGR,SUPPLY CHAIN	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50088853	MGR,SYSTEM PROTECTION & CONTROL	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50126110	MGR,T&D LINE CONSTR & MAINT	12	PAS0072L	\$ 12,385.57									\$ 20,795.14	Monthly	12/17/2022
50140141	MGR,T&D MAINTENANCE PLANNING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50051987	MGR,TALENT MANAGEMENT	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50159402	MGR,TELECOMMUNICATION O&M	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022

N/ designates non-civil service jobs.

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50126175	MGR, TELECOMMUNICATIONS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50067465	MGR, THERM GEN ASSETS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051964	MGR, TOTAL REWARDS	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50110257	MGR, VEGETATION MGMT	12	PAS0069C	\$ 11,502.70									\$ 16,408.97	Monthly	12/17/2022
50051783	MGR, WAREHOUSE OPERATIONS	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051839	NTWK CABLE FRMN/WN, LT	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50051841	NTWK ELEC FRMN/WN, LT	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50051843	NTWK ELEC FRMN/WN, LT W/HAZ	12	IBEW941X	\$ 71.06										Hourly	12/17/2022
50165507	NTWK ENGR OT (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50165508	NTWK ENGR OT (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051846	OFFICE ASST		OSE0548A	\$ 15.50	\$ 15.97	\$ 16.44	\$ 16.94	\$ 17.45	\$ 17.97	\$ 18.51	\$ 19.06	\$ 19.63		Hourly	12/17/2022
TBD	OFFICE ASST II		OSE0902*	\$ 18.15	\$ 18.69	\$ 19.26	\$ 19.83	\$ 20.43	\$ 21.04	\$ 21.67	\$ 22.32	\$ 22.99		Hourly	12/17/2022
TBD	OFFICE ASST III		OSE0615*	\$ 21.67	\$ 22.32	\$ 22.99	\$ 23.68	\$ 24.39	\$ 25.12	\$ 25.88	\$ 26.65	\$ 27.45		Hourly	12/17/2022
50051847	OFFICE SPCLST I	6	OSE0615A	\$ 22.04	\$ 22.59	\$ 23.15	\$ 23.71	\$ 24.30	\$ 24.94	\$ 25.54	\$ 26.18	\$ 26.85		Hourly	12/17/2022
50051848	OFFICE SPCLST II	6	OSE0647A	\$ 26.39	\$ 27.06	\$ 27.74	\$ 28.44	\$ 29.15	\$ 29.88	\$ 30.65	\$ 31.39	\$ 32.20		Hourly	12/17/2022
50122178	OFFICE SPCLST II-CONF	6	CONF647A	\$ 28.45	\$ 29.16	\$ 29.88	\$ 30.65	\$ 31.42	\$ 32.20	\$ 33.01	\$ 33.84	\$ 34.70		Hourly	12/17/2022
50051849	OFFICE TECH	6	OSE0672A	\$ 29.25	\$ 29.99	\$ 30.76	\$ 31.53	\$ 32.26	\$ 33.12	\$ 33.90	\$ 34.76	\$ 35.64		Hourly	12/17/2022
50085707	OFFICE TECH-CONF	6	CONF672A	\$ 31.99	\$ 32.76	\$ 33.62	\$ 34.45	\$ 35.64	\$ 36.24	\$ 37.14	\$ 38.04	\$ 39.01		Hourly	12/17/2022
50051851	OPERS SUPPORT SUPVR	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50125954	ORGANIZATION EFFECTIVENESS SPCLST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50125953	ORGANIZATION EFFECTIVENESS SPCLST (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50155433	PARALEGAL-CONF	6	CONF735A	\$ 39.62	\$ 40.60	\$ 41.64	\$ 42.66	\$ 43.73	\$ 44.83	\$ 45.95	\$ 47.09	\$ 48.27		Hourly	12/17/2022
50092672	PAYROLL TECH-CONF	6	CONF702A	\$ 35.40	\$ 36.29	\$ 37.22	\$ 38.19	\$ 39.17	\$ 40.14	\$ 41.19	\$ 42.24	\$ 43.32		Hourly	12/17/2022
50051857	PHYSICAL NTWK SPCLST 1/	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50159569	PHYSICAL SECURITY PROGRAM MGR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051860	PLANT MECH	12	IBEW908A	\$ 58.70										Hourly	12/17/2022
50083241	PLANT MECH APPR	48	IBEW879E	\$ 38.14	\$ 40.67	\$ 43.20	\$ 45.71	\$ 48.21	\$ 50.73	\$ 53.24	\$ 55.76			Hourly	12/17/2022
50083242	PLANT MECH APPR W/CL A	48	IBEW879H	\$ 39.29	\$ 41.86	\$ 44.38	\$ 46.89	\$ 49.39	\$ 51.90	\$ 54.43	\$ 56.96			Hourly	12/17/2022
50051861	PLANT MECH APPR W/HAZ	48	IBEW874X	\$ 39.41	\$ 41.99	\$ 44.50	\$ 47.01	\$ 49.54	\$ 52.04	\$ 54.55	\$ 57.08			Hourly	12/17/2022
50051862	PLANT MECH W/CL A	12	IBEW908L	\$ 59.85										Hourly	12/17/2022
50083240	PLANT MECH W/HAZ	12	IBEW908X	\$ 59.97										Hourly	12/17/2022
50100942	PLANT MECH WELDER	12	IBEW920A	\$ 62.38										Hourly	12/17/2022
50083244	POWER CONTRACTS SPCLST (E)		PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50161142	POWER CONTRACTS SPCLST (I)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50067464	POWER CONTRACTS SPCLST (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50139834	POWER GEN ASSET SUPVR	12	PAS0062T	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50051904	POWER QUALITY TECH	6	OSE0760A	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.19	\$ 52.45	\$ 53.79	\$ 55.13		Hourly	12/17/2022
50088326	POWER SYS ANALYST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50051905	POWER SYS ANALYST(J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50154573	POWER SYS OPER (E)	12	IBEW955A	\$ 65.79	\$ 67.44	\$ 69.13	\$ 70.89	\$ 72.63						Hourly	7/2/2022
50154573	POWER SYS OPER (E)	12	IBEW955A	\$ 67.76	\$ 69.46	\$ 71.20	\$ 73.02	\$ 74.81						Hourly	12/17/2022
50154574	POWER SYS OPER I	12	IBEW980A	\$ 72.63	\$ 74.43	\$ 76.34	\$ 78.24	\$ 80.20	\$ 82.21	\$ 84.25	\$ 86.38	\$ 88.54		Hourly	7/2/2022
50154574	POWER SYS OPER I	12	IBEW980A	\$ 74.81	\$ 76.66	\$ 78.63	\$ 80.59	\$ 82.61	\$ 84.68	\$ 86.78	\$ 88.97	\$ 91.20		Hourly	12/17/2022
50154600	POWER SYS OPER II	12	IBEW986A	\$ 92.94										Hourly	7/2/2022
50154600	POWER SYS OPER II	12	IBEW986A	\$ 95.73										Hourly	12/17/2022
50162139	POWER SYS OPER INSTRUCTOR I	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50127179	POWER SYS OPER INSTRUCTOR II	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051888	PRE-APPR LINEMN/WN	30	IBEW830A	\$ 32.64	\$ 34.13	\$ 36.76	\$ 39.28	\$ 42.00						Hourly	12/17/2022
50051889	PRE-APPR LINEMN/WN W/CL A	30	IBEW830L	\$ 33.79	\$ 35.28	\$ 37.91	\$ 40.43	\$ 43.15						Hourly	12/17/2022
50051890	PRE-APPR LINEMN/WN W/HAZ	30	IBEW830X	\$ 33.91	\$ 35.40	\$ 38.03	\$ 40.55	\$ 43.27						Hourly	12/17/2022
50051899	PRESS OPERATOR	6	OSE0685A	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07		Hourly	12/17/2022
50051863	PRIN ARCHITECT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051865	PRIN CIVIL ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50167113	PRIN CYBER GOVRN & COMP SPCLST	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50167115	PRIN CYBER RISK SPCLST	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50167212	PRIN CYBER SEC ENGINEER	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50170618	PRIN DAM SAFETY ENGINEER	12	PAS0071O	\$ 11,729.00									\$ 15,543.00	Monthly	7/13/2022
50170618	PRIN DAM SAFETY ENGINEER	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051866	PRIN DISTRIB DESIGN ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051867	PRIN DISTRIB SYS ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051869	PRIN ELECTRICAL ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50166561	PRIN EMP RELATIONS ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50139903	PRIN EMS ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50131800	PRIN ENERGY ADVISOR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50108902	PRIN ENERGY TRADING SPCLST	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50140366	PRIN ENGINEER 1/	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022

N/ designates non-civil service jobs.

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051870	PRIN ENGINEERING TECH	12	OSE0755A	\$ 43.90	\$ 45.01	\$ 46.11	\$ 47.29	\$ 48.47	\$ 49.68	\$ 50.93	\$ 52.21	\$ 53.50		Hourly	12/17/2022
50090325	PRIN ENTERPRISE TECH ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50089613	PRIN ENTERPRISE TECH DEV	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051871	PRIN FINANCIAL ACCOUNTANT	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051872	PRIN FINANCIAL ANALYST	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50051873	PRIN I&C ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50132976	PRIN MARKET ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051876	PRIN MARKET RESEARCH SPCLST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051877	PRIN MARKET RISK SPCLST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051875	PRIN MECHANICAL ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50052086	PRIN NTWK ENGR OT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50139865	PRIN OMS SPCLST 1/	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051879	PRIN PLANT ACCOUNTANT	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051880	PRIN POWER CONTRACT SPCLST	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051881	PRIN POWER OPS ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50161716	PRIN POWER SYS ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50088004	PRIN PROTECTION ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051882	PRIN RATE ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051884	PRIN RESOURCE PLANNING ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051886	PRIN TELECOMM ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051887	PRIN TRNSMSN PLNG ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50093101	PROCESS COORD, COMMERCIAL DEV		PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50093077	PROCESS COORD-CUST OPS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50083168	PROCUREMENT COMPLIANCE PROGRAM ADMIN	12	PAS0056O	\$ 8,347.12									\$ 10,737.29	Monthly	9/27/2022
50083168	PROCUREMENT COMPLIANCE PROGRAM ADMIN	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50086500	PROCUREMENT SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50086476	PROCUREMENT SPCLST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50083476	PROCUREMENT SUPVR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50095463	PRODUCT SVCS COORD	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051591	PRODUCT SVCS SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50083245	PRODUCTIVITY ANALYST (E)	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051893	PRODUCTIVITY ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50162981	PROG MGR,CYBERSECURITY	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50160537	PROG MGR,DATA GOVERNANCE	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50120124	PROG MGR,ENTERPRISE RECORDS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50160926	PROG MGR,VEG MGMT	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50166590	PROGRAM MGR FUTURE WKFRC	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50126307	PROGRAM MGR, DE&I	12	PAS0062O	\$ 9,397.00									\$ 12,444.00	Monthly	2/8/2022
50126307	PROGRAM MGR, DE&I	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50168122	PROGRAM MGR, SOCIAL MEDIA	N/	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50162852	PROGRAM MGR,CIP	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50100228	PROGRAM MGR,EE & C R	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50170541	PROGRAM MGR,INNOVATION	12	PAS0066O	\$ 10,373.00									\$ 13,740.00	monthly	5/21/2022
50170541	PROGRAM MGR,INNOVATION	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50139508	PROGRAM MGR,LOCAL GOVT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50153614	PROGRAM MGR,REG COMP	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50114096	PROGRAM MGR,SYS OPS & RELIAB	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50135827	PROJECT DEV MANAGER	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50111813	PROJECT INTEGRATION MGR	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051896	PROJECT MANAGER I	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051897	PROJECT MANAGER II	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051900	PUBLIC INFO SPCLST I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051901	PUBLIC INFO SPCLST II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50121215	QUALITY AUDITOR (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50083247	RATE ANALYST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051916	RATE ANALYST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50095131	RATE/PRICING ADVISOR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50130984	REGULATORY COMPLIANCE ANALYST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50130983	REGULATORY COMPLIANCE ANALYST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50131203	REGULATORY COORDINATOR GENERATION	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50104213	RELAY SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50160580	RELIABILITY COMPLIANCE MANAGER	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50167855	RESOURCE PLANNING ANALYST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50167858	RESOURCE PLANNING ANALYST (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50092218	RETAIL PARTNER COORD	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50150275	REVENUE ANALYST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50116324	REVENUE ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50154604	REVENUE PROTECTION REP(IBEW)	12	IBEW873N	\$ 45.69	\$ 47.10	\$ 48.79	\$ 51.10							Hourly	12/17/2022
50051920	REVENUE PROTECTION REP(IBEW) 1/	12	IBEW903A	\$ 51.43	\$ 53.07	\$ 54.94	\$ 57.54							Hourly	12/17/2022
50051918	RISK MGMT ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051922	SAFETY COORD	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50083249	SAFETY&LOSS PREVNTN SPCLST (E)		PAS0041O	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50051921	SAFETY&LOSS PREVNTN SPCLST (J)	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50170250	SCHEDULING & INTERCHANGE SVCS SPCLST I	12	PAS0066O	\$ 10,373.00									\$ 13,740.00	Monthly	3/26/2022
50170250	SCHEDULING & INTERCHANGE SVCS SPCLST I	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50170252	SCHEDULING & INTERCHANGE SVCS SPCLST II	12	PAS0069O	\$ 11,168.00									\$ 14,792.00	Monthly	3/26/2022
50170252	SCHEDULING & INTERCHANGE SVCS SPCLST II	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051935	SCHEDULING TECH	6	OSE0670D	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36		Hourly	12/17/2022
50051926	SECRETARY	6	OSE0637A	\$ 24.77	\$ 25.44	\$ 26.06	\$ 26.71	\$ 27.40	\$ 28.07	\$ 28.80	\$ 29.52	\$ 30.25		Hourly	12/17/2022
50083605	SECURITY ADMIN	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50166825	SECURITY INVESTIGATOR	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50124535	SECURITY OPERATIONS DISPATCHER	12	SECU248L	\$ 28.40	\$ 29.12	\$ 29.86	\$ 30.63	\$ 31.38	\$ 32.19	\$ 33.01	\$ 33.87	\$ 34.72		Hourly	12/17/2022
50113765	SECURITY OPERATIONS SUPERVISOR	12	SECU450A	\$ 41.32	\$ 42.34	\$ 43.41	\$ 44.48	\$ 45.60	\$ 46.74	\$ 47.92	\$ 49.11	\$ 50.34		Hourly	12/17/2022
50051927	SERVICE DISPATCHER	6	OSE0705A	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.04	\$ 39.99	\$ 40.98	\$ 42.01		Hourly	12/17/2022
50167601	SHIFT POWER SYS OPER I	12	IBEW980A	\$ 72.63	\$ 74.43	\$ 76.34	\$ 78.24	\$ 80.20	\$ 82.21	\$ 84.25	\$ 86.38	\$ 88.54		Hourly	7/2/2022
50167601	SHIFT POWER SYS OPER I	12	IBEW980A	\$ 74.81	\$ 76.66	\$ 78.63	\$ 80.59	\$ 82.61	\$ 84.68	\$ 86.78	\$ 88.97	\$ 91.20		Hourly	12/17/2022
50167434	SHIFT POWER SYS OPER II	12	IBEW986A	\$ 92.94										Hourly	7/2/2022
50167434	SHIFT POWER SYS OPER II	12	IBEW986A	\$ 95.73										Hourly	12/17/2022
50154602	SHIFT SR POWER SYS OPER	12	IBEW990A	\$ 97.62										Hourly	7/2/2022
50154602	SHIFT SR POWER SYS OPER	12	IBEW990A	\$ 100.55										Hourly	12/17/2022
50051684	SITE SAFETY COORD	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50166436	SMUD CARES PROG MGR	12	PAS0056B	\$ 8,347.20									\$ 11,619.95	Monthly	12/17/2022
50168118	SOCIAL MEDIA SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051751	SOFTWARE QUALITY ASSURANCE SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50091953	SPAC ADVISOR	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50165227	SPACE & MOVE MGMT SPCLST	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051940	SPCL ASST TO BOARD OF DIR	N/	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50094275	SR ACCOUNTANT	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50052030	SR ADMIN ASST	N/	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50052032	SR ARCHITECT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052033	SR ATTORNEY	N/	PAS0072Z	\$ 12,385.57									\$ 20,485.97	Monthly	12/17/2022
50052034	SR BUS TECH ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50120609	SR CABLE LOCATOR	12	IBEW888L	\$ 54.49										Hourly	12/17/2022
50122828	SR CABLE LOCATOR W/CL A	12	IBEW888N	\$ 55.64										Hourly	12/17/2022
50052037	SR CALIBRATION TECH	12	IBEW937A	\$ 68.03										Hourly	12/17/2022
50052038	SR CIVIL ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50161721	SR CLAIMS ADMIN	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50166301	SR COMMUNITY ENGAGEMENT REP	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052039	SR COMPUTER H/W SUP SPCLST 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50122844	SR CONSTR CONTRACT ANALYS	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50052036	SR COST SCHEDULE SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50083251	SR CUST SVCS FIELD REP	6	OSE0745B	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.20		Hourly	12/17/2022
50052043	SR CUST SVCS REP	6	OSE0700A	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99		Hourly	12/17/2022
50052040	SR CUSTODIAN	12	IBEW814A	\$ 37.78										Hourly	12/17/2022
50167118	SR CYBER GOVRN & COMP SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50167210	SR CYBER RISK SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50167119	SR CYBER SEC ENGINEER	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50165225	SR DATA CTR OPS SPCLST	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50052045	SR DB ADMIN	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50052046	SR DESIGNER/DRAFTER	6	OSE0735B	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.53	\$ 48.75		Hourly	12/17/2022
50052049	SR DESKTOP SUPPORT SPCLST 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052047	SR DISTRIB DESIGN ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052048	SR DISTRIB SYS ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50161454	SR DISTRIBUTION SYSTEM OPERATOR	12	IBEW950A	\$ 80.83										Hourly	12/17/2022
50159864	SR DISTRIBUTION SYSTEM OPERATOR 1/	12	IBEW984A	\$ 90.64										Hourly	12/17/2022
50052050	SR DOC RECORDS SPCLST	6	OSE0650B	\$ 26.60	\$ 27.26	\$ 27.97	\$ 28.64	\$ 29.40	\$ 30.13	\$ 30.89	\$ 31.64	\$ 32.43		Hourly	12/17/2022
50090305	SR DOC RECORDS SPCLST-CONF	6	CONF650A	\$ 29.14	\$ 29.87	\$ 30.62	\$ 31.38	\$ 32.18	\$ 32.99	\$ 33.80	\$ 34.66	\$ 35.54		Hourly	12/17/2022
50052052	SR ELECTRICAL ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50137575	SR ELECTRICAL TECH	12	IBEW960B	\$ 80.47										Hourly	12/17/2022
50139897	SR EMS ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50164848	SR END USER COMPUTING ANALYST	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50131801	SR ENERGY ADVISOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022

N/ designates non-civil service jobs.

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50168853	SR ENERGY SPCLST	6	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	12/17/2022
50108901	SR ENERGY TRADING SPCLST	12	PAS0067O	\$ 10,952.42									\$ 14,502.83	Monthly	12/17/2022
50052055	SR ENGINEERING TECH	6	OSE0735A	\$ 39.98	\$ 40.98	\$ 42.00	\$ 43.06	\$ 44.15	\$ 45.26	\$ 46.41	\$ 47.54	\$ 48.78		Hourly	12/17/2022
50083624	SR ENTERPRISE APPLICATION ADMIN	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50166432	SR ENTERPRISE ARCHITECT	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50158753	SR ENTERPRISE PERF PLAN COORD	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50161012	SR ENTERPRISE RECORDS ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50090326	SR ENTERPRISE TECH ANALYST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50089611	SR ENTERPRISE TECH DEV	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50138502	SR ENTERPRISE TECH INFRA SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50052057	SR FINANCIAL ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50142686	SR FINANCIAL ANALYST BDGT OFF	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50111253	SR FIRE PROTECTION ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50163938	SR GIS DATA ANALYST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50164575	SR GIS DATA TECH	6	OSE0750A	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.19	\$ 52.45		Hourly	12/17/2022
50052059	SR GRAPHIC ARTIST	6	OSE0720D	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.22		Hourly	12/17/2022
50164310	SR HIGH VOLTAGE TEST TECH	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50052060	SR HUMAN RESOURCES ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50154400	SR HYD OPER	12	IBEW931A	\$ 67.16										Hourly	12/17/2022
50118747	SR HYD OPER 1/	12	IBEW941B	\$ 70.18										Hourly	12/17/2022
50128232	SR I&C ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052064	SR I/T APPLIC DEVELOPER 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052065	SR I/T AUDITOR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50052068	SR I/T PROC/CNTRCT SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052069	SR I/T SYSTEMS ANALYST 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052071	SR INTERNAL AUDITOR	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50099398	SR LABOR RELATIONS ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051898	SR LAND SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50160078	SR LEARNING & DEV SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50122845	SR LINE INSPECTOR	12	IBEW965R	\$ 83.93										Hourly	12/17/2022
50052073	SR MAPPER	6	OSE0713A	\$ 35.68	\$ 36.59	\$ 37.47	\$ 38.42	\$ 39.38	\$ 40.37	\$ 41.34	\$ 42.39	\$ 43.45		Hourly	12/17/2022
50091987	SR MARKET ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50160569	SR MARKET RESEARCH SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50102303	SR MARKET RISK SPCLST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50169475	SR MARKET STRATEGY ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50138025	SR MARKETING SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50088378	SR MATERIAL PLANNER/COORD	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50052077	SR MECHANICAL ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052079	SR METER TECH	12	IBEW937A	\$ 68.03										Hourly	12/17/2022
50167750	SR MGMT ADMIN ASST I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50170242	SR MGMT ADMIN ASST II	12	PAS0049O	\$ 6,819.00									\$ 9,036.00	Monthly	4/23/2022
50170242	SR MGMT ADMIN ASST II	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50051840	SR NTWK ENGR OT	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50052087	SR OFFICE SPCLST	6	OSE0671A	\$ 29.03	\$ 29.76	\$ 30.50	\$ 31.29	\$ 32.06	\$ 32.88	\$ 33.69	\$ 34.55	\$ 35.41		Hourly	12/17/2022
50122177	SR OFFICE SPCLST-CONF	6	CONF671A	\$ 31.29	\$ 32.07	\$ 32.88	\$ 33.72	\$ 34.57	\$ 35.44	\$ 36.30	\$ 37.21	\$ 38.16		Hourly	12/17/2022
50139846	SR OMS SPCLST 1/	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50125952	SR ORGANIZATION EFFECTIVENESS SPCLST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50085328	SR PARK MAINT WORKER	12	IBEW814A	\$ 37.78										Hourly	12/17/2022
50052090	SR PHYSICAL NTWK SPCLST 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052093	SR POWER CONTRACTS SPCLST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50136253	SR POWER OPERATIONS ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50154603	SR POWER SYS OPER	12	IBEW990A	\$ 97.62										Hourly	7/2/2022
50154603	SR POWER SYS OPER	12	IBEW990A	\$ 100.55										Hourly	12/17/2022
50052094	SR POWER SYSTEM ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50052091	SR PRESS OPERATOR	6	OSE0714A	\$ 36.10	\$ 37.01	\$ 37.89	\$ 38.86	\$ 39.85	\$ 40.85	\$ 41.87	\$ 42.89	\$ 44.01		Hourly	12/17/2022
50086475	SR PROCUREMENT SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50095464	SR PRODUCT SVCS COORD	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50052092	SR PROJECT MANAGER	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50088003	SR PROTECTION ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051902	SR PUBLIC INFO SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052097	SR RATE ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052098	SR RESOURCE PLANNING ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50098850	SR REVENUE ANALYST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50087904	SR RISK MANAGEMENT ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50089612	SR SECURITY ADMIN	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50168121	SR SOCIAL MEDIA SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50052070	SR SOFTWARE QUALITY ASSURANCE SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052099	SR STAFF SECRETARY	6	OSE0667A	\$ 28.48	\$ 29.18	\$ 29.92	\$ 30.67	\$ 31.42	\$ 32.22	\$ 33.03	\$ 33.87	\$ 34.72		Hourly	12/17/2022
50089955	SR STAFF SECRETARY-CONF	6	CONF667A	\$ 30.86	\$ 31.64	\$ 32.41	\$ 33.21	\$ 34.05	\$ 34.90	\$ 35.75	\$ 36.66	\$ 37.57		Hourly	12/17/2022
50052100	SR STAFF SECY TO BD OFF-CONF	6	CONF667A	\$ 30.86	\$ 31.64	\$ 32.41	\$ 33.21	\$ 34.05	\$ 34.90	\$ 35.75	\$ 36.66	\$ 37.57		Hourly	12/17/2022
50160570	SR STRATEGIC BUSINESS PLANNER	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50099177	SR SURV ENGRG TECH-COP	6	OSE0740A	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.75	\$ 49.93		Hourly	12/17/2022
50092752	SR SURV ENGRG TECH-OFF	6	OSE0735A	\$ 39.98	\$ 40.98	\$ 42.00	\$ 43.06	\$ 44.15	\$ 45.26	\$ 46.41	\$ 47.54	\$ 48.78		Hourly	12/17/2022
50052103	SR TELECOMM ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052107	SR TELECOMM TECH	12	IBEW939B	\$ 69.43										Hourly	12/17/2022
50154498	SR TELEPHONE TECH	12	IBEW922G	\$ 62.32										Hourly	12/17/2022
50100561	SR TELEPHONE TECH 1/	12	IBEW939B	\$ 69.43										Hourly	12/17/2022
50052109	SR TOOL REPAIRER	12	IBEW901A	\$ 56.87										Hourly	12/17/2022
50052108	SR TRNSMSN PLNG ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052114	SR TROUBLESHOOTER	12	IBEW976D	\$ 89.34										Hourly	12/17/2022
50163133	SR UX SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50154166	SR VEHICLE MECH	12	IBEW874B	\$ 49.75										Hourly	12/17/2022
50083253	SR VEHICLE MECH 1/	12	IBEW887A	\$ 54.31										Hourly	12/17/2022
50154167	SR VEHICLE MECH W/CL A	12	IBEW874D	\$ 50.90										Hourly	12/17/2022
50052115	SR VEHICLE MECH W/CL A 1/	12	IBEW887L	\$ 55.46										Hourly	12/17/2022
50154168	SR VEHICLE MECH W/HAZ	12	IBEW874E	\$ 51.02										Hourly	12/17/2022
50052116	SR VEHICLE MECH W/HAZ 1/	12	IBEW887X	\$ 55.58										Hourly	12/17/2022
50051928	STAFF SECRETARY	6	OSE0655A	\$ 26.97	\$ 27.67	\$ 28.33	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84		Hourly	12/17/2022
50086677	STAFF SECRETARY-CONF	6	CONF655A	\$ 29.11	\$ 29.85	\$ 30.59	\$ 31.33	\$ 32.11	\$ 32.92	\$ 33.74	\$ 34.60	\$ 35.43		Hourly	12/17/2022
50151393	STATION RECORDER 1/	12	IBEW872I	\$ 50.28										Hourly	12/17/2022
50052118	STATION RECORDER 1//	12	IBEW861C	\$ 32.18	\$ 33.65	\$ 43.36	\$ 45.22	\$ 48.03						Hourly	12/17/2022
50162807	STEM CO-OP STUDENT ASST		OSE0550A	\$ 22.23	\$ 22.78	\$ 23.35	\$ 23.93	\$ 24.52	\$ 25.14	\$ 25.76	\$ 26.41	\$ 27.08		Hourly	12/17/2022
50051657	STEM STUDENT ASST		OSE0550A	\$ 22.23	\$ 22.78	\$ 23.35	\$ 23.93	\$ 24.52	\$ 25.14	\$ 25.76	\$ 26.41	\$ 27.08		Hourly	12/17/2022
50160145	STRATEGIC ACCOUNT ADVISOR I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50160202	STRATEGIC ACCOUNT ADVISOR II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50160192	STRATEGIC ACCOUNT ADVISOR III	12	PAS0056C	\$ 8,347.12									\$ 11,909.25	Monthly	12/17/2022
50160040	STRATEGIC ACCOUNT ADVISOR IV 1/	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051626	STRATEGIC BUSINESS PLANNER I	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50052044	STRATEGIC BUSINESS PLANNER II	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50052119	STUDENT STAFF ASST		OSE0549A	\$ 18.00	\$ 18.45	\$ 18.91	\$ 19.38	\$ 19.87	\$ 20.35	\$ 20.87	\$ 21.40	\$ 21.93		Hourly	12/17/2022
50170857	STUDENT STAFF ASST-CONF		CONF549A	\$ 17.91	\$ 18.35	\$ 18.81	\$ 19.29	\$ 19.77	\$ 20.25	\$ 20.76	\$ 21.29	\$ 21.82		Hourly	10/10/2022
50170857	STUDENT STAFF ASST-CONF		CONF549A	\$ 18.45	\$ 18.90	\$ 19.37	\$ 19.87	\$ 20.36	\$ 20.86	\$ 21.38	\$ 21.93	\$ 22.47		Hourly	12/17/2022
50165789	SUBSTATION MAINT WORKER I	12	IBEW861A	\$ 39.41	\$ 41.39	\$ 43.45	\$ 45.62							Hourly	12/17/2022
50125721	SUBSTATION MAINT WORKER II	12	IBEW861B	\$ 47.90	\$ 50.28									Hourly	12/17/2022
TBD	SUBSTATION DES I	12	OSE0711*	\$ 35.36	\$ 36.25	\$ 37.15	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99	\$ 42.01	\$ 43.06		Hourly	12/17/2022
TBD	SUBSTATION DES II	12	OSE0745A	\$ 42.00	\$ 43.05	\$ 44.11	\$ 45.25	\$ 46.37	\$ 47.52	\$ 48.71	\$ 49.92	\$ 51.18		Hourly	12/17/2022
TBD	SUBSTATION DES III	12	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	12/17/2022
TBD	SUBSTATION DES IV	12	OSE0780*	\$ 56.50	\$ 57.90	\$ 59.34	\$ 60.84	\$ 62.36	\$ 63.90	\$ 65.50	\$ 67.15	\$ 68.83		Hourly	12/17/2022
50137994	SUBSTATN ASSETS SUPVR	12	PAS0062T	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50091428	SUBSTATN CONSTR FRMN/W/M	12	IBEW - TBD	\$ 75.83										Hourly	12/17/2022
50091429	SUBSTATN CONSTR FRMN/W/M W/CL A	12	IBEW - TBD	\$ 76.98										Hourly	12/17/2022
50091430	SUBSTATN CONSTR FRMN/W/M W/HAZ	12	IBEW - TBD	\$ 77.10										Hourly	12/17/2022
50051929	SUBSTATN FRMN/WN,LT	12	IBEW - TBD	\$ 72.24										Hourly	12/17/2022
50051930	SUBSTATN FRMN/WN,LT W/CL A	12	IBEW - TBD	\$ 73.39										Hourly	12/17/2022
50051931	SUBSTATN FRMN/WN,LT W/HAZ	12	IBEW - TBD	\$ 73.51										Hourly	12/17/2022
50051932	SUBSTATN SUBFRMN/WN	12	IBEW - TBD	\$ 67.97										Hourly	12/17/2022
50051933	SUBSTATN SUBFRMN/WN W/CL A	12	IBEW - TBD	\$ 69.12										Hourly	12/17/2022
50051934	SUBSTATN SUBFRMN/WN W/HAZ	12	IBEW - TBD	\$ 69.24										Hourly	12/17/2022
50099720	SUPPLIER DIVERSITY SUPERVISOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50164529	SUPPORT CENTER SUPVR	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50091625	SUPT PROJECT DEV & ENGRG	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051957	SUPVG ACCOUNTING TECH	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50165907	SUPVG ADMIN ANALYST I	12	PAS0041O	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50165911	SUPVG ADMIN ANALYST II	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50165909	SUPVG ADMIN ANALYST III	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051973	SUPVG CUST SVC FIELD REP	12	PAS0052B	\$ 7,565.53									\$ 10,522.44	Monthly	12/17/2022
50051972	SUPVG CUSTOMER REP	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50166563	SUPVG HUMAN RESOURCES ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50135199	SUPVG PARALEGAL	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50150056	SUPVG PROCUREMENT SPECIALIST 1/	12	PAS0059A	\$ 8,987.35									\$ 12,205.76	Monthly	12/17/2022
50052015	SUPVG RESOURCE PLANNER	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051697	SUPVR, FLEET DESIGN & DELIVERY	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50129649	SUPVR,APPRENT & OPS TRAINING	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50130191	SUPVR,BT RESOURCES & PLNG	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50163093	SUPVR,BUDGET OFFICE	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50090727	SUPVR,BUSINESS PROCESS SUPPORT	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50124592	SUPVR,CONSTRUCTION MGMT INSPECTION	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051994	SUPVR,DATA MANAGEMENT	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50126020	SUPVR,DIST SV NEW BUSINESS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051852	SUPVR,DIST SYS OPS-FLD OP	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50128766	SUPVR,EE EMERG TECH	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50162517	SUPVR,ENERGY MGMT SYS	12	PAS0069B	\$ 11,502.70									\$ 16,009.03	Monthly	12/17/2022
50160221	SUPVR,ENERGY TRADING & CONTRACTS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50160265	SUPVR,ENGINEERING	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50158442	SUPVR,ENV,HLTH&SFTY SVCS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051981	SUPVR,FACILITIES & MAINT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50162321	SUPVR,FIELD METERING	12	PAS0059B	\$ 8,987.35									\$ 12,512.10	Monthly	12/17/2022
50094154	SUPVR,HLTH & SFTY SVCS 1/	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50051729	SUPVR,HYDRO LICENSE IMPLEMENTATION	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051990	SUPVR,IPPS & ADMIN	12	PAS0052C	\$ 7,565.53									\$ 10,785.52	Monthly	12/17/2022
50136695	SUPVR,LOAD RESEARCH & FORECASTING	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50091651	SUPVR,MAINT ENGRG	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50083477	SUPVR,MATERIAL PLANNING & COORDINATION	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50116025	SUPVR,OPER & AVAIL	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50052007	SUPVR,OPS SCHEDULING & PRODUCTIVITY	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50160902	SUPVR,PROJECT MGMT OFC	12	PAS0067O	\$ 10,952.42									\$ 14,502.83	Monthly	12/17/2022
50052012	SUPVR,RATES	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50052014	SUPVR,REAL ESTATE SVCS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50163671	SUPVR,SEGMENT DELIVERY	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50160146	SUPVR,STRATEGIC ACCOUNT MANAGEMENT	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50052021	SUPVR,SURVEY	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50126182	SUPVR,T&D LINE MAINT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051925	SUPVR,THREAT MGMT & CORP SECURITY OPS	12	PAS0062O	\$ 9,397.00									\$ 12,444.00	Monthly	4/4/2022
50051925	SUPVR,THREAT MGMT & CORP SECURITY OPS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50092750	SURVEY ENGRG TECH (J)	6	OSE0714A	\$ 36.10	\$ 37.01	\$ 37.89	\$ 38.86	\$ 39.85	\$ 40.85	\$ 41.87	\$ 42.89	\$ 44.01		Hourly	12/17/2022
50170412	SUS COMM PARTNERSHIP SPECIALIST I	12	PAS0045O	\$ 6,181.00									\$ 8,183.00	Monthly	5/5/2022
50170412	SUS COMM PARTNERSHIP SPECIALIST I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50170327	SUS COMM PARTNERSHIP SPECIALIST II	12	PAS0054O	\$ 7,714.00									\$ 10,216.00	Monthly	5/5/2022
50170327	SUS COMM PARTNERSHIP SPECIALIST II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50170328	SUS COMM PARTNERSHIP SPECIALIST III	12	PAS0059O	\$ 8,726.00									\$ 11,562.00	Monthly	5/5/2022
50170328	SUS COMM PARTNERSHIP SPECIALIST III	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50151305	T&D LINE ASSETS SUPVR-PROJECTS	12	PAS0062U	\$ 9,678.73									\$ 14,739.95	Monthly	12/17/2022
50140030	T&D LINE CONSTR CONSULTANT	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50052124	TECHNICAL WRITER I	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50052125	TELECOMM TECH 1/	12	IBEW928I	\$ 65.45										Hourly	12/17/2022
50154313	TELECOMM TECH APPR	12	IBEW845A	\$ 38.17	\$ 41.70	\$ 45.24	\$ 48.76	\$ 52.28	\$ 55.80					Hourly	12/17/2022
50083255	TELECOMM TECH APPR 1/	48	IBEW921A	\$ 42.55	\$ 46.47	\$ 50.43	\$ 54.30	\$ 58.25	\$ 62.18					Hourly	12/17/2022
50154499	TELECOMM TECH I	12	IBEW915A	\$ 58.73										Hourly	12/17/2022
50161055	TELECOMM TECH II	12	IBEW928I	\$ 65.45										Hourly	12/17/2022
50154625	TELEPHONE TECH	12	IBEW915A	\$ 58.73										Hourly	12/17/2022
50100560	TELEPHONE TECH 1/	12	IBEW928I	\$ 65.45										Hourly	12/17/2022
50154626	TELEPHONE TECH APPR	12	IBEW845A	\$ 38.17	\$ 41.70	\$ 45.24	\$ 48.76	\$ 52.28	\$ 55.80					Hourly	12/17/2022
50100562	TELEPHONE TECH APPR 1/	36	IBEW921A	\$ 42.55	\$ 46.47	\$ 50.43	\$ 54.30	\$ 58.25	\$ 62.18					Hourly	12/17/2022
50052131	TOOL REPAIRER	12	IBEW874G	\$ 45.47	\$ 46.94	\$ 48.64	\$ 51.04							Hourly	12/17/2022
50052132	TOOL REPAIRER W/CL A	12	IBEW874M	\$ 46.62	\$ 48.09	\$ 49.79	\$ 52.19							Hourly	12/17/2022
50052133	TOOL REPAIRER W/HAZ	12	IBEW874Z	\$ 46.74	\$ 48.21	\$ 49.91	\$ 52.31							Hourly	12/17/2022
50086933	TOOL ROOM FRMN/WN	12	IBEW936A	\$ 66.99										Hourly	12/17/2022
50092673	TRADE SHOW COORD	6	OSE0743A	\$ 41.81	\$ 42.83	\$ 43.90	\$ 45.01	\$ 46.11	\$ 47.29	\$ 48.47	\$ 49.68	\$ 50.93		Hourly	12/17/2022
50111034	TRAINING & COMPLIANCE COORD	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50160075	TRAINING COORDINATOR	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50052134	TROUBLESHOOTER	12	IBEW941R	\$ 78.89										Hourly	12/17/2022
50093281	TROUBLESHOOTER W/CL A	12	IBEW941D	\$ 80.04										Hourly	12/17/2022
50151422	UTILITY ASSISTANT	12	IBEW785A	\$ 19.26	\$ 22.02									Hourly	12/17/2022
50083807	UTILITY COMPLIANCE SPECIALIST	12	IBEW828G	\$ 31.44	\$ 32.88	\$ 35.40	\$ 37.81	\$ 40.50						Hourly	12/17/2022
50151392	UTILITY COMPLIANCE SPECIALIST 1/	12	IBEW872I	\$ 50.28										Hourly	12/17/2022
50151322	UTILITY COMPLIANCE SPECIALIST 1//	12	IBEW872L	\$ 51.48										Hourly	12/17/2022
50166507	UTILITY COMPLIANCE SPECIALIST II	12	IBEW919J	\$ 42.58										Hourly	12/17/2022
50052154	UTILITY CREW FRMN/WN W/HAZ	12	IBEW888X	\$ 54.82										Hourly	12/17/2022

2023 SMUD Wage Schedule
Effective 12/17/2022

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50052155	UTILITY WORKER I	12	IBEW802G	\$ 31.44	\$ 32.88	\$ 34.31	\$ 35.74							Hourly	12/17/2022
50052156	UTILITY WORKER I W/CL A	12	IBEW802L	\$ 32.59	\$ 34.03	\$ 35.46	\$ 36.89							Hourly	12/17/2022
50163854	UTILITY WORKER II	12	IBEW814A	\$ 37.78										Hourly	12/17/2022
50116120	UTILITY WORKER III	12	IBEW816H	\$ 33.33	\$ 34.66	\$ 36.16	\$ 37.64	\$ 39.25						Hourly	12/17/2022
50052157	UTILITY WORKER W/HAZ	12	IBEW802X	\$ 32.71	\$ 34.15	\$ 35.58	\$ 37.01							Hourly	12/17/2022
50163132	UX SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50092219	UX SPCLST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50154631	VEGETATION MANAGEMENT SPCLST W/CL A	12	IBEW878H	\$ 52.78										Hourly	12/17/2022
50150005	VEGETATION MANAGEMENT SPCLST WCL A 1/	12	IBEW901L	\$ 58.05										Hourly	12/17/2022
50052146	VEGETATION MANAGEMENT SUPVR I	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50162373	VEGETATION MANAGEMENT SUPVR II	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50154627	VEGETATION WORK PLANNER	12	IBEW878G	\$ 51.63										Hourly	12/17/2022
50052143	VEGETATION WORK PLANNER 1/	12	IBEW901A	\$ 56.87										Hourly	12/17/2022
50154628	VEGETATION WORK PLANNER W/CL A	12	IBEW878H	\$ 52.78										Hourly	12/17/2022
50052144	VEGETATION WORK PLANNER W/CL A 1/	12	IBEW901L	\$ 58.02										Hourly	12/17/2022
50154630	VEGETATION WORK PLANNER W/HAZ	12	IBEW878J	\$ 52.90										Hourly	12/17/2022
50052145	VEGETATION WORK PLANNER W/HAZ 1/	12	IBEW901X	\$ 58.14										Hourly	12/17/2022
50052158	VEHICLE ATTENDANT	12	IBEW816G	\$ 32.47	\$ 33.84	\$ 35.35	\$ 36.82	\$ 38.41						Hourly	12/17/2022
50083257	VEHICLE ATTENDANT W/CL A	12	IBEW817B	\$ 33.62	\$ 34.99	\$ 36.50	\$ 37.97	\$ 39.56						Hourly	12/17/2022
50052159	VEHICLE ATTENDANT W/HAZ	12	IBEW817X	\$ 33.74	\$ 35.11	\$ 36.62	\$ 38.09	\$ 39.68						Hourly	12/17/2022
50099030	VEHICLE MAINT AIDE	12	IBEW790A	\$ 23.13	\$ 28.55									Hourly	12/17/2022
50052164	VEHICLE MAINT AIDE W/CL A	12	IBEW790L	\$ 24.28	\$ 29.70									Hourly	12/17/2022
50052165	VEHICLE MAINT AIDE W/HAZ	12	IBEW790X	\$ 24.40	\$ 29.82									Hourly	12/17/2022
50154169	VEHICLE MECH	12	IBEW858A	\$ 46.72										Hourly	12/17/2022
50052160	VEHICLE MECH 1/	12	IBEW874C	\$ 51.04										Hourly	12/17/2022
50154049	VEHICLE MECH APPR W/HAZ	48	IBEW851D	\$ 31.14	\$ 33.21	\$ 35.24	\$ 37.27	\$ 39.32	\$ 41.35	\$ 43.42	\$ 45.42			Hourly	12/17/2022
50052161	VEHICLE MECH APPR W/HAZ 1/	48	IBEW866X	\$ 34.46	\$ 36.64	\$ 38.84	\$ 41.02	\$ 43.21	\$ 45.38	\$ 47.59	\$ 49.78			Hourly	12/17/2022
50154225	VEHICLE MECH W/CL A	12	IBEW858D	\$ 47.87										Hourly	12/17/2022
50052162	VEHICLE MECH W/CL A 1/	12	IBEW878A	\$ 52.18										Hourly	12/17/2022
50154240	VEHICLE MECH W/HAZ	12	IBEW858K	\$ 47.99										Hourly	12/17/2022
50052163	VEHICLE MECH W/HAZ 1/	12	IBEW878X	\$ 52.31										Hourly	12/17/2022
50168478	VEHICLE MECH WELDER	12	IBEW851I	\$ 48.86										Hourly	12/17/2022
50154213	VEHICLE MECH WELDER APPR W/A	12	IBEW851F	\$ 32.59	\$ 34.75	\$ 36.87	\$ 38.98	\$ 41.17	\$ 43.28	\$ 43.32	\$ 47.58			Hourly	12/17/2022
50125306	VEHICLE MECH WELDER APPR W/A 1/	48	IBEW888A	\$ 35.75	\$ 38.03	\$ 40.38	\$ 42.73	\$ 45.08	\$ 47.40	\$ 49.72	\$ 52.04			Hourly	12/17/2022
50154214	VEHICLE MECH WELDER APPR W/HAZ	12	IBEW851K	\$ 32.64	\$ 34.81	\$ 36.92	\$ 39.04	\$ 41.20	\$ 43.31	\$ 45.45	\$ 47.62			Hourly	12/17/2022
50125304	VEHICLE MECH WELDER APPR W/HAZ 1/	48	IBEW888B	\$ 35.80	\$ 38.08	\$ 40.43	\$ 42.77	\$ 45.10	\$ 47.43	\$ 49.77	\$ 52.09			Hourly	12/17/2022
50154218	VEHICLE MECH WELDER W/CL A	12	IBEW874A	\$ 50.01										Hourly	12/17/2022
50052166	VEHICLE MECH WELDER W/CL A 1/	12	IBEW888G	\$ 54.70										Hourly	12/17/2022
50154219	VEHICLE MECH WELDER W/HAZ	12	IBEW872H	\$ 50.13										Hourly	12/17/2022
50052167	VEHICLE MECH WELDER W/HAZ 1/	12	IBEW888X	\$ 54.82										Hourly	12/17/2022
50052168	VEHICLE PARTS CLERK	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12		Hourly	12/17/2022
50161540	WAREHOUSE OPERATIONS SUPERVISOR	12	PAS0056C	\$ 8,104									\$ 11,562.38	Monthly	12/18/2021
50161540	WAREHOUSE OPERATIONS SUPERVISOR	12	PAS0056C	\$ 8,347.12									\$ 11,909.25	Monthly	12/17/2022

N/ designates non-civil service jobs.

SPECIAL COMPENSATION CATEGORY	WAGE TYPE	ELIGIBLE EMPLOYEE GROUPS					EFFECTIVE DATE
		OSE	IBEW	PAS/MGMT	PSOA	CONF	
Special Assignment Pay	2nd Shift Differential Pay	\$ 2.81	\$ 3.66	*6%		4%	12/17/2022
Special Assignment Pay	3rd Shift Differential Pay	\$ 3.74	\$ 4.88	*8%		6%	12/17/2022
Special Assignment Pay	4th Shift Diff Pay - R.S.	\$ 4.68	\$ 4.88	*8%		8%	12/17/2022
Special Assignment Pay	PSOA 2nd Shift Differential Pay				8%		12/17/2022
Special Assignment Pay	Dbldm 4th Shift Diff	2X + \$4.68	2X + \$4.88	*2X + 8%	2X + 8%	0	12/17/2022
Special Assignment Pay	Instructor/Training Officer				8%		12/17/2022
Special Assignment Pay	Mutual Aid		2X				12/17/2022
Statutory Items	DT Incentive Erngs	2X	2X	*2X	2X		12/17/2022
Incentive Pay	Employer Paid Member Contributions	0.00%	0.00%	1.75%	0.00%	1.75%	12/17/2022
Statutory Items	FRC Cleaning Allowance	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr			12/17/2022
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS	**	**	**	**	**	12/17/2022
Statutory Items	Overtime Incentive Erngs	1.5X	2X	*1.5X	1.5X		12/17/2022
Statutory Items	PERS Uniform Allowance	\$80 - 100 / mos	\$80 - 100 / mos	\$80 - 100 / mos			12/17/2022
Incentive Pay	PIP Award			0 - 9%			12/17/2022
Special Assignment Pay	Relief Shift Differential	\$ 4.68	\$ 4.74	*8%	8%	8%	12/17/2022
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS			*1.5X + 6%			12/17/2022
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS			*1.5X + 8%			12/17/2022
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS			*1.5X + 8%			12/17/2022
Statutory Items	Sch Holiday Dbl Time	2X	2X	*2X	2X		12/17/2022
Statutory Items	Sch Holiday Work	1.5X	2X	*1.5X	1.5 X		12/17/2022
Statutory Items	Sch Holiday Worked - PAS			*1.5X	1.5X		12/17/2022
Special Assignment Pay	Schd Hol DT Shft 2 Diff	2X + \$2.81	2X + \$3.66	*2X + 6%	2X + 6%		12/17/2022
Special Assignment Pay	Schd Hol DT Shft 3 Diff	2X + \$3.74	2X + \$4.88	*2X + 8%	2X + 8%		12/17/2022
Special Assignment Pay	Schd Hol DT Shft 4 Diff	2X + \$4.68	2X + \$4.88	*2X + 8%	2X + 8%		12/17/2022
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff	1.5X + \$2.81	1.5X + \$3.66	*1.5X + 6%	1.5X + 6%		12/17/2022
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff	1.5X + \$3.74	1.5X + \$4.88	*1.5X + 8%	1.5X + 8%		12/17/2022
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff	1.5X \$4.68	1.5X + \$4.88	*1.5X + 8%	1.5X + 8%		12/17/2022
Premium Pay	WOC DT Incentive	2X	2X		2X	2X	12/17/2022
Premium Pay	WOC Hol Special	2X	2X		2X	2X	12/17/2022
Premium Pay	WOC OT Incentive	1.5X	2X		1.5X	1.5X	12/17/2022
Premium Pay	WOC Reg	1X	1X		1X	1X	12/17/2022
Special Assignment Pay	Temporary Upgrade 2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	12/17/2022
Special Assignment Pay	Temporary Upgrade 5%	5%	5%	5%	5%	5%	12/17/2022
Special Assignment Pay	Temporary Upgrade 7.5%	7.50%	7.50%	7.50%	7.50%	7.50%	12/17/2022
Special Assignment Pay	Temporary Upgrade 10%	10%	10%	10%	10%	10%	12/17/2022
Individual Performance Award	Pay for Performance Award			9%			12/17/2022
Incentive Pay	Off-Salary-Schedule Pay						12/17/2022

Labor Policy:

Special compensation will be reported as pensionable compensation in accordance with CalPERS rules & regulations. The above table provides information related to special compensation items for employee groups. Represented employee special compensation may also be found in the applicable labor agreements. For unrepresented employees, this document shall be used to delineate special compensation items, including Special Assignment Pay and Statutory Items designated for employees working 12 hour work schedules and/or shift schedules within Security Operations, Energy Trading & Contracts and any other

*applies to PAS employees in Energy Trading & Contracts working a shift schedule

**manual adjustment amount required to correct records varies depending upon situation

RESOLUTION NO. 22-12-03

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board accepts the monitoring report for **Strategic Direction SD-11, Public Power Business Model**, substantially in the form set forth in **Attachment C** hereto and made a part hereof.

Approved: December 8, 2022

INTRODUCED: DIRECTOR HERBER				
SECONDED: DIRECTOR SANBORN				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
ROSE	X			
BUI-THOMPSON	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO				X
SANBORN	X			

SACRAMENTO MUNICIPAL UTILITY DISTRICT

OFFICE MEMORANDUM

TO: Board of Directors

DATE: November 16, 2022

FROM: Claire Rogers *CR 11/16/22*

**SUBJECT: Audit Report No. 28007437
Board Monitoring Report; SD-11: Public Power Business
Model**

Audit and Quality Services (AQS) received the SD-11 *Public Power Business Model* 2022 Annual Board Monitoring Report and performed the following:

- A review of the information presented in the report to determine the possible existence of material misstatements;
- Interviews with report contributors and verification of the methodology used to prepare the monitoring report; and
- Validation of the reasonableness of a selection of the report's statements and assertions.

During the review, nothing came to AQS' attention that would suggest the SD Board Monitoring report did not fairly represent the source data available at the time of the review.

CC:

Paul Lau

Board Monitoring Report 2022

SD-11, Public Power Business Model



1. Background

Strategic Direction [11](#), Public Power Business Model states that:

Supporting and strengthening the public power business model is a core value. Local decision making and flexibility are essential to effective and responsible local governance. Community-owned utilities are primarily accountable to their customers, not stockholders. Community citizens have a direct voice in public power decisions.

Preservation of this business model is vital to ensure public power systems continue to provide innovative solutions tailored to best meet the needs of their customers and communities.

2. Executive Summary

SMUD is in compliance with SD-11.

The SD-11 monitoring report updates the Board on our efforts to insulate SMUD from issues that may impact our local governance and provide the Board with a final status report on 2022 issues impacting this strategic directive. SMUD's interests are advanced in the legislative and regulatory arenas to the greatest extent possible. For instance, SMUD meets with key federal and state officials, both elected and appointed, with the driving purpose of educating them on the impact of new and existing policy.

State Legislative. SMUD had several victories this year in the California Legislature that advanced the public power business model to ensure local decision making and flexibility. SMUD and other publicly owned utilities secured another round of funding in the state budget to help our customers with unpaid utility bills. SMUD ensured flexibility for eligibility and prioritization of funding and will receive approximately \$10 million to assist our customers with unpaid bills due to the COVID 19 pandemic.

SMUD also worked to defeat problematic bills including:

- A bill that would have permitted a fire district to require 24-hour notice of any hot work in their service territory [Assembly Bill (AB) 2070];
- A bill that could have potentially led to elimination of Cap and Trade allowance allocations to Publicly Owned Utilities (POUs) [Senate Bill (SB) 1391]; and,
- A bill that would have expanded the existing biomass mandate (SB 1109).

State Regulatory. SMUD staff participated in numerous workshops and regulatory proceedings at the California Air Resources Board (CARB), the California Energy Commission (CEC), and the California Public Utilities Commission (CPUC) throughout the year.

SMUD staff worked actively with CEC staff, key policy decision-makers, and our public power partners to develop a resolution for the Load Management Standards rulemaking. The proposed rule, as initially drafted, represented a significant threat to the independent decision-making authority of POUs by allowing the CEC to mandate the development marginal cost-based rates for all customer classes. The final round of amendments to the proposed Load Management Standards included key modifications that recognize the authority of POU governing bodies and provide the governing bodies discretion to develop rates, programs, or modified requirements based on specified factors.

SMUD staff also monitored or participated in proceedings regarding:

- Proposed updates to the CEC's Integrated Resource Plan Guidelines for POUs
- The development of the Demand Side Grid Support program, which offers incentives to POU customers, or aggregators of POU customers, who provide incremental load reductions during grid emergencies.
- The development of the 2022 Integrated Energy Policy Report.

At CARB, staff participated in proceedings to develop:

- The 2022 Scoping Plan Update, which will chart the state's pathway to achieve economywide carbon neutrality no later than 2045 and include updated greenhouse gas (GHG) emission targets for the electricity sector.
- The Advanced Clean Fleets (ACF) suite of regulations, which would require medium- and heavy-duty vehicle fleets across the state, including SMUD's vehicle fleet, to transition to zero-emission vehicles on an aggressive timeframe.
- Upcoming restructuring of the Low Carbon Fuel Standard (LCFS) regulations, which may impact the amount of LCFS allowances SMUD will receive in the future.

All these regulatory proceedings are ongoing, and at least several are likely to extend into 2022-2023.

Further, SMUD staff is participating in a variety of Electric Vehicle Charging Infrastructure and Workforce proceedings, and Environmental Justice discussions, a joint focus of the CEC, CARB, CPUC, and the Governor's Office of Business and Economic Development (GO-Biz).

Federal: On the legislative front, SMUD submitted two Congressionally Directed projects, or earmarks requests to Rep. Doris Matsui (D-CA), one of which (neighborhood

electrification) was chosen in April by the House Appropriations Committee for inclusion in the FY23 House Energy and Water subcommittee bill and was also included in the House-passed a six bill “minibus” appropriations package for FY23 in July.

SMUD staff focused much of 2022 on advocating for the extension and expansion of energy tax credits and the inclusion of the direct pay provision for public power utilities in a budget reconciliation bill. In a legislative victory, SMUD worked to include a provision in the Inflation Reduction Act (IRA) that would allow public power utilities to receive refundable direct payments of the energy tax credits. SMUD also advocated for the long-term extension and expansion of electric vehicle (EV) and electric vehicle supply equipment (EVSE) tax incentives and supported robust funding for energy and climate grants and energy efficiency rebates. Outside of the IRA, SMUD staff has also advocated for the inclusion of provisions that would prevent the elimination of Build America Bonds (BAB) credit payments as a result of ‘Pay-As-You-Go’ sequestration in any must-pass legislation.

Outside of the legislative arena, SMUD has continued to develop its enterprise-wide grant capture program to respond to federal funding opportunity announcements and build relationships with key officials and new offices within the Department of Energy (DOE) in charge of IJJA grant guidance and implementation efforts. SMUD filed comments to DOE’s Requests for Information (RFI) on the Long-Duration Storage for Everyone, Everywhere (LD ESEE) Initiative and the Vehicle Technology Office’s research and development (R&D) efforts to reduce soft costs associated with the construction of Level 2 and Direct Current Fast Charging (DCFC) units in public charging venues in the United States.

In the regulatory arena, SMUD joined the American Biogas Council (ABC), a national biogas trade association representing SMUD, in filing comments on the U.S. Environmental Protection Agency’s (EPA) Proposed 2021 and 2022 Standards for the Renewable Fuel Standard Program (“RFS”). In partnership with the American Public Power Association (APPA) and the Northwest Public Power Association (NWPPA), SMUD filed reply comments to the Federal Communications Commission’s (FCC) Further Notice of Proposed Rulemaking (FNPRM) on the allocation of pole replacement costs and the resolution of pole attachment disputes.

Community Choice Aggregators. Assembly Bill 117 (2002) created Community Choice Aggregation and authorized local governments to aggregate customer electric load and become the default power provider in the service territory of an incumbent investor-owned utility. SMUD responded by offering to provide operational services to CCAs. Today, SMUD offers the following services: contact center services, billing services, data management services, analytics services, program design and administration services, marketing services and market research services. Current clients include: Valley Clean Energy (VCE), East Bay Community Energy (EBCE), Silicon Valley Clean Energy (SVCE) and Marin Clean Energy (MCE).

CCAs allow their customers to access many of the same public power benefits that SMUD and other POU's have provided millions of Californians. Our support of CCAs also promotes carbon reduction goals similar to SMUD's. SMUD is leveraging our decades of experience as a utility, staff expertise, and existing systems to provide skilled services to CCAs, generating new revenue and strengthening SMUD's ability to provide cost effective public power service to our customers.

There are currently over 20 active CCAs in California, representing nearly half of the state, and many more that are emerging or investigating the feasibility of starting a new CCA. The potential for new CCA clients for SMUD is great.

Western Energy Imbalance Market (EIM) and Extended Day-Ahead Market (EDAM). SMUD continues to see significant benefits with its participation in the California Independent System Operator Corporation's (CAISO) EIM since joining in 2019 through the Balancing Authority of Northern California (BANC). On March 25, 2021, the remaining BANC Balancing Authority Area (BAA) footprint joined the EIM. This broader BANC resource participation has resulted in greater economic benefits and a better ability to integrate and manage intermittent resources within the BANC footprint.

SMUD and BANC, as well as other EIM participants, have supported the extension of the EIM real-time framework to the CAISO's day ahead market under the CAISO's Extended Day Ahead Market EDAM initiative. After pausing the initiative for approximately a year following the August 2020 heatwave outages, the CAISO restarted the EDAM initiative during the summer of 2021, this time with renewed focus and broader stakeholder participation, SMUD and BANC continue to participate in all EDAM development activities, including the development of the EDAM straw proposal, a final version of which is expected by the end of the year. Tariff development, regulatory approvals and implementation activities are planned for 2023, with hopes of launching EDAM in 2024. SMUD views EDAM as an important step forward in the evolution of Western energy markets and it aligns well with SMUD's 2030 Zero Carbon Plan goals.

As SMUD's Strategic Plan indicates, internal and external factors are driving our business and shaping our business model. Legislative and regulatory uncertainty continues to be a threat to the Public Power Business Model SD-11. SMUD takes positions on legislation and regulations based on the Board's Strategic Direction.

3. Additional Supporting Information

Local decision making and flexibility are essential to effective and responsible local governance. High priority 2022 issues were as follows:

- Funding for utility customer arrears
- Defending against expensive requirements for POU's related to distribution system upgrades and procurement mandates, among other issues

- Wildfire funding
- Protecting existing Cap and Trade allowance allocations
- Electric vehicle and infrastructure funding
- Proposed zero-emission vehicle purchase mandates for public fleets
- Development of the Scoping Plan Update (SPU) that include a suite of policies to achieve stringent greenhouse gas (GHG) emission reduction targets
- Building electrification funding
- Filing SMUD's updated IRP with the CEC
- Load Management Standards rulemaking
- Legislation pending in Congress to restore the cost-savings benefits of advance refunding (refinancing) municipal bonds.
- Inclusion in pending Reconciliation bill of direct refundability of federal renewable energy tax incentives
- Preparation and submittal of SMUD's Utility Security Plan to the CPUC
- Extended Day-Ahead Market (EDAM) development

4. Challenges:

SMUD continues to face prescriptive legislative and regulatory mandates for carbon reduction, renewable energy, wildfire planning, and resource planning, in part because of the State's robust climate change goals. An increased interest by legislators and the Governor in both reliability and climate change led to legislative action in the form of procurement mandates, distribution planning requirements, hourly GHG emissions reporting and a new Demand Side Grid Support program. Changes to Cap-and-Trade and the LCFS are also on the horizon. SMUD will continue to advocate for the advancement of transportation and building electrification. Transportation electrification has been a priority for this Administration, with Governor Newsom's executive order to require that all new cars and passenger trucks sold in California be zero-emission vehicles by 2035. Finally, SMUD continues to monitor CPUC proceedings that may attempt to assert jurisdiction over POUs (e.g., demand flexibility through dynamic rates, discharge permitting for electric utility maintenance tasks, and resiliency activities).

5. Recommendation

It is recommended that the Board accept the Monitoring Report for SD-11.

6. Appendices

State Legislation that Impacted SD-11

SB 887 (Becker) Transmission Facility Planning

This bill requires the California Public Utilities Commission (CPUC) and the California Energy Commission (CEC) to provide long-term forecasts, consistent with SB 100 and other decarbonization goals, so that the California Independent System Operator (CAISO)

can plan and authorize the transmission projects. The stated goal of the bill was to identify and approved need transmission projects.

SMUD Position: Watch, worked on amendments with the author.
Status: Passed and signed by the Governor

Staff Comment: After working with the author on amendments that would clarify that the bill doesn't include non-CAISO balancing authorities like BANC, the author's staff dropped the ball by not including our agreed upon amendments before the deadline to amend the bill. However, we were able to quickly draft and get accepted into the legislative record a letter to the journal that explicitly states the author's intent that this bill does not include non-CAISO balancing authorities.

SB 1020 (Laird) Clean Energy, Jobs and Affordability Act

SB 1020 establishes interim targets to reach SB 100 goals. As a reminder, SB 100 increased the state's Renewable Portfolio Standard (RPS) to 60% by 2030 and 100% RPS-eligible and zero-carbon by 2045. SB 1020 also requires state agencies to purchase 100 percent zero carbon electricity by 2030 to serve their load.

SMUD Position: Watch
Status: Bill passed and signed by the Governor

Staff Comment: While SMUD is supportive of the state's zero carbon goals, we wanted to ensure our green pricing programs that currently exist with many state buildings (SolarShares and Greenergy) met the intent of the bill. We worked closely with the author's office, legislative stakeholders, the Department of General Services, and our trade associations to provide amendments that clarify our programs' inclusion. Although further monitoring of the implementation of the bill may be required, successfully advocating for changing the implementation date of the bill to 2035 make its it unlikely to hinder SMUDs public power business model or 2030 Zero Carbon Plan.

SB 1100 (Cortese) Open meetings: orderly conduct

SB 1100 authorizes the members of the legislative body conducting a meeting to remove an individual for willfully interrupting the meeting.

SMUD Position: Watch, worked with CMUA on amendments.
Status: Bill Passed and signed by the Governor

Staff Comment: Using input from security ops and other SMEs, worked with CMUA on amendments to ensure our security personnel can continue with their current processes.

SB 1109 (Caballero): Biomass Procurement Mandate

SB 1109, in its original version, increased, extended, and expanded requirements to all electric utilities (including POU's) to procure energy from biomass generating facilities. The bill expanded a previous statutory procurement requirement from a utilities proportionate

share of 100 MW to 225 MW and extended the requirement from December 31, 2016, to December 31, 2023, and financial commitments from 5 years to 15 years.

SMUD Position: Oppose; moved to neutral after POUs were removed from the bill
Status: Bill passed, after removing POUs from its provisions and deleting the increased procurement target.

Staff Comment: The bill would have hindered the public power business model, as well as our 2030 Zero Carbon Plan, by limiting flexibility to determine which resources best fit our utility's needs and mandating the procurement of a very expensive resource. We advocated expeditiously to get POUs removed from the bill.

AB 205 (Budget): Funding for Utility Customer Arrears

Similar to last year, this year's top budget priority was additional state funding for unpaid customer bills (arrears) due to the COVID-19 pandemic. You may recall that last year, due to our effective advocacy, SMUD received \$41.3 million in funding for our customers' arrears through the California Arrearage Payment Program (CAPP). We were successful again this year, securing \$239.4 million for publicly owned utility (POU) arrears (out of a total of \$1.197 billion) in this year's budget. SMUD will be receiving approximately \$10 million, which we anticipate will help 26,000 customers with their unpaid SMUD bills.

The new round of funding for CAPP will cover unpaid bills through December 31, 2021, extending the eligibility window by six months. The governing statute largely follows the program design of CAPP 1.0 last year. One major difference is that the new funding will only apply to active residential customer accounts while the funding last year also included inactive and commercial customers.

SMUD Position: Support
Status: Passed and signed by Governor

Staff Comment: Since many customers have been unable to pay their SMUD bills due to significant economic impacts stemming from the COVID-19 pandemic, this funding was the top priority for SMUD at the legislature. SMUD worked closely with a coalition of other POUs through our trade association, the California Municipal Utilities Association (CMUA), to advocate tirelessly for this funding. We are now in the implementation phase of receiving the funding.

SB 1158 (Becker): Retail Electricity Suppliers: Hourly GHG Emissions

SB 1158 would have required every retail supplier of electricity to annually report hourly GHG emissions data, including POUs, to the CEC. This granular data would have been a heavy lift to report, and the benefit of the information was unclear.

SMUD Position: Expressed concerns; CMUA removed opposition after amendments accepted.

Status: Passed and signed by the Governor.

Staff Comment: Working with CMUA, SMUD was able to secure amendments which deleted problematic CPUC references, inserted intent language about procurement, and clarified the rules around avoided GHG emissions.

SB 1391 (Kamlager): Market-based compliance mechanism

Another concerning bill that was defeated was SB 1391, which was a gut and amended toward the end of session, would have required CARB to review the Cap & Trade program every 3 years. The new language included references to “allowance overallocation” that could have been interpreted to encouraging CARB to review the program with an eye towards limiting or removing allowance allocations for POU.

SMUD Position: Concerns, worked through CMUA who had an oppose position
Status: Failed to pass.

Staff Comment: SMUD, working with CMUA and others, advocated for amendments that would have limited its impact to POU. We then formally opposed and advocated against the bill when those amendments weren’t accepted.

AB 2070 (Bauer-Kahan) – Hot Work and Deenergization Notice Requirements

This bill would have permitted a fire protection district to require electric utilities to provide 24-hour notice before performing specified work, such as hot work, within the fire district's jurisdiction.

SMUD Position: Watch
Status: Failed to pass

Staff Comment: SMUD did not take an official position, but we worked closely with our trade associations on our concerns. This bill would have resulted in a burdensome and unnecessary reporting procedure for common hot work undertaken by SMUD on a very frequent basis. Due to our advocacy, along with opposition from the IOUs, this bill died.

AB 2700 (McCarty): Electrical Distribution Upgrades

Along with a strong focus on EVs this year, there was also interest from the Legislature in mandating upgrades to serve an estimated increase in EV charging. AB 2700 requires electrical corporations and local publicly owned electric utilities to ensure that their distribution systems are upgraded at the times and locations necessary to support the state’s anticipated level of electric vehicle charging. As originally introduced this bill would have been extremely costly to SMUD and potentially impact the public power business model.

SMUD Position: Watch, worked with author’s office and CMUA on amendments.
Status: Passed and signed by Governor

Staff Comment: Given that this bill was authored by a member of SMUD's legislative delegation, staff worked early and often with both the author and CMUA to protect SMUD's bottom line, while maintaining our good relationship with the author. We were able to secure two rounds of amendments that removed our concerns and aligned the bill with our normal planning processes.

State Regulation that Impacted SD-11

Advanced Clean Fleets (ACF) Regulations

The ACF rulemaking is part of a comprehensive strategy to achieve a zero-emission truck and bus fleet by 2045 everywhere feasible, and significantly earlier for market segments such as public fleets. The proposed regulation introduces the following zero-emission vehicle (ZEV) purchasing requirements that will apply when SMUD and other agencies add medium- and heavy-duty (MHD) vehicles to their fleets. Compliance will be assessed based on the purchase orders we make each calendar year, not the model year of the vehicle or placed-in-service date:

- 50% of MHD vehicle purchases in calendar year (CY) 2024-2026 must be ZEVs.
- 100% of MHD vehicle purchases in CY 2027 and beyond must be ZEVs.
- Until 2035, near-zero EVs (NZEVs) may be purchased if no ZEV is available.
- To qualify for mutual aid exemption, 75% of the total MHD fleet vehicles must already be ZEV.

While SMUD supports CARB's efforts to promote MHD fleet electrification, the proposed purchase mandate is concerning because it does not include adequate purchase flexibility for SMUD if ZEVs are not yet commercially available or are not suitable for utilities' unique emergency response roles.

Status: The 45-Day Draft of the ACF Regulation was issued on August 30, 2022. SMUD staff is in discussions with CMUA, the California Electric Transportation Coalition (CalETC), the IOUs, and other stakeholders to collaborate on recommended changes for CARB's consideration given that several concepts included in the 45-Day Language are problematic.

SMUD has urged CARB to adopt a robust, transparent framework with objective and realistic criteria for determining when ZEVs are commercially available and demonstrated for utility use cases. Additionally, the "mutual aid" exemption provisions should be restructured to ensure it addresses all the emergency response operations. SMUD has also advocated that CARB allow public fleets to opt into a ZEV milestone pathway comparable to the option for High Priority/Federal Fleets to provide POUs the flexibility to adhere to a compliance path that best aligns with their own fleet electrification plans. Staff expects to bring its recommendations to the CARB Board in fall 2022 and a final vote on the proposed regulations is anticipated in early 2023.

Load Management Standard (LMS) Rulemaking

The LMS Rulemaking will expand on efforts to increase efficiency and demand flexibility in California's electricity grid. The standard has been in statute since 1978 and requires the state's three IOUs, the Los Angeles Department of Water and Power (LADWP) and SMUD to develop marginal cost-based rates. The goal of the LMS rulemaking is to form the foundation for a statewide system that automates the creation of hourly and sub-hourly costs or signals that can be used by end-use automation to provide real-time demand flexibility on the grid.

SMUD supports the objectives of the LMS and recognizes that marginal-cost based rates and programs will be an important part of utility toolsets going forward. However, as originally proposed, the LMS regulation would have required POU to develop marginal-cost based rates for each customer class on an accelerated timeframe, which would have infringed upon the rate-making authority of POU boards and resulted in practical implementation challenges that may have hindered the achievement of its intended outcomes.

Status: SMUD staff advocated to CEC staff, Commissioners, and other key policymakers to help guide the development of the LMS and ensure that SMUD can continue to offer pilots and programs as an alternative to dynamic, market-based rates. Most recently, SMUD and our public power partners have advocated for separate compliance path for POU that recognizes the independent decision-making authority of POU governing bodies and provides greater implementation flexibility. On September 12, the CEC released a third iteration of the 15-Day Draft Language. We are pleased to note that this third iteration largely adopted our recommended compliance pathway for POU. The CEC anticipates voting on the third 15-Day Language at its October 12 business meeting.

Integrated Resource Plan (IRP) Guidelines

The CEC is responsible for adopting guidelines to govern the submission of information, data, and reports needed to support their and review of POU Integrated Resource Plans for consistency with specified statutory requirements, as required by Senate Bill (SB) 350. This summer, the CEC proposed draft updates to the *Publicly Owned Utilities Integrated Resource Plan Submission and Review Guidelines* to implement new requirements related to transportation electrification from SB 437, among other changes. Notably, the proposed changes include an extension of the forecast horizon for POU IRP analyses from 2030 to 2045, though no statutory changes require a 2045 IRP planning horizon for POU.

SMUD adopted our 2030 Zero Carbon Plan as our IRP in June 2022, which we formally filed with the CEC in September 2022. As such, the proposed extension of the IRP planning horizon would not have a practical impact on us until we develop our next IRP. However, the proposal represents an overreach of the CEC's narrow statutory authority regarding the review of POU IRPs and would likely pose significant practical challenges for other POU that are currently midway through their IRP updates.

Status: SMUD filed comments on the CEC's draft IRP guidelines in September 2022 and urged the CEC to clarify that any proposals not based in the enabling statute, such as the

2045 planning horizon, are *recommendations*, not requirements. The CEC is reviewing comments received and anticipates considering a revised version of the guidelines for adoption at its November business meeting.

Demand Side Grid Support (DSGS) Program

The purpose of the Demand Side Grid Support (DSGS) program is to incentivize incremental, dispatchable load reduction and backup generation operation by POU customers as on-call emergency electricity supply. The program is part of the State's response to compounding reliability risks and was allocated \$200 million in this year's budget as part of the Strategic Reliability Reserve Fund. The CEC adopted program guidelines on an accelerated timeframe to enable the execution of the first phase this summer. Under the current guidelines, POUs would apply to be "DSGS providers" (program administrators) and enroll participating customers, and the CEC would reimburse incentives and eligible administrative costs.

In the first phase of the program, the CEC limited DSGS provider eligibility to POUs. However, the CEC will consider allowing third-party aggregators to qualify as DSGS providers in future phases, which could have direct access implication. One ongoing issue is ensuring the DSGS program is set up in a manner that complements, but does not undermine, participation in POU load reduction programs.

Status: The CEC adopted program guidelines in mid-August, shortly before the September extreme heat event. Due to the accelerated timeframe, SMUD helped coordinate and facilitate customer participation directly with the CEC under the CEC's broader statutory authority, but SMUD did not officially register as a DSGS provider. The CEC plans to reopen the program guidelines later this year and SMUD anticipates working closely with the CEC to revise the program and apply as DSGS provider in the future.

Solano Wind Project

In preparation for developing the Solano 4 Wind Project (which will repower Solano 1 as well as develop new turbines on additional land in the Solano Wind Resource Area), SMUD applied on April 6, 2021 for an advisory determination from the Solano County Airport Land Use Commission (ALUC) that the Project is consistent with the Travis Air Force Base Land Use Compatibility Plan, but the ALUC, on May 20, 2021, made a finding that the Project was inconsistent with the Travis Plan. The finding was based on a purportedly significant level of interference with Travis's radar system, despite the Federal Aviation Administration, Department of Defense, and even Travis Air Force Base itself determining the Project would not pose significant adverse impacts.

On August 19, 2021, SMUD's Board certified the environmental impact report and approved the Project; adopted a finding of overriding considerations; made findings in support of a decision to overrule the decision by the ALUC, determining unanimously that the Project is consistent with the State Aeronautics Act, a power granted under the Act to local agencies; and found there is no feasible alternative to the Project, which triggered an

exemption from transmission-related zoning ordinances for the Project. The administrative record contains robust substantial evidence in support of these decisions.

Solano County filed a legal challenge to the Board's decision. The evidentiary support for the Project approval is strong, and Staff would expect the case, if tried, to be decided in SMUD's favor in 2022. But it appears highly likely the parties will settle on reasonable, mutually acceptable terms, giving a clear path for redevelopment of Solano 2 as a benefit.

Delta Water and Hydro Impacts

Two substantial Delta planning processes could potentially affect energy available for SMUD's purchase from the Central Valley Project (CVP) and flows within the Upper American River Project (UARP) watershed: the Bay–Delta Water Quality Control Plan (Bay–Delta Plan), and the Delta Conveyance Project (successor to the California WaterFix Project, which was in turn successor to the Bay Delta Conservation Plan).

Phase 2 of the Bay–Delta Plan is ongoing and could potentially affect SMUD by increasing the volume of water required for outflow into the Bay (Phase 3 would, if carried out, implement Phase 2 through modifications to water rights). A substantial change in Delta outflow and tributary flow requirements could, among other things, have a major impact on the timing of hydroelectric energy generation. The State Water Resources Control Board (SWRCB) staff released a draft of one of the Phase 2 documents identifying an environmental need for significantly more outflows (in short, 35 to 75% of all water is allegedly needed for outflow with staff recommending 45 to 65%). Governor Newsom requested the SWRCB explore negotiation of voluntary agreements with water purveyors in lieu of imposing a strict plan. Work on the voluntary agreements process has been slow and sporadic but still appears to be the preferred path for compromise.

Although the earlier, two-tunnel Delta conveyance WaterFix Project was cancelled and its environmental documents rescinded in 2019, the Department of Water Resources (DWR) quickly relaunched the project as a one-tunnel option, renamed the Delta Conveyance Project. The Draft Environmental Impact Report was released in July 2022. The project would involve building one new intake and a tunnel to complement the historical diversion of water through the Delta channels for the State Water Project (SWP). It had been expected the Project would involve the CVP as well, though that does not appear to be the case and the U.S. Bureau of Reclamation has not been participating, suggesting no CVP power would be used for the project. This is important because if provided by the CVP, power for the estimated 10-year construction effort and long-term operations would come out of supplies otherwise sold to public power contractors, the single largest share of which goes to SMUD under an existing long-term contract (which will be succeeded a new contract). Using the tunnels would be part of an effort to maintain or even increase Delta watershed exports to Southern and Central California. Proponents have claimed the project would help reduce the historical impacts of the South of Delta pumps on special status fish species, though modeling by Northern California interests of the prior project suggests the reduced impacts have not been proven and in fact the opposite could be true. Modeling of the newly proposed project is

under way. Changes in the timing of the energy generation due to the project are as yet unclear.

Staff Comment: SMUD is working closely with a coalition of water interests to evaluate the impacts of the Bay–Delta Plan and the Delta Conveyance Project to understand the implications for power generation and SMUD’s water rights and hopefully agree upon a voluntary agreement substitute for a regulated process.

Federal Legislation that Impacted SD-11

Inflation Reduction Act:

On Aug. 16, President Biden signed the Inflation Reduction Act (IRA) into law after the House approved the Senate-passed measure on a party line vote of 220-207. The bill includes \$370 billion in climate and energy measures, including an extension and expansion of the production and investment tax credits for clean energy that transition to a technology-neutral credit in 2025. Also included are a new tax credit for existing nuclear facilities, an increase to the credit for carbon capture and sequestration, a new hydrogen production credit, and credits for energy efficient homes and personal investments in clean energy.

Most of the tax credits are offered at a lower “base” rate that is increased if the project follows prevailing wage and apprenticeship requirements, to be elaborated upon by forthcoming Treasury guidance. Additional bonuses are offered for projects in an “energy community” that has seen a coal plant closure or loss of energy-related jobs, projects that meet domestic content production requirements, or wind and solar projects in low-income communities. The bill allows not-for-profit entities to claim the credits as direct-pay rebates, but reduces the value somewhat for projects financed with tax-exempt bonds or do not meet domestic content requirements.

The EV tax credit would be extended without the per-manufacturer cap and applied for the first time to pre-owned vehicles, but would be limited by the vehicle’s cost and battery mineral content and the buyer’s income.

Rural utilities and cooperatives would be eligible for new grants and loans to purchase renewable and zero-emission generation systems. States and non-profits would be eligible for grants to install clean energy projects at low-income housing sites and for environmental justice projects. The bill would also create a new grant and loan program for transmission siting and establishing new transmission lines in corridors of national interest. It also contains \$100 million to address production of high-assay, low-enriched uranium (HALEU).

Infrastructure Investment and Jobs Act:

The bipartisan infrastructure bill includes a “green corridors” grant program for electric vehicle charging stations along designated highways, an “ARPA-I” for infrastructure innovation, \$10 billion in resilience grants for energy infrastructure, a new grid authority for transmission, \$500 million for cyber security grants, \$6 billion for battery demonstration

projects and manufacturing and recycling batteries, funds for carbon capture and hydrogen demonstration projects, broadband funding, and wildfire mitigation funds.

Tax Policy

As a municipal utility, SMUD relies on municipal bonds to finance infrastructure, and therefore has continued to advocate for maintaining the longstanding tax exemption for municipal bond interest. The 2017 tax reform law preserved the general exemption, but removed it for advance refunding bonds, which are used to effectively refinance an original bond. SMUD has worked individually and through coalitions like APPA, and the Alliance to Save Energy's 50X50 Commission to restore the exemption for advance refunding bonds.

Bipartisan bills in both the House and Senate have been proposed that would restore advanced refunding. A provision to restore advance refunding was included in the bond financing title of an early House version of the budget reconciliation bill. However, the Inflation Reduction Act omitted the advance refunding provision, and it is unlikely to be passed as a stand-alone bill.

Pole Attachments

Municipal utilities are exempt from federal regulation of pole attachments under Section 224 of the Federal Communications Act. However, the Federal Communications Commission (FCC) has taken steps in recent years that impact public power pole attachments. In September 2018 the Federal Communications Commission (FCC) issued a declaratory order and ruling reinterpreting other sections of the law to impose fee limits and timelines on pole attachment applications. Most recently, in March 2022, the Federal Communications Commission (FCC) approved a Further Notice of Proposed Rulemaking (FNPRM) on the allocation of pole replacement costs and the resolution of pole attachment disputes. SMUD has expressed to its delegation concerns about this federal intrusion, noting that it has developed pole attachment agreements with telecom carriers. Rep. Anna Eshoo (D-CA) introduced legislation in January 2019 to nullify the 2018 FCC order, and Senator Dianne Feinstein (D-CA) sponsored similar legislation in the Senate in June 2019. The bills have failed to gain bipartisan support or traction in either chamber and they have not been reintroduced in the current congressional session.

Appropriations

As has been customary for many years, Congressional appropriators failed to pass yearly funding bills before the end of the fiscal year (Sept 30). In late July, the House passed a six-bill FY23 "minibus while the Senate Appropriations Committee failed to markup any of the 12 funding bills as it was unable to come to an agreement on topline numbers for the FY23 bills. On Sept. 30, Congress passed a Continuing Resolution that would extend FY22 funding until Dec. 16. With the November midterm election cycle pushing appropriations work until the end of the year, FY23 funding will most likely not be passed until December 2022 or in the spring of 2023.

Spent Nuclear Fuel Removal

As in recent years, the House and Senate appropriations bills have harmonized language around spent fuel. The bills would allocate \$20 million for spent fuel and authorize the Department of Energy to create one or more interim storage facilities, with priority for fuel from permanently shut down facilities. However, there has been no change in the broader political dynamic that has caused congressional leaders to strip the funding and authorization from the final package.

Federal Regulatory Issues that Impacted SD-11

Federal Energy Regulatory Commission (FERC) Order 1000

SMUD participates in Order 1000 regional transmission planning through WestConnect, a regional planning entity that is comprised of member transmission providers (both jurisdictional and non-jurisdictional transmission providers) with service areas consisting of all or portions of eleven states. WestConnect members work collaboratively to jointly plan transmission facilities, assess stakeholder and market needs and develop cost-effective enhancements to the western wholesale electricity market.

In 2015, FERC accepted WestConnect's withdrawal rights for non-jurisdictional transmission providers such as SMUD. Accordingly, if costs are allocated for particular transmission projects that are unacceptable, the non-jurisdictional transmission provider has a right to withdraw from the cost allocation determination. El Paso Electric, a WestConnect jurisdictional transmission provider, has appealed FERC's decision in the 5th Circuit Court of Appeals contending that a non-jurisdictional's decision not to accept cost allocation for a project will cause free ridership. However, the jurisdictional transmission providers have worked with the non-jurisdictional's to develop a revised WestConnect structure that addresses the jurisdictional's free-ridership concern, while at the same time, retaining the important ability for non-jurisdictional transmission providers to withdraw from cost allocation. The updated structure was filed at FERC, and if FERC accepts the changes to WestConnect, El Paso will dismiss its lawsuit.

Meanwhile, this past April, FERC issued a Notice of Proposed Rulemaking: Building for the Future Through Electric Regional Transmission Planning and Cost Allocation and Generator Interconnection (NOPR) seeking comments on reforms to existing regulations under Order 1000 to plan the grid for the future and address the nation's changing resource mix. SMUD worked with the Large Public Power Coalition (LPPC), APPA and the Transmission Agency of Northern California (TANC) to develop separate comments in response to the NOPR. FERC also hosted a technical conference with industry experts to discuss certain transmission planning issues, including proposals in the NOPR. We will continue to monitor the rulemaking to ensure our public power interests are represented.

EIM and EDAM

SMUD has a direct interest in finding long-term solutions to the challenges posed by the integration of intermittent resources, such as wind and solar. One solution has been the development of a western EIM operated by the CAISO. In general, the EIM is a sub-hourly energy platform that automatically clears and dispatches the lowest cost

electricity available to serve demand on a real-time basis.

SMUD launched participation in spring of 2019 under what is referred to as “Phase 1” of BANC’s EIM participation. SMUD has successfully participated in the EIM since go-live on April 3, 2019, providing operational flexibility and financial net benefits to date. Several of the remaining BANC members, the Modesto Irrigation District and the cities of Redding and Roseville, along with WAPA – Sierra Nevada Region (which resides in the BAA but is not a member of BANC) joined the EIM on March 25, 2021, under what is referred to as BANC EIM “Phase 2.” This broader BANC resource participation in EIM has resulted in greater economic benefits and a greater ability to integrate and manage intermittent resources within the BANC BAA.

Given the success of EIM, the CAISO, with the support of SMUD and BANC, as well as other EIM participants, launched a stakeholder initiative to develop an extension of the EIM real time framework to the CAISO’s day ahead market, referred to as the EDAM. Like EIM, EDAM would broaden the access to regional resources for the reliable integration of renewable resources, only over a longer (day ahead) time horizon, and participation is voluntary. The CAISO paused the EDAM initiative for approximately a year while it made market enhancements for summer 2021 to address deficiencies observed during the August 2020 heatwave outages. The CAISO relaunched the EDAM initiative, bringing in broader stakeholder participation, with hopes of launching participation in early 2024. SMUD and other EIM Entities believe EDAM is an important step forward in the evolution of Western energy markets and intermittent resource integration by allowing participants to decommit less efficient resources in the day ahead timeframe, as opposed to only in the shorter real time window. Thus, EDAM aligns well with SMUD’s 2030 Zero Carbon Plan goals. Moreover, like EIM, EDAM remains a voluntary market, allowing SMUD the added flexibility of pivoting later, should better options arise in the future.

RESOLUTION NO. 22-12-04

WHEREAS, this Board has received the Certificate of Facts from the Registrar of Voters of the County of Sacramento determining the results of the election held on November 8, 2022, for the Director from SMUD Ward 3 and the Director from SMUD Ward 4; and

WHEREAS, those results are as follows:

Ward No. 3	Total Votes Cast
Gregg B. Fishman	39,786
Pamela Dessie Stathos	16,673

Ward No. 4	Total Votes Cast
Rosanna Jane Herber	38,956
Derek Cressman	29,019

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board hereby determines that Gregg Fishman has been elected to the position of Director Ward 3 and Rosanna Herber has been elected to the position of Director Ward 4 pursuant to **Attachment D**.

Approved: December 8, 2022

INTRODUCED: DIRECTOR HERBER				
SECONDED: DIRECTOR SANBORN				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
ROSE	X			
BUI-THOMPSON	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO				X
SANBORN	X			



COUNTY OF SACRAMENTO VOTER REGISTRATION AND ELECTIONS CERTIFICATE OF FACTS

STATE OF CALIFORNIA }
County of Sacramento } ss.

I, HANG NGUYEN, Interim Registrar of Voters of the County of Sacramento, State of California, do hereby certify that the names of the candidates shown below were submitted to the known qualified electors in Sacramento County in the:

Sacramento Municipal Utility District, Ward 3

for the purpose of electing:

One (1) Director

at the **November 8, 2022 General Election.**

The results of the Official Canvass conducted by this office are as follows:

Name	Total Votes Cast
*Gregg B. Fishman	39,786
Pamela Dessie Stathos	16,673

I further certify that the conduct of the election and canvass of the ballots was, in every respect, in accordance with the election laws of the State of California.

IN WITNESS WHEREOF I have set my hand and affixed my official seal on this
7th day of December, 2022, in accordance with the laws of the State of California.




HANG NGUYEN
INTERIM REGISTRAR OF VOTERS
County of Sacramento
State of California

*Elected



COUNTY OF SACRAMENTO VOTER REGISTRATION AND ELECTIONS CERTIFICATE OF FACTS

STATE OF CALIFORNIA }
County of Sacramento } ss.

I, HANG NGUYEN, Interim Registrar of Voters of the County of Sacramento, State of California, do hereby certify that the names of the candidates shown below were submitted to the known qualified electors in Sacramento County in the:

Sacramento Municipal Utility District, Ward 4

for the purpose of electing:

One (1) Director

at the **November 8, 2022 General Election.**

The results of the Official Canvass conducted by this office are as follows:

Name	Total Votes Cast
*Rosanna Jane Herber	38,956
Derek Cressman	29,019

I further certify that the conduct of the election and canvass of the ballots was, in every respect, in accordance with the election laws of the State of California.

IN WITNESS WHEREOF I have set my hand and affixed my official seal on this
7th day of December, 2022, in accordance with the laws of the State of California.




HANG NGUYEN
INTERIM REGISTRAR OF VOTERS
County of Sacramento
State of California

*Elected

President Rose then turned to Discussion Calendar Items 8.a. and 8.b. pertaining to the 2023 Budget. He stated Item 8.a. is to adopt the 2023 Budget which, among other things, establishes:

- An Operations and Maintenance Budget of \$1,253.2 million (including Public Goods Charge of \$75.5 million);
- A Debt Service budget of \$225.5 million;
- A Capital and Reserve Budget of \$624.9 million; and
- Authorized contingencies.

He stated Item 8.b. is a Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures, and Official Intent to reimburse for 2023 and 2022 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Jennifer Restivo, Director of Planning & Performance, gave a presentation regarding the 2023 Budget and borrowing authority. A copy of the slides used in her presentation is attached hereto.

No public comment was forthcoming for Discussion Calendar Items 8.a. or 8.b.

After some discussion, Vice President Sanborn moved for approval of Agenda Item 8.a., Director Kerth seconded, and Resolution No. 22-12-05 was approved by a vote of 6-0, with Director Tamayo absent.

RESOLUTION NO. 22-12-05

WHEREAS, the proposed 2023 Budget is expected to result in a positive net income for 2023; **NOW THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Section 1. This resolution may be referred to as the 2023 Budget Resolution.

Section 2. (a) There is hereby appropriated from the General Fund sufficient monies for the payment of demands against SMUD which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of SMUD's program for the period January 1, 2023, through December 31, 2023.

Operations and maintenance:

Commodity - purchased power, fuel, and wheeling	\$484,983,574
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Public Goods	75,458,718
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Customer, energy delivery, enterprise strategy, workforce diversity & inclusion, information technology, corporate services and Rancho Seco	692,762,054
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Sub-Total	\$1,253,204,346
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Debt Service	225,492,038
Capital and reserve	624,924,320

TOTAL	\$2,103,620,704
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(b) The Commodity line item budget is based on assumptions of average rainfall and temperatures during 2023. SMUD has in place a Hydro Generation Adjustment (HGA) mechanism whereby, based on the actual rainfall amounts between April 1, 2022 and March 31, 2023 in comparison to the budget assumptions, SMUD may transfer funds to or from the Hydro Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates. The Commodity line item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the HGA adjustment.

(c) SMUD also has in place or may enter into additional agreements under which monies will be received by SMUD in the event actual weather conditions are drier than average. In the event of below average rainfall, the Commodity line item budget will be increased by an amount equal to the payments received under these contracts.

(d) SMUD has budgeted to receive 511 gigawatt hours of energy in 2023 under its contract with the Western Area Power Administration (WAPA). This energy primarily is generated at Central Valley Project hydroelectric plants, and the actual quantity of energy received will be dependent on rainfall, carryover water storage and operation of the WAPA system to meet contractual water deliveries. Because WAPA generation facilities are spread over a wide area, insurance is not practical for offsetting variations of energy deliveries due to weather. One purpose of the Rate Stabilization Fund is to mitigate such variations. The Accountant is hereby authorized to transfer funds as follows based on actual WAPA energy deliveries in the 2023 season: for every megawatt hour below 511,000 transfer NP15 EZ Gen Hub (NP15) power price per MWh from the Fund, up to a maximum of \$3.5 million; for every megawatt hour over 511,000 transfer the NP15 power price per MWh into the Fund, up to a maximum of \$30 million. The Commodity line item budget will be increased or reduced accordingly. The NP15 power price for the transfers is the weighted average of actual NP15 power prices based on when the energy from WAPA is received by SMUD on an hourly basis.

(e) Budgeted energy purchases necessary to meet customer energy sales requirements (10,458 GWh) are based on average weather conditions and expected customer growth in 2023. Should actual weather conditions or growth levels cause SMUD retail sales and related energy requirements to be higher, the Commodity line item budget will be increased by the NP15 power price per megawatt-hour of additional retail energy sales to offset the cost of these sales.

(f) SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. Under these programs,

SMUD has the option to monetize the credits and allowances applicable to these programs through sales transactions. When SMUD collects revenues through these sales, it is required to apply the proceeds toward specific expenses that support the program goals. An additional purpose of the Rate Stabilization Fund is to mitigate fluctuations from regulatory programs. The Accountant is hereby authorized to transfer funds to or from the Rate Stabilization Fund to match LCFS and Cap-and-Trade revenues with expenses. The budgeted amount will be increased or decreased accordingly.

(g) For purposes of Section 11891.6 of the Municipal Utility District Act, there shall be deemed added to each line item, in section 2a, a 10 percent contingency. Demands against SMUD which relate to obligations incurred for each line item and are within such line item amount plus the 10 percent contingency may be paid without prior specific approval of this Board, provided the total of such payments during 2023 may not exceed the total budget amount plus this 10% contingency, plus the commodity contingency and adjustments for weather hedge contracts, higher retail sales and Rate Stabilization transfers as set forth in paragraphs (b), (c), (d), (e) and (f) above.

Section 3. Demands against SMUD may be paid without the prior specific approval of this Board if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the CEO & General Manager or someone to whom he has delegated such approval authority. It is the purpose and intent of this paragraph to delegate to the CEO & General Manager authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of SMUD, all within the amounts and for the purposes set forth above, and subject to the provisions of existing law and of all the duly passed resolutions of this Board, including the Board-approved delegations of authority.

Section 4. At monthly intervals the Treasurer shall transfer from the General Fund appropriate amounts into each of the various funds established to service SMUD's general obligation indebtedness, its Electric System Revenue

Bond indebtedness, and its Electric Revenue Bond indebtedness in approximately equal installments as set forth in the tabulations on file with the Accountant. Investment authority, for all funds, is delegated to the Treasurer for a one-year period in accordance with California Code Section 53607.

Section 5. The number of permanent full-time employees during 2023 shall not exceed 2,242 employees plus a five percent contingency without further authorization of this Board.

Section 6. The Public Goods Charge shall be adjusted from 15.05 percent of 1994 revenues to 16.77 percent of 1994 revenues. The percentage allocation for the public goods charge expenditures shall be adjusted from 6.61 percent to 6.60 percent for low-income assistance, and from 6.56 percent to 8.16 percent for energy efficiency, and from 1.88 percent to 2.01 percent for research and development, and stayed the same at 0.00 percent for new renewable generation.

Section 7. The authorization for spending includes \$20.4 million of commodity for Valley Clean Energy Alliance which will be reimbursed in full to SMUD.

Approved: December 8, 2022

INTRODUCED: DIRECTOR SANBORN				
SECONDED: DIRECTOR KERTH				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
ROSE	X			
BUI-THOMPSON	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO				X
SANBORN	X			

President Rose then turned to Discussion Calendar Item 8.b., to adopt the Declaration of Intent to Issue Debt.

There being no further discussion, Director Herber moved for approval of Discussion Calendar Item 8.b., Director Fishman seconded, and Resolution No. 22-12-06 was approved by a vote of 6-0, with Director Tamayo absent.

RESOLUTION NO. 22-12-06

Supplemental Resolution (Supplemental)
to Resolutions No. 6457, 8107, 83-7-26)
as amended by Resolution No. 87-10-22,)
No. 92-12-29, No. 93-12-19, No. 94-12-16,)
No. 95-12-10, No. 96-12-07, No. 97-12-18,)
No. 98-11-12, No. 99-12-10, No. 00-12-11,)
No. 01-12-02, No. 02-11-04, No. 03-12-14,)
No. 04-12-11, No. 05-12-13, No. 06-12-08,)
No. 07-12-08, No. 08-12-05, No. 09-12-08,)
No. 10-12-03, No. 11-12-08, No. 12-12-06,)
No. 13-12-09, No. 14-12-13, No. 15-12-08,)
No. 16-12-14, No. 17-12-13, No. 18-12-12,)
No. 19-11-05, No. 20-12-14, and No. 21-12-11))
declaring the intention of the Board of Directors)
of the Sacramento Municipal Utility District to)
Authorize the issuance of additional)
Revenue Bonds)
_____)

WHEREAS, Sacramento Municipal Utility District ("SMUD") on
July 23, 1970, May 2, 1974, and July 21, 1983, by the adoption by its Board of
Directors of Resolutions No. 6457, 8107, and 83-7-26, as amended by
Resolution No. 87-10-22 adopted October 1, 1987; Resolutions No. 92-2-11,
No. 92-12-29, No. 93-12-19, No. 94-12-16, No. 95-12-10, No. 96-12-07,
No. 97-12-18, No. 98-11-12, No. 99-12-10, No. 00-12-11, No. 01-12-02,
No. 02-11-04, No. 03-12-14, No. 04-12-11, No. 05-12-13, No. 06-12-08,
No. 07-12-08, No. 08-12-05, No. 09-12-08, No. 10-12-03, No. 11-12-08,
No. 12-12-06, No. 13-12-09, No. 14-12-13, No. 15-12-08, No. 17-12-13,
No. 18-12-12, 19-11-05, 20-12-14, and 21-12-11 adopted by the Board of
Directors on February 6, 1992, December 17, 1992, December 16, 1993,
December 15, 1994, December 14, 1995, December 19, 1996, December 17,
1997, November 30, 1998, December 2, 1999, December 7, 2000, December 6,
2001, November 7, 2002, December 4, 2003, December 2, 2004, December 1,
2005, December 7, 2006, December 6, 2007, December 4, 2008, December 3,
2009, December 3, 2010, December 1, 2011, December 6, 2012, December 5,
2013, December 4, 2014, December 3, 2015, December 1, 2016, December 21,
2017, December 20, 2018, November 21, 2019, December 10, 2020, and
December 9, 2021, respectively (collectively, the "Prior Resolutions"), found and
determined that it was necessary to raise funds by the issuance of revenue

bonds in the maximum principal amount of \$8,255,000,000 pursuant to Sections 12850, et seq., of the California Public Utilities Code (the "Act"); and

WHEREAS, in order to provide reliable electric service to its customers, it is necessary for SMUD to make certain capital improvements and other capital expenditures to its system, which capital improvements and other capital expenditures are designed to have useful lives of up to 40 years, or more; and

WHEREAS, to fairly apportion the costs of such capital improvements and other capital expenditures among SMUD's customers who will receive the benefits of such improvements, SMUD has determined to authorize the financing of such improvements and expenditures with bonds of SMUD; and

WHEREAS, to provide bond financing for such improvements and expenditures, it now appears necessary to increase the authorized issue of revenue bonds that may be issued by SMUD pursuant to the Act; and

WHEREAS, the Board of Directors of SMUD desires to inform its customers and the public of its plans for financing capital improvements and other capital expenditures to its system by specifying certain items for which the proceeds of said revenue bonds are to be used, which uses shall not include daily maintenance and operations costs; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Section 1. The Board of Directors of SMUD declares its intention to authorize the issuance of additional revenue bonds or Clean Renewable Energy Bonds for the purpose of financing, in whole or in part, the costs of the capital items identified in SMUD's 2023 capital budget, 2021 and 2022 capital expenditures not previously financed, the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities, for all of which SMUD is authorized by law to issue such bonds. SMUD has paid or reasonably expects to pay certain expenditures (the "Reimbursement Expenditures") in connection with such capital items prior to the issuance of such bonds, and hereby officially declares its intent to use certain proceeds of such bonds to reimburse the Reimbursement Expenditures. The declarations

contained in this section are made solely for purposes of establishing compliance with Section 1.150-2 of the U. S. Treasury Regulations, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

Section 2. The maximum principal amount of the additional revenue bonds proposed to be issued under this supplemental resolution is \$400,000,000. Such maximum principal amount is in addition to the \$8,255,000,000 principal amount of revenue bonds authorized pursuant to the Prior Resolutions. Such additional bonds may be issued in series from time to time, and it shall not be necessary that all of the bonds proposed to be issued be issued at any one time.

Proceeds from the issuance of these bonds will be used to finance capital improvements identified in SMUD's 2023 capital budget, 2021 and 2022 capital expenditures not previously financed, capital expenditures for the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities. The declarations contained in this section are made solely for purposes of establishing compliance with Section 12852 of the California Public Utilities Code, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

Section 3. The maximum term of any of such bonds is 40 years. Said maximum term shall be calculated in each case from the date of each series of bonds in the event the maximum authorized amount is divided into two or more series.

Section 4. The maximum rate of interest to be payable upon such bonds shall not exceed the interest rate per annum equal to the greater of fifteen percent (15 percent) per annum or the yield of United States Treasury bonds having a remaining term equal, as nearly as practicable, to the final maturity of such bonds, as determined by SMUD as of the date of sale of such bonds, plus three percent (3 percent). The maximum discount with respect to such bonds shall not exceed ten percent (10 percent).

Section 5. This resolution shall take effect immediately, subject only to the right of referendum provided in Article 6a of Chapter 6 of Division 6 of the California Public Utilities Code (beginning at Section 12850 thereof).

Section 6. The Secretary of SMUD is hereby directed to publish a copy of this resolution once a week for two successive weeks in a newspaper of general circulation published within SMUD. At any time within 60 days after the date of the second such publication, a referendum petition signed by voters in number equal to at least three percent (3 percent) of the total vote cast, as defined in Section 11507 of the California Public Utilities Code, demanding the submission of this resolution to a vote of the voters of SMUD for their assent to the issuance of the proposed bonds, may be filed with the Secretary of SMUD. Upon presentation to the Secretary of SMUD of such a referendary petition, this resolution shall not be of effect unless and until it has been assented to by the voters.

Approved: December 8, 2022

INTRODUCED: DIRECTOR HERBER				
SECONDED: DIRECTOR FISHMAN				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
ROSE	X			
BUI-THOMPSON	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO				X
SANBORN	X			

President Rose stated he would postpone Item 9 until Director Tamayo had joined the meeting. He then turned to Directors' Reports.

Director Bui-Thompson reported on her participation in the Run to Feed the Hungry, which she had participated in for the last 18 years, the most recent 15 of which with her husband. She noted that it was a hard but special day and that it was nice to see the SMUD team with close to 100 participants there.

Director Fishman reported on his attendance at the opening of the Asian American Pacific Islander (AAPI) LIFT Program. He closed by reporting on his attendance at the North State Building Industry Association's holiday mixer.

Director Herber reported on her attendance at demonstrations for energy efficiency hosted by the Curtis Park Electric Stars. She commended City of Sacramento Councilmember Rick Jennings and District 7 Parks Commissioner Devin Lavelle for their annual Canal Lighting project. She then reported on her attendance at a conference for LGBTQ elected officials. She closed by thanking all of the Councilmembers who were either retiring or leaving.

Director Tamayo joined the meeting at 6:00 p.m.

Director Kerth reported on his attendance at a tree lighting hosted by the Natomas Chamber at the Natomas Community Center. He closed by reporting on his attendance at the Firefighters' Annual Holiday event.

Director Tamayo reported on his attendance at a Sacramento Environmental Justice Coalition meeting and his field trip to the Yolo County Landfill where he was able to learn more about their linear generator.

Vice President Sanborn stated that she had been on vacation and thus did not attend many events. She reported on her attendance at the North State Building Industry Association's holiday mixer. She closed by stating the Global Climate Project Report had been recently issued, and she wanted to reiterate how important the work is that SMUD is doing to reach zero carbon.

President Rose reported on his attendance at the Sacramento Clean Air Partnership meeting. He stated he had provided a presentation on

Zero Carbon to the Orangevale Rotary Club. He closed by reporting on his attendance at the Hazel Avenue Improvement Phase 3 Ribbon Cutting.

President Rose then turned to Discussion Calendar Item 9, to discuss a possible merit increase to the Chief Executive Officer and General Manager's base salary and/or performance bonus, pursuant to the Chief Executive Officer and General Manager's employment contract.

President Rose stated that the Board had twice met in closed session to do a deep dive into the data and salary surveys related to CEO compensation for similarly situated agencies and public companies. He noted the Board was very happy with Mr. Lau's performance and based on such, he proposed a 13.6 percent merit salary increase to the CEO/GM's base salary and a \$77,000 performance bonus effective January 1, 2023. He stated this increase would bring Mr. Lau's total compensation to the average of the Large Public Power Council utilities.

Vice President Sanborn moved for approval of the increase as proposed, and Director Bui-Thompson seconded.

Director Fishman stated that Mr. Lau is an incredible leader and that he had led the organization through a couple of difficult years and yet had performed at an exceptionally high level. He stated that Mr. Lau deserved to be fairly compensated for his work, but he would not be able to support this level of increase and would have to vote no.

Director Herber stated that she had also struggled with the amount of increase. She noted that SMUD is a leader in the country, yet Mr. Lau's compensation was almost at the bottom of the scale. As such, she stated she was comfortable with the increase due to the level of skill and knowledge that Mr. Lau possesses and that he had done an exceptional job.

Vice President Sanborn stated that Mr. Lau had reorganized the entire organization to hit the targets in the Zero Carbon Plan, while also dealing with a drought, a major plant going down, and a heatwave where millions of dollars would have been lost if the power had gone out. She stated that while other utilities were forced to implement emergency rate increases of up to 8

percent, SMUD had maintained the 1.5 percent increase. She stated she supported the increase.

Director Bui-Thompson stated that she was aware the increase seemed especially high when the economy is struggling, but she stated that Mr. Lau had kept the lights on and the rates low despite several challenges. She stated that SMUD's CEOs have historically been compensated towards the middle to bottom half of the scale of public utility CEOs, yet SMUD is considered the top utility in the country. She stated that she wanted staff to know that hard work is rewarded.

Director Kerth thanked Mr. Lau for another great year in a long string of great years, and he stated that SMUD has historically paid around the median and this increase was a way to catch up. He acknowledged the amount might raise eyebrows, but he reiterated that this is a specialized industry and the compensation was around the industry average while the results were extraordinary.

Director Tamayo stated that under Mr. Lau's leadership, SMUD had provided incredibly high value to the Sacramento community and ratepayers, not only in the form of keeping rates low but also making investments towards the 2030 Zero Carbon Plan. He acknowledged that it is a high salary in comparison to what other people in the community make, but he felt that the value SMUD provides in many different ways entirely justifies paying Mr. Lau for the leadership and success he has demonstrated.

President Rose thanked the Board for their comments and again noted the Board had spent several hours reviewing the information. He stated that the salary increase plus bonus is the average of the total compensation for just the Large Public Power Council and he was comfortable with the amount.

No public comment was forthcoming for Agenda Item 9.

There being no further discussion, Resolution No. 22-12-07 was approved by a vote of 6-1, with Director Fishman voting no.

RESOLUTION NO. 22-12-07

WHEREAS, the Large Public Power Council (LPPC) annually conducts an anonymized salary survey of public power utility Executives in the United States; and

WHEREAS, the SMUD Chief Executive Officer and General Manager (CEO/GM) annual salary ranked below the average of the top 10 LPPC salaries for base pay; and

WHEREAS, on November 17, 2022, this Board met in a closed meeting pursuant to Government Code section 54957 for the purpose of evaluating the performance of the CEO/GM; and

WHEREAS, on December 6, 2022, this Board met in a closed meeting pursuant to Government Code section 54954.5 for the purpose of evaluating the CEO/GM's employment performance; and

WHEREAS, CEO/GM Paul Lau has met the performance goals and directives established by the Board in spite of unforeseen challenges such as drought, reduction of the use of Cosumnes Power Plant, supply chain disruption, and widespread and pervasive inflation; and

WHEREAS, SMUD wishes to maintain CEO/GM compensation in a manner competitive with industry standards; **NOW, THEREFORE,**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Section 1. That the Board authorizes a merit compensation increase in the base salary for the Chief Executive Officer and General Manager of 13.6 percent (13.6%), effective January 1, 2023, in accordance with the terms of the Chief Executive Officer and General Manager's Employment Agreement.

Section 2. This Board further authorizes a one-time bonus of \$77,000 to be paid to Paul Lau on January 20, 2023, in recognition of his diligent

efforts on behalf of SMUD during 2022, in accordance with the terms of the Chief
Executive Officer and General Manager's Employment Agreement.

Approved: December 8, 2022

INTRODUCED: DIRECTOR SANBORN				
SECONDED: DIRECTOR BUI-THOMPSON				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
ROSE	X			
BUI-THOMPSON	X			
FISHMAN		X		
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN	X			

President Rose then turned to Agenda Item 10, statements from the public regarding items not on the agenda. He stated that in accordance with the Emergency Board Meeting Procedures, public comment for items not on the agenda would be provided to the Board electronically and placed into the record if received within two hours after the meeting ended.

Public comment was received, a copy of which is attached to these minutes, from the following member of the public:

- Scott Slotterbeck

President Rose then turned to Agenda Item 13, the CEO's Report.

Paul Lau, Chief Executive Officer and General Manager, reported on the following items:

- 1) **Threats to Utility Infrastructure.** As you have probably heard in the media, last Saturday there was an attack on a substation in North Carolina, as well as subsequent threats on utility infrastructure in different areas of the nation. We were aware of these threats, even prior to the North Carolina incident and have been monitoring the situation closely. We are partnering with the local and federal law enforcement and are following their recommendations. At SMUD, we have a variety of physical and other security measures in place, including security systems at our facilities (including substations) and regular patrols.
- 2) **New Station G.** I am pleased to report that we had a major milestone last week when we successfully cut over to our new substation – Station G. This is a great news for grid reliability and resiliency. Station G now serves our downtown network - and gives us plenty of load-serving capabilities for the anticipated growth to our region in the years to come. Despite obstacles, including global supply chain constraints, we moved the schedule forward by three months.
- 3) **J.D. Power Survey.** For the 12th year in a row, SMUD scored the highest of all California utilities in business customer

satisfaction according to J.D. Power's latest survey. In the 2022 Electric Utility Business Customer Satisfaction Study, we scored 797 out of 1,000. The study surveyed more than 18,690 business customers from 78 utilities across the country. The study examines six key factors for satisfaction: Power Quality and Reliability, Price, Billing and Payment, Corporate Citizenship, Communications and Customer Contact. Our highest score increase was in Corporate Citizenship, which rose 14 points from 774 to 788 out of 100. SMUD was recognized as "best in industry" for awareness of utility efforts to increase general safety of electric system. Congratulations to the entire organization on these terrific results.

4) **SMUD Cares Annual Holiday Gift Drive.** With the holidays just around the corner, I am pleased to share that our SMUD Cares Annual Holiday Gift Drive was a huge success. Our generous employees donated more than 230 gifts for people in need. These gifts will help make the holiday season brighter for 85 children, teens, adults and seniors being served by the Sacramento County Department of Child, Family and Adult Services. Over 40 employees helped sort, wrap and prepare the gifts for delivery to the County. As always, I am inspired by the culture of generosity that is so deeply embedded in our SMUD community of employees. Thank you to all who have shared again this year.

5) **Board Video.** As we close out our last Board meeting of 2022, I am pleased to share a video that highlights SMUD's many accomplishments during 2022.

Vice President Sanborn stated that a customer had approached her while she was at a conference in San Diego and expressed how excited his child was to participate in the clean energy ambassadors program, and she wanted to share that feedback.

President Rose requested the Summary of Board Direction, but there were no items.

No further business appearing, President Rose adjourned the meeting at 6:42 p.m.

Approved:

President

Secretary

Exhibit to Agenda Item #8

Adopt the following:

- a. **2023 Budget** which, among other things, establishes:
 - An Operations and Maintenance Budget of \$1,253.2 million (including Public Goods Charge of \$75.5 million);
 - A Debt Service budget of \$225.5 million;
 - A Capital and Reserve Budget of \$624.9 million; and
 - Authorized contingencies.
- b. Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures, and Official Intent to reimburse for 2023 and 2022 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Board of Directors Meeting

Thursday, December 8, 2022, scheduled to begin at 5:30 p.m.

Virtual Meeting (online)

Overview of 2023 Budget Process

November 2

**Board Members Received
Draft 2023 Proposed
Budget Book**

November 8 & 9

**Finance & Audit
Committee Meeting
Presentations**

- Executives Presented Budget Details

November 15

**Finance & Audit
Committee Meeting
Presentation**

- SMUD 2023 Proposed Budget Follow Up Questions

December 8

**Board Meeting
Presentation**

- Request to Approve SMUD 2023 Budget

2023 Budget Authorization (\$M)

- Authorizes staff to expend funds
- Automatic spending adjustments for:
 - Increased sales
 - Low Precipitation & Hydro generation (RSF & HRSF)
 - Low Carbon Fuel Standard and Cap-and-Trade proceeds (RSF)
- Spending limits & sets funding for public goods
- Intent to issue debt

RSF = Rate Stabilization Fund

HRSF = Hydro Rate Stabilization Fund

Commodity	\$484.9
Public Goods	75.5
Operating Expenses	692.8

Sub-Total	\$1,253.2
-----------	-----------

Debt Service	225.5
Capital and Reserve	624.9

Budget Resolution Amount	\$2,103.6
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Totals may reflect minor rounding differences

2023 Budget – Net Income (\$M)

Customer and Other Revenues	\$1,729.4
Energy Supply Commodity Expenses	485.0
Net Power Margin	\$1,244.4
Operating Expenses	692.8
Public Good	109.8
Depreciation & Non-Cash	246.1
Interest Expense	95.5
Other Income	30.7
Net Income	\$131.0

Totals may reflect minor rounding differences

Request to Approve

- 2023 SMUD Budget Resolution
- 2023 Debt Resolution

From: [Scott Slotterbeck](#)
To: [Public Comment](#)
Subject: [EXTERNAL] Meeting - public comment
Date: Monday, November 21, 2022 12:22:02 PM

CAUTION: This email originated from outside of SMUD. Do not click links or open attachments unless you recognize the sender and know the content is safe.

SMUD needs to look forward, not backwards.

The future of electricity is nuclear. Various members of this community worked very hard to close the nuclear plant at Rancho Seco. How short-sighted they were!

Instead of having clean, safe, carbon-free, always-on power, we now put tons of carbon into the atmosphere by your use of natural gas-fired turbines. Our hydroelectric sources will not always be there, as silt fills them. And our persistent droughts cause that source to be unreliable as well.

It's time for SMUD to look to the future. That future must include nuclear power. The existing plant has been, I'm told, destroyed by SMUD workers. That leaves one option: small, modular reactors.

SMUD needs to start educating the public that a move to an electrical future demands large amounts of carbon-free power for homes, businesses, and electric vehicles. That cannot come from expensive and intermittent sources such as wind and solar.

The future is nuclear. Don't be caught unprepared.

Scott Slotterbeck

SSS No. LEG 2023-0006

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date
Finance & Audit – 01/17/23
Board Meeting Date
January 17, 2023
January 19, 2023

TO				TO							
1.	Jennifer Davidson			6.							
2.	Lora Anguay			7.							
3.	Scott Martin			8.							
4.	Jose Bodipo-Memba			9.	Legal						
5.				10.	CEO & General Manager						
Consent Calendar		X	Yes	X	No If no, schedule a dry run presentation.		Budgeted	X	Yes	No (If no, explain in Cost/Budgeted section.)	
FROM (IPR) Joe Schofield				DEPARTMENT Legal Department				MAIL STOP B406		EXT. 5446	
DATE SENT 11/03/22											

NARRATIVE:

Requested Action: Make findings pursuant to Government Code section 54953(e) to continue meetings via virtual (online/teleconference) meeting for the next 30 days.

Summary: Pursuant to Executive Order N-29-20 issued on March 17, 2020, and Executive Order N-35-20 issued on March 21, 2020, as well as the Emergency Board Meeting Procedures adopted by this Board via Resolution No. 20-06-08 on June 18, 2020, this Board has conducted regular Board meetings and other public meetings via remote (online/teleconference) meetings.

On September 16, 2021, Governor Newsom signed Assembly Bill 361 (AB 361), which became effective immediately upon signature, containing language that eased Brown Act requirements to allow local agencies to meet remotely. AB 361 allows meetings to continue to be conducted by teleconference, similar to the process used during the current COVID-19 pandemic, but only when there is a declared state of emergency when the local governing body makes findings that there are imminent health risks to meeting in person.

On February 25, 2022, Executive Order N-04-22 was issued making some changes to previous COVID-19 Executive Orders but leaving the California State of Emergency due to the threat of COVID-19 in effect. On October 17, 2022, Governor Newsom announced his intent to end the California State of Emergency on February 28, 2023.

On December 15, 2022, Cal/OSHA voted to adopt non-emergency COVID-19 Prevention Regulations, which will become effective in January 2023 when approved by the Office of Administrative Law, including defining “close contact” in an indoor space of 400,000 cubic feet or less as sharing the same indoor airspace for a cumulative total of 15 minutes or more in a 24-hour period. SMUD staff continue to report COVID-19 infections; the lack of a requirement to sign in at SMUD Board meetings with contact information could make contact tracing nearly impossible; and the most recently reported COVID-19 data published by the Sacramento County Department of Public Health on its Epidemiology COVID-19 Dashboard, and covering the period up to January 4, 2023, indicated a local COVID-19 case rate of 13.2% and 13 deaths since the last update. Epidemiological analysis of wastewater in Sacramento County also shows elevated levels. Due to the increase, Sacramento County was placed in the medium tier, with all surrounding counties also in the medium tier. When SMUD Board and Committee meetings were held in person, they could last as long as four hours with all participants in a single room. And although we could space out participants, they would still be breathing one another’s respiration air for what could be a lengthy period of time.

By Resolution 21-10-01 adopted on October 12, 2021, Resolution No. 21-10-03 adopted on October 21, 2021, Resolution No. 21-11-05 adopted on November 18, 2021, Resolution No. 21-12-04 adopted on December 9, 2021, Resolution No. 22-03-01 adopted on March 8, 2022, Resolution No. 22-03-03 adopted on March 17, 2022, Resolution No. 22-04-01 adopted on April 13, 2022, Resolution No. 22-04-03 adopted on April 21, 2022, Resolution No. 22-05-06 adopted on May 19, 2022, Resolution No. 22-06-02 adopted on June 16, 2022, Resolution No. 22-07-02 adopted on July 21, 2022, Resolution No. 22-08-05 adopted on August 18, 2022, Resolution No. 22-09-06 adopted on September 15, 2022, Resolution No. 22-10-01 adopted on October 12, 2022, Resolution No. 22-10-03 adopted on October 20, 2022, and Resolution No. 22-11-04 adopted on November 17, 2022, this Board has previously made findings to continue to hold regular Board meetings and other public meetings via solely virtual (online/teleconference) format.

Staff's recommendation is to continue to hold regular Board meetings and other public meetings via virtual (online/teleconference) meeting or as hybrid virtual (online/teleconference/limited in-person) and continue to monitor developments related to the COVID-19 pandemic. Pursuant to Government Code section 54953(e), this Board must make findings every 30 days that conditions warrant continuing to meet virtually instead of in-person.

Board Policy: Governance Process GP-3, Board Job Description – j) Take such other actions as may be required by law.
(Number & Title)

Benefits: Making the determination to continue remote meetings will allow for efficient conduct of SMUD business.

Cost/Budgeted: Contained in Business Unit budget for internal labor.

Alternatives: Take no action and comply with all original Brown Act requirements.

Affected Parties: SMUD, Board of Directors, Public

Coordination: Executive Office, Board Office, Legal Department, Information Technology, Communications

Presenter: Laura Lewis, Chief Legal & Government Affairs Officer

Additional Links:

SUBJECT

Make Findings to Continue Online/Teleconference Meetings

ITEM NO. (FOR LEGAL USE ONLY)

7

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

RESOLUTION NO. _____

WHEREAS, SMUD is committed to preserving public access and participation in meetings of the Board of Directors and to the safety of meeting attendees; and

WHEREAS, all meetings of the Board of Directors are open and public, as required by the Ralph M. Brown Act (Gov't Code, §§ 54950-54963) ("Brown Act"), so that any member of the public may attend, participate in, and watch SMUD's governing body conduct its business; and

WHEREAS, the newly enacted Government Code section 54953(e) authorizes a local agency's governing body, during a proclaimed state of emergency, to participate in its public meetings using remote teleconferencing without compliance with the requirements of Government Code section 54953(b)(3), under specified conditions; and

WHEREAS, a required condition is that a state of emergency is declared by the Governor pursuant to Government Code section 8625, proclaiming the existence of conditions of disaster or of extreme peril to the safety of persons and property within the state caused by conditions as described in Government Code section 8558; and

WHEREAS, another condition is that state or local officials have imposed or recommended measures to promote social distancing, or, the legislative body determines that meeting in person would present imminent risks to the health and safety of attendees; and

WHEREAS, on February 28, 2022, the California Department of Public Health rescinded the mask requirement effective March 1, 2022, for all individuals

regardless of vaccination status and instead issued a strong recommendation that all persons, regardless of vaccine status, continue indoor masking; and

WHEREAS, the Sacramento County Department of Public Health on its Epidemiology COVID-19 Dashboard continues to show elevated case and death data that appears to have been stable for weeks, and this is supported by ongoing wastewater sampling; and

WHEREAS, Sacramento County and surrounding counties currently have medium community transmission rates for COVID-19 as defined by the Centers for Disease Control and Prevention; and

WHEREAS, on December 15, 2022, the California Department of Industrial Relations, Division of Occupational Safety and Health (Cal/OSHA) voted to adopt Non-emergency COVID-19 Prevention Regulations, which will become effective in January 2023 when approved by the Office of Administrative Law, including defining “close contact” in an indoor space of 400,000 cubic feet or less as sharing the same indoor airspace for a cumulative total of 15 minutes or more in a 24-hour period; and

WHEREAS, SMUD staff and other community members are still reporting infections with lasting symptoms; and

WHEREAS, adoption of the new bivalent booster is still relatively low; and

WHEREAS, SMUD Board and Committee meetings can last as long as four hours, with participants sitting in the same room sharing air the entire time; and

WHEREAS, it would be impractical for SMUD to take steps necessary to prevent imminent risks to the health and safety of attendees, such as by holding public

meetings outdoors, ensuring public meeting attendees are vaccinated, have appropriate face coverings, and wear them consistent with public health guidance; and

WHEREAS, all meetings, agendas, meeting dates, times, and manner in which the public may participate in the public meetings of the SMUD Board and offer public comment by telephone or internet-based service options including video conference are posted on the SMUD website and physically outside of SMUD's Headquarters Building; and

WHEREAS, by Resolution No. 21-10-01 adopted on October 12, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 21-10-03 adopted on October 21, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 21-11-05 adopted on November 18, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 21-12-04 adopted on December 9, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-03-01 adopted on March 8, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-03-03 adopted on March 17, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-04-01 adopted on April 13, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-04-03 adopted on April 21, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-05-06 adopted on May 19, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-06-02 adopted on June 16, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct

remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-07-02 adopted on July 21, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-08-05 adopted on August 18, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-09-06 adopted on September 15, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-10-01 adopted on October 12, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-10-03 adopted on October 20, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 22-11-04 adopted on November 17, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, by Resolution No. 23-01-01 adopted on January 17, 2023, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Section 1. Risks to Health and Safety of Attendees. The Board has reconsidered the circumstances of the state of emergency and hereby finds that the state of emergency continues to directly impact the ability of the members to meet safely in person and holding SMUD Board meetings in person would present imminent risks to the health and safety of attendees.

Section 2. Remote Teleconference Meetings. SMUD staff are hereby authorized and directed to take all actions necessary to carry out the intent and purpose of this Resolution, including conducting open and public meetings in accordance with section 54953(e) and other applicable provisions of the Brown Act.

Section 3. Effective Date of Resolution. This Resolution shall take effect immediately upon its adoption and shall be effective until the earlier of (i) February 18, 2023, or (ii) such time the Board of Directors adopts a subsequent resolution in accordance with Government Code section 54953(e)(3) to extend the time

during which the SMUD Board may continue to teleconference without compliance with paragraph (3) of subdivision (b) of section 54953.

SSS No. LEG 2023-0008

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date

N/A

Board Meeting Date

January 19, 2023

TO					TO						
1.	Laurie Rodriguez				6.						
2.	Jose Bodipo-Memba				7.						
3.	Jennifer Davidson				8.						
4.					9.	Legal					
5.					10.	CEO & General Manager					
Consent Calendar		Yes	X	No If no, schedule a dry run presentation.		Budgeted		X	Yes	No (If no, explain in Cost/Budgeted section.)	
FROM (IPR) Randall Hakes				DEPARTMENT Office of the General Counsel				MAIL STOP B406		EXT. DATE SENT 7416 01/05/23	
NARRATIVE:											
<p>Requested Action: Approve a Memorandum of Understanding (MOU) between the Sacramento Municipal Utility District (SMUD) and the SMUD Public Safety Officers' Association (PSOA) for the period January 1, 2023, through December 31, 2026.</p> <p>Summary: SMUD and PSOA reached Tentative Agreement on November 29, 2022, to establish an MOU that expires on December 31, 2026. Key aspects of the four-year agreement, which PSOA members ratified on December 13, 2022, are below:</p> <ul style="list-style-type: none"> 4-year contract (through 2026) Maintains competitive pay Total compensation package designed to continue to attract and retain <p>Board Policy: SD-2, Competitive Rates; SD-8, Employee Relations (Number & Title)</p> <p>Benefits: This agreement represents a total compensation package that has reasonable risk and cost sharing by both parties. The agreement successfully meets SMUD's financial targets while maintaining competitive pay for PSOA employees, safety in the workplace, employee engagement, and positive labor-management relations.</p> <p>Cost/Budgeted: Staff expects the cost of the agreement to be at or below budget projections.</p> <p>Alternatives: Re-open negotiations with PSOA.</p> <p>Affected Parties: All work areas with PSOA-represented employees and People Services & Strategies, Employee Relations</p> <p>Coordination: People Services & Strategies, Employee Relations</p> <p>Presenter: Chery Spector, Manager, Employee Relations</p>											
Additional Links:											
SUBJECT								ITEM NO. (FOR LEGAL USE ONLY)			
MOU – SMUD and PSOA								8			

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

Memorandum of Understanding

Between

Sacramento Municipal Utility District

And

SMUD Public Safety Officers'
Association

2023 – 2026

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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 SMUD Public Safety Officers’ Association, hereinafter referred to as “the PSOA”, 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 PSOA as the exclusive representative of all employees of SMUD who are assigned to representation Unit 3, as defined in Board Resolution Number 19-05-06. (A list of Unit 3 Classifications appears in Appendix B.) The provisions of this Agreement hereinafter set forth shall apply to those employees of SMUD for whom the PSOA is the established representative.

ARTICLE 1

DEFINITIONS

1. AGREEMENT

The terms Agreement and MOU are used interchangeably.

2. TYPES OF EMPLOYEES

A. Civil Service Employee

- 1) A full-time employee hired pursuant to SMUD Civil Service Rules.
- 2) A part-time employee hired prior to July 1, 1991.

B. Non-Civil Service

- 1) A part-time employee regularly scheduled to work twenty (20) or more hours and less than forty (40) hours per week (including overtime).
- 2) A casual employee as defined by SMUD Civil Service Rules.
- 3) A person hired under the Student Employment Program.
- 4) A rehired CalPERS annuitant.
- 5) A Limited Term Employee.

C. Full-Time Employee

A Civil Service or Non-Civil Service employee regularly scheduled to work eighty (80) hours in a pay period.

D. Part-Time Employee

A Civil Service or Non-Civil Service employee regularly scheduled to work less than eighty (80) hours in a pay period (including overtime).

E. Limited Term Employee

- 1) The term “limited term employee” shall have the same meaning as set forth in Public Utilities Code §12055 regardless of how such employees are hired, appointed, or assigned to classifications, positions, or assignments and without regard to title or terminology.
- 2) As defined in the Civil Service Rules, a Limited Term employee is a person hired or appointed by SMUD to perform the job duties of a job classification for a defined time period of not more than two (2) years’ duration. Limited Term appointments may be extended for up to two (2) additional years.
- 3) Such employees are immediately covered by this Agreement if the term of appointment is for at least six (6) months or if an initial appointment of less than six (6) months is extended beyond six (6) months.

- 4) Limited term employees are “at will” and serve at the pleasure of SMUD. They are not covered by SMUD’s Positive Discipline policies, they are not entitled to file grievances over disciplinary actions, and they may be terminated with or without reason or with or without just cause at any time and without notice.

F. Shift Employee

The employee's regular work schedule is the day or night shift.

3. 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. Assignment is not made in accordance with SOAP 24 procedures.

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 8 hours off before the reporting time. Assignment is made in accordance with SOAP 24 procedures.

4. SHIFT DEFINITIONS

A. Day Shift

Work periods regularly scheduled to begin between the hours of 0700 and 1900.

B. Night Shift

Work periods regularly scheduled to begin between the hours of 1900 and 0700.

5. TERM

The term of this Agreement: January 1, 2023, through December 31, 2026. The annual wage increases for 2023 are effective December 17, 2022, prior to the term of this MOU.

ARTICLE 2

ORGANIZATION SECURITY

1. DUES/FEES

A. Payroll Deductions

SMUD will deduct the amounts requested by the PSOA from the wages of Unit 3 employees who authorize monthly payroll deductions for membership dues, fees, general assessments, and/or payments for any membership benefit programs sponsored by the PSOA, and remit the total amount of such deductions to the PSOA on a monthly basis subject to the following:

- 1) SMUD will implement the requested payroll deduction as soon as possible, but not later than 30 days, after the PSOA provides to SMUD a certified list of employees from whom to deduct the dues and the amount to be deducted.
- 2) In general, SMUD will continue making the requested deductions until the PSOA notifies SMUD that an employee no longer authorizes deductions or the employee begins an unpaid leave of absence lasting more than 30 calendar days.
- 3) SMUD will direct employees to make requests to change or cancel deductions with the PSOA.

B. Responsibilities

- 1) The PSOA shall maintain procedures in accordance with applicable statutes, any decisions by a court of competent jurisdiction, and any other applicable legal authority regarding the collection of dues and fees.
- 2) Hold Harmless: The PSOA 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 that may arise by reason of or the result of the operation of this section.
- 3) SMUD shall provide the PSOA with a Dues/Fees Deduction Report for Unit 3 employees at the end of each pay cycle.
- 5) SMUD shall provide Employee Rosters for Unit 3 employees (Full-Time, Part-Time and Limited-Term) monthly at the pay cycle when union dues/fees are deducted. The Employee Rosters shall be provided as an Excel spreadsheet that includes the following information: first and last name, personal mailing address, personal telephone number, personal email address, subgroup (full-time, part-time, limited-term, casual), organizational unit, position title, current salary, position start and end date(s), hire and rehire date(s), and SMUD mail stop.
- 6) SMUD shall notify the PSOA of an employee's return to paid status within ten (10) working days following an unpaid leave of absence in excess of thirty (30) days so the PSOA may resume collection of PSOA dues/fees.

2. PSOA RELEASE TIME

A. Officers and Directors

Once each calendar year during the month of March, the PSOA shall provide SMUD with a list of the PSOA Officers and Directors. In meeting both the organizational business needs and the employee representation obligations of the PSOA, the PSOA may allocate release time and PSOA duties among these key individuals.

- 1) SMUD shall make arrangements to accommodate requests from PSOA Officers and Directors for a reasonable amount of time off from their regular assignments to attend scheduled meetings with SMUD management, participate in SMUD projects, and represent bargaining unit employees. Such time off is subject to prior notice and approval of the immediate supervisor of the individual making the request.
- 2) A PSOA representative's time spent conducting PSOA business should be charged to the appropriate Work Order Number. PSOA representatives will be paid for approved leave to act as an official or representative of the union. All leave will be paid for from the PSOA Leave Bank or through PSOA leave set forth in Section 4 of this Article.

B. PSOA Leave Bank

SMUD and the PSOA agree to establish an PSOA Leave benefit and create an PSOA Leave Bank to support it.

- 1) PSOA Leave is paid leave that may be utilized by PSOA members to conduct PSOA business and/or to attend seminars, conferences, conventions, or other meetings at the local, state and national level. A PSOA member who is designated by the PSOA President or, in the President's absence, the Vice President, may take PSOA Leave subject to the advance approval of the employee's immediate supervisor.
- 2) To establish and maintain the PSOA Leave Bank, a Unit 3 employee may contribute some or all of the employee's accumulated personal leave to the PSOA subject to the following conditions:
 - a) A Unit 3 employee may contribute to the PSOA Leave Bank in one (1) hour increments consisting of one (1) or more hours;
 - b) When donated, leave shall be credited to the PSOA Leave Bank at the current hourly rate of the donating employee;
 - c) When used, the PSOA Leave Bank shall be debited at the current hourly rate of the employee using the leave;
 - d) The PSOA Leave Bank account shall be designated by SMUD and PSOA leave taken shall be charged to the appropriate Work Order Number.
 - e) Donations to the leave bank may not be revoked by the donating party, nor may they be cashed out by the PSOA or its officers or representatives in any way other than described in subsection B of this Article.

Meetings called by SMUD and "meet and confer" meetings will not count against the PSOA Leave Bank for the President and Vice President, or his/her Executive Board

designee. Additional PSOA members may attend “meet and confer” meetings on PSOA leave or their own time as set forth in Subsection 4 of this Article.

Each employee recognized by SMUD as a member of the duly elected or appointed PSOA Negotiating Committee, who attends with SMUD’s permission an Association-Management contract negotiation meeting will receive PSOA leave time as set forth in below in Section 4 of this Article.

3. USE OF SMUD FACILITIES

A. Bulletin Boards

The PSOA shall be provided a reasonable amount of bulletin board space in specifically designated areas for posting organization bulletins. The PSOA shall be responsible for removing out-of-date materials, but SMUD reserves the right to remove out-of-date, inappropriate, or prohibited material.

- 1) The PSOA shall provide up to five (5) bulletin boards to be installed by SMUD at mutually agreeable locations.

B. Inter-Office Mail

The PSOA shall be allowed to use SMUD’s inter-office mail to communicate with PSOA represented employees. PSOA mail shall be pre-sorted by mail stop.

C. Internal Email

The PSOA shall only be allowed to use SMUD’s internal email system to communicate with PSOA represented employees as follows:

- 1) The PSOA President and Vice President are the only PSOA members authorized to use SMUD's internal email systems (e.g., Outlook) to send no-reply notices to the PSOA membership.
- 2) Email notices shall not contain any confidential information and shall be in the nature of announcements regarding PSOA activities (i.e. PSOA membership meetings, PSOA election results, PSOA meeting minutes and reports, PSOA social events, and PSOA member participation at community events).
- 3) No-reply email notices of any other nature must have approval of the SMUD Employee Relations Manager prior to distribution.
- 4) Copies of the no-reply notices shall be sent to the SMUD Employee Relations Manager at the time of distribution to the PSOA membership.
- 5) A maximum of 52 no-reply notices may be sent to the PSOA membership per calendar year, with the understanding that this allowance for PSOA no-reply email notices is an exception to “acceptable use” under SMUD’s Electronic Information

Policy (AP 05.02.04). This agreement does not preclude compliance with all other provisions of this SMUD policy.

D. Use of Meeting Rooms/Access to Work Locations

- 1) SMUD shall make conference rooms available to the PSOA, subject only to SMUD's established procedures for the reservation and use of such facilities by SMUD's internal organizational units.
- 2) PSOA representatives shall be granted reasonable access to work locations to engage in those activities necessary to the representation of employees assigned to Unit 3.

4. PSOA BUSINESS LEAVE

SMUD and the PSOA agree to establish a PSOA Leave Benefit in addition to the PSOA Leave Bank.

- A. PSOA Leave is leave that may be utilized by PSOA members to conduct PSOA business and/or to attend training, seminars, conferences, conventions, or other meetings at the local, state and national level.
- B. Requests for PSOA Leave shall be made at least two (2) weeks in advance and shall be directed to the Manager, Employee Relations, unless otherwise agreed to between SMUD and the PSOA. Such requests shall be made by the PSOA President, or in the President's absence, the Vice President.
- C. In an emergency, the Manager, Employee Relations shall have the authority to cancel scheduled PSOA Leave.
- D. The PSOA shall be reimbursed for any reasonable documented expenses and/or loss of money resulting from SMUD's canceling scheduled PSOA leave, provided the PSOA informs SMUD of the pending loss at the time the PSOA is requested to cancel the leave.
- E. Employees utilizing PSOA Leave shall remain on SMUD's payroll and shall continue to receive CalPERS contributions and service credit. Employees on PSOA Leave shall suffer no loss of compensation, benefits, or loss of seniority.
- F. The PSOA shall reimburse SMUD for the employee's salary at the then current activity rate for their position while the employee is on PSOA Leave. The PSOA shall provide such reimbursement within thirty (30) calendar days following receipt of invoice. Failure to make payment in full within forty-five (45) calendar days allows SMUD to seek recovery of the payment owed and relieves SMUD of any obligations to withhold funds pursuant to Section 1 of this Article until SMUD is paid in full. SMUD will not be responsible for any retroactive deductions should it not withhold any regularly scheduled dues payments as a result of this provision.
- G. The PSOA 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 program described herein, 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.

- 1) Workers' Compensation. Unless performing duties for SMUD, employees on PSOA Business Leave shall not be eligible for Workers' Compensation benefits arising out of an injury occurring during the leave from SMUD.
- 2) 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 PSOA shall indemnify and hold harmless SMUD under this Section, SMUD shall promptly notify the PSOA thereof, and the PSOA shall bear all costs and expenses, including legal fees, to settle, compromise or defend the same in such manner as it, in its sole discretion, deems necessary or prudent.
- 3) Insurance Representation. The PSOA 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 practices in the industry.

5. PSOA ACCESS TO NEW EMPLOYEE ORIENTATIONS

SMUD shall notify the PSOA 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 PSOA shall be afforded thirty (30) minutes during the NEO to present information about the PSOA to new PSOA employees.

ARTICLE 3

HOURS OF WORK

1. BASIC WORK WEEK

Full-time employees are regularly scheduled to work forty (40) hours per work week. Part-time employees are regularly scheduled to work less than forty (40) hours per work week (including overtime). Employees may be required to work overtime to meet the needs of SMUD. The work week consists of seven (7) consecutive twenty-four (24) hour periods.

A. Normal Work Schedule

The work week shall begin at 0000 hours on Saturday and end the following Friday at 2359 hours. If an employee's shift carries over to the next pay period, the employee's time is accrued on the pay period the shift started on. Ex: Night Shift B starting on Friday.

B. 12-Hour Shift (Day)

The work week shall normally begin at 1500 hours on Wednesday and end the following Wednesday at 1459 hours.

C. 12-Hour Shift (Night)

The work week shall normally begin at 0300 hours on Thursday and end the following Thursday at 0259 hours.

2. WORK SCHEDULES

A. Normal Work Schedule

The normal work schedule shall be five (5) consecutive eight (8) hour work days, Monday through Friday, with a paid meal period approximately midway through the work day.

B. 12-Hour Shift

All shift employees assigned to a 12-hour work schedule shall have their workweek adjusted so that their workweek changes after the first 8 hours of their first shift on their regularly scheduled 4-day work schedule. A normal schedule shall consist of 3 consecutive days of 12-hour shifts followed by 4 days off and then 4 consecutive days of 12-hour shifts followed by 3 days off.

C. Change in Work Schedule

Hours of work may be changed by mutual agreement of SMUD and the particular employees involved. Security Operations management may deny a schedule change—especially if the change will create overtime obligations. Nothing in SMUD policy

prohibits an employee from being assigned to work outside of his/her work schedule or from being transferred from one schedule to another, provided the employee is paid in accordance with SMUD's applicable overtime policies.

3. MEAL PERIODS

Employees shall receive a 30-minute meal period approximately midway through their regular workday for each 8-hours worked on a shift or special assignment, etc. Except as provided in Section 4.B.3) of this Article, meal periods shall be paid.

Employees on a shift shall attempt to stagger their meal periods beginning at 45 minutes before the midway point of their shift and ending 45 minutes after the midway point of their shift in order to remain available to answer calls for service and respond to emergencies. Employees on shift shall remain in uniform and monitor their handheld or vehicle radio traffic during their meal period and remain able to respond to calls for service as necessary. Efforts shall be made to avoid interrupting an employee's meal period unless it is necessary to meet operational needs. Calling employees back from their meal period shall not be the normal practice.

4. SHIFTS AND START TIMES

A. Shifts are as follows:

1) Day Shift

Regularly scheduled between the hours of 0700 hours and 1900 hours.

a) Day Shift TEAM A 0700-1900 Hours, Sun/Mon/Tue/Alt Wednesdays

b) Day Shift TEAM B 0700-1900 Hours, Alt Wednesdays/Thurs/Fri/Sat

2) Night Shift

Regularly scheduled between the hours of 1900 hours and 0700 hours.

a) Night Shift TEAM A 1900-0700 Hours, Sun/Mon/Tue/Alt Wednesdays

b) Night Shift TEAM B 1900-0700 Hours, Alt Wednesdays/Thurs/Fri/Sat

B. SMUD may establish different shifts when necessary to meet the operational needs of SMUD as follows:

1) Rotating Shift

Requires assigned employees to rotate between two (2) or more shifts.

2) Emergency Relief Shift

Requires assigned employees to be available for emergency relief duty in rotating shifts on any day of the week without advance notice.

a) Employees assigned to an emergency relief shift normally have a minimum of twelve (12) hours off between shifts.

- b) When employees are required to report for duty without twelve (12) hours off between shifts, they shall be paid at the applicable overtime rate for any time worked within the twelve (12) hour period following the end of their preceding work shift.
- 3) Special Shift
A work period consisting of an eight (8), nine (9), ten (10) or twelve (12) hour work day during which employees are permitted to eat a meal on SMUD time.
- 4) Dead Space
The time between the end of any additional duty and the beginning of their shift or the end of the employee's shift and the beginning of any additional duty. This time is compensable up to but not exceeding 2 hours, as there is not enough "Dead Space" time between for the employee to have adequate time off to attend to any personal matters. If the time between the beginning or end of additional duty and the beginning or end of their shift is greater than 2 hours, then this time will not be compensated.
 - a) Employees present during compensated "Dead Space" will make immediate contact with the on-duty SOS to receive a work assignment. All compensated "Dead Space" work assignments must be documented accordingly on employee time sheets.
 - b) If the "Dead Space" is over the 1-hour threshold and a vacancy exists in the current work schedule, the Security Operations Supervisor may hold over the employee to fill this vacancy bringing on-duty personnel to the minimum requirements.

C. Change in Shifts and/or Start Times

- 1) Shifts and/or start times shall be established consistent with the normal operation of a division or department and shall not be changed arbitrarily.
- 2) Subject to applicable overtime policies, shifts and/or start times may be changed as deemed necessary by SMUD for reasons including, but not limited to:
 - a) Provide better service to customers or other work units;
 - b) Stagger working hours to alleviate traffic congestion;
 - c) Reflect seasonal changes in daylight hours or temperature conditions;
 - d) Provide extended coverage for maintenance testing and operating activities; or
 - e) Reflect the desires of employees in a work unit, with supervisory approval.
- 3) If an employee's work shift and/or start time is changed by SMUD for five (5) days or more, the employee shall be given at least twenty-four (24) hours advance notification. In addition, the employee shall have a minimum of twelve (12) hours off between the shifts and/or start time and shall not be required to work more than forty (40) hours at the straight-time rate of pay.

- a) If SMUD does not provide an employee with at least twenty-four (24) hours' notice or twelve (12) hours off between shifts and/or start time changes, the employee shall receive the applicable overtime rate for those hours worked on the first day of the change that encroach upon either the twenty-four (24) hour notice or the twelve (12) hour off requirements, whichever is greater.
- b) Overtime and rest period provisions shall apply to the employee's new shift and/or start time.
- 4) Shift and/or start time changes of less than five (5) days worked (including Saturday, Sunday, and holidays) are not considered an official change in shift and/or start time. Employees shall be compensated at the applicable overtime rate for all hours worked other than their regular work hours for each work day when the change in shift and/or start time is directed by SMUD.
- 5) When employees who have been reassigned pursuant to Section 4.C.3) and 4.C.4) of this Article are returned to their regularly scheduled work shift and/or start time, they shall be paid at the straight-time rate of pay for work performed during their normal work hours subject to the following:
 - a) When employees return to their regular work shift and/or start time, they are entitled to a minimum of twelve (12) hours off between shifts.
 - b) If employees do not get the twelve (12) hours off, they shall be paid the applicable overtime rate for any time worked within the twelve (12) hour period following the end of their preceding work shift.

5. SHIFT BIDS

Employees shall sign up for shifts and assignments based on seniority within their current classification, not department or SMUD seniority. Classification seniority will be determined based upon most recent date hired into the classification. Shift assignments shall be bid annually in November. Ties in seniority will be broken by date and time the application is received for the classification. New shift assignments shall take effect in the pay period including January 1 of the following year.

6. EMPLOYEES RETURNING TO SECURITY OPERATIONS FROM SMUD TRANSFERS/PROMOTIONS

- A. The seniority of a promoted/transferred employee returning to Security Operations before completing probation for a transfer/promotion will be implemented as follows:
 - 1. Returning to Security Operations within one (1) year, the promoted/transferred employee will maintain the classification seniority they were promoted with.
 - 2. Returning to Security Operations beyond one (1) year, the promoted/transferred employee will not maintain the classification seniority they were promoted with and will re-enter the department with no classification seniority.

ARTICLE 4

WAGES

1. PAY PERIODS/PAYDAYS

A. Pay Periods

The pay period is fourteen (14) consecutive days beginning at 0000 hours on Saturday and ending at 2359 hours on Friday.

B. Pay Days

Employees shall be paid on the Friday following the close of the pay period. Paychecks normally are distributed on the Thursday preceding payday and dated payday Friday. If Thursday is a holiday, paychecks shall be distributed on the preceding Wednesday and shall be dated for the Friday of that week. If payday is a holiday, paychecks shall be dated and distributed on the preceding Thursday.

2. ENTRY RATES – NEW EMPLOYEES

A. New employees normally are placed at the first step or entry-level rate of pay for their classification.

B. Employees who possess exceptional qualifications may be placed at a starting rate that is above the first step for their classification, subject to approval by SMUD. The following items shall be evaluated when considering an employee for a higher entry-level rate of pay:

- 1) The quality and quantity of the employee's relative work experience.
- 2) The wage level and qualifications of other SMUD employees in the same classification.
- 3) The wage demands of the new employee.
- 4) The availability of other qualified applicants.

3. MERIT INCREASES

Employees within a classification with established pay steps shall be eligible for merit increases at specified intervals until they reach the top of their pay grade. Merit increases are granted for effective job performance, as reflected in a completed performance evaluation.

A. Eligibility

- 1) Permanent and limited-term full-time employees assigned to a classification with established pay steps shall be considered for merit at 6-month intervals.

For all newly hired full-time employees with a 12-month probationary period, their 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.

- 2) Part-time employees regularly scheduled to work twenty (20) or more hours and less than forty (40) hours in a week (including overtime), assigned to a classification with

established pay steps shall be considered for merit increases for each 1,040 hours worked.

- 3) Probationary Period – Absences during the probationary period may extend an employee's merit increase eligibility date. If an employee's probationary period is extended, the employee's merit increase eligibility date also shall be extended by the same amount of time.
- 4) Leaves of Absence without Pay – A leave of absence without pay in excess of thirty (30) days (except military leave) may extend an employee's merit increase eligibility date.

B. Temporary Appointments

Employees who are temporarily appointed to a higher classification shall be eligible for merit increases as follows:

- 1) Employees who are temporarily appointed to a higher or different classification shall continue to earn merit increases as though continuously assigned to their permanent classification.
- 2) Employees who are assigned to a higher classification through a temporary timecard upgrade shall not accrue time toward a merit increase in the higher classification.
- 3) Employees who are temporarily appointed to a higher classification by an ESN or comparable document for more than six (6) consecutive months shall accrue time toward a merit increase in their higher classification.

C. Granting Merit Increases

- 1) A one-step merit increase shall be effective and initiated automatically on the first day of the pay period that includes the merit increase due date unless SMUD withholds the increase in accordance with Section 4.D of this Article.
- 2) SMUD may grant merit increases of two (2) or more steps to an employee based on exceptional job performance. If an employee is granted a merit increase of two (2) or more steps, the additional merit increase shall be effective the first day of the pay period that includes the merit increase due date.

D. Withholding Merit Increases

- 1) An employee's merit increase may be withheld for documented unsatisfactory progress or job performance, as reflected in a completed performance evaluation. The supervisor must discuss the withholding of the merit increase with the employee at least ten (10) calendar days prior to the date the merit increase was due.
- 2) Once SMUD has determined the employee has corrected unsatisfactory progress or job performance, the employee shall be granted the withheld merit increase. Normally, an employee shall not be reconsidered for a merit increase for at least six (6) months.
- 3) When an employee is granted the withheld merit increase, the effective date of the merit increase shall establish the eligibility date for the next merit increase.
- 4) SMUD's denial of a merit increase is subject to the grievance procedure contained in Article 20 of this Agreement.

4. WAGE ADJUSTMENTS

A. Effective the first pay period for the 2023 payroll year:

- 1) For Asset Protection Officers II, SMUD shall provide a wage increase of 3.75%.
- 2) For Security Operations Supervisors, SMUD shall provide a wage increase of 3.5%.
- 3) For Security Operations Dispatchers, SMUD shall provide a wage increase of 3.5%.

B. Effective the first pay period for the 2024 payroll year:

- 1) For Asset Protection Officers II, SMUD shall provide a wage increase of 3.75%.
- 2) For Security Operations Supervisors, SMUD shall provide a wage increase of 3.5%.
- 3) For Security Operations Dispatchers, SMUD shall provide a wage increase of 3.75%.

C. Effective the first pay period for the 2025 payroll year:

- 1) For Asset Protection Officers II, SMUD shall provide a wage increase of 3.5%.
- 2) For Security Operations Supervisors, SMUD shall provide a wage increase of 3.25%.
- 3) For Security Operations Dispatchers, SMUD shall provide a wage increase of 3.75%.

D. Effective the first pay period for the 2026 payroll year:

- 1) For Asset Protection Officer II, SMUD shall provide a wage increase of 3%.
- 2) For Security Operations Supervisors, in lieu of wage increase SMUD shall provide a lump sum payment (not reportable as pensionable income to CalPERS) to each eligible Security Operations Supervisor equal to 4% of each employee's annual base pay as of the first pay period for the 2026 payroll year, payable January 2, 2026. Unit 3 employees are only eligible to receive this lump sum payment if they are in an active status by December 26, 2025, and they continue in an active status in the second pay period for the 2026 payroll calendar. Retired Annuitants are not eligible to receive the lump sum payment. Lump Sum payments will be not included in wages for the purpose of calculating holiday pay, workers' compensation premiums, Federal Unemployment Tax Act taxes, and overtime. Additionally, SMUD will withhold all required Federal, State, and local taxes from lump sum payments.
- 3) For Security Operations Dispatcher, SMUD shall provide a wage increase of 3.25%.

5. FUTURE SALARY SURVEYS

SMUD and the PSOA shall seek to agree on a list of public agencies and like positions to be contained in Appendix C shall be used for Classification and Pay Studies of Unit 3 positions conducted during the term of this Agreement.

ARTICLE 5

OVERTIME

1. DEFINITION

A. Overtime

Overtime is time worked in excess of the regularly scheduled eight (8) or twelve (12) hour work day or beyond the regularly scheduled work week or time worked on a holiday.

- 1) Scheduled Overtime – Knowledge of an overtime need by the supervisor four (4) hours or more in advance constitutes “scheduled overtime.” Assignment will be made in accordance with SOAP 24 procedure.
- 2) Unscheduled Overtime – When notification is less than four hours in advance of the scheduled shift, either for emergency or operational necessity (to maintain minimum staffing levels). Overtime will be assigned as-needed, not in accordance with SOAP 24 procedure.

2. COMPENSATION FOR OVERTIME

Overtime shall be compensated at time two times (2x) the straight time hourly rate of pay for the number of hours worked subject to the minimums as set forth in Article 5, Section 5.

3. DISTRIBUTION OF OVERTIME

Any employee may be required 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 shall be distributed as equally as possible subject to the following:

- A. Overtime is first allocated to qualified volunteers within the appropriate classification assigned to the applicable work group/division. In the absence of qualified volunteers, the supervisor may either:
 - 1) Assign employees within the applicable work group/division using reverse classification seniority. The next assigned overtime assignment will go to the next employee up on the seniority list. Employees shall not be assigned another overtime assignment until the seniority list has been exhausted.
 - 2) Seek other qualified volunteers from an alternate unit 3 classification. In this case, the employee working in another classification within the work group/division shall be compensated based on their current ESN rate of pay.
- B. An overtime tracking list shall be used to track overtime opportunities, including overtime assigned using reverse classification seniority. This list shall be reset to zero (0) opportunities on the first day of each quarter of the year.
 - 1) An unscheduled event is considered a SMUD Security Operations staffing emergency when circumstances require Security Operations staffing at levels beyond

routinely scheduled shifts for fixed posts or mobile patrols and the overtime worked will count as an opportunity on the Overtime Tracking List.

- 2) Overtime worked for such events as Board of Director protective service details, Community Engagement, or other events where selected personnel have volunteered for those duties will not be considered as an overtime opportunity on the Overtime Tracking List.

- C. Overtime shall first be offered to the those in the appropriate classification on the opposite shift where the overtime opportunity is available.

For example, if there is an overtime opportunity on First Shift A (“Days A”), then employees assigned to First Shift B (“Days B”) shall be offered overtime first. The employee with the fewest opportunities shall be offered the overtime first. If no employee accepts the overtime, then the opportunity shall be offered to the employee in the same classification with the fewest overtime opportunities per the overtime tracking list, regardless of their shift assignment. If declined the opportunity shall then move to the employee with the next fewest opportunities.

4. ELIGIBILITY

- A. Employees are entitled to overtime compensation as follows:

- 1) All full-time employees are eligible to work overtime pursuant to Section 1A of this Article.
- 2) Part-time employees are eligible for overtime compensation when they work in excess of their regularly scheduled work day, provided such work day is eight (8) or twelve (12) hours or they work more than forty (40) hours in a work week. Part-time employees who are regularly scheduled to work less than eight (8) hours in a day are not eligible for overtime compensation unless they work in excess of eight (8) hours in a workday.

5. MINIMUM OVERTIME GUARANTEES

- A. Emergency Call-Out – When employees are called for an emergency, they will be regarded as on-duty and their work time will begin at the time they are contacted. For the purpose of this provision, concurrent calls or successive calls without a break in work are considered a single call.
 - 1) Employees who are called for an emergency shall be paid at the double-time rate for the actual overtime hours worked or receive a minimum of two (2) hours double-time compensation, whichever is greater.
 - 2) If the call-out extends into the employee’s regular work hours, the employee shall only be paid at the overtime rate for the actual overtime hours worked.

- B. Prearranged Overtime (Overtime Worked on a Non-Scheduled Work Day) – Employees who report for prearranged overtime shall be paid a minimum of two (2) hours double-time compensation whether or not they are actually needed. Employees asked to report for prearranged overtime who are subsequently canceled prior to reporting with less than 2 hours' notice shall receive the minimum of two (2) hours double-time compensation.
- C. Early Call-In – Employees who are called into work early shall be paid at the double-time rate for the actual hours worked during the early call-in.
- D. Hold Over – Employees who voluntarily hold over shall be paid at the double-time rate for the actual hours worked during the hold over.

6. MAXIMUM OVERTIME ALLOWED

Employees normally are not allowed to work more than eighteen (18) consecutive hours or any combination of eighteen (18) hours within a 24-hour period, except in circumstances involving public safety or welfare. When SMUD authorizes work in excess of the above-described maximums, SMUD shall ensure that an employee is capable of working in a safe manner.

7. REST PERIODS

- A. Employees who work extended overtime shall be entitled to minimum rest periods as follows:
 - 1) Normal (5/8-Hour) Work Schedule – Employees who work eight (8) or more hours of overtime during the sixteen (16) hours preceding their regularly scheduled work hours are entitled to a rest period of eight (8) consecutive hours.
 - 3) 12-Hour Work Schedule – Employees who work overtime beyond their regularly scheduled 12-hour shift shall be allowed a rest period of no less than eight (8) hours except in an emergency call-out situation.
- B. The rest period begins when the employee is released from duty. Employees shall be compensated during designated rest periods as follows:
 - 1) If any part of the rest period falls within the employee's regular work hours, they shall be paid for those hours at the straight-time rate of pay.
 - 2) If a rest period cannot be provided when due or an employee is required to report to work prior to the end of their rest period, the employee shall be paid at the double-time rate of pay until the rest period is provided.
- C. When an employee's rest period ends during their regular work hours, they may report for work at any time during their regular work hours or may report to work on their next regular work day, subject to SMUD approval. Any time off taken after the employee's rest period ends shall be charged to either personal leave or leave without pay.

ARTICLE 6

WAGE PREMIUMS

1. SHIFT DIFFERENTIAL

A. Eligibility

Full-time employees who work the night or relief/rotating shift shall be entitled to a shift differential wage premium.

B. Shift Differential Wage Premiums

1) Night Shift

Employees who are assigned to work the night shift shall receive a shift differential wage premium equal to 8% of their base hourly rate of pay. Shift differential shall be paid for all hours worked occurring between the hours of 1900 to 0700.

2) When an employee who is receiving a shift differential wage premium works overtime, the overtime rate of pay also shall be applied to their shift differential wage premium.

2. TEMPORARY UPGRADES

SMUD agrees to timecard upgrade a Unit 3 employee when such an employee is directed to assume duties and responsibilities of a higher classification commencing immediately upon assignment.

Assignments to higher classifications exceeding fourteen (14) calendar days from the first day of the assignment require a temporary upgrade action (e.g., ESN, HR Express). Except as provided in Article 14, Section 5 (Training Assignments) of this Agreement, employees shall be paid subject to the following:

- A.** When an employee receives a temporary timecard upgrade to another Unit 3 classification, such employee shall be paid at the first step within the higher classification that provides a minimum of 2.5% above their current ESN rate of pay.
- B.** When an employee receives a temporary timecard upgrade to an exempt classification, such employee shall be paid at the first step within the higher classification that provides a minimum of 5.0% above their current ESN rate of pay.

3. INSTRUCTOR / TRAINING OFFICER INCENTIVE

SMUD will provide Unit 3 employees who possess the required certification to receive an 8% differential while performing the relevant training/instructor duties.

4. NOTIFICATION OF INCENTIVE PROGRAMS

SMUD shall notify PSOA of all rewards, recognition and incentive programs proposed after

ratification of this MOU and shall meet and confer prior to implementation of new programs, revisions to existing programs, and/or any discussion with Unit 3 employees. All rewards recognition and incentive program payments shall comply with the provisions of 29 C.F.R. § 778.331.

ARTICLE 7

HOLIDAYS

1. AUTHORIZED HOLIDAYS

A. Regular Holidays

SMUD guarantees eligible employees the following nine (9) Regular Holidays: New Year's Day (January 1); Martin Luther King, Jr. Day (the third Monday in January); President's Day (the third Monday in February); Memorial Day (the last Monday in May); Independence Day (July 4); Labor Day (the first Monday in September); Thanksgiving Day (the last Thursday in November); the Friday after Thanksgiving; and Christmas Day (December 25).

B. Floating Holidays

In addition, Full-Time employees with six (6) or more months of continuous service shall receive floating holidays according to the following schedule: May 1, July 1, September 1, and November 1. Each floating holiday is administered as eight (8) additional hours of personal leave for Full-Time employees and may be carried over from year to year in the same manner and with the same limits as accumulated personal leave.

SMUD shall approve the use of a floating holiday, or a day of personal leave for any Unit 3 employee who has served in the armed forces of the United States, or their allies, and who wishes to observe the (November 11) Veteran's Day Holiday.

C. Special Holidays (Christmas Eve - New Year's Eve)

SMUD may, if minimum staffing levels are met, authorize additional time off for eligible employees on either Christmas Eve or New Year's Eve. Such time off shall be designated as a Special Holiday. Any Special Holiday time off will be granted based upon classification seniority and the operational needs of Security Operations.

D. Holidays Observed

When a SMUD observed holiday falls on a Saturday, SMUD shall observe the holiday on the preceding Friday. When a holiday falls on a Sunday, SMUD shall observe the holiday on the following Monday.

2. HOLIDAY PAY

A. Eligibility

- 1) Full-Time Employees must be in a paid status for the entire work day immediately prior to or immediately following a holiday to be eligible for holiday pay.

B. Regular Holiday Pay

- 1) When a holiday falls on an employee's regularly scheduled workday, the employee will be compensated for the number of hours the employee works on that day.

- 2) Employees who work on a holiday shall be paid at the double-time rate of pay for the hours worked in addition to holiday pay as specified below.
- 3) When a holiday is observed on an employee's regular day off, the employee is credited with 8 hours of personal leave.

C. Special Holiday Pay (Christmas Eve - New Year's Eve)

- 1) When an employee is required to work on Christmas Eve, they shall be given an equivalent amount of time off on New Year's Eve.
- 2) If an employee cannot be granted time off on either Christmas Eve or New Year's Eve, they shall be given an additional amount of straight-time pay equal to the number of hours off granted to other employees.
- 3) In lieu of additional Special Holiday Pay, an employee may choose to be credited with the equivalent amount of personal leave.
- 4) If the day designated as a Special Holiday falls on an employee's alternate day off, the employee shall be credited with an equivalent amount of personal leave.

ARTICLE 8

BENEFITS

1. ELIGIBILITY

A. Full-Time and Part-Time Unit 3 employees are eligible to participate in health and welfare benefit plans provided by SMUD. Specifically excluded are:

- 1) Casual employees scheduled to work less than twenty (20) hours per week.
- 2) Student Employment Program participants.
- 3) Rehired CalPERS Annuitants.
- 4) Contract employees.

B. Limited Term Employees

Limited-term, full-time employees in Unit 2 are given the opportunity to participate in SMUD's flexible benefits program to enroll in the following benefit plans: medical, dental, vision, and life insurance. This program allows the employee to choose which benefits they want for the calendar year.

- 1) SMUD issues flex credits that give the employee purchasing power to "pay for" the benefits of their choice. Limited-Term employees receive 75% of the flex credits allotted to Full-Time employees. If the employee chooses benefits costing more than the flex credits provided by SMUD, the employee shall pay the difference through payroll deductions. The payments for most flexible benefits are made on a pre-tax basis, so the employee can save on taxes.
- 2) If an employee is already covered and chooses not to enroll in SMUD-provided medical, dental, and/or vision plans, they can "opt out" of coverage and SMUD shall give the employee cash in exchange for the flex credits. Credits are paid to the employee on a monthly basis in the form of cash. Such payments are taxable income.

C. Domestic Partner Coverage

Employees in registered, same-sex domestic partnerships or domestic partnerships are eligible to enroll their domestic partner and their eligible dependent children for medical coverage as described below:

- 1) SMUD's contribution for all employees and retirees with registered domestic partners and their dependents shall be the same as all current benefit contribution formulas for employees and retirees that currently cover dependents.
- 2) The employee contribution shall be the same as current employees that add dependents. Employees participating in the Flexible Benefits Plan may have their contributions for registered domestic partners and dependent children deducted on an "after-tax" basis subject to all applicable federal and state statutes and Internal Revenue Code requirements.

- D. Eligible employees who retire are entitled to enroll in the medical and dental benefit programs at the time of their retirement.

2. HEALTH INSURANCE PLANS

- A. SMUD will provide the following medical plan options to all eligible Unit 3 employees:

- 1) High Premium HMO
- 2) Low Premium HMO
- 3) High Deductible Health Plan (HDHP) with Health Savings Account (HSA)
- 4) PPO Medical Plan (closed to new enrollees)

Employees should refer to the PSOA Benefits Guide Book each year for the specific dollar amounts for medical co-pays under the High and Low Premium HMO Plans.

- B. Employee Medical Insurance Plan Premium Contributions

- 1) Effective January 1, 2023, through December 31, 2026, Unit 3 employees enrolled in SMUD medical plans will contribute a premium cost share as follows:

Full Time Employees					
	Kaiser High	Kaiser Low	UHC HMO High	UHC HMO Low	UHC HDHP
Employee Only	13%	11%	14%	11%	8%
Employee + 1	14%	12%	15%	12%	8%
Employee + Family	15%	13%	16%	13%	8%

Limited-Term and Part-Time Employees					
	Kaiser High	Kaiser Low	UHC HMO High	UHC HMO Low	UHC HDHP
Employee Only	35%	34%	36%	34%	32%
Employee + 1	36%	35%	37%	35%	32%
Employee + Family	37%	36%	38%	36%	32%

- C. SMUD will provide Unit 3 employees enrolled in the HDHP medical plan with an annual contribution of \$1200 (employee only) or \$2,400 (employee with covered dependent{s}) to a Health Savings Account (HSA) on January 1 of each year.

SMUD will pay any administrative fees attributed to the HSA while employed at SMUD. 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.

Unit 3 employees enrolled in the HDHP Plan will also be enrolled in Accident and Critical Illness Insurance Plans. Premiums for these plans will be paid by SMUD.

- D. All Unit 3 employee premium contributions shall be as pre-tax payroll deductions.
- E. Employees who participate in SMUD's Health Assessment Program (HAP) and fulfill the program requirements will pay \$5 less per month for their medical 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 HAP requirements must be completed on the employee's own time.
- F. These contributions shall not change during the life of the contract unless the parties mutually agree to do so in writing.
- G. PSOA shall participate in a Health Care Advisory Committee to assist SMUD in evaluating its health care plan options in the market.
- H. Agreement to Meet and Confer: Either SMUD or PSOA may request to meet and confer regarding health care coverage during the term of this agreement as needed.

I. Retiree Medical Plan Contributions

Employees who are eligible to retire from SMUD with the equivalent of five (5) years of continuous SMUD service immediately prior to their retirement shall be eligible to participate in SMUD-sponsored medical plans and shall be entitled to SMUD premium contributions as described below.

SMUD's percentage of contribution toward the medical insurance premiums in effect at the time of retirement shall remain constant throughout retirement for all tiers of retiree medical benefits. Every January 1, SMUD will recalculate the dollar amount of their contribution to reflect any changes in the medical premium rates.

TIER 1

For employees hired prior to January 1, 1993, SMUD shall contribute one hundred percent (100%) of the retiree-only portion of the monthly premium for all SMUD-sponsored medical insurance plans.

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

TIER 2

For employees hired on or after January 1, 1993, and before January 1, 2007, with continuous SMUD service and who retire from SMUD, SMUD shall contribute up to one hundred percent (100%) of the retiree-only portion of the monthly premium for all SMUD-sponsored medical insurance plans according to the Tier 2 schedule.

For all 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) when the retiree selects one of 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) when the retiree selects any other SMUD-sponsored health plans.

Tier 2 retirees shall receive SMUD-provided medical insurance premium contributions according to the following schedule:

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
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

TIER 3

For employees hired on or after January 1, 2007, and before January 1, 2018, with continuous SMUD service and who retire from SMUD prior to the age at which they are Medicare-eligible or age 65, SMUD shall contribute up to seventy-five percent (75%) of the retiree-only portion of the monthly medical insurance premium for all SMUD-sponsored medical insurance plans according to the Tier 3 schedule.

For employees hired on or after January 1, 2006, and before January 1, 2018, with 25 years or more of continuous SMUD service, who retire 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 Medicare Advantage health plans.

For all 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) when the retiree selects one of 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) when the retiree selects any other SMUD-sponsored health plans.

Tier 3 retirees shall receive SMUD-provided medical insurance premium contributions according to the following schedule:

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
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

TIER 4

For employees hired on or after January 1, 2018, with continuous SMUD service and who retire from SMUD, SMUD shall 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 all 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) when the retiree selects one of 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) when the retiree selects any for all other SMUD-sponsored health plans.

Tier 4 retirees shall receive SMUD-provided retiree medical insurance premium contributions according to the following schedule:

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
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

J. DENTAL PLANS

- 1) SMUD shall provide dental and orthodontic coverage and services to eligible employees and their dependents pursuant to the provisions of the SMUD Employee Dental Plan.
- 2) Eligible Unit 3 employees have the ability to select a buy-up plan with the additional cost being borne by the employee.
- 3) Employee Dental Insurance Plan Premium Contributions:

Full Time Employees		
	Traditional	High Option
Employee Only	0%	15%
Employee + Family	0%	15%
Calendar Year Maximum Coverage	\$1,500 Per Person	\$2,500 Per Person

Limited-Term and Part Time Employees		
	Traditional	High Option
Employee Only	25%	36%
Employee + Family	25%	36%

Calendar Year Maximum Coverage	\$1,500 Per Person	\$2,500 Per Person
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4) SMUD contributions for retirees:

Employees who are eligible to retire from SMUD with the equivalent of five (5) years of continuous SMUD service immediately prior to their retirement shall be entitled to participate in the retiree dental program at SMUD's expense.

K. VISION PLANS

- 1) SMUD shall provide vision coverage to eligible employees and their dependents pursuant to SMUD's existing contract with Vision Service Plan.
- 2) Eligible Unit 3 employees have the ability select a buy-up plan with the additional cost being borne by the employee.
- 3) Employee Vision Insurance Plan Premium Contributions:

Full Time Employees		
	Traditional	High Option
Employee Only	0%	50%
Employee + 1	N/A	61%
Employee + Family	0%	70%

Limited-Term and Part Time Employees		
	Traditional	High Option
Employee Only	25%	62%
Employee + 1	N/A	71%
Employee + Family	25%	77%

L. OPT OUT (WAIVE) COVERAGE

- 1) Employees who elect not to enroll (opt out) in medical, dental, and vision because they have coverage through some other benefit plan will receive cash in exchange for the benefits as follows:

Benefit Plan	Regular Full-Time	Limited-Term and Part-Time
Opt Out (Waive) Medical*	\$200	\$150
Opt Out (Waive) Dental*	\$15	\$11
Opt Out (Waive) Vision*	\$5	\$4

* SMUD employees who are covered as dependents under a SMUD plan are not eligible to receive opt-out credit(s).

- 2) Credits are paid monthly. This credit reported as taxable income.

3. LIFE INSURANCE PLAN

A. SMUD shall provide life insurance coverage to eligible employees as follows:

- 1) SMUD shall contribute 100% of the premium cost for life insurance coverage equal to the annual base pay rounded up to the nearest \$5,000 for each Full-Time employee.
- 2) Employee life insurance coverage is based on the amount of an employee's annual base pay (rounded to the nearest \$5,000) 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. This additional coverage is subject to the carrier's qualifications, limitations, and restrictions. Employees can choose additional coverage of either one time (1x), two times (2x), or three times (3x) their annual base pay for a total of four times (4x) their annual base pay up to the maximum coverage limit.

B. Subject to the carrier's qualifications, limitations, and restrictions, eligible employees may purchase life insurance coverage for their dependents as follows:

- 1) 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.
- 2) Employees can elect coverage for their eligible dependent children in the amount of: \$2,500, \$5,000, \$7,500 or \$10,000.

4. LONG-TERM DISABILITY PLAN

A. SMUD shall provide Long-Term Disability coverage to eligible employees pursuant to the provisions of SMUD's Long-Term Disability Plan.

- 1) SMUD shall pay 100% of the cost for the basic Long-Term Disability Plan for each eligible Unit 3 employee.

- 2) Eligible employees may purchase additional long-term disability coverage pursuant to the provisions of SMUD's Long-Term Disability Plan.

5. SHORT-TERM DISABILITY INSURANCE

SMUD shall provide short-term disability coverage to eligible employees pursuant to the provisions of SMUD's Short-Term Disability Insurance Plan. The employee shall pay 100% of the cost of short-term disability coverage.

6. FLEXIBLE SPENDING ACCOUNTS

Effective January 1, 2020, SMUD shall pay the monthly administration fee for employees enrolled in the dependent care reimbursement account and/or health care reimbursement account.

7. 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.

8. DEFERRED COMPENSATION PLANS

A. SMUD shall make an IRC Section 401(k) Savings Plan and a Section 457(b) Deferred Compensation Plan available to eligible employees. Participation in the Deferred Compensation Plans shall be voluntary and the participants pay all program costs.

B. Deferred Compensation Direct Contributions

SMUD will contribute employer funds to your 401(k) account of up to \$2,000 per year divided into monthly installments. You must be a regular full-time, limited term, or part-time employee, with an active account as of the day of distribution, in order to be eligible to receive contribution funds.

9. OTHER FRINGE BENEFITS

A. SMUD currently offers other benefits such as Employee Assistance Program, Employee Development Program, Health and Wellness programs, Wellness Center, Personal Computer Purchase Plan, Ride Share Program, Parking, 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.

B. Unit 3 employee membership in SMUD's Wellness Center will be provided at no cost.

10. RETIREMENT

- A. SMUD has contracted with CalPERS to provide retirement benefits for eligible employees. The following retirement benefits are provided in accordance with SMUD's contract with CalPERS and applicable law:
- 1) Employees hired by SMUD prior to January 1, 2013, and those otherwise defined as "classic members" by CalPERS shall receive the 2% @ 55 local miscellaneous retirement benefit formula with the 36 consecutive month final compensation period.
 - a) Employees receiving this pension benefit formula shall contribute 5.25% of their pensionable wages to CalPERS as the employee share of the benefit cost through December 31, 2021.
 - b) Effective January 1, 2022, employees shall contribute 7% of their pensionable wages to CalPERS as the employee share of the benefit cost.
 - 2) Employees hired by SMUD on or after January 1, 2013 and defined as "new members" by CalPERS shall receive the 2% @ 62 local miscellaneous retirement benefit formula with the 36 consecutive month final compensation period. Employees receiving this pension benefit formula contribute 50% of the normal cost of the benefit as determined by CalPERS.
 - 3) Supplemental Benefits:
 - a) Credit for Unused Sick Leave pursuant to Government Code Section 20965.
 - b) Military Service Credits as Public Service pursuant to Government Code Section 21024.
 - c) Post Retirement Survivor Allowance pursuant to Government Codes Sections 21624, 21626, and 21628, as applicable.
 - d) Annual Cost-of-Living Allowance pursuant to Government Code Section 21335.
 - e) \$500 Retired Death Benefit pursuant to Government Code Section 21620.
 - f) Purchasing Power Protection Account pursuant to Government Code Section 21337.
 - g) Public Service Credit pursuant to Government Code Section 21023.5.
 - 4) EPMC reported as Compensation pursuant to Government Code Section 20636 applies only to employees hired prior to January 1, 2013.
 - 5) SMUD shall adopt and apply the IRS Section 414h2 and/or any other administrative or regulatory procedure or standard necessary to ensure that the employees' contributions to their PERS retirement plan are treated as pre-tax payroll deductions.

ARTICLE 9

TRAVEL AND OTHER REIMBURSEMENTS

1. TRAVEL TIME AND EXPENSES

A. Travel Expenses

SMUD shall reimburse employees for all reasonable expenses that have been incurred while traveling on authorized SMUD business pursuant to SMUD's travel policies, Business Travel (AP 03.02.03) and Business Travel Procedures (MP 03.02.03.100).

B. Travel Time

- A. All travel time that occurs during an employee's normal work hours, including normal work hours on an employee's regular days off (e.g., Saturday, Sunday, Alternate Day Off), will be compensated as hours worked and will be counted toward applicable overtime.
- B. Employees who ask to drive when public transportation (i.e., plane, train, bus, etc.) is available will only be compensated for travel time during normal work hours up to the same amount the employee would have been compensated had the employee used public transportation. Employees who must drive themselves are considered to be working and should be compensated as such.
- C. In addition to travel time to and from an airport, train station or port of entry, employees will be compensated for pre-travel waiting time for no more than one (1) hour prior to the employee's scheduled departure time.
- D. When an employee travels between two or more time zones, the time zone associated with the point of departure will be used to determine whether the travel falls within normal work hours.
- E. Employees who are approved to extend or alter travel arrangements to incorporate personal time/leave will not be paid for any travel time or expenses during the personal time/leave period. Employees are responsible for all additional travel expenses that result from the incorporation of personal time/leave. Paid leave hours used by an employee to extend or alter travel arrangements for personal reasons will not count as hours worked for purposes of overtime during a workweek in which the employee receives compensation for travel time.

2. PROFESSIONAL CERTIFICATION / LICENSE FEES

- A. Except as provided below, employees who are required by SMUD to maintain a professional certification and/or license shall be reimbursed 100% of their costs associated with maintaining such certificate or license.
- B. SMUD shall pay 100% of the employee's initial license fee and all renewal fees for employees who are required to maintain a commercial driver's license, except that portion which is attributable to the Class C driver's license.

3. ORGANIZATIONAL MEMBERSHIP FEES

SMUD shall pay 100% of the membership fee for any employee required to maintain membership in a professional organization.

4. BUSINESS MEETING EXPENSES

Employees who are required to attend any meetings as SMUD's representative shall be reimbursed their out-of-pocket expenses associated with attending such meeting.

5. COMMUNICATION EXPENSES

Employees shall be reimbursed for all costs associated with business-related communications including, but not limited to, telephone calls, faxes, mailing, and shipping.

6. MISCELLANEOUS EXPENSES

Employees shall be reimbursed for other miscellaneous business expenses subject to the approval of SMUD.

7. PERSONAL TOOLS

If an employee is required to provide some or all of the tools needed to perform their job duties, SMUD shall replace such tools when they are worn, lost, or stolen under certain circumstances in accordance with established SMUD procedures.

8. RELOCATION EXPENSES

SMUD may reimburse existing employees for relocation expenses under certain circumstances consistent with established SMUD policy, Relocation Expenses (AP 05.03.03).

9. EDUCATIONAL ASSISTANCE

SMUD and PSOA agree that Unit 3 employees shall be covered by SMUD policies, Education Assistance and Tuition Reimbursement (AP 04.03.02 and MP 04.03.02.100), relating to financial assistance for education and training expenses, including the financial assistance and educational expense reimbursement amounts specified therein.

ARTICLE 10

SICK LEAVE

1. ELIGIBILITY

Unit 3 employees may utilize sick leave in accordance with SMUD's Sick Leave Policy AP 04.05.15.

2. SICK LEAVE USAGE

A. Sick leave may be authorized for the following reasons:

- 1) The illness or injury of the employee;
- 2) The need to see a health care provider or counselor;
- 3) To care for an ill or injured family or household member;
- 4) To supplement Workers' Compensation payments;
- 5) Under certain circumstances sick leave balances may be exhausted pending approval of a disability retirement.

B. Sick leave may be taken in fifteen (15) minute increments. Employees requesting to use sick leave must notify their supervisor in advance, if possible, but in all cases prior to the employee's authorized starting time on each day the employee will be absent. An employee who is unable to give advance notice, due to emergency circumstances, shall make notification as early as possible. When unable to speak directly to their supervisor, the employee shall leave a callback telephone number on the supervisor's voicemail where the employee can be located.

C. When a full day of sick leave is taken, it shall be charged according to the employee's work schedule (8 or 12 hours) and shall be paid at the employee's current ESN rate of pay.

D. If an employee becomes ill while on personal leave, they may request that the annual leave be changed to sick leave.

E. If an employee is off sick on a workday and it is a holiday, they shall receive holiday pay. The absence shall not be charged to the employee's sick leave.

F. Employees shall be permitted to use sick leave during any illness that meets the definition of a disability pursuant to SMUD's Long-Term Disability Plan. If the employee is not precluded by their disability from performing other work and SMUD has made a limited duty assignment available to the employee, they shall not be permitted to use sick leave.

3. MEDICAL VERIFICATION / RELEASE

- A. Employees may be required to provide medical verification of illnesses and or injuries when requested to do so by SMUD, in accordance with SMUD's Sick Leave Policy (AP 04.05.15).
- B. Employees who are off work for more than five (5) consecutive work days due to an illness and/or injury may be required to provide a medical release indicating that they may return to work safely.
 - 1) If the employee received medical treatment for their injury or illness, their health care provider must complete the medical release.
 - 2) If the employee has not received medical treatment for their illness or injury, SMUD's Medical Clinic staff may complete the medical release.
- C. An employee's request to use accumulated sick leave credits may be denied if they do not provide a medical verification of illness and/or a medical release when required to do so by SMUD. In such cases, the employee's absence may be charged as unauthorized leave without pay and the employee may be subject to disciplinary action.

4. REINSTATEMENT OF SICK LEAVE

- A. Employees who are reinstated following a layoff shall have their sick leave balance restored pursuant to Civil Service Rules.
- B. Employees who resign and are rehired to a civil service position within six (6) months of initial separation shall have 50% of their sick leave balance reinstated provided they had five (5) years or more of continuous SMUD employment.

5. SICK LEAVE UPON RETIREMENT

SMUD shall continue to contract with CalPERS to allow unused sick leave to be credited toward years of service for retirement pursuant to Government Code Section 20965.

ARTICLE 11

PERSONAL LEAVE PROGRAM

1. INTRODUCTION

- A. Personal Leave is to be used to meet an employee's need for any approved personal time off.
- B. SMUD must approve all requests for personal leave in advance of the time the leave is taken. Unapproved absences may be charged as unauthorized leave without pay.

2. ELIGIBILITY

- A. All Unit 3 employees except the following are eligible to accrue personal leave:
 - 1) Part-time employees scheduled to work less than twenty (20) hours per week.
 - 2) Student Employment Program participants.
 - 3) Rehired CalPERS Annuitants.
 - 4) Contract employees.

3. ACCRUAL OF PERSONAL LEAVE CREDITS

You begin accruing personal leave upon employment with SMUD, and this leave is earned based on straight-time hours worked (including paid leave such as personal, holiday or sick leave). Employees must work 173.33 straight-time hours to accrue personal leave. Straight-time accruals can include regular paid leave such as annual, holiday, jury duty, bereavement or sick leave.

Newly hired regular full-time employees will have 40 hours of leave accrued upon hire and can earn a balance of 80 hours throughout the 1st year.

Newly hired limited-term employees will have 40 hours of leave accrued upon hire and can earn a balance of 20 hours throughout the 1st year. Leave must be taken in no less than 1-hour increments.

Personal Leave will be accrued as follows:

Years of Service*	Regular Full-Time / Part-Time	Limited-Term
1 through 14 years	10 hours per month 120 hours per payroll year	5 hours per month 60 hours per payroll year
15 through 22 years	13 hours, 20 minutes per month 160 hours per payroll year	N/A
23 through 29 years	16 hours, 40 minutes per month 200 hours per payroll year	N/A
30+ years	20 hours per month 240 hours per payroll year	N/A

* Every 10th year anniversary, employees will be credited with 40 hours of personal leave.

4. MAXIMUM ACCUMULATION OF PERSONAL LEAVE

Employees do not have to use all personal leave each calendar year. However, the maximum number of personal leave hours which can be carried over into the new payroll year may not exceed 480 hours. Excess personal leave hours are paid in a lump sum in the first quarter of the following year at the employee's current ESN rate of pay.

5. USE OF PERSONAL LEAVE

- A. Employees may use their personal leave as soon as it is earned and posted to the employee's leave account balance.
- B. Employees will be charged the number of hours, in no less than 15-minute increments, for all personal leave taken during a regularly scheduled work day.
- C. Employees who are off work for a full work day on personal leave shall be charged the number of hours they are regularly scheduled to work on the day the personal leave is used.
- D. Employees may be required to provide medical verification of illnesses and/or injuries when requested to do so by SMUD.

6. SCHEDULING

- A. Except when operational needs require otherwise, employees shall be entitled to use their accrued personal leave at the time of their choice.
- B. Employees shall provide 48 hours advance notice when requesting leave and should communicate to their manager, as appropriate, to ensure the request is understood. Management shall provide approvals/denials in a timely manner.
- C. Unless compelled by law or SMUD policy, management will approve or disapprove a request for leave after considering the following:
 - 1) The nature of the request;
 - 2) The operational needs of the business unit;
 - 3) Whether the employee has sufficient paid leave to cover the entire absence;
 - 4) The number of previous leave requests from the employee;
 - 5) The preferences and seniority of other employees requesting the same time off.
- E. Reliability is a valued trait, and attendance issues will be resolved on a case-by-case basis using SMUD's Positive Discipline program.

7. CANCELLATION OF PERSONAL LEAVE

- A. In an emergency, employees may be asked to forego all or a part of their scheduled personal leave. Employees who are already on personal leave may be requested to report for duty.
- B. Employees shall be reimbursed for any documented expenses and/or loss of money resulting from SMUD's action pursuant to Section 7.A of this Article, provided the employee informs SMUD of the pending loss at the time the employee is requested to either cancel or reschedule their personal leave.

8. PERSONAL LEAVE SELL-BACK

- A. You can elect to voluntarily sell back personal leave each year. The amount of leave you may sell back is limited to the amount of leave you accrue in the calendar year.
- B. Personal leave payments are included in the employee's designated paycheck and taxes are applicable. If you fail to specify when you would like your sell back money, all funds are added to your last paycheck of the year. You may elect to sell all your personal leave provided you leave 80 hours in your leave bank and you've taken 40 hours off in the prior year.
- C. Personal Leave Sell-Back Requests: An employee may elect to apportion the amount of sell back between the paychecks for pay periods 13 and 25, limited to the amount of Personal Leave accrued in that year at the time of the payout.
- D. 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.
- E. All personal leave payments are computed at the straight-time rate of pay for the employee's ESN classification at the time personal leave is paid.

9. PAYMENT FOR UNUSED PERSONAL LEAVE

A. Separation of Employment

- 1) When an employee separates from SMUD employment for any reason, they shall be paid for any accumulated personal leave at their current ESN rate of pay.
- 2) Employees who are separating from SMUD employment for any reason other than retirement may not use their accumulated personal leave immediately prior to the effective date of their separation. The employee shall receive cash compensation pursuant to Section 9.A.1) of this Article.

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 12

TIME OFF

1. INTRODUCTION

Where current SMUD policy and/or the provisions of this Agreement provide a greater benefit than is required by State and/or Federal law or regulation, SMUD shall provide the greater benefit.

2. TIME OFF WITH PAY

A. Eligibility: All Unit 3 employees except the following are eligible for paid time off:

- 1) Part-time employees scheduled to work less than twenty (20) hours per week.
- 2) Student Employment Program participants.
- 3) Rehired CalPERS Annuitants.
- 4) Contract employees.

B. Bereavement Leave

Bereavement Leave will be administered in accordance with the applicable Management Procedure (MP 04.05.03.100). Bereavement leave is not granted automatically. The employee's supervisor shall consider the following factors when approving requests for bereavement leave: the relationship of the deceased to the employee, the employee's responsibility for making arrangements, and the date and place of the services.

C. Voting Leave

SMUD shall allow eligible employees, as defined in Section 2.A of this Article, a maximum of two (2) hours paid time off to vote in any statewide general election, in accordance with State law and SMUD Voting Leave Policy (MP 04.05.12.100).

D. Jury Duty and Court Appearances

- 1) SMUD shall allow eligible employees time off with pay to report for jury duty or to respond to a subpoena. Employees who are involved in a court case as a plaintiff, defendant or expert witness, in a matter unrelated to official SMUD business, may be required to use personal leave.
- 2) Employees summoned for jury duty or subpoenaed as a witness shall notify SMUD promptly by providing a copy of the summons or subpoena.
- 3) Effects on Work Hours
 - a) Employees whose jury duty or court appearance is the length of their scheduled workday or more shall be excused from work for their entire workday.
 - b) Employees whose jury duty or court appearance is less than the length of their scheduled workday must notify SMUD and may be required to work the remaining portion of their workday.

- c) Employees whose jury duty or court appearance of eight (8) or more hours occurs during the sixteen (16) hours preceding their regular workday, or starts during the eight (8) hours after the end of their regular workday, employees shall be entitled to an eight and one-half (8.5) hour rest period.
- d) 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.
- e) 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 their regularly scheduled shift in alignment with applicable rest periods.

E. Professional Leave

- 1) Upon recommendation and the approval of SMUD, eligible employees may be granted up to ten (10) working days of paid time off to participate in the activities of a professional organization.
- 2) Employees who hold a major office in a recognized professional association may be granted paid time off for travel required in the performance of their duties on behalf of such organization. Such paid time off normally shall not exceed ten (10) working days in a calendar year.
- 3) SMUD shall reimburse such employees for travel or other expenses incurred on behalf of such organizations when SMUD determines that it receives a direct benefit from these activities.

F. Community Service Leave

- 1) Eligible employees may, at SMUD's discretion, be authorized paid time off to perform charitable, emergency assistance, or other community service work of interest to SMUD.
- 2) Employees granted such time off, may be reimbursed for travel expenses they incur if the activity directly benefits SMUD.

3. TIME OFF WITHOUT PAY

A. Eligibility

All employees are eligible for time off without pay.

B. Personal Time Off

- 1) Requests for leaves of absence without pay shall be approved when required by law and may be approved at SMUD's discretion when not required by law. SMUD shall consider the following factors when approving requests for non-required leave: the merits and the nature of the request, the length of time being requested, and the impact that the employee's absence will have on SMUD.

- 2) Employees may take up to forty (40) hours of leave without pay per payroll year without first exhausting their personal leave balances. When using this option in conjunction with paid personal leave, paid personal leave must be taken first.
- 3) Except as provided in Section 3.B.2) of this Article, leave without pay for personal reasons require that employees first use all of their accrued personal leave.
- 4) Except in cases of emergency, requests for personal time off without pay must be made reasonably well in advance of the dates requested.

C. Medical Leave

Employees must exhaust all of their sick and personal leave before going on an unpaid medical leave of absence unless the employee is applying for Short Term Disability (STD) or Long Term Disability (LTD) benefits. Employees have the option of keeping no more than eighty (80) hours of personal leave or using it all before STD or LTD benefits begin. Employees should refer to the current SMUD STD/LTD plans or contact Human Resources, Diversity & Inclusion (HR, D&I).

4. EFFECTS OF LEAVE WITHOUT PAY ON SMUD BENEFITS

A. Leave Without Pay for Personal or Medical Reasons

- 1) Extended Leave Without Pay – Employees who are in an unpaid status for thirty (30) consecutive days or more shall not earn personal leave during their absence.
- 2) Intermittent Leave Without Pay – Employees who are in an unpaid status intermittently during the payroll year shall not earn personal leave accrual for each cumulative total of eighty (80) hours of unpaid leave.
- 3) Leave without pay, taken pursuant to Section 3.B.2) of this Article, shall not have any impact on the accrual of personal leave.

B. Workers' Compensation

Employees who are on unpaid authorized leave relating to an approved Workers' Compensation claim shall continue accruing personal leave.

C. Insurance Benefits

- 1) Non-Medical Leave – Employees on an approved unpaid leave of absence may continue to participate in SMUD's health, life insurance, vision and dental plans. SMUD and the employee shall each pay their share of each premium under the provisions of this Agreement for up to three (3) months. After three (3) months, the employee must pay the full premium if they wish to maintain coverage.
- 2) Medical Leave – Employees on an approved unpaid medical leave of absence may continue to participate in SMUD's health, life insurance, vision and dental plans. SMUD and the employee shall each pay their share of each premium under the provisions of this Agreement, until the employee either returns to work or separates from SMUD employment.

D. CalPERS and Social Security Contributions

The employee or SMUD shall not make CalPERS and Social Security contributions when an employee is on an unpaid leave of absence.

ARTICLE 13

TRANSFERS / PROMOTIONS

1. INTRODUCTION

Qualified employees may move from one position to another in either the same or in a different classification subject to the Transfer/Promotion Process or by demotion.

2. TRANSFER / PROMOTION PROCESS

In accordance with current Civil Service Rules, when SMUD decides to fill a vacant Civil Service position in a PSOA classification, the vacant position will be posted except when making involuntary demotions and other special circumstances deemed necessary by SMUD. SMUD will continue its practice of establishing eligibility lists of qualified applicants using the existing "Open" and "Continuously Open" processes. SMUD may post and fill positions using the long established "Transfer/Promotion" hiring process.

When a permanent civil service vacancy is to be filled through the Transfer/Promotion Process, it shall be posted subject to the following:

A. Posting / Eligibility

- 1) The Transfer/Promotion Job Announcement shall be posted for a minimum of ten (10) working days.
- 2) The Transfer/Eligible Job Announcement for an PSOA position shall be posted for a minimum of five (5) working days.
- 3) Eligibility for transfer/promotion opportunities shall be determined pursuant to the Civil Service Rules.

An eligibility list may or may not be established from a transfer/promotion exam process. If an eligibility list is established, it shall be maintained by Human Resources, Diversity & Inclusion and governed by the Civil Service Rule provision pertaining to eligibility lists.

B. Appointment

- 1) Following completion of the selection process the hiring department may offer the position to a certified candidate pursuant to Civil Service Rules.
- 2) Transfer/promotions normally will be effective at the beginning of a payroll period.
 - a) The effective date of a promotion shall be no later than the beginning of the first payroll period following the employee's two (2) weeks' notice to their supervisor. The actual release date shall be mutually agreed upon by the affected Department Managers.
 - b) The release date of a transfer employee shall be determined by the hiring supervisor and the employee's current supervisor but should be no later than four (4) weeks following the date that the transferred employee was offered the position.
- 3) A promoted employee's salary shall be increased as follows:

- a) Unless stated otherwise in this Agreement, employees who are promoted to a Unit 3 classification shall be placed at the first pay step that provides a minimum of a 2.5 % pay increase.
- b) Unless stated otherwise in this Agreement, a Unit 3 employee who is temporarily promoted to a PAS classification shall be placed at the wage that provides a minimum of a 5% pay increase and shall retain their existing Unit 3 benefits.
- c) Promoted employees may be considered for placement at a pay step higher than that provided in Sections 2.B.3)a) and 2.B.3)b) of this Article, based on their qualifications and experience, subject to the recommendation and approval of SMUD.
- d) A promotional salary increase shall be in addition to any scheduled merit increase that would have been received by the employee within three (3) months from the date of their promotion.
- e) An employee's promotional increase shall be based upon the pay step held within their permanent classification.

3. TRANSFERS / PROMOTIONS

- A. Except as otherwise provided by the provisions of this MOU, promotions and/or transfers shall be administered in accordance with the Civil Service Rules.
- B. When vacancies are to be filled and a reinstatement list does not exist, SMUD agrees to consider existing eligible lists in the following order of priority:
 - 1) Integrated Disability Management (IDM) Placement List
 - 2) Transfer/Eligible or Transfer/Promotion Lists
 - 3) Voluntary Demotion List
 - 4) Rehire
 - 5) Open List

SMUD reserves the right to make the final selection based upon the best qualified candidate.
- C. Whenever eligibility lists are abolished, SMUD shall provide written notification to the PSOA of the cancellation of the list(s). This is to ensure the PSOA is aware of the list(s) cancellation and can answer or counsel employees as appropriate.

4. MEDICAL TRANSFERS/ASSIGNMENTS

SMUD may transfer or reassign employees for medical reasons.

- A. SMUD shall comply with State and Federal laws when accommodating/transferring employees with qualifying illnesses/injuries.
- B. SMUD may transfer or reassign employees for medical reasons based on State and Federal laws which govern accommodations/transfers for employees with qualifying illnesses/injuries.

5. TRAINING ASSIGNMENTS

- A. Training assignments are for cross-training purposes. They allow SMUD and employees an opportunity to maximize their potential without a change in their permanent classification. Employees, who have completed their probationary period, may be assigned to temporary training in another classification subject to the following:
- 1) Training assignments shall be made on a voluntary basis only.
 - 2) Training assignments must be approved in advance by SMUD pursuant to established procedures.
 - 3) Training assignments normally are not to exceed six (6) months. They may be extended for one additional six (6) month period when in the best interests of both the employee and SMUD.
 - 4) The employee's ESN classification and pay level shall remain unchanged during the training assignment when a bona fide training program is provided.

6. DEMOTIONS

- A. An employee may move to a position or classification with a lower pay range or rate of pay.
- 1) A demotion may be voluntary or involuntary and is made to a position whose duties the employee is qualified to perform.
 - 2) 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.

7. POSITION PROBATION

- A. A promoted employee and/or an employee who is transferring or being reassigned into another classification shall be required to complete a position probationary period pursuant to Civil Service Rules.
- B. Employees who are transferred or reassigned pursuant to the Civil Service Rules to a new position within their current classification shall not be required to complete another position probationary period.
- C. A demoted employee shall not be required to serve another probationary period if they have previously completed probation in that classification.
- D. Employees who are reallocated to a higher or lower classification pursuant to the Civil Service Rules shall not be required to serve a new probationary period.

ARTICLE 14

PERFORMANCE EVALUATIONS

1. INTRODUCTION

Employee performance shall be periodically evaluated and documented.

2. PERFORMANCE EVALUATION SCHEDULE

A. During Probation

- 1) Six-Month Probation – Employees in classifications requiring a six (6) month probationary period shall be evaluated at the end of the third (3rd) and fifth (5th) month.
- 2) Twelve-Month Probation – Employees in classifications requiring a twelve (12) month probationary period pursuant to the MUD Act shall be evaluated at the end of the fifth (5th) and the eleventh (11th) month.
- 3) Supervisors may formally evaluate an employee's performance at more frequent intervals.

B. Following Probation

- 1) Employees who are not at the top of their pay range shall be evaluated at the time they are eligible for a merit pay increase.
- 2) Employees who are at the top of their pay range shall be evaluated annually.
- 3) SMUD may formally evaluate an employee's performance at more frequent intervals.

C. Upon Separation

Employees may be evaluated at the time they separate from SMUD employment. Employees with less than satisfactory performance at the time of separation normally are not eligible for rehire.

3. EMPLOYEE RIGHT TO REBUTTAL

In the event an employee disagrees with their performance evaluation, they may submit a rebuttal to the Human Resources, Diversity & Inclusion to be included in their personnel file.

ARTICLE 15

POSITIVE DISCIPLINE

1. INTRODUCTION

Unit 3 Civil Service Employees who have completed their initial SMUD probationary period are subject to the provisions of SMUD's Positive Discipline Program contained in the SMUD Positive Discipline Policy (AP 05.02.09).

2. RELATIONSHIP TO SUBSTANCE ABUSE TESTING AND REHABILITATION PROGRAM

SMUD's Substance Abuse Testing and Rehabilitation Program is a stand-alone program and violations shall not be subject to the provisions of this Article.

3. RELATIONSHIP TO DISCRIMINATION/HARASSMENT POLICIES

The SMUD Nondiscrimination, Anti-Harassment and Non-Retaliation Policy (AP 05.01.01) is a stand-alone program and violations shall not be subject to the provisions of this Article.

4. DISCIPLINE FOR CAUSE

Unit 3 employees only may be disciplined "for cause" as set forth in Civil Service Rules and Section 12162 of the MUD Act.

5. DISCIPLINE NOTICES

SMUD shall concurrently notify the PSOA of all discipline issued to Unit 3 employees.

ARTICLE 16

REDUCTIONS IN FORCE

It is the intent of SMUD to minimize the number of layoffs if a reduction in force becomes necessary. If layoffs do become necessary, they shall be implemented pursuant to the Civil Service Rules.

ARTICLE 17

AUTOMATIC RESIGNATION

1. AUTOMATIC RESIGNATION

An unauthorized leave of absence, whether voluntary or involuntary, for five (5) consecutive workdays, is considered an automatic resignation from SMUD service, effective the day after the fifth consecutive workday of unauthorized leave. SMUD shall notify the employee, in writing, of this determination. Such notice shall be mailed by certified mail to the employee's last known address. A copy of this notice shall be provided to the PSOA simultaneously.

2. RETURN FOLLOWING AUTOMATIC RESIGNATION

Employees may request to return from automatic resignation in writing to SMUD. Requests for return must be made within ten (10) working days following SMUD's mailing of a notice acknowledging the employee's resignation. Upon receipt of the employee's request, SMUD shall notify the PSOA, in writing, of an employee's request to return from automatic resignation, and shall evaluate the request and may rescind the resignation.

ARTICLE 18

GRIEVANCE PROCEDURE

1. DEFINITIONS

- A. Grievance: A dispute that involves the interpretation or application of this Agreement, a disciplinary action taken against a Unit 3 employee, or the application of a SMUD rule or policy. 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 situation would be considered a grievance.
- B. Grievant: A Unit 3 employee or PSOA.
Non-civil service employees shall not be entitled to file grievances over disciplinary actions.
- C. Date of occurrence: 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.
- D. Receipt Date: The earlier of the following:
 - 1) The date the PSOA President and Manager, Employee Relations are e-mailed a copy of the grievance, response, or decision. The hard copy is to be sent via interoffice mail or postal service on the same day.
 - 2) The date the hard copy grievance, response, or decision is received by the PSOA or SMUD.

2. APPLICATION

- A. A grievance may be filed by a Unit 3 employee or by PSOA. By mutual agreement between SMUD and PSOA, concurrent grievances alleging violations of the same provisions may be consolidated into a single grievance.
- B. PSOA may file a grievance directly at Step 2. SMUD and PSOA also may mutually waive any step of the grievance procedure. Such waivers shall be in writing and apply only to the specific grievance for which they are granted.
- C. A grievance appealing termination or other discipline involving the loss of property interests shall be filed directly at Step 3.
- D. All disputes described in Section 1.A of this Article shall be resolved through the use of these grievance procedures.

3. TIME LIMITS

- A. The time limits contained in this Grievance Procedure are mandatory and failure to meet the time limits shall result in forfeiture of the grievance by the party not meeting the time limit requirements.
- B. SMUD and PSOA may, by mutual agreement in writing, extend time limits for a specified period of time.

- C. Any time limit contained in this Grievance Procedure may be recessed or delayed by the mutual agreement of the parties for the purposes of convening a Fact Finding Committee, as described in Section 8.A of this Article.
- D. A grievance must be filed or advanced by 1700 hours on the last eligible working day within the time limits outlined in each step of the grievance procedure under Section 6 of this Article. For example, if filing at Step 1 of the grievance procedure, the grievance must be filed by 1700 hours on the 20th working day. If not resolved at Step 1 of the grievance procedure, the grievance must be advanced by 1700 hours on the 15th working day, so on and so forth.
- E. Timelines for notice commences on the first day following receipt.

4. REPRESENTATION

- A. Grievants are entitled to be represented throughout the Grievance Procedure by the representative(s) of their choice. However, PSOA shall have the right to have its representative(s) present at any step of the grievance process. This right to individual representation does not include the right to take the matter to arbitration, unless the PSOA agrees to do so.
- B. Unit 3 employees who are grievants, representatives, or witnesses shall be given time off with pay during their regular work hours to attend hearings. Unit 3 employees shall be reimbursed for personal expenses (excluding legal fees) incurred in connection with such hearings.
- C. Unit 3 employees who are grievants, representatives, or witnesses in a formal grievance proceeding shall be paid overtime when requested to appear at proceedings outside their regular work hours.

5. INFORMAL RESOLUTION

Unit 3 employees and/or the PSOA may attempt to resolve workplace issues informally.

6. GRIEVANCE PROCEDURE

A formal grievance shall be submitted on the SMUD and PSOA Grievance Form using the following procedure:

- A. Step 1 – Security Operations Manager
 - 1) A completed PSOA Grievance Form must be filed with the Security Operations Manager within twenty (20) working days following the date of occurrence.
 - 2) Immediately upon receipt of the grievance, the Security Operations Manager shall contact Labor Relations to obtain or verify the grievance control number and to forward a copy of the grievance.
 - 3) If the grievance was filed exclusively by a Unit 3 employee, upon receipt of the grievance, the Labor Relations Department shall forward a copy of the grievance to the PSOA.
 - 4) Within ten (10) working days following the date the grievance was filed, the Security Operations Manager shall schedule a Step 1 meeting for a mutually agreeable date and time.

- 5) The Step 1 meeting may be attended by the grievant, the grievant's representative(s), the grievant's immediate supervisor, and any other involved supervisors/managers.
- 6) Within ten (10) working days following the Step 1 meeting, the Security Operations Manager shall provide the grievant, Labor Relations, and PSOA a written response setting forth the basis for their decision regarding the grievance, including all supporting documentation.
- 7) If the grievant or PSOA is not satisfied with the Security Operations Manager's decision, PSOA may advance the grievance to Step 2.

B. Step 2 – Manager, Employee Relations

- 1) If the grievance is not resolved at Step 1, PSOA may advance the written grievance, including all supporting documentation, to the Manager, Employee Relations, within fifteen (15) working days of receipt of the Security Operations Manager's response, or if the grievance is filed directly at Step 2, the grievance must be submitted within twenty (20) working days from the date of occurrence.
- 2) Within ten (10) working days following receipt of the grievance, the Manager, Employee Relations shall schedule a Step 2 meeting for a mutually agreeable date and time where the grievance shall be discussed between the PSOA representative(s) and the Manager, Employee Relations.
- 3) Within ten (10) working days of the conclusion of the Step 2 meeting, the Manager, Employee Relations shall provide PSOA a written response setting forth the basis for their decision regarding the grievance, including all supporting documentation.

C. Step 3 – Grievance Review Committee

- 1) If the grievance is not resolved at Step 2, PSOA may advance the written grievance, including all supporting documentation, to the Grievance Review Committee, pursuant to Section 7.B of this Article, within ten (10) working days of receipt of the Manager, Employee Relations response, or if the grievance is filed directly at Step 3, the grievance must be submitted within twenty (20) working days from the date of occurrence.
- 2) When a grievance is advanced to this level, the Grievance Review Committee shall convene a meeting as soon as possible and no later than 30 calendar days after the grievance is received. Labor Relations shall take responsibility for arranging meeting locations and notifying members.
- 3) If the Grievance Review Committee reaches a unanimous agreement regarding the resolution of the grievance, it shall issue a written decision, signed by each member of the committee, within ten (10) working days of the conclusion of the Grievance Review Committee meeting. The unanimous agreement of the Grievance Review Committee shall be final and binding on the parties.
- 4) If the Grievance Review Committee is unable to reach a unanimous agreement, it shall notify the parties in writing within five (5) working days of the conclusion of the Grievance Review Committee meeting.

D. Step 4 – Arbitration

- 1) If the Grievance Review Committee does not reach a unanimous agreement, PSOA may submit the grievance to binding arbitration by serving written notice on SMUD within fifteen (15) working days following receipt of the Grievance Review Committee's notification.
- 2) The parties shall jointly request a list of seven (7) labor arbitrators from the American Arbitration Association (AAA). Within fifteen (15) calendar days from the receipt of the list from AAA, the parties shall select an arbitrator by the process of alternately striking names from such list.
- 3) The Arbitrator's authority shall be limited to the resolution of the grievance before them including, but not limited to, a determination that the grievance either has or has not raised a grievable issue and therefore is or is not arbitrable. In so doing, the Arbitrator shall have no authority to alter, change, detract from or add to the provisions of this Agreement, the provisions governing labor relations between SMUD and its employees, and/or the MUD Act.
- 4) The decision of the Arbitrator shall be final and binding on the parties.
- 5) The fees and expenses of the Arbitrator and the Court Reporter, if one is utilized, shall be shared equally by SMUD and PSOA.

7. GRIEVANCE COMMITTEES

A. Fact-Finding Committee

- 1) The Fact-Finding Committee shall be comprised of one (1) person appointed by SMUD and one (1) person appointed by the grievant or PSOA, whichever is appropriate.
- 2) The parties shall determine the amount of time that will be allotted for the completion of the investigation and shall communicate same to the Committee at the time of their appointment.
- 3) The Committee shall conduct an independent investigation of the grievance and shall prepare an objective report of their findings in writing to the parties within ten (10) working days following the completion of their investigation.
- 4) The Fact-Finding Committee shall not make recommendations regarding the resolution of the grievance.

B. Grievance Review Committee

- 1) The Grievance Review Committee shall be comprised of six (6) members: the Manager, Employee Relations, and two (2) representatives appointed by SMUD; and the PSOA President and two (2) representatives appointed by PSOA. At least one (1) of PSOA representatives shall be a member of the PSOA Board of Directors and at least one (1) of the SMUD representatives shall be an Executive or equivalent.
- 2) The established procedural guidelines for the conduct of Grievance Review Committee hearings may be updated periodically, as needed, by mutual agreement of the parties.
- 3) The Grievance Review Committee may render findings only by the unanimous vote of its members. Such unanimous findings are final and binding on the parties.

8. DISCRIMINATION/HARASSMENT/RETALIATION COMPLAINTS

- A. Whenever a Unit 3 employee is the subject of a complaint that alleges a violation of the SMUD Nondiscrimination, Anti-Harassment and Non-Retaliation Policy (AP 05.01.01), SMUD's Fair Employment Office shall initiate an investigation, explore all reasonable leads and, within reason, interview all persons identified as having information likely to influence the eventual outcome of the investigation. PSOA shall be advised of the initiation of such an investigation.
- B. The Unit 3 employee who is the subject of the investigation shall be entitled to representation during all phases of the investigatory process.
- C. A written confidential report will be prepared upon investigation completion. SMUD shall determine whether or not discipline is appropriate. If no discipline is imposed, the case shall be closed and the report shall be filed with the Fair Employment Office. The report shall be held in the strictest confidence to ensure and protect the privacy of the individuals involved.
- D. If discipline is imposed and PSOA chooses to appeal the discipline using the grievance procedure, the grievance shall be filed initially at Step 3.

9. GRIEVANCE SETTLEMENT

The parties to a grievance may agree to a negotiated settlement of the grievance at any step of the grievance procedure.

10. GRIEVANCE RESOLUTION

No grievance may be resolved inconsistent with the provisions of this Agreement.

ARTICLE 19

MISCELLANEOUS

1. UNIFORMS AND WORK CLOTHING

Uniforms and work clothing shall be issued in accordance with SOAP 005.

2. CONTRACTING OUT

SMUD shall not contract for any work normally performed by classifications assigned to Unit 3 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 PSOA represented employees, affected Unit 3 employees meeting the minimum qualifications of the job being contracted out shall be offered any bargaining unit work being performed by contractors. These assignments shall be of a temporary nature. All current Civil Service Rules concerning bumping and selection shall apply to Civil Service employees.

For the purpose of this Agreement, contracting out occurs when a Unit 3 position is filled temporarily by a non-PSOA represented employee or by an outside contractor for any reason. SMUD agrees to notify the PSOA in each instance of its intent to contract or renew a contract of PSOA bargaining unit work.

3. NO STRIKES/NO LOCKOUTS

During the term of this Agreement, SMUD agrees that there shall be no lockout. The PSOA agrees that there shall be no authorized, concerted failure to report to work, cessation or interruption of work, slowdown, strike (including sympathy strikes), boycott, or any type of organized or concerted interference with SMUD's business. Should any employee or group of employees commit any such acts in violation of this provision, the PSOA agrees that it shall notify such employee(s) of their obligation pursuant to this Section and shall publicly discourage such acts.

4. TECHNOLOGICAL CHANGES

SMUD shall continue to provide PSOA with as much advance notice as practical of any technological changes that may have an impact on Unit 3 employees. In such circumstances, SMUD and PSOA shall meet and confer in an attempt to reach a mutual agreement regarding appropriate solutions. If the parties are unable to reach agreement, the matter shall be resolved pursuant to Article 20, Full Understanding/Non-Nullification, of this Agreement.

5. MODIFIED / LIGHT DUTY PROGRAM

Employees who are partially disabled due to an industrial illness or injury and cannot perform the full range of their regularly assigned duties may be provided limited duty work consistent with the employee's medical restrictions. SMUD shall make a reasonable effort to identify and provide the employee with a limited duty assignment. An employee so assigned shall continue to receive their base rate of pay when performing limited duty work. Unit 3 employees have priority when assigning Unit 3 limited duty work.

6. SENIORITY

Except as provided elsewhere in this Agreement or any side letter agreement between SMUD and PSOA, whenever seniority is used to make workplace decisions, such decisions shall be based upon SMUD seniority defined as an employee's total years of continuous SMUD employment. It includes temporary and part-time employment as long as the employment has been continuous.

7. DONATION OF LEAVE

SMUD and PSOA agree that SMUD's Donation of Leave Program shall be administered in accordance with the Donation of Leave Policy.

ARTICLE 20

FULL UNDERSTANDING / NON-NULLIFICATION

1. FULL UNDERSTANDING

A. This Agreement sets forth the entire understanding of the parties regarding the matters contained herein, and any other prior or existing understanding or Agreement by the parties, whether formal or informal, regarding such matters are hereby superseded. Except as provided in this Agreement, it is agreed and understood that all benefits and working conditions provided by this Agreement shall remain unchanged during the term of this Agreement, unless expressly modified by mutual agreement through the meet and confer process.

B. With regard to terms and conditions of employment not expressly covered by this Agreement, the parties recognize that during the term of this Agreement 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 shall notify PSOA at least thirty (30) calendar days prior to the proposed implementation. At the request of PSOA 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 matter shall be resolved through the use of MED(iation)-ARB(itation). Agreements or decisions resulting from this process shall be binding on the parties.

2. CHANGE OF LAW AND NON-NULLIFICATION

If any provision of this Agreement, or the application of such provision(s), should be found invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, or applicable administrative regulations (e.g. CalPERS), all other provisions of this Agreement shall remain in full force and effect. In such event, the parties shall meet and confer in good faith within thirty (30) calendar days in an attempt to develop a replacement for the provision(s) found to be invalid.

APPENDIX A

LIST OF UNIT 3 REPRESENTED JOB CLASSIFICATIONS

This list may not be all-inclusive and is subject to change by mutual agreement.

Security Operations Dispatcher

Asset Protection Officer I

Asset Protection Officer II

Security Operations Supervisor

Security Specialist

APPENDIX B

LIST OF AGENCIES/COMPANIES TO BE SURVEYED

(For Classification and Pay Studies of Unit 3 positions during the term of this Agreement)

1. TBD

APPENDIX C

LIST OF SUPPLEMENTAL SIDE LETTER AGREEMENTS

The parties have agreed that the following Side Letter Agreements (SLAs) shall remain in effect for the term of this MOU or until such time as the provisions or term of the individual SLA are satisfied:

Signature Page

Dated: _____

SMUD Public Safety Officers' Association

Sacramento Municipal Utility District

By: _____
Bhavendeep Atwal
Lead Negotiator

By: _____
Jennifer Dibble
Lead Negotiator

PSOA Team Members:

SMUD Team Members:

Philip Webster

Christopher Martin

Roy Todd

Greg Pochy

Jenna Mccoy

Alex Fastovich

Rob Lechner

David Lighten

Lynetta Reece

Approved as to form:

Laura Lewis
General Counsel

Approved:

Paul Lau
General Manager & CEO

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RESOLUTION NO. _____

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby approves a **Memorandum of Understanding** between the **Sacramento Municipal Utility District** and the **SMUD Public Safety Officers' Association** for the period January 1, 2023, through December 31, 2026, substantially in the form set forth in **Attachment ____** hereto and made a part hereof.