# Board Finance & Audit Committee Meeting and Special SMUD Board of Directors Meeting

DATE: Tuesday, November 7, 2023
TIME: Scheduled to begin at 6:00 p.m.

DATE: Wednesday, November 8, 2023 TIME: Scheduled to begin at 6:00 p.m.

LOCATION: SMUD Headquarters Building, Auditorium

6201 S Street, Sacramento, CA





# AGENDA BOARD FINANCE & AUDIT COMMITTEE MEETING AND SPECIAL SMUD BOARD OF DIRECTORS MEETING

Tuesday, November 7, 2023 SMUD Headquarters Building, Auditorium 6201 S Street, Sacramento, California Scheduled to begin at 6:00 p.m.

This Committee meeting is noticed as a joint meeting with the Board of Directors for the purpose of compliance with the Brown Act. In order to preserve the function of the Committee as advisory to the Board, members of the Board may attend and participate in the discussions, but no Board action will be taken. The Finance & Audit Committee will review, discuss and provide the Committee's recommendation on the agenda items.

#### Virtual Viewing or Attendance:

Live video streams (view-only) and indexed archives of meetings are available at: <a href="http://smud.granicus.com/ViewPublisher.php?view\_id=16">http://smud.granicus.com/ViewPublisher.php?view\_id=16</a>

Zoom Webinar Link: Join Board Finance & Audit Committee Meeting Here

**Webinar/Meeting ID:** 160 869 0607

**Passcode**: 836731

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

#### Verbal Public Comment:

Members of the public may provide verbal public comment by:

- Registering in advance of a meeting by sending an email to
   <u>PublicComment@smud.org</u>, making sure to include the commenter's name, date
   of the meeting, and topic or agenda item for comment. Microphones will be
   enabled for virtual or telephonic attendees at the time public comment is called
   and when the commenter's name is announced.
- Completing a sign-up form at the table outside of the meeting room and giving it to SMUD Security.
- Using the "Raise Hand" feature in Zoom (or pressing \*9 while dialed into the telephone/toll-free number) during the meeting at the time public comment is called. Microphones will be enabled for virtual or telephonic attendees when the commenter's name is announced.

#### Written Public Comment:

Members of the public may provide written public comment on a specific agenda item or on items not on the agenda (general public comment) by submitting comments via email to <a href="mailto:PublicComment@smud.org">PublicComment@smud.org</a> or by mailing or bringing physical copies to the meeting. Comments will not be read into the record but will be provided to the Board and placed into the record of the meeting if received within two hours after the meeting ends.

#### **DISCUSSION ITEMS**

1. Jennifer Davidson

2024 Proposed SMUD Budget.

- a. 2024 Proposed SMUD Budget Overview, including Debt Service, Pay Schedule and Special Compensation, Corporate Services, Legal, Government Affairs & Reliability Compliance, Communications, Marketing & Community Relations, and Enterprise Strategy.
- 2. Lora Anguay

2024 Proposed Joint Power Authority Budgets.

- a. 2024 Proposed Northern California Energy Authority (NCEA) Budget.
- b. 2024 Proposed Northern California Gas Authority Number 1 (NCGA1) Budget.
- c. 2024 Proposed Sacramento Municipal Utility District Financing Authority (SFA) 2024 Budget.
- 3. Lora Anguay Brandy Bolden

2024 Proposed SMUD Budget (cont).

- b. 2024 Proposed Zero Carbon Energy Solutions Budget.
- c. 2024 Proposed Customer & Community Services Budget.

#### **INFORMATIONAL ITEMS**

4. Public Comment.

5. Rob Kerth Summary of Committee Direction.

Discussion: 1 minute

Members of the public shall have up to three (3) minutes to provide public comment on items on the agenda or items not on the agenda, but within the jurisdiction of SMUD. The total time allotted to any individual speaker shall not exceed nine (9) minutes.

Members of the public wishing to inspect public documents related to agenda items may click on the Information Packet link for this meeting on the <u>smud.org</u> website or may call 1-916-732-7143 to arrange for inspection of the documents at the SMUD Headquarters Building, 6201 S Street, Sacramento, California.

Board Finance & Audit Committee Meeting and Special SMUD Board of Directors Meeting November 7, 2023

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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 meeting. If you need a reasonable auxiliary aid or service for effective communication to participate, please email <a href="mailto:Toni.Stelling@smud.org">Toni.Stelling@smud.org</a>, or contact by phone at 1-916-732-7143, no later than 48 hours before this meeting.

# AGENDA BOARD FINANCE & AUDIT COMMITTEE MEETING AND SPECIAL SMUD BOARD OF DIRECTORS MEETING

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Zoom Webinar Link: Join Board Finance & Audit Committee Meeting Here

**Webinar/Meeting ID:** 161 388 6918

**Passcode**: 360052

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#### **DISCUSSION ITEM**

Frankie McDermott
 Suresh Kotha
 Jose Bodipo-Memba

2024 Proposed SMUD Budget.

- a. 2024 Proposed Energy Delivery & Operations Budget.
- b. 2024 Proposed Information Technology Budget.
- c. 2024 Proposed Workforce, Diversity & Inclusion Budget.

#### **INFORMATIONAL ITEMS**

- 2. Public Comment.
- 3. Rob Kerth Summary of Committee Direction.
  Discussion: 1 minute

#### ANNOUNCEMENT OF CLOSED SESSION AGENDA

1. Public Employee Performance Evaluation.

Pursuant to Section 54954.5 of the Government Code:

- a. CEO and General Manager;
- b. Chief Legal & Government Affairs Officer; and
- c. Special Assistant to the Board.

Members of the public shall have up to three (3) minutes to provide public comment on items on the agenda or items not on the agenda, but within the jurisdiction of SMUD. The total time allotted to any individual speaker shall not exceed nine (9) minutes.

Members of the public wishing to inspect public documents related to agenda items may click on the Information Packet link for this meeting on the <u>smud.org</u> website or may call 1-916-732-7143 to arrange for inspection of the documents at the SMUD Headquarters Building, 6201 S Street, Sacramento, California.

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SSS No. CFO 23-015	BOARD AGENDA ITEM
	STAFFING SUMMARY SHEET

Committee Meeting & Date Finance and Audit November 7 & 8, 2023 **Board Meeting Date** December 14, 2023

				ТО						ТО		
1.	Russell Mills					6.	Lora A	ngu	ıay			
2.	Lisa Limcaco					7.	Scott N	1art	in			
3.	Laurie Rodrig	uez				8.						
4.	Jennifer David	lson				9.	Legal					
5.	Jose Bodipo-l	Memba	l			10.	CEO &	& G	enera	l Manager		
Cor	nsent Calendar	Ye	es	No If no, sched	ule a dry run presentation.	Bud	geted	,	Yes	No (If no, exp section.)	olain in Cos	t/Budgeted
FRC	OM (IPR)				DEPARTMENT	•			•	MAIL STOP	EXT.	DATE SENT
Jen	nifer Restivo				Planning and Perforn	nance				A309	5193	10/27/23
NAI	RRATIVE:				<u> </u>					•		

**Requested Action:** Approve the following:

- 2024 SMUD Budget Resolution
- 2024 Debt Resolution
- Pay Schedule and Special Compensation Items

#### **Summary: 2024 Budget Resolution**

The 2024 Proposed SMUD Budget Resolution is comprised of Operations and Maintenance budget of \$1,386.1 million, Debt Service budget of \$202.3 million, and Capital budget of \$555 million. The proposed 2024 Budget Resolution limits spending to \$2,143.4 million (total of prior amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, weather hedge contracts, Western Area Power Administration (WAPA) energy delivery shortfall, and higher retail sales Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program's sales, it is required to apply the proceeds toward specific expenses that support the program's goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,250 plus 5 percent.

#### **Public Good Charge**

The Public Good Charge will decrease from 16.77 percent to 16.28 percent of 1994 revenues. The percentage allocation for the public good charge expenditures will change from 6.60 percent to 7.22 percent for lowincome assistance, from 8.16 percent to 7.70 percent for energy efficiency, stayed the same at 0.00 percent for new renewable generation, and from 2.01 percent to 1.37 percent for research and development.

#### 2024 Debt Resolution

The 2024 Proposed Debt Resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2024 and 2023 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

#### Pay Schedule and Special Compensation Items

Approve/Adopt SMUD's pay schedule and special compensation pursuant to California Code of Regulations (CCR).

**Board Policy:** (Number & Title)

The 2024 SMUD Budget funds programs and initiatives that contribute to meeting Board strategic directives. GP-3 (e) Board will adopt SMUD's budget on an annual basis.

Benefits: Approval of the 2024 SMUD Budget meets the requirements of the MUD Act and will authorize spending

within the limits prescribed.

**Cost/Budgeted:** Approval of the 2024 SMUD Budget Resolution will authorize spending within the limits prescribed.

Alternatives: Approval of a budget for SMUD is required before January 1, 2024, otherwise, SMUD will not have the

authority to make purchases or pay employees.

**Affected Parties:** SMUD

Coordination: Budget Office, Treasury, Accounting, People, Services & Strategies, Legal.

Presenter: Jennifer Davidson, Chief Financial Officer

Brandy Bolden, Chief Customer Officer Lora Anguay, Chief Zero Carbon Officer Frankie McDermott, Chief Operating Officer Suresh Kotha, Chief Information Officer Jose Bodipo-Memba, Chief Diversity Officer

**Additional Links:** 

SUBJECT 2024 Proposed SMUD Budget ITEM NO. (FOR LEGAL USE ONLY)

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

RESOLUTION NO.	

WHEREAS, the proposed 2024 Budget is expected to result in a positive net income for 2024; 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 2024 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, 2024, through December 31, 2024.

Operations and maintenance:

Commodity - purchased power, fuel, and wheeling	\$572,000,004
Public Goods	67,888,971
Customer, energy delivery, enterprise strategy, workforce diversity & inclusion, information technology, corporate services and Rancho Seco	746,217,455
Sub-Total	\$1,386,106,430
Debt Service Capital and reserve	202,263,155 554,965,979
TOTAL	\$2,143,335,564

(b) The Commodity line item budget is based on assumptions of average rainfall and temperatures during 2024. SMUD has in

place a Hydro Generation Adjustment (SMUD HGA) mechanism whereby, based on the actual rainfall amounts between April 1, 2023 and March 31, 2024 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 SMUD 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 energy in 2024 under its contract with the Western Area Power Administration (WAPA). SMUD has in place a WAPA Hydro Generation Adjustment (WAPA HGA) mechanism whereby, based on the actual delivery from WAPA between April 1, 2023 and March 31, 2024 in comparison to the budget assumptions, SMUD may transfer funds to or from the WAPA Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates. 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 Commodity line item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the WAPA HGA adjustment

customer energy sales requirements (10,302 GWh) are based on average weather conditions and expected customer growth in 2024. 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.

(e) Budgeted energy purchases necessary to meet

(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 2024 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 2024 shall not exceed 2,250 employees plus a five percent contingency without further authorization of this Board.

**Section 6.** The Public Goods Charge shall be adjusted from 16.77 percent of 1994 revenues to 16.28 percent of 1994 revenues. The percentage allocation for the public goods charge expenditures shall be adjusted from 6.60 percent to 7.22 percent for low-income assistance, and from 8.16 percent to 7.7 percent for energy efficiency, and from 2.01 percent to 1.37 percent for research and development, and stayed the same at 0.00 percent for new renewable generation.

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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, No. 21-12-11 and
No. 22-12-06) declaring the intention of the
Board of Directors of the Sacramento Municipal
Utility District to Authorize the issuance of
additional Revenue Bonds
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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, 21-12-11, 22-12-06 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, December 9, 2021, and December 8,2022, 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 \$8,655,000,000 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 2024 capital budget, 2022 and 2023 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 abovementioned 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 \$8,655,000,000 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 2024 capital budget, 2022 and 2023 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 in this section are made solely to establish 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. In the event the maximum authorized amount under a series of bonds is divided into two or more series, the said maximum term shall be calculated in each case from the date of each divided series of bonds.

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's boundaries. 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.



		Prob	Pay Scale							I			T	I	[ ]
	Job Title	Per Mo	Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10		Effective Date
	Accountant Entry Accountant Journey	F 12	PAS00430 PAS00520	\$74,900.80 \$93,516.80									\$99,216.00 \$123,843.20	Annually Annually	12/16/2023 12/16/2023
	Accounting Technician	6	OSE0680A	\$31.51	\$32.32	\$33.13	\$33.95	\$34.82	\$35.70	\$36.58	\$37.52	\$38.48	\$123,043.20	Hourly	12/16/2023
50051545	Administrative Supervisor	12	PAS0043O	\$74,900.80					, , , , , , , , , , , , , , , , , , , ,				\$99,216.00	Annually	12/16/2023
	Analyst Trainee	N/	PAS00390										\$89,980.80	Annually	12/16/2023
	Art Director Asset Protection Officer Entry Level	12 12	SECU220A	\$119,641.60 \$23.78	\$24.41	\$25.03	\$25.64	\$26.29	\$26.92	\$27.60	\$28.27	\$29.00	\$158,433.60	Annually Hourly	12/16/2023 12/16/2023
50051633	Asset Protection Officer II	12	SECU245A	\$30.17	\$30.93	\$31.69	\$32.49	\$33.31	\$34.17	\$34.98	\$35.88	\$36.78		Hourly	12/16/2023
	Asset Supervisor Business Operations	12	PAS0062L	\$119,641.60									\$221,686.40	Annually	12/16/2023
	Asset Supervisor Power Generation Asset Supervisor Power Generation	12 12	PAS0062J	\$116,147.20 \$119,641.60									\$200,720.00 \$206,731.20	Annually Annually	12/17/2022 12/16/2023
	Assistant Engineer	12	PAS00410										\$94,411.20	Annually	12/16/2023
	Assistant General Manager	N/	EXECU01E	\$291,761.60									\$477,422.40	Annually	12/16/2023
50092300	Assistant Superintendent Power Generation	12	PAS00660	\$132,080.00									\$174,928.00	Annually	12/16/2023
	Assistant Supervisor Telecommunication Operations and Management Associate Civil Engineer Entry Level	12 F	PAS0059C PAS0052O	\$111,092.80 \$93,516.80									\$158,433.60 \$123,843.20	Annually Annually	12/16/2023 12/16/2023
	Associate Civil Engineer Journey	12		\$111,092.80									\$147,201.60	Annually	12/16/2023
50051553	Associate Desktop Support Specialist Closed Classification	F	PAS00450	\$78,686.40									\$104,187.20	Annually	12/16/2023
	Associate Distribution Design Engineer Entry	F	PAS00520 PAS00590	\$93,516.80									\$123,843.20	Annually	12/16/2023 12/16/2023
50051525	Associate Distribution Design Engineer Journey Associate Distribution System Engineer Entry	12 F	PAS00590 PAS00520	\$111,092.80 \$93,516.80									\$147,201.60 \$123,843.20	Annually Annually	12/16/2023
	Associate Distribution System Engineer Journey	12	PAS00590	\$111,092.80									\$147,201.60	Annually	12/16/2023
50083181	Associate Electrical Engineer Entry	F	PAS0052O										\$123,843.20	Annually	12/16/2023
	Associate Electrical Engineer Journey Associate Energy Management System Engineer Entry Level	12 F	PAS00590 PAS00520	\$111,092.80 \$93,516.80									\$147,201.60 \$123.843.20	Annually Annually	12/16/2023 12/16/2023
50139912	Associate Energy Management System Engineer Entry Level Associate Energy Management System Engineer Journey	12	PAS00520 PAS00590	\$93,516.80									\$123,843.20		12/16/2023
50121331	Associate Enterprise Technology Analyst Entry	F	PAS00450	\$78,686.40									\$104,187.20	Annually	12/16/2023
	Associate Enterprise Technology Developer Entry	F	PAS00450										\$104,187.20	Annually	12/16/2023
	Associate Instrument and Controls Engineer Entry Level Associate Instrument and Controls Engineer Journey	F 12	PAS0052O PAS0059O										\$123,843.20 \$147,201.60	Annually Annually	12/16/2023 12/16/2023
	Associate Instrument and Controls Engineer Journey Associate Mechanical Engineer Entry Level	F F	PAS00590 PAS00520										\$147,201.60		12/16/2023
50083182	Associate Mechanical Engineer Journey	12	PAS0059O	\$111,092.80									\$147,201.60	Annually	12/16/2023
	Associate Power Operation Engineer Journey Level	12	PAS00590	\$111,092.80									\$147,201.60	Annually	12/16/2023
50134736	Associate Protection Engineer Entry Level Associate Protection Engineer Journey	12	PAS00520	\$93,516.80 \$111.092.80									\$123,843.20 \$147,201.60	Annually	12/16/2023 12/16/2023
	Associate Telecommunication Engineer Entry	F	PAS00530	\$93,516.80									\$123,843.20	Annually	12/16/2023
50121894	Associate Telecommunication Engineer Journey	12	PAS0059O	\$111,092.80									\$147,201.60	Annually	12/16/2023
	Associate Transmission Planning Engineer Entry	F	PAS00520	\$93,516.80									\$123,843.20	Annually	12/16/2023
	Associate Transmission Planning Engineer Journey Attorney Entry Level	12 N/	PAS00590	\$111,092.80 \$119,641.60									\$147,201.60 \$158,433.60	Annually Annually	12/16/2023 12/16/2023
	Attorney Journey Level	N/		\$132,080.00									\$174,928.00		12/16/2023
50054600	Board Member	N/	BOARD001											Per Meeting	12/16/2023
	Body Fender Mechanic	12	IBEW884A	\$55.16									2400 400 00	Hourly	12/16/2023
	Business Continuity Program Manager Business Development Manager Customer Sales	12 N/	PAS00640 PAS0069B	\$125,694.40 \$142,188.80									\$166,483.20 \$197,891.20	Annually	12/16/2023 12/16/2023
	Business Planning Analyst Entry Level	F	PAS0043B	\$74,900.80									\$104,187.20	Annually	12/16/2023
	Business Planning Analyst Journey	12	PAS0052B	\$93,516.80									\$130,062.40	Annually	12/16/2023
	Business Technology Analyst Entry	F 12	PAS00450 PAS00540	\$78,686.40 \$98,217.60									\$104,187.20 \$130,062.40	Annually Annually	12/16/2023 12/16/2023
50111755	Business Technology Analyst Journey Business Technology Program Manager	12	PAS00660	\$132,080.00									\$174,928.00	Annually	12/16/2023
50088597	Business Transformation Specialist	12	PAS00640	\$125,694.40									\$166,483.20	Annually	12/16/2023
	Business Unit Planning Coordinator	12		\$119,641.60	C40.44	640.70	654.05	650.01					\$166,483.20		12/16/2023
	Cable Locator Cable Locator with class A	12 12	IBEW873G IBEW873M	\$47.41 \$48.56	\$48.41 \$49.56	\$49.78 \$50.93	\$51.05 \$52.20	\$52.01 \$53.16						Hourly Hourly	12/16/2023 12/16/2023
50051585	Cable Locator with Hazmat	12	IBEW873X	\$48.67	\$49.67	\$51.03	\$52.32	\$53.28						Hourly	12/16/2023
50165732	Cable Splicer Construction Foreman/Woman	12	IBEW941I	\$79.69										Hourly	12/16/2023
	Cable Splicer Construction Foreman/Woman with class A  Cable Splicer/Electrician	12 12	IBEW941F IBEW923K	\$80.84 \$67.12										Hourly	12/16/2023 12/16/2023
	Cable Splicer/Electrician Apprentice	54	IBEW909A	\$43.65	\$46.12	\$48.64	\$51.17	\$53.72	\$56.24	\$58.70	\$61.25	\$63.74		Hourly	12/16/2023
50051575	Cable Splicer/Electrician Apprentice with class A	54	IBEW909B	\$44.80	\$47.27	\$49.79	\$52.32	\$54.87	\$57.39	\$59.85	\$62.40	\$64.89		Hourly	12/16/2023
	Cable Splicer/Electrician Apprentice with hazmat	54	IBEW909C	\$44.92	\$47.39	\$49.91	\$52.44	\$54.99	\$57.51	\$59.97	\$62.52	\$65.01		Hourly	12/16/2023
	Cable Splicer/Electrician Foreman/Woman Cable Splicer/Electrician Foreman/Woman Light	12 12	IBEW937D IBEW942A	\$72.28 \$75.62										Hourly Hourly	12/16/2023 12/16/2023
	Cable Splicer/Electrician Foreman/Woman Light with class A	12	IBEW942L	\$76.77										Hourly	12/16/2023
	Cable Splicer/Electrician with Class A	12	IBEW923L	\$68.27										Hourly	12/16/2023
	Calibration Technician	12 12	IBEW925A PAS0056O	\$65.53 \$103.188.80									\$136,697,60	Hourly	12/16/2023 12/16/2023
	Category Manager Chief Customer Officer	12 N/	EXECU01E	\$103,188.80 \$291,761.60									\$136,697.60	Annually Annually	12/16/2023
	Chief Diversity Officer	N/	EXECU01E										\$477,422.40	Annually	12/16/2023
50051691	Chief Executive Officer and General Manager	N/	EXECU03E	\$575,000.00									\$1,000,000.00	Annually	12/16/2023
	Chief Financial Officer	N/	EXECU01E	\$291,761.60									\$477,422.40		12/16/2023
	Chief Information Officer Chief Legal & Government Affairs Officer	N/	EXECU01E EXECU01E	\$291,761.60 \$291.761.60									\$477,422.40	Annually	12/16/2023 12/16/2023
	Chief Marketing & Communications Officer	N/	EXECU01E	\$291,761.60									\$477,422.40	Annually	12/16/2023
50159810	Chief Operating Officer	N/		\$291,761.60									\$477,422.40	Annually	12/16/2023
50136450	Chief Strategy Officer Chief Zero Carbon Officer	N/		\$291,761.60 \$291,761.60									\$477,422.40 \$477,422.40		12/16/2023 12/16/2023



Spiritude   Community   Comm	Hourly   12/11
	Hourly   12/11
\$7,000   \$7,000   \$7,000   \$1,000   \$	,187.20         Annually         12/14           ,062.40         Annually         12/14           ,062.40         Annually         12/14           ,433.60         Annually         12/14           ,433.60         Annually         12/14           ,433.60         Annually         12/14           ,433.60         Annually         12/14           ,697.60         Annually         12/11           Hourly         12/11           ,843.20         Annually         12/11           Hourly         12/11           Hourly         12/11           ,323.20         Annually         12/11           ,433.60         Annually         12/11           ,643.20         Annually         12/11           ,643.20         Annually         12/11           ,643.60         Annually         12/11           ,643.60         Annually         12/11           ,644.80         Annually         12/11 </td
S005195  Combustible Turbine FormassWorman   12   PAS009405   \$3.00	1002.40   Annually   12/14
BECHNIST   Construction Turbule Turbule Foreman/Woman   12   BEWWINTA   BS 20	Hourly   12/11
BECOMPTION   STATE   Computer Turbine Turbines   State   Sta	Hourly   12/11
Section   Sect	,433.60 Annually 12/14 ,433.60 Annually 12/14 ,433.60 Annually 12/14 ,433.60 Annually 12/14 ,697.60 Annually 12/14
	.433.60 Annually 12/16 .697.60 Annually 12/16
G0152074   Community Engagement Representative   12   PAS00000   5103,188 80   0   530,25   530,42   537,33   532,25	697.60         Annually         12/14           Hourly         12/16           Hourly         12/11           16.00         Annually         12/11           843.20         Annually         12/14           Hourly         12/11           Hourly         12/11           Hourly         12/11           433.20         Annually         12/11           433.60         Annually         12/11           433.60         Annually         12/11           433.60         Annually         12/11           Hourly         12/11         Hourly         12/11           Hourly         12/11         Hourly         12/11           697.60         Annually         12/11           433.60         Annually         12/11
00007279   Computer Operations Specialist Edry Level	Hourly   12/14
	Hourly   12/11
S0016142  Contention Contract Analysis Lourney Level   F   PASCOVADO   S74,00 0.8	216.00   Annually   12/14
	,843.20         Annually         12/14           Hourly         12/15           Hourly         12/11           Hourly         12/11           Hourly         12/11           ,323.20         Annually         12/11           ,433.60         Annually         12/11           ,433.60         Annually         12/11           ,433.60         Annually         12/11           ,643.20         Annually         12/11           ,643.20         Annually         12/11           Hourly         12/11           Hourly         12/11           ,643.20         Annually         12/11           ,644.80         Annually         12/11           ,433.60         Annually         12/11           Hourly         12/11
	Hourly   12/14
	Hourly   12/11
S005161  Consulting Engineme	3,23.20 Annually 12/14 4,33.60 Annually 12/14 4,33.60 Annually 12/14 4,33.60 Annually 12/14 216.00 Annually 12/14 Hourly 12/14 Hourly 12/14 Hourly 12/14 4,044.80 Annually 12/14 4,33.60 Annually 12/14 Hourly 12/14 4,33.60 Annually 12/14 Hourly 12/14
S1500045F  Coordinator Electric Transportation Projects	.433.60 Annually 12/14 .483.20 Annually 12/14 .483.20 Annually 12/14 .483.60 Annually 12/14 .216.00 Annually 12/14 .843.20 Annually 12/14 .843.20 Annually 12/14 .843.20 Annually 12/14 .843.20 Annually 12/14 .697.60 Annually 12/14 .433.60 Annually 12/14 .433.60 Annually 12/14 .401/14 .4
Spondage   Controllator Electric Transcortation Projects   12   PASO0640   S125,694.40   S165   S10051592   Controllator Energy and Technology Center   12   PASO0640   S17,900.80   S15,00015192   S17,000.80   S1	.483.20 Annually 12/14 .433.60 Annually 12/14 .433.60 Annually 12/14 .643.20 Annually 12/14 .643.20 Annually 12/14 .644.80 Annually 12/14 .6697.60 Annually 12/14 .433.60 Annually 12/14 .433.60 Annually 12/14 .6497.60 Annua
5001015   Containate Energy and Technology Center	.433.60 Annually 12/11 .216.00 Annually 12/11 .843.20 Annually 12/11 .843.20 Annually 12/11 .401/11 .4
Section   Schedule Specialist Entry	216.00   Annually   12/11
S0051690   Cost Schedule Specialist Journey   12   PAS00520   \$93,516.80   \$12   \$12   \$12   \$12   \$13,53   \$13,73   \$14,010   \$12,0003191   Crafts Helper with class A   12   BERW262   \$33,53   \$33,61   \$37,61   \$40,10   \$42,86   \$15   \$1	,843.20         Annually         12/11           Hourly         12/11           Hourly         12/11           Hourly         12/11           ,044.80         Annually         12/11           ,697.60         Annually         12/11           ,433.60         Annually         12/11           Hourly         12/11           Hourly         12/11           Hourly         12/11           Hourly         12/11           Hourly         12/11           Hourly         12/11
S0051610 Crafts Helper with class A   12   BERW28G   \$32.38   \$33.86   \$36.46   \$38.96   \$41.71   \$100033191 Crafts Helper with class A   12   BERW28Z   \$33.55   \$35.01   \$37.73   \$40.22   \$42.98   \$10003476	Hourly   12/11
	Hourly 12/10 Hourly 12/10 Hourly 12/10 Annually 12/10 697.60 Annually 12/10 433.60 Annually 12/10 Hourly 12/10
S012498   Critical Infrastructure Protection Compliance Specialist Entry Level   F   PAS00490   \$86.819.20   \$150124890   \$1	Hourly   12/11   044.80   Annually   12/14   697.60   Annually   12/14   433.60   Annually   12/14   Hourly   12/14   Hourly   12/14   Hourly   12/14   Hourly   12/14   Hourly   12/14
50124980 Critical Infrastructure Protection Compliance Specialist Senior Level	,697.60 Annually 12/10 ,433.60 Annually 12/10 Hourly 12/10 216.00 Annually 12/10 Hourly 12/10 Hourly 12/10 Hourly 12/10
S0124981 Critical Infrastructure Protection Compliance Specialist Senior Level   12   PAS00820   \$119,641.60   \$150051617 Customer Services Assistant   12   PAS00400   \$31.87   \$33.30   \$34.83   \$36.44   \$150051617   \$150051619 Customer Services Assistant   12   PAS00430   \$74,900.90   \$150051619 Customer Services Fleid Representative   6   GSE0641A   \$29.71   \$40.20   \$41.19   \$42.22   \$43.26   \$44.31   \$45.44   \$46.56   \$47.77   \$150051612 Customer Services Representative   6   GSE0641A   \$29.71   \$30.46   \$31.22   \$31.99   \$32.79   \$35.70   \$36.58   \$37.52   \$38.48   \$1007051619   \$100051619	,433.60 Annually 12/11 Hourly 12/11 216.00 Annually 12/14 Hourly 12/11 Hourly 12/11 Hourly 12/11
S0051617   Custodinar Closed Classification	Hourly 12/16 216.00 Annually 12/16 Hourly 12/16 Hourly 12/16 Hourly 12/16
S0051619  Customer Services Assistant   12	216.00 Annually 12/16  Hourly 12/16  Hourly 12/16  Hourly 12/16
S0051620   Customer Services Representative   6   OSE07250   \$39.21   \$40.20   \$41.19   \$42.22   \$43.26   \$44.31   \$45.44   \$46.56   \$47.77   \$0051622   Customer Services Representative   6   OSE0681A   \$39.71   \$30.46   \$31.22   \$31.99   \$32.79   \$30.57   \$30.5	Hourly 12/16 Hourly 12/16 Hourly 12/16
S00516122 Customer Services Representative	Hourly 12/16 Hourly 12/16
50029288   Customer Services Supervisor   12	
	,201.60 Annually 12/16
50167112 Cybersecurity Engineer Journey	
50167108 Cybersecurity Government And Computer Specialist Entry Level   F   PA\$00450   \$78,686.40	,187.20 Annually 12/10
12   PAS00590   S111,092.80   S14   S0167110   Cybersecurity Risk Specialist Entry Level	,201.60 Annually 12/16
S1017110   Cybersecurity Risk Specialist Entry Level	,187.20 Annually 12/16 ,201.60 Annually 12/16
50167111   Cybersecurity Risk Specialist Journey	,187.20 Annually 12/16
50051622 Data Base Administrator	,201.60 Annually 12/16
S0113480   Deputy General Counsel   NV   MGR0085G   \$208,603.20   \$29   \$5084608   Design and Standards Specialist   12   PAS05605   \$103,188.80   \$13   \$105051643   Design part Specialist Closed Classification   12   PAS0540   \$98,217.60   \$13   \$50170867   Director Community Relations Outreach & Support   NV   EXECUDIE   \$283,254.40   \$46   \$50170867   Director Community Relations Outreach & Support   NV   EXECUDIE   \$291,761.60   \$46   \$50170867   Director Community Relations Outreach & Support   NV   EXECUDIE   \$291,761.60   \$47	,201.60 Annually 12/16
50084608 Design and Standards Specialist   12 PA\$00560 \$103,188.80   \$133	,470.40 Annually 12/16
50051643 Desktop Support Specialist Closed Classification   12 PAS00540 \$88,217.60   \$130	,492.80 Annually 12/16
S0170867 Director Community Relations Outreach & Support	,697.60 Annually 12/10
S0170867   Director Community Relations Outreach & Support	,062.40 Annually 12/16
50051798 Director Accounting and Controller         N/         MGR0080G         \$184,350.40         \$25           50126853 Director Advanced Energy Solutions         N/         MGR0080G         \$184,350.40         \$25           50051816 Director Applications         N/         MGR0080G         \$184,350.40         \$25           50051808 Director Audit Services         N/         MGR0080G         \$184,350.40         \$25           50161661 Director Community Development and Business Attraction         N/         MGR0080G         \$184,350.40         \$25           50161077 Director Customer and Grid Strategy         N/         MGR0080G         \$184,350.40         \$25           50091654 Director Customer and Revenue Operations         N/         MGR0085G         \$208,603.20         \$29	,507.20 Annually 9/6/ ,422.40 Annually 12/16
50128653   Director Advanced Energy Solutions	,776.00 Annually 12/10
50051816         Director Applications         N/         MGR0080G         \$184,350.40         \$25           50051808         Director Audit Services         N/         MGR0080G         \$184,350.40         \$25           5016161         Director Community Development and Business Attraction         N/         MGR0080G         \$184,350.40         \$25           50160177         Director Customer and Grid Strategy         N/         MGR0080G         \$184,350.40         \$25           50091654         Director Customer and Revenue Operations         N/         MGR0085G         \$208,603.20         \$29	,776.00 Annually 12/16
50161661   Director Community Development and Business Attraction	,776.00 Annually 12/16
50160177   Director Customer and Grid Strategy         N/         MGR0080G         \$184,350.40         \$25           50091654   Director Customer and Revenue Operations         N/         MGR0085G         \$208,603.20         \$29	,776.00 Annually 12/16
50091654 Director Customer and Revenue Operations N/ MGR0085G \$208,603.20 \$29	,776.00 Annually 12/10
	,776.00 Annually 12/16
	,492.80 Annually 12/16 ,776.00 Annually 12/16
	,776.00 Annually 12/16
	,492.80 Annually 12/16
	,776.00 Annually 12/16
50123045 Director Diversity, Equity & Inclusion N/ MGR0080G \$184,350.40 \$25	,776.00 Annually 12/16
50122304 Director Energy Trading & Contracts N/ MGR0085G \$208,603.20 \$29	,492.80 Annually 12/16
	,776.00 Annually 12/16
	,776.00 Annually 12/16
	,776.00 Annually 12/16 ,776.00 Annually 12/16
Coccool Broken inclination formation and operations	,776.00 Annually 12/16 ,776.00 Annually 12/16
	,492.80 Annually 12/16
	,776.00 Annually 12/10
	,776.00 Annually 12/16
50151556 Director Planning & Performance N/ MGR0080G \$184,350.40 \$25	,776.00 Annually 12/16
	,492.80 Annually 12/16
	,776.00 Annually 12/16
	,776.00 Annually 12/16 ,776.00 Annually 12/16
	,776.00 Annually 12/16 ,776.00 Annually 12/16 ,776.00 Annually 12/16
	,776.00 Annually 12/16 ,776.00 Annually 12/16 ,776.00 Annually 12/16 ,776.00 Annually 12/16
50083424 Director Treasury & Treasurer N/ MGR0085G \$202,529.60 \$28	,776.00 Annually 12/16 ,776.00 Annually 12/16 ,776.00 Annually 12/16



50140181 Distribution   50051628 Distribution   50051629 Distribution   50051629 Distribution   50051629 Distribution   50051629 Distribution   50051624 Document   50051624 Document   50051624 Document   50051624 Document   50051624 Document   50051624 Document   50051642 Drafting   50051648 Drafting   50051649 Drafting	Technician II  ilic & Small Business Development Representative Entry Level inic & Small Business Development Representative III  inic & Small Business Development Representative III  inic & Small Business Development Representative III  inic & Small Business Development Supervisor inic Development & Business Growth Specialist inic Development and Business Growth Manager inic Development Specialist on Specialist  al Field Consultant	N/ 12 12 12 12 12 12 12 16 6 6 6 6 6 7 12 12 12 12 12 12 12 12 12 12 12 12 12	PAS0062T IBEW928J IBEW928J IBEW928D IBEW992D PAS0066A OSE0615A OSE0634B CONF634A OSE0634B CONF634A OSE0716A PAS00450 PAS00540 PAS00560 PAS00660 PAS00720 PAS00660 PAS00660 PAS00660 PAS00660	\$22.70 \$24.89 \$27.30 \$31.51 \$37.25 \$78,686.40 \$98,217.60 \$111,092.80 \$119,641.60 \$132,080.00	\$69.35 \$71.43 \$23.27 \$25.50 \$27.97 \$32.32 \$38.17	\$71.14 \$73.27 \$23.85 \$26.19 \$28.65 \$33.13 \$39.13	\$73.00 \$75.19 \$24.42 \$26.82 \$29.38 \$33.95 \$40.12	\$74.84 \$77.09 \$25.03 \$27.50 \$30.12 \$34.82	\$76.76 \$79.06 \$25.68 \$28.22 \$30.85 \$35.70	\$78.68 \$81.04 \$26.31 \$28.91 \$31.67	\$80.79 \$83.21 \$26.97 \$29.65 \$32.44	\$82.83 \$85.31 \$27.66 \$30.37 \$33.29	\$290,492.80 Annual \$174,948.80 Annual Hourly Hourly Hourly \$179,275.20 Annual Hourly Hourly	y 12/16/2023 y 12/17/2022 y 12/16/2023 y 12/16/2023 y 12/16/2023 ly 12/16/2023 y 12/16/2023 y 12/16/2023 y 12/16/2023 y 12/16/2023 y 12/16/2023
50051628   Distributi   50051628   Distributi   50051629   Distributi   50051629   Distributi   50051629   Distributi   50051624   Documer   50051624   Documer   50051624   Documer   50051625   Documer   50083194   Drafting   50051632   Economi   50051632   Economi   50051822   Economi   50051823   Economi   50051823   Economi   50051823   Economi   50051824   Economi   50051645   Economi   50051646   Economi   50051646   Economi   50051646   Economi   50051646   Electrical   50051654   Electrical   5009273   Electrical   50092740   Electrical   50051648   Electrical   50051649   Electrical   50051640   Electrical   50051640   Electrical   50051640   Electrical   50051640   Electrical   50051641   Electrical   50051642   Electrical   50051643   Electrical   50051644   Electrical   50051645   Electrical   50051646   Electrical   50051647   Electrical   50051648   Electrical   50051649   Electrical   50051649   Electrical   50051640   Electrical   50051640   Electrical   50051640   Electrical   50051641   Electrical   50051642   Electrical   50051644   Electrical   50051645   Electrical   50051646   Electrical   50051647   Electrical   50051648   Electrical   50051649   Electrical   50051640   Electrical   5005	tion System Operator I tion System Operator I tion System Operator II tion System Specialist I ent Record Specialist I ent Record Specialist II ent Record Specialist II ent Record Specialist II Technician I Technician II Technic	12 12 12 12 6 6 6 6 7 12 12 12 12 12 12 12 12 12 12 12 12 12	IBEW928J IBEW928J IBEW992D IBEW992D IBEW992D PAS0066A OSE0615A OSE0634B CONF634A OSE080A OSE0716A PAS00450 PAS00540 PAS00540 PAS00540 PAS0062B PAS0062B PAS00660 PAS00660 PAS00660 PAS00660	\$67.65 \$69.68 \$86.98 \$89.59 \$132,080.00 \$22.70 \$24.89 \$27.30 \$31.51 \$37.25 \$37.25 \$31.686.40 \$98,217.60 \$111,092.80 \$119,641.60	\$71.43 \$23.27 \$25.50 \$27.97 \$32.32	\$73.27 \$23.85 \$26.19 \$28.65 \$33.13	\$75.19 \$24.42 \$26.82 \$29.38 \$33.95	\$77.09 \$25.03 \$27.50 \$30.12	\$79.06 \$25.68 \$28.22 \$30.85	\$26.31 \$28.91 \$31.67	\$83.21 \$26.97 \$29.65	\$85.31 \$27.66 \$30.37	Hourly	y 12/17/2022 y 12/16/2023 y 12/17/2022 y 12/16/2023 ly 12/16/2023 y 12/16/2023 y 12/16/2023 y 12/16/2023 y 12/16/2023
50051628 Distribution	tion System Operator I tion System Operator II ent Record Specialist I ent Record Specialist II ent Record Specialist II ent Record Specialist Journey Level Confidential I Technician I I Technician II I Technician Apprentice I Technician Apprentice I Technician Foreman/Woman Light I Technician Foreman/Woman Light On Call I I Technician Foreman/Woman Light On Call I Technician Foreman/Woman Light On Call I Technician Foreman/Woman Light On Call	12 12 12 12 6 6 6 6 7 12 12 12 12 12 12 12 12 12 12 12 12 14 14 14 14 15 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	IBEW928J IBEW992D IBEW992D PAS0066A OSE0615A OSE0634B CONF634A OSE0680A OSE0716A PAS00450 PAS00590 PAS0066D PAS00660 PAS00760 PAS00660 PAS00560	\$69.68 \$86.98 \$89.95 \$132,080.00 \$22.70 \$24.89 \$27.30 \$31.51 \$37.25 \$76,686.40 \$98,217.60 \$111,092.80 \$111,092.80 \$132,080.00	\$23.27 \$25.50 \$27.97 \$32.32	\$73.27 \$23.85 \$26.19 \$28.65 \$33.13	\$75.19 \$24.42 \$26.82 \$29.38 \$33.95	\$25.03 \$27.50 \$30.12	\$79.06 \$25.68 \$28.22 \$30.85	\$26.31 \$28.91 \$31.67	\$26.97 \$29.65	\$27.66 \$30.37	Hourly Hourly S179,275.20 Annual Hourly Hourly Hourly Hourly	y 12/16/2023 y 12/17/2022 y 12/16/2023 ly 12/16/2023 y 12/16/2023 y 12/16/2023 y 12/16/2023 y 12/16/2023
50051629 Distribution	tion System Operator II tion System Specialist ent Record Specialist I ent Record Specialist II j Technician I j Technician I in & Small Business Development Representative Entry Level nic & Small Business Development Representative II nic & Small Business Development Representative II nic & Small Business Development Specialist nic & Small Business Development Specialist nic Evelopment Specialist nic Development Specialist nic De	12 12 6 6 6 6 6 7 12 12 12 N/ N/ N/ 12 12 12 48	IBEW992D PAS0066A OSE0634B CONF634A OSE0680A OSE0716A PAS00540 PAS00590 PAS0062B PAS0062B PAS00660 PAS00560 PAS00560	\$89.59 \$132,080.00 \$22.70 \$24.89 \$27.30 \$31.51 \$37.25 \$78,686.40 \$98,217.60 \$111,092.80 \$119,641.60 \$132,080.00	\$25.50 \$27.97 \$32.32	\$26.19 \$28.65 \$33.13	\$26.82 \$29.38 \$33.95	\$27.50 \$30.12	\$28.22 \$30.85	\$28.91 \$31.67	\$29.65	\$30.37	\$179,275.20 Annual Hourly Hourly	y 12/16/2023 ly 12/16/2023 y 12/16/2023 y 12/16/2023 y 12/16/2023
50051630   Distribution	tion System Specialist ent Record Specialist I ent Record Specialist I ent Record Specialist II ent Record Specialist II ent Record Specialist Journey Level Confidential I Technician II I Technician Apprentice I Technician Apprentice I Technician Foreman/Woman Light I Technician Foreman/Woman Light On Call	12 6 6 6 6 6 F 12 12 12 N/ N/ N/ 12 12 12 48	PAS0066A	\$132,080.00 \$22.70 \$24.89 \$27.30 \$31.51 \$37.25 \$78,686.40 \$98,217.60 \$111,092.80 \$119,641.60 \$132,080.00	\$25.50 \$27.97 \$32.32	\$26.19 \$28.65 \$33.13	\$26.82 \$29.38 \$33.95	\$27.50 \$30.12	\$28.22 \$30.85	\$28.91 \$31.67	\$29.65	\$30.37	\$179,275.20 Annual Hourly Hourly	ly 12/16/2023 y 12/16/2023 y 12/16/2023 y 12/16/2023
50051624   Documer   50051625   Documer   50081394   Drafting   50081394   Drafting   500115039   Economi   50081394   Drafting   500115039   Economi   50051622   Economi   50051623   Economi   50051623   Economi   50051636   Economi   50051646   Educatio   50051646   Educatio   50051646   Educatio   50051646   Educatio   5008279   Electrical   5008279   Electrical   5008279   Electrical   5009279   Electrical   50091648   Electrical   50051648   Electrical   50095940   Electrical   50095940   Electrical   50095950   Electrical   50051661   Electrical   50051662   Electrical   50051663   Emerger   50164527   End Use   50131802   Energy   50131802   Energy   50131803   Energy	ent Record Specialist I ent Record Specialist II ent Record Specialist II ent Record Specialist II ent Record Specialist II j Technician I j Technician II inc & Small Business Development Representative Entry Level inc & Small Business Development Representative II inc & Small Business Development Representative III inc & Small Business Development Representative III inc & Small Business Development Supervisor inc As Small Business Development Supervisor inc Development & Business Growth Specialist inc Development and Business Growth Manager inc Development Specialist inc Development Specialist in Development Specialist in Specialist in Technician in Field Consultant al Technician Apprentice in Technician Apprentice in Technician Foreman/Woman Light On Call al Technician Foreman/Woman Light On Call al Technician Foreman/Woman Uthl Class A	6 6 6 6 7 12 12 12 N/ N/ N/ 12 12 12 12 14 12 14 14 14 14 14 14 14 14 14 14 14 14 14	OSE0615A OSE0634B OSE0634B OSE0680A OSE0716A PAS00450 PAS00540 PAS00590 PAS00660 PAS00660 PAS00660 PAS00660	\$22.70 \$24.89 \$27.30 \$31.51 \$37.25 \$78,686.40 \$98,217.60 \$111,092.80 \$119,641.60 \$132,080.00	\$25.50 \$27.97 \$32.32	\$26.19 \$28.65 \$33.13	\$26.82 \$29.38 \$33.95	\$27.50 \$30.12	\$28.22 \$30.85	\$28.91 \$31.67	\$29.65	\$30.37	Hourly Hourly	y 12/16/2023 y 12/16/2023 y 12/16/2023
50051625 Docume 50090307 Docume 50090307 Docume 50093194 Drafting 50051642 Drafting 50051642 Drafting 50115039 Economi 50051822 Economi 50051823 Economi 50051823 Economi 50051823 Economi 50051823 Economi 50051826 Economi 50051646 Economi 50051646 Educatioi 50051645 Economi 50051645 Electrical 50098229 Electrical 50098229 Electrical 50098239 Electrical 50098249 Electrical 500982740 Electrical 500982740 Electrical 500982740 Electrical 500982740 Electrical 5009838 Electrical 50051647 Electrical 50051647 Electrical 50051648 Electricial 50051649 Electricial 50051649 Electricial 50051649 Electricial 50051640 Electricial 50051640 Electricial 50051641 Electricial 50051646 Electricial 50051646 Electricial 50051647 Electrical 50051648 Electricial 50051649 Electricial 50051647 Electrical	ent Record Specialist II ent Record Specialist Journey Level Confidential  ) Technician I  ) Technician I  ) Technician I  in & Small Business Development Representative Entry Level  nic & Small Business Development Representative II  nic & Small Business Development Representative III  nic & Small Business Development Sepresentative III  nic & Small Business Growth Specialist  nic Development & Business Growth Manager  nic Development Business Growth Manager  nic Development Specialist  al Technician I Specialist  al Technician Apprentice  al Technician Apprentice with hazmat  al Technician Foreman/Woman Light  al Technician Foreman/Woman Light On Call  al Technician Foreman/Woman With class A	6 6 6 6 F 12 12 12 N/ N/ N/ 12 12 12 12 14 12 14 14 15 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	OSE0634B CONF634A OSE0680A OSE0716A PAS00450 PAS00540 PAS00590 PAS0062B PAS00660 PAS00720 PAS00660 PAS00660	\$24.89 \$27.30 \$31.51 \$37.25 \$78,686.40 \$98,217.60 \$111,092.80 \$119,641.60 \$132,080.00	\$25.50 \$27.97 \$32.32	\$26.19 \$28.65 \$33.13	\$26.82 \$29.38 \$33.95	\$27.50 \$30.12	\$28.22 \$30.85	\$28.91 \$31.67	\$29.65	\$30.37	Hourly	y 12/16/2023 y 12/16/2023
5008307 Docume 50083194 Drafting 50083194 Drafting 5001842 Drafting 5001842 Drafting 5001852 Economi 50081823 Economi 50081823 Economi 50170332 Economi 5017032 Economi 5001846 Educatio 50098279 Electrical 50098279 Electrical 50098274 Electrical 50018143 Electrical 50018143 Electrical 50018149 Electrical 50018	ent Record Specialist Journey Level Confidential  Technician I  Technician Apprentice  Technician Foreman/Woman Light  Technician Foreman/Woman Light  Technician I  Technician Foreman/Woman Light  Technician I  Technician Foreman/Woman Light  Technician Foreman/Woman Light On Call  Technician Foreman/Woman Light  Technician Foreman/Woman With class A	6 6 6 F 12 12 12 N/ N/ N/ 12 12 12 14 12 14 14 15 16 16 17 17 18 18 18 18 18 18 18 18 18 18 18 18 18	CONF634A OSE0680A OSE0716A PAS0045O PAS0054O PAS0059O PAS0062B PAS0062B PAS0072O PAS0066O PAS0056O	\$27.30 \$31.51 \$37.25 \$78,686.40 \$98,217.60 \$111,092.80 \$119,641.60 \$132,080.00	\$27.97 \$32.32	\$28.65 \$33.13	\$29.38 \$33.95	\$30.12	\$30.85	\$31.67				12/16/2023
5008194 Drafting 5015039 Economi 50051642 Drafting 50115039 Economi 50051822 Economi 50051823 Economi 50051823 Economi 50137576 Economi 50137576 Economi 50137576 Economi 50051646 Educatio 501646 Educatio 501646 Eleutricia 50051654 Eleutricia 50051654 Eleutricia 50092739 Eleutricia 50092739 Eleutricia 50092739 Eleutricia 50092730 Eleutricia 50092730 Eleutricia 50091341 Eleutricia 50051648 Eleutricia 50051648 Eleutricia 50051649 Eleutricia 50051650 Eleutricia 50051651 Eleutricia 50051651 Eleutricia 50051652 Eleutricia 50051653 Eleutricia 50051654 Eleutricia	I Technician I   Technician I   Technician II   Technician II	6 6 F 12 12 12 N/ N/ N/ 12 12 12 14 12	OSE0680A OSE0716A PAS00450 PAS00540 PAS00590 PAS0062B PAS00660 PAS00720 PAS00660 PAS00660 PAS00560	\$31.51 \$37.25 \$78,686.40 \$98,217.60 \$111,092.80 \$119,641.60 \$132,080.00	\$32.32	\$33.13	\$33.95						Hourly	
50115039 Economi 50051822 Economi 50051820 Economi 50051800 Economi 50051803 Economi 50170332 Economi 50170332 Economi 50051646 Educatio 5001646 Educatio 5001646 Educatio 5001646 Educatio 50082029 Electrical 50092739 Electrical 50092739 Electrical 50092739 Electrical 50091431 Electrical 50051648 Electrical 50051648 Electrical 50051649 Electrical 50051649 Electrical 50051649 Electrical 50051640 Electrical 50051640 Electrical 50051640 Electrical 50051640 Electrical 50051640 Electrical 50051640 Electrical 50051640 Electrical 50051640 Electrical 50051650 Electrical 50051661 Electrical 50051662 Electrical 50051663 Electrical 50051663 Electrical 50051664 Electrical 50051664 Electrical 50051667 Electrical 50051667 Electrical 50051668 Electrical 50051668 Electrical 50051669 Electrical	nic & Small Business Development Representative Entry Level inic & Small Business Development Representative II inic & Small Business Development Representative III inic & Small Business Development Representative III inic & Small Business Development Supervisor Inic Development & Business Growth Specialist inic Development and Business Growth Manager inic Development Specialist on Specialist al Field Consultant al Technician al Technician Apprentice al Technician Apprentice al Technician Foreman/Woman Light al Technician Foreman/Woman Light al Technician Foreman/Woman Light al Technician Foreman/Woman Light On Call al Technician Foreman/Woman Light On Call al Technician Foreman/Woman With class A	F 12 12 12 N/ N/ N/ 12 12 12 48	PAS00450 PAS00540 PAS00590 PAS0062B PAS00660 PAS00720 PAS00660 PAS00560	\$78,686.40 \$98,217.60 \$111,092.80 \$119,641.60 \$132,080.00	\$38.17	\$39.13	\$40.12			\$36.58	\$37.52	\$38.48	Hourly	
50051822 Economi 50051823 Economi 50051823 Economi 50051823 Economi 50137576 Economi 50137576 Economi 50137576 Economi 50051645 Economi 50051645 Economi 50051645 Electrical 50051653 Electrical 50051653 Electrical 50051654 Electrical 50051654 Electrical 50051654 Electrical 50051654 Electrical 50092739 Electrical 50092740 Electrical 50092740 Electrical 50092740 Electrical 50091431 Electrical 50051648 Electrical 50051648 Electrical 50051648 Electrical 50051649 Electrical	nic & Small Business Development Representative II nic & Small Business Development Representative III nic & Small Business Development Supervisor nic Development & Business Growth Specialist nic Development and Business Growth Manager nic Development Specialist on Specialist al Field Consultant al Technician al Technician Apprentice al Technician Foreman/Woman Light al Technician Foreman/Woman Light on Call al Technician Foreman/Woman Light On Call al Technician Foreman/Woman Light On Call	12 12 12 N/ N/ N/ 12 12 12 48	PAS00540 PAS00590 PAS0062B PAS00660 PAS00720 PAS00660 PAS00560	\$98,217.60 \$111,092.80 \$119,641.60 \$132,080.00				\$41.11	\$42.15	\$43.20	\$44.30	\$45.41	Hourly	
50051590 Economi 50170332 Economi 50170332 Economi 50137576 Economi 50137576 Economi 50137576 Economi 50051646 Economi 50051646 Educatio 50051646 Educatio 50051646 Electrical 5008229 Electrical 5008279 Electrical 5008279 Electrical 5008279 Electrical 5008279 Electrical 50082740 Electrical 50082740 Electrical 50081649 Electrical 50016148 Electrical 50051649 Electrical 50051649 Electrical 50051640 Electrical 50051640 Electrical 50051650 Electricial 50059530 Electricial 50059530 Electricial 50051651 Electricial 50051664 Electricial 50051651 Electricial 50051663 Electricial 50051664 Electricial 50051651 Electricial 50051651 Electricial 50051652 Electricial 50133656 Electricial 50133656 Electricial 501313652 Electricial 50131652 Electricial 50131652 Electricial 50131653 Electricia	nic & Small Business Development Representative III nic & Small Business Development Supervisor nic Development & Business Growth Specialist nic Development & Business Growth Manager nic Development Specialist on Specialist al Feder Consultant al Technician Apprentice al Technician Apprentice al Technician Apprentice al Technician Foreman/Woman Light al Technician Foreman/Woman Light On Call al Technician Foreman/Woman Light On Call al Technician Foreman/Woman Light al Technician Foreman/Woman Light al Technician Foreman/Woman Light On Call al Technician Foreman/Woman With class A	12 N/ N/ N/ 12 12 12 48	PAS00590 PAS0062B PAS00660 PAS00720 PAS00660 PAS00560	\$111,092.80 \$119,641.60 \$132,080.00									\$104,187.20 Annual	
50051623   Economi   50170332   Economi   50170332   Economi   50137576   Economi   50137576   Economi   50051646   Economi   50051646   Educatio   50051646   Electrical   50051653   Electrical   50081249   Electrical   50092739   Electrical   50092739   Electrical   50092740   Electrical   50091431   Electrical   50051648   Electrical   50051648   Electrical   50051648   Electrical   50051648   Electrical   50051649   Electrical   50051651   Electrical   50051651   Electrical   50133656   Electrical   5013663   Electrical   5013663   Electrical   5013663   Electrical   501367   End Uses   50131802   Energy   50131803   Energy	nic & Small Business Development Supervisor  lic Development & Business Growth Specialist  inic Development and Business Growth Manager  nic Development Specialist  on Specialist  al Field Consultant  al Technician  al Technician Apprentice  al Technician Apprentice  al Technician Foreman/Woman Light  al Technician Foreman/Woman Light  al Technician Foreman/Woman Light  al Technician Foreman/Woman Light On Call  al Technician Foreman/Woman Light Consultant  al Technician Foreman/Woman With Class A	12 N/ N/ N/ 12 12 12 48	PAS0062B PAS00660 PAS00720 PAS00660 PAS00560	\$119,641.60 \$132,080.00									\$130,062.40 Annual \$147,201.60 Annual	
50170332 Economi 500137576 Economi 500137576 Economi 50051645 Economi 50051646 Education 50051646 Electrical 50051653 Electrical 50089229 Electrical 5009273 Electrical 5009273 Electrical 5009273 Electrical 50092740 Electrical 50091431 Electrical 50051647 Electrical 50051647 Electrical 50051648 Electrical 50051649 Electrical 50051649 Electrical 50051649 Electrical 50051640 Electrical 50051640 Electrical 50051641 Electrical 50051643 Electrical 50051643 Electrical 50051644 Electrical 50051645 Electrical 50051645 Electrical 50051651 Electrical 50051651 Electrical 50051652 Electrical 50131652 Electrical 50131653 Electrical	nic Development & Business Growth Specialist nic Development and Business Growth Manager nic Development Specialist on Specialist al Field Consultant al Technician al Technician Apprentice al Technician Apprentice al Technician Foreman/Woman Light On Call al Technician Foreman/Woman Light On Call al Technician Foreman/Woman Light On Call al Technician Foreman/Woman With class A	N/ N/ N/ 12 12 12 48	PAS00660 PAS00720 PAS00660 PAS00560	\$132,080.00									\$166,483.20 Annual	
50131802 Economi 50051642 Economi 50051645 Economi 50051645 Economi 50051646 Educatio 50140144 Electrical 50051653 Electrical 50051654 Electrical 50051654 Electrical 50092739 Electrical 50092739 Electrical 50092739 Electrical 50092740 Electrical 50091431 Electrical 50051649 Electrical 50051649 Electrical 50051649 Electrical 50051649 Electrical 50051649 Electrical 50051649 Electrical 50051650 Electrical 5009539 Electrical 5009539 Electrical 50051651 Electrical 50051651 Electrical 50051651 Electrical 50051651 Electrical 50051664 Electrical 50051664 Electrical 50051665 Electrical 50051665 Electrical 50051667 Electrical 50	nic Development and Business Growth Manager inc Development Specialist on Specialist al Field Consultant al Technician al Technician Apprentice al Technician Apprentice al Technician Apprentice with hazmat al Technician Foreman/Woman Light al Technician Foreman/Woman Light Con Call al Technician Foreman/Woman Light Con Call al Technician Foreman/Woman Light Con Call	N/ 12 12 12 12 48	PAS00660 PAS00560	\$153 099 00									\$174,928.00 Annual	
50051646 Educatio   50140144 Electrical   50081953 Electrical   5008229 Electrical   50089229 Electrical   50081953 Electrical   50098279 Electrical   50099277 Electrical   50099273 Electrical   50099274 Electrical   50092740 Electrical   50091431 Electrical   50016143 Electrical   50051644 Electrical   50051648 Electricial   50051649 Electrical   50051649 Electrical   50051649 Electrical   50051649 Electrical   50051649 Electrical   50051651 Electrical   50051651 Electrical   50051651 Electrical   50051651 Electrical   50051653 Emerger   50051664 Emerger   50120629 Emerger   50120629 Emerger   50120629 Emerger   50120629 Emerger   50131802 Energy A   50131803 Energy A   50131803 Energy A   50051664 Energer   50131803 Energy A   50131803 Energy A   50131803 Energy A   50131803 Energy A   50051664 Energer   50131803 Energy A   50051664 Energer   50131803 Energy A	on Specialist al Field Consultant al Technician al Technician Apprentice al Technician Apprentice al Technician Apprentice al Technician Foreman/Woman Light al Technician Foreman/Woman Light On Call al Technician Foreman/	12 12 12 48	PAS0056O	ψ100,000.0U									\$202,820.80 Annual	ly 12/16/2023
50140144 Electrical 50051653   Electrical 50089229   Electrical 50089229   Electrical 50051654   Electrical 500951654   Electrical 50092779   Electrical 50099277   Electrical 50099277   Electrical 50099279   Electrical 50091431   Electrical 50091431   Electrical 50051647   Electrical 50051649   Electrical 50051649   Electrical 50051649   Electrical 50051650   Electrical 5009639   Electrical 5009639   Electrical 5009639   Electrical 5009639   Electrical 5009639   Electrical 5003666   Electrical 50051664   Electrical 50051664   Electrical 50051664   Electrical 50051667   Electrical 5005167   Electr	al Field Consultant al Technician al Technician Apprentice al Technician Apprentice with hazmat al Technician Foreman/Woman Light al Technician Foreman/Woman Light On Call al Technician Foreman/Woman With class A	12 12 48		\$132,080.00									\$174,928.00 Annual	
50051653 Electrical 50089239 Electrical 50089299 Electrical 50092679 Electrical 50092679 Electrical 50092679 Electrical 50092739 Electrical 50092739 Electrical 50092739 Electrical 50092740 Electrical 50092740 Electrical 50091431 Electrical 50051647 Electrical 50051647 Electrical 50051648 Electrical 50051649 Electrical 50051649 Electrical 5009638 Electrical 5009638 Electrical 5009638 Electrical 5009638 Electrical 5009638 Electrical 50051651 Electrical 50051651 Electrical 50051664 Emerger 50120629 Emerger 50120629 Emerger 50120629 Emerger 50120629 Emerger 50120629 Emerger 50164527 End Uses 50131802 Energy 50131803 Energy A	al Technician al Technician Apprentice al Technician Apprentice with hazmat al Technician Foreman/Woman Light al Technician Foreman/Woman Light On Call al Technician Foreman/Woman With class A	12 48											\$136,697.60 Annual	
\$0089229 Electrical 50089229 Electrical 5009164 Electrical 5009167 Electrical 5009277 Electrical 50099277 Electrical 50099277 Electrical 50092739 Electrical 50092740 Electrical 50091431 Electrical 50120394 Electrical 50120394 Electrical 50051647 Electrical 50051649 Electrical 50051649 Electrical 50051649 Electrical 50051650 Electricial 50099538 Electricial 50099538 Electricial 5013656 Electrical 5013656 Electrical 5013656 Electrical 5013656 Electrical 50151651 Electrical 50151664 Electrical 50151651 Electrical 50151651 Electrical 50151652 Electrical 50151652 Electrical 50151652 Electrical 50151654 E	al Technician Apprentice al Technician Apprentice with hazmat al Technician Foreman/Woman Light al Technician Foreman/Woman Light On Call al Technician Foreman/Woman With class A	48	PAS0066O IBEW937E										\$174,928.00 Annual	
50051654 Electrical 50092679 Electrical 5009277 Electrical 50092739 Electrical 50092739 Electrical 50092740 Electrical 50092140 Electrical 50051647 Electricial 50051648 Electricial 50051648 Electricial 50051649 Electricial 50051650 Electricial 50099539 Electricial 50099639 Electricial 5009666 Electricial 50051661 Electricial 50051663 Emerger 50120629 Emerger 50164527 End Use 501184527 End Use 50131802 Engry	al Technician Apprentice with hazmat al Technician Foreman/Woman Light al Technician Foreman/Woman Light On Call al Technician Foreman/Woman With class A		IBEW937E	\$48.67	\$51.57	\$54.35	\$57.16	\$60.00	\$62.84	\$65.60	\$68.43	\$71.23	Hourly Hourly	
50092679 Electrical 50099277 Electrical 500992739 Electrical 50092740 Electrical 50092740 Electrical 50091431 Electrical 500191431 Electrical 50051647 Electrical 50051648 Electrical 50051660 Electrical 50059539 Electrical 50099539 Electrical 5009561 Electrical 50051651 Electrical 50051651 Electrical 50051664 Electrical 50051664 Electrical 50051667 Electrical 501051667 Electrical 501051667 Electrical 501067 Electrical 50107 E	al Technician Foreman/Woman Light al Technician Foreman/Woman Light On Call al Technician Foreman/Woman With class A		IBEW928C	\$49.94	\$52.84	\$55.62	\$58.43	\$61.27	\$64.11	\$66.87	\$69.87	\$72.50	Hourly	
\$5002739 Electrical 50092740 Electrical 50092740 Electrical 50092741 Electrical 50091431 Electrical 50120394 Electrical 50051648 Electrical 50051648 Electrical 50051648 Electrical 50051649 Electrical 50051650 Electrical 50099539 Electrical 50099539 Electrical 50099540 Electrical 50091651 Electrical 50051651 Electrical 50133656 Electrical 50051664 Emerger 50120629 Emerger 50120629 Emerger 50120629 Emerger 50120629 Emerger 50130856 Semerger 50130805 Energy 80130805 Energy 801318005 Energy 8013180	al Technician Foreman/Woman With class A	12	IBEW970A	\$85.79									Hourly	
50092740 Electrical 50091431 Electrical 50091431 Electrical 50120394 Electrical 50051647 Electricia 50051648 Electrical 50051649 Electrical 50099538 Electrical 50099539 Electrical 50099539 Electrical 5009566 Electrical 50051663 Emerger 50130866 Emerger 50120629 Emerger 50164527 End Uses 50131802 Energy A 50131802 Energy A		12	IBEW9700										Hourly	
5001431 Electrical 50120394 Electrical 50051647 Electrical 50051648 Electrical 50051649 Electricia 50051650 Electricia 50099538 Electricia 50099540 Electricia 500951651 Electricia 50051663 Emerger 50051664 Emerger 50120629 Emerger 50164527 End Uses 50131805 Energy A 50131802 Energy A	ar recrinician Foreman/woman with nazmat	12	IBEW970M	\$86.99 \$87.11									Hourly	
50120394 Electrical 50051647 Electrical 50051648 Electrical 50051649 Electrical 50051650 Electrical 50099538 Electrical 50099539 Electrical 50099540 Electrical 50051651 Electrical 50051663 Emerger 50120629 Emerger 50120629 Emerger 50120629 Emerger 50131802 Energy A	al Technician Subforeman/Woman	12 12	IBEW970N IBEW937F	\$87.11 \$80.78									Hourly Hourly	
50051647 Electricia 50051648 Electricia 50051649 Electricia 50051650 Electricia 50099538 Electricia 50099539 Electricia 50099539 Electricia 50051651 Electricia 50051663 Emerger 50051664 Emerger 50120629 Emerger 50120629 Emerger 50130305 Energy A 50131802 Energy A	al Test & Repair Specialist	12	IBEW939A	\$73.24									Hourly	
50051648 Electricia 50051649 Electricia 50051650 Electricia 50051650 Electricia 50099538 Electricia 50099540 Electricia 5009540 Electricia 50051651 Electricia 50051663 Emerger 50051664 Emerger 50120629 Emerger 50164527 End Uses 50131802 Energy		12	IBEW916A	\$62.81									Hourly	/ 12/16/2023
50051650 Electricia 50099538 Electricia 50099539 Electricia 50099540 Electricia 50051651 Electricia 50133656 Electricia 50051663 Emerger 50051664 Emerger 50120629 Emerger 50145427 End Uses 50131802 Energy A 50131803 Energy		48	IBEW880A		\$43.55	\$46.19	\$48.89	\$51.59	\$54.29	\$56.93	\$59.65		Hourly	/ 12/16/2023
50099538 Electricia 50099539 Electricia 50099540 Electricia 50051651 Electricia 50133656 Electricia 50051663 Emerger 50051664 Emerger 50120629 Emerger 50145427 End Uses 50131802 Energy A 50131803 Energy A	ian Apprentice with class A	48	IBEW880L	\$41.97	\$44.70	\$47.34	\$50.04	\$52.74	\$55.44	\$58.08	\$60.80		Hourly	
50099539 Electricia 50099540 Electricia 50051651 Electricia 50133656 Electricia 50051663 Emerger 50051664 Emerger 50120629 Emerger 5014527 End User 50131802 Energy A 50131803 Energy A	ian Apprentice with hazmat	48 12	IBEW880X IBEW941M	\$42.09 \$71.89	\$44.82	\$47.46	\$50.16	\$52.86	\$55.56	\$58.20	\$60.92		Hourly	/ 12/16/2023 / 12/16/2023
50099540 Electricia 50051651 Electricia 50031663 Electricia 50051663 Emerger 50051664 Emerger 50120629 Emerger 50164527 End User 50131802 Energy A 50131803 Energy A	ian Foreman/Woman Light With class A	12	IBEW941L	\$73.04									Hourly Hourly	
50051651 Electricia 50133656 Electricia 50051663 Emerger 50051664 Emerger 50120629 Emerger 50164527 End Uset 50131802 Energy A 50131803 Energy A	ian Foreman/Woman Light With hazmat	12	IBEW941X										Hourly	
50051663 Emerger 50051664 Emerger 50120629 Emerger 50164527 End User 50131802 Energy A 50131803 Energy A		12	IBEW916L	\$63.96									Hourly	
50051664 Emergen 50120629 Emergen 50164527 End User 50131802 Energy A 50131803 Energy A		12	IBEW916X										Hourly	
50120629 Emergen 50164527 End Use 50131802 Energy A 50131803 Energy A	ency Preparedness Specialist I	F	PAS00490										\$115,044.80 Annual	
50164527 End User 50131802 Energy A 50131803 Energy A	ency Preparedness Specialist II	12 12	PAS00560 PAS00620	\$103,188.80 \$119,641.60									\$136,697.60 Annual \$158,433.60 Annual	
50131802 Energy A 50131803 Energy A		12	PAS00820 PAS00390										\$89,980.80 Annual	
50131803 Energy A	Advisor Entry Level	F	PAS00450										\$104,187.20 Annual	ly 12/16/2023
50051666 Energy C		12	PAS00540										\$130,062.40 Annual	
	Coordinator Special Projects	12	PAS00710										\$197,891.20 Annual	
50131880 Energy S		6	OSE0725D	\$39.21	\$40.20	\$41.19	\$42.22	\$43.26	\$44.31	\$45.44	\$46.56	\$47.77	Hourly	
50131879 Energy S	Specialist Journey Trading Specialist Entry	6 F	OSE0753A PAS0043O		\$46.37	\$47.51	\$48.70	\$49.93	\$51.14	\$52.43	\$53.76	\$55.06	\$99,216.00 Annual	
	Trading Specialist Intermediate	F	PAS00520										\$123,843.20 Annual	
	Trading Specialist Journey	12	PAS0062O										\$158,433.60 Annual	
50090546 Engineer	ering Designer I	12	OSE0711B		\$37.33	\$38.27	\$39.22	\$40.21	\$41.19	\$42.22	\$43.27	\$44.36	Hourly	/ 12/16/2023
50083405 Engineer		12	OSE0745A	\$43.26	\$44.35	\$45.44	\$46.61	\$47.76	\$48.95	\$50.17	\$51.42	\$52.72	Hourly	
50083457 Engineer	ering Designer III	12 12	OSE0770A OSE0780A		\$52.72 \$59.63	\$54.02 \$61.12	\$55.40 \$62.67	\$56.78 \$64.23	\$58.19 \$65.82	\$59.64 \$67.46	\$61.12 \$69.16	\$62.67 \$70.90	Hourly	
50084126 Engineer 50051656 Engineer		12	PAS00560		φυθ.03	φυ1.12	φυ2.07	დს4.∠პ	φυυ.δ2	φυι.40	φυθ.10	\$10.90	\$136,697.60 Annual	
	ering Specialist ering Technician Entry Level	12	OSE0677A		\$35.00	\$35.87	\$36.77	\$37.70					Hourly	
50051658 Engineer	ering Technician Journey	12	OSE0714A	\$37.18	\$38.12	\$39.03	\$40.03	\$41.05	\$42.08	\$43.13	\$44.18	\$45.33	Hourly	/ 12/16/2023
50170773 Enterpris	ise Application Administrator Entry	F	PAS0052B										\$130,062.40 Annual	ly 12/16/2023
	ise Application Administrator Journey	12	PAS00590										\$147,201.60 Annual	
	ise Architect Entry Level ise Architect Journey Level	F 12	PAS00450 PAS00590										\$104,187.20 Annual	
	ise Architect Journey Level ise Operations Analyst Journey	12	PAS00590	\$111,092.80									\$147,201.60 Annual \$130.062.40 Annual	
	ise Performance Planning Coordinator Entry Level	F	PAS00340										\$104,187.20 Annual	
	ise Performance Planning Coordinator Journey	12	PAS00560										\$136,697.60 Annual	
	ise Risk Coordinator	12		\$119,641.60									\$158,433.60 Annual	
	ise Technology Analyst Intermediate	F	PAS00540										\$130,062.40 Annual	
	ise Technology Analyst Journey	12 F	PAS00590 PAS00540										\$147,201.60 Annual \$130.062.40 Annual	
50083823 Enterpris	ice Technology Developer Intermediate	12	PAS00540	\$98,217.60 \$111,092.80									\$130,062.40 Annual \$147,201.60 Annual	
50138415 Enterpris	ise Technology Developer Intermediate	F	PAS00350										\$104,187.20 Annual	
50138421 Enterpris	ise Technology Developer Journey	F	PAS0054O	\$98,217.60									\$130,062.40 Annual	ly 12/16/2023
50138422 Enterpris	ise Technology Developer Journey ise Technology Infrastructure Specialist Entry Level ise Technology Infrastructure Specialist Intermediate	12	PAS0059O	\$111,092.80									\$147,201.60 Annual	ly 12/16/2023
	ise Technology Developer Journey ise Technology Infrastructure Specialist Entry Level ise Technology Infrastructure Specialist Intermediate ise Technology Infrastructure Specialist Journey	F	PAS00490										\$115,044.80 Annual	
	ise Technology Developer Journey ise Technology Infrastructure Specialist Entry Level ise Technology Infrastructure Specialist Intermediate ise Technology Infrastructure Specialist Journey mental Health & Safety Specialist I		PAS00560	\$103,188.80 \$119,641.60									\$136,697.60 Annual \$158,433.60 Annual	
50051938 Environm 50051659 Equipme	ise Technology Developer Journey ise Technology Infrastructure Specialist Entry Level ise Technology Infrastructure Specialist Intermediate ise Technology Infrastructure Specialist Journey mental Health & Safety Specialist I mental Health & Safety Specialist I	12	PAS00620											
	ise Technology Developer Journey ise Technology Infrastructure Specialist Entry Level ise Technology Infrastructure Specialist Intermediate ise Technology Infrastructure Specialist Journey mental Health & Safety Specialist I mental Health & Safety Specialist II mental Health & Safety Specialist II	12	I IBEW858I	\$49.22										
50051661 Equipme	ise Technology Developer Journey ise Technology Infrastructure Specialist Entry Level ise Technology Infrastructure Specialist Intermediate ise Technology Infrastructure Specialist Journey mental Health & Safety Specialist I mental Health & Safety Specialist II mental Health & Safety Specialist II		IBEW858L IBEW864A	\$49.22 \$50.37									Hourly Hourly	12/16/2023



50051662 Equipment Testing Representative	6	OSE0735B	\$41.19	\$42.21	\$43.26	\$44.31	\$45.44	\$46.56	\$47.76	\$48.96	\$50.21		Hourly	12/16/2023
50083197 Equipment Testing Representative Assistant	6	OSE0695A	\$33.82	\$34.68	\$35.50	\$36.42	\$37.32	\$38.22	\$39.21	\$40.20	\$41.19		Hourly	12/16/2023
50088756 Executive Advisor	N/	EXECU01E		40	700.00	700	¥41.162	700	¥444	Ţ	<b>V</b>	\$477,422.40	Annually	12/16/2023
50092751 Executive Assistant Executive Office	N/	PAS00510	, , , , , , , ,									\$120,868.80	Annually	12/16/2023
50131624 Facilities Building & Grounds Supervisor	12	PAS00590	\$111,092.80									\$147,201.60		12/16/2023
50113660 Facilities Craft Supervisor 50099209 Facilities Custodian	12 12	PAS0062B IBEW792A	\$119,641.60 \$24.83	\$26.71	\$28.86	\$31.06						\$166,483.20	Annually Hourly	12/16/2023 12/16/2023
50051842 Facilities Electrical Foreman/Woman Light with class A	12	IBEW941L	\$73.04	Ψ20.71	ψ20.00	ψ31.00							Hourly	12/16/2023
50117605 Facilities Electrician Foreman/Woman Light	12	IBEW941M	\$71.89										Hourly	12/16/2023
50159122 Facilities Stationary Engineer Apprentice	12	IBEW851J	\$33.39	\$35.33	\$37.23	\$39.17	\$41.08	\$43.01	\$44.95	\$46.86	\$48.82		Hourly	12/16/2023
50159123 Facilities Stationary Engineer Apprentice Closed Classification	12	IBEW879F	\$39.29	\$41.57	\$43.82	\$46.11	\$48.36	\$50.63	\$52.91	\$55.15	\$57.44		Hourly	12/16/2023
50159225 Facilities Stationary Engineer Entry Level	12	IBEW872G IBEW937G	\$51.38 \$69.15										Hourly Hourly	12/16/2023 12/16/2023
50159124 Facilities Stationary Engineer Foremen/Woman Light 50159226 Facilities Stationary Engineer II	12	IBEW908A	\$60.46										Hourly	12/16/2023
50052152 Facilities Utility Crew Foreman/Woman	12	IBEW919M	\$45.97										Hourly	12/16/2023
50168952 Facilities Utility Crew Foreman/Woman Closed Classification	12	IBEW863M	\$53.53										Hourly	12/16/2023
50168954 Facilities Utility Crew Foreman/Woman with hazmat	12	IBEW919N	\$47.24										Hourly	12/16/2023
50168953 Facilities Utility Crew Foreman/Woman with hazmat Closed Classification 50093182 Fault Locator	12	IBEW863N IBEW941H	\$54.80 \$73.20										Hourly Hourly	12/16/2023 12/16/2023
50093183 Fault Locator with class A	12	IBEW941J	\$73.20										Hourly	12/16/2023
50101800 Field Support Technician with class A	12	IBEW888C	\$52.27	\$53.58	\$54.93	\$56.27							Hourly	12/16/2023
50083165 Financial Analyst Entry Level	F	PAS0043O	\$74,900.80									\$99,216.00	Annually	12/16/2023
50051681 Financial Analyst Journey Level	12	PAS00520										\$123,843.20	Annually	12/16/2023
50051683 Financing Specialist Closed Classification	12	PAS00490	\$86,819.20									\$115,044.80	Annually	12/16/2023
50083479   Fire Protection & Loss Control Specialist   50111032   Fleet Asset Coordinator	12	PAS00540 PAS00520										\$130,062.40 \$123,843.20	Annually Annually	12/16/2023 12/16/2023
50111036 Fleet Maintenance Scheduler	12	PAS00520	\$93,516.80									\$123,843.20	Annually	12/16/2023
50160529 Fleet Maintenance Supervisor	12	PAS0056C	\$103,188.80									\$147,201.60	Annually	12/16/2023
50051686 Forms Assistant	6	OSE0660A	\$28.50	\$29.17	\$29.93	\$30.66	\$31.41	\$32.17	\$32.98	\$33.82	\$34.68		Hourly	12/16/2023
50051687 Forms Technician	6	OSE0670D	\$29.93	\$30.66	\$31.41	\$32.17	\$32.98	\$33.82	\$34.68	\$35.50	\$36.42		Hourly	12/16/2023
50154335 Gardener 50051700 Gardener Closed Classification	12 12	IBEW877J IBEW848G	\$37.76 \$44.17	\$38.72 \$45.28	\$39.53 \$46.19								Hourly Hourly	12/16/2023 12/16/2023
50154336 Gardener with class A	12	IBEW877K	\$38.91	\$39.87	\$40.68								Hourly	12/16/2023
50051701 Gardener with class A Closed Classification	12	IBEW848L	\$45.32	\$46.43	\$47.34								Hourly	12/16/2023
50154337 Gardener with hazmat	12	IBEW877L	\$39.03	\$39.99	\$40.80								Hourly	12/16/2023
50051702 Gardener with hazmat Closed Classification	12	IBEW848X	\$45.44	\$46.55	\$47.46								Hourly	12/16/2023
50097100   Gas Control Technician     50124993   Gas Control Technician Apprentice	12 48	IBEW924A IBEW912E	\$65.35 \$42.60	\$45.40	\$48.22	\$51.02	\$53.85	\$56.62	\$59.44	\$62.24			Hourly Hourly	12/16/2023 12/16/2023
50113669 Gas Control Technician with class A	12	IBEW924L	\$66.50	ψ45.40	ψ40.22	\$31.0Z	\$55.65	ψ30.02	ψ35.44	ψ02.24			Hourly	12/16/2023
50051690 Gas Pipeline Fieldperson	12	IBEW873G	\$47.41	\$48.41	\$49.78	\$51.05	\$52.01						Hourly	12/16/2023
50096042 Generation Designer I	12	OSE0711B	\$36.42	\$37.33	\$38.27	\$39.22	\$40.21	\$41.19	\$42.22	\$43.27	\$44.36		Hourly	12/16/2023
50096043 Generation Designer II	12	OSE0745A	\$43.26	\$44.35	\$45.44	\$46.61	\$47.76	\$48.95	\$50.17	\$51.42	\$52.72		Hourly	12/16/2023
50096044 Generation Designer III 50096045 Generation Designer IV	12 12	OSE0770A OSE0780A	\$51.42 \$58.19	\$52.72 \$59.63	\$54.02 \$61.12	\$55.40 \$62.67	\$56.78 \$64.23	\$58.19 \$65.82	\$59.64 \$67.46	\$61.12 \$69.16	\$62.67 \$70.90		Hourly Hourly	12/16/2023 12/16/2023
50164498 Geographic Information Systems Analyst Entry	6	OSE0705A	\$35.50	\$36.42	\$37.32	\$38.22	\$39.21	\$40.21	\$41.19	\$42.21	\$43.27		Hourly	12/16/2023
50097650 Geographic Information Systems Analyst Journey	6	OSE0736A	\$41.96	\$43.00	\$44.10	\$45.20	\$46.33	\$47.44	\$48.66	\$49.88	\$51.10		Hourly	12/16/2023
50097651 Geographic Information Systems Analyst Journey	12	PAS0052O										\$123,843.20	Annually	12/16/2023
50110253 Geographic Information Systems Manager	12		\$125,694.40									\$166,483.20		12/16/2023
50051693 Government Affairs Representative II 50051694 Government Affairs Representative III	12 12	PAS00560 PAS00620										\$136,697.60 \$158.433.60	Annually Annually	12/16/2023 12/16/2023
50051692 Government Affairs Representative Entry Level	F	PAS00470	\$82,700.80									\$109,470.40	Annually	12/16/2023
50130986 Graduate Intern	N/	PAS00410	\$71,302.40									\$94,411.20	Annually	12/16/2023
50051698 Graphic Artist	6	OSE0699A	\$34.30	\$35.18	\$36.06	\$37.01	\$37.92	\$38.95	\$39.91	\$40.95	\$41.97		Hourly	12/16/2023
50052175 Hazard Waste Foreman/Woman Light	12	IBEW912G	\$61.97										Hourly	12/16/2023
50052176   Hazard Waste Foreman/Woman Light with class A   50055201   Hazard Waste Technician	12 12	IBEW915B IBEW874H	\$63.10 \$31.87	\$33.30	\$44.75	\$45.36	\$46.84	\$48.35	\$50.10	\$52.57			Hourly Hourly	12/16/2023 12/16/2023
50119981 Hazard Waste Technician On Call	12	IBEW886A	\$31.87 \$55.26	φυυ.υυ	Ф44./Э	φ40.30	φ40.04	φ40.30	φου.10	φυ2.51			Hourly	12/16/2023
50083169 Hazard Waste Technician with class A	12	IBEW878A	\$53.72										Hourly	12/16/2023
50052177 Hazardous Waste Foreman/Woman Light with hazmat	12	IBEW915X	\$63.24										Hourly	12/16/2023
50052178 Hazardous Waste Technician with hazmat	12	IBEW878X	\$53.84										Hourly	12/16/2023
50154338 Head Gardener 50051703 Head Gardener Closed Classification	12	IBEW919D IBEW863A	\$42.55 \$49.76										Hourly Hourly	12/16/2023 12/16/2023
50154339 Head Gardener closed classification 50154339 Head Gardener with class A	12	IBEW863A IBEW919F	\$49.76										Hourly	12/16/2023
50051704 Head Gardener with class A Closed Classification	12	IBEW863L	\$50.91										Hourly	12/16/2023
50154340 Head Gardener with hazmat	12	IBEW919G	\$43.82										Hourly	12/16/2023
50051705 Head Gardener with hazmat Closed Classification	12	IBEW863X	\$51.03										Hourly	12/16/2023
50083171 Heavy Duty Equipment Operator	12	IBEW893F	\$57.62	¢20.00	£40.00	644.05	647.00	£40.70	¢50.00	\$EA 74			Hourly	12/16/2023
50051706   Heavy Duty Equipment Operator Apprentice   50092744   Heavy Duty Equipment Operator Foreman/Woman Light	48 12	IBEW877A IBEW922L	\$37.44 \$65.89	\$39.89	\$42.39	\$44.85	\$47.29	\$49.78	\$52.23	\$54.71			Hourly Hourly	12/16/2023 12/16/2023
50099278 Heavy Duty Equipment Operator Foreman/Woman Light On Call	12	IBEW937G	\$69.15										Hourly	12/16/2023
50092746 Heavy Duty Equipment Operator Foreman/Woman light with class A	12	IBEW923A	\$67.04										Hourly	12/16/2023
50092747 Heavy Duty Equipment Operator Foreman/Woman light with hazmat	12	IBEW923B	\$67.16										Hourly	12/16/2023
50051707 Heavy Duty Equipment Operator with class A	12	IBEW898E	\$58.77										Hourly	12/16/2023
50051708   Heavy Duty Equipment Operator with class hazmat   50109882   Help Desk Specialist Entry Level Closed Classification	12	PAS0052O	\$58.89 \$93,516.80									\$123,843.20	Hourly Annually	12/16/2023 12/16/2023
50051709 Help Desk Specialist Entry Level Closed Classification	12	PAS00540	\$98,217.60									\$123,843.20	Annually	12/16/2023
51000003 High Voltage Electrician	12	IBEW921H	\$65.00									,	Hourly	12/16/2023
			41000	41-4-	0.17.04	650.00	\$53.40	\$56.19	<b>650.00</b>	\$61.74			Hourly	12/16/2023
51000000 High Voltage Electrician Apprentice 51000001 High Voltage Electrician Apprentice with Class A	48 48	IBEW918A IBEW918B	\$42.25 \$43.40	\$45.07 \$46.22	\$47.81 \$48.96	\$50.60 \$51.75	\$53.40	\$57.34	\$58.92 \$60.07	\$62.89			Hourly	12/16/2023



State   Continue   C	51000002 High Voltage Electrician Apprentice with Hazmat	48	IBEW918C	\$43.52	\$46.34	\$49.08	\$51.87	\$54.67	\$57.46	\$60.19	\$63.01			Hourly	12/16/2023
Second Company of Co					\$40.34	\$49.08	\$51.87	\$54.67	\$57.46	\$60.19	\$63.01			,	12/16/2023
George   Company Contage   C														,	12/16/2023
Security Company Com				\$41.02	\$43.76	\$46.42	\$49.13	\$51.84	\$54.55	\$57.20	\$59.94			Hourly	1/26/2023
March   Processes Angle Birdy	61000001 High Voltage Test Apprentice		IBEW918A	\$42.25	\$45.07	\$47.81	\$50.60	\$53.40	\$56.19	\$58.92	\$61.74			Hourly	12/16/2023
Section   Processor Angle Johns   Processor Angle Jo															12/16/2023
CONTRIBUTION   CONT															12/16/2023
Decompose   Process   Pr					£27.20	620.24	620.24	£40.2E	C41 24	£40.42	¢42 E4	644.60	\$130,062.40		12/16/2023
Second   1975					\$37.30	\$36.34	\$39.34	\$40.35	\$41.34	\$42.43	\$43.51	\$44.02			12/16/2023 12/16/2023
															12/16/2023
															12/16/2023
Section   Sect															12/16/2023
Comment   Comm	50051714 Hydro Electrician Foreman/Woman Light with hazmat	12	IBEW940C	\$75.67											12/16/2023
Screen															12/16/2023
															12/16/2023
															12/16/2023
Section   Processing   Section   S															12/16/2023 12/16/2023
Section   Programmer   Forman Name   Programmer   Progr															12/16/2023
															12/16/2023
Section   Principle   Section   Se				\$73.24										Hourly	12/16/2023
S089177  Hydro Alexander Forman-Woman Light with Nazowal   12   869-W377, \$73.6   2   44.0   54.0   56.0   55.2   6   56.5   5	50051721 Hydro Mechanic Foreman/Woman Light with class A	12		\$70.30										Hourly	12/16/2023
SIGNASA Private Properties Control Constitution   12   BENVISCO   \$42.34   \$43.33   \$48.15   \$59.00   \$50.76   \$50.21   \$50.00   \$50.00   \$50.76   \$50.00	50051722 Hydro Mechanic Foreman/Woman Light with hazmat														12/16/2023
Model   Properties   Control				T	045.55	040.15	050.00	050 70	050.70	0.00	000 17				12/16/2023
S0514546   Print Comment Agreement with Internal Crossed Classed Consequence with Internal Con					+					+					12/16/2023
															12/16/2023 12/16/2023
S0154367   Prigot Operator Apparetion with Instanced Consendication								40			+				12/16/2023
S005172  Hydro Coperate Appendent Owner Consect Classification															12/16/2023
BOST   Type   Section   Type   Type   Section   Type														,	12/16/2023
S011480   Injury Control Foreman/Woman with Glass A Closed Classification   12   BEWW1915   373-07		12		\$66.93										Hourly	12/16/2023
Section   Program   Prog	50154348 Hydro Operator Foreman/Woman														12/16/2023
Solidary   Production   Production   12   BENVING   St. 17   St. 18   St.	50114860 Hydro Operator Foreman/Woman Closed Classification														12/16/2023
S005172   hydro Coperator Win class A   12   SEW/WSAB   566.87															12/16/2023
Gootstrap   Typer Contenant/Yourname   12   BEFWASE   \$73.63   \$35.35   \$55.35   \$35.72   \$41.06   \$44.05   \$44.05   \$44.86   \$48.82   Hourly   12   \$12.00   \$12.0															12/16/2023
Settlemann	50051725 Hydro Overbaul Foreman/Moman														12/16/2023 12/16/2023
Septions					\$35.33	\$37.23	\$39.17	\$41.08	\$43.01	\$44.95	\$46.86	\$48.82			12/16/2023
BEMPORD   Stationary Engineer Journey Level with Class C-Hazmat   12   BEMPORD   Stationary Engineer Journey Level with hazmat   Stationary Engineer Journey Level					ψ00.00	ψ01.20	Q00.17	Ψ1.00	ψ+0.01	ψ44.55	ψ+0.00	ψ+0.02			12/16/2023
BEMYORD   12   BEMYORD   13   13   13   13   13   13   13   1															12/16/2023
Section   Hydro Stationary Engineer SubforemanN/Waman Light   12   BEW/W221   \$86.09		12	IBEW908K	\$61.21										Hourly	12/16/2023
Section   Stationary Engineer SubforeamAWman Light   12   BEW8376   \$9.91.5															12/16/2023
\$109.470.04   \$109.470.04   \$109.470.04   \$109.470.04   \$100.470.04   \$109.470.04   \$100.470.04				400.00											12/16/2023
50051734   hydrographer Journey															12/16/2023
															12/16/2023
6005E910H   Image Production Postal Service Specialist   6	50051734 Hydrography Specialist				\$45.44	\$46.56	\$47.76	\$48.05	\$50.20	¢51.42	¢52.73	\$54.02	\$130,097.00		12/16/2023
50052011   Image Production Postal Service Specialist   6   OSE6067A   S27.99   \$28.70   \$29.93   \$30.16   \$30.94   \$31.70   \$32.50   \$33.30   \$34.15   \$1.10   \$1.2															12/16/2023
50055051   mage Production Postal Service Specialist III   6   OSE00700   \$29.93   \$30.66   \$31.41   \$32.17   \$32.98   \$33.82   \$34.68   \$35.50   \$36.42   \$4.00147   \$12.00	50052101 Image Production Postal Service Specialist II							\$30.94				\$34.15			12/16/2023
Section   Sect	50052051 Image Production Postal Service Specialist III	6	OSE0670D		\$30.66	\$31.41	\$32.17	\$32.98	\$33.82	\$34.68	\$35.50	\$36.42			12/16/2023
S0051743   Information Technology Austreas Relationship Management Analyst   12   PAS00560   S110,318.80														Annually	12/16/2023
S0051742   Information Technology Brousness Relationship Management Analyst   12   PA\$005050   \$111,092.80															12/16/2023
50051747   Information Technology Project Manager   12   PA\$006540   \$82,217.60   \$132,080.00   \$174,928.00   \$114,928.00   \$174,928.00   \$1															12/16/2023
S0051748   Information Technology Project Manager   12   PAS00660   \$132,080.00   \$132,080.00   \$174,928.00   Annually   12   50162765   Information Technology Supervisor   12   REV938A   \$132,080.00   \$132,080.00   \$132,080.00   \$174,928.00   Annually   12   50162765   Information Technology Technician   6   OSE0680B   \$31.41   \$32.17   \$32.98   \$33.82   \$34.68   \$35.50   \$36.42   \$37.33   \$38.23   Hourly   12   S0164713   Instructor   S0143123   Insurance Program Manager   12   PAS00640   \$126,694.40   \$166,483.20   Annually   12   FAS00220   Interactive Voice Response Coordinator   12   PAS0040   \$98,217.60   \$130,062.40   Annually   12   S0093226   Internal Auditor Entry Level   FAS0040   \$98,217.60   \$130,062.40   Annually   12   S00161743   Internal Auditor Internal Aud															12/16/2023 12/16/2023
S0051749   Information Technology Supervisor													V		12/16/2023
S0162765   Information Technology Technician   6   OSE06808   \$31.41   \$32.17   \$32.98   \$33.82   \$34.68   \$35.50   \$36.42   \$37.33   \$38.23   Hourly   12   S0051743   Instructor   12   PA5000640   \$125.694.40   S166.483.20   Annually   12   S0051743   Instructor   12   PA500640   \$125.694.40   S166.483.20   Annually   12   S0051744   Internal Auditor Journey   12   PA500540   \$98.217.60   S130.062.40   Annually   12   S0051745   Internal Auditor Journey   12   PA500540   \$98.217.60   S130.062.40   Annually   12   S0051745   Internal Auditor Journey   12   PA500540   \$98.217.60   S130.062.40   Annually   12   S0051745   Internal Auditor Journey   12   PA500540   \$98.217.60   S130.062.40   Annually   12   S0051745   Internal Auditor Journey   12   PA500540   \$98.217.60   S130.062.40   Annually   12   S0050678   Labor Relations Analyst Latry Level   F PA500540   \$98.217.60   S130.062.40   Annually   12   S0050678   Labor Relations Analyst Journey Level   12   PA500540   \$98.217.60   S130.062.40   Annually   12   S0050678   Labor Relations Analyst Journey Level   12   PA500540   \$98.217.60   S130.062.40   Annually   12   S0050678   Labor Relations Analyst Journey Level   12   PA500540   \$98.217.60   S130.062.40   Annually   12   S0050678   Labor Relations Analyst Journey Level   12   PA500540   \$98.217.60   S130.062.40   Annually   12   S0050678   Annually   12   S0050678   Annually   12   S0050678   Annually   12															12/16/2023
S0051743   Instructor	50162765 Information Technology Technician				\$32.17	\$32.98	\$33.82	\$34.68	\$35.50	\$36.42	\$37.33	\$38.23	Ç,525.00		12/16/2023
Solidation   Sol					,										12/16/2023
S0092220   Interactive Voice Response Coordinator   12   PAS00540   598,217.60     \$130,062.40   Annually   12   50051744   Internal Auditor Entry Level   F   PAS00540   598,217.60     \$130,062.40   Annually   12   50051744   Internal Auditor Journey   12   PAS00540   598,217.60     \$130,062.40   Annually   12   50051745   Inventory Technician   6   OSE0095A   \$33,32   \$34.68   \$35.50   \$36.42   \$37.32   \$38.22   \$39.21   \$40.20   \$41.19     \$104,187.20   Annually   12   50086678   Labor Relations Analyst Entry Level   12   PAS00540   \$98,217.60   \$130,062.40   Annually   12   50086678   Labor Relations Analyst Journey Level   12   PAS00540   \$98,217.60   \$130,062.40   Annually   12   50083228   Land Agent A   6   OSE0725A   \$30.66   \$31.39   \$32.17   \$32.98   S36.22   \$37.32   \$38.23   S38.23   S38.		12	PAS0064O	\$125,694.40											12/16/2023
50051744   Internal Auditor Journey   12   PAS00540   \$88,217.60   \$130,062.40   Annually   12   50051745   Inventory Technician   6   OSE0695A   \$33.82   \$34.68   \$35.50   \$36.42   \$37.32   \$38.22   \$39.21   \$40.20   \$41.19   Annually   12   5006678   Labor Relations Analyst Entry Level   12   PAS00540   \$98,217.60   \$104,187.20   Annually   12   50086678   Labor Relations Analyst Journey Level   12   PAS00540   \$98,217.60   \$130,062.40   Annually   12   50083228   Land Agent A   6   OSE0725A   \$30.66   \$31.39   \$32.17   \$32.98	50092220 Interactive Voice Response Coordinator	12	PAS0054O	\$98,217.60									\$130,062.40	Annually	12/16/2023
S001745   Inventory Technician   6		_													12/16/2023
50096950   Labor Relations Analyst Entry Level					007.55	007.70	000 10	007.00	000.00	000 01	046.55	041.10	\$130,062.40		12/16/2023
S0086678   Labor Relations Analyst Journey Level   12   PAS00540   \$88,217.60   \$130,062.40   Annually   12   50083228   Land Agent A   6   OSE0725A   \$30.66   \$31.39   \$32.17   \$32.98					\$34.68	\$35.50	\$36.42	\$37.32	\$38.22	\$39.21	\$40.20	\$41.19	6104 197 00		12/16/2023 12/16/2023
S0083228   Land Agent A   6   OSE0725A   \$30.66   \$31.39   \$32.17   \$32.98		_													12/16/2023
50083227   Land Agent B   6   OSE0725B   \$33.82   \$34.68   \$35.50   \$36.42   \$37.32   \$38.23					\$31.39	\$32 17	\$32.98						\$130,002.40		12/16/2023
S0051757   Land Agent C   S0051757   Land Agent C   S0051757   Land Agent C   S0051757   Land Agent C   S0051757   Land Recreation & Ecological Specialist   12   PAS00590   \$107,848.00   \$142,916.80   \$142,916.	50083227 Land Agent B							\$37.32	\$38.23						12/16/2023
50136479   Land Recreation & Ecological Specialist   12   PAS00590   \$107,848.00   \$112,916.80   Annually   87,50136479   Land Recreation & Ecological Specialist   12   PAS00590   \$111,092.80   \$147,201.60   Annually   12,50083229   Land Specialist Entry   F   PAS0043B   \$72,716.80   \$104,187.20   Annually   60,50083229   Land Specialist Entry   F   PAS0043B   \$74,900.80   \$104,187.20   Annually   12,50051758   Land Specialist Journey   12   PAS0052B   \$90,792.00   \$1526,276.80   Annually   12,50051758   Land Specialist Journey   12   PAS0052B   \$93,516.80   \$130,062.40   \$130,062.40   \$130,062.40   \$130,062.40   \$136,697.60   Annually   12,500600   \$136,697.60   \$133,697.60   \$133,697.60   Annually   12,500600   \$133,697.60   \$133,										\$45.44	\$46.56	\$47.77			12/16/2023
S0136479   Land Recreation & Ecological Specialist   12   PAS00590   \$111,092.80   \$147,201.60   Annually   12   50083229   Land Specialist Entry   F   PAS00438   \$72,716.80   \$101,150.40   Annually   60   50083229   Land Specialist Entry   F   PAS00438   \$74,900.80   \$101,150.40   Annually   61   61   61   61   61   61   61   6	50136479 Land Recreation & Ecological Specialist	12	PAS0059O	\$107,848.00										,	8/21/2023
50083229 Land Specialist Entry         F         PAS0043B         \$74,900.80         \$104,187.20         Annually         12/50051758 Land Specialist Journey         12/PAS0052B         \$90,792.00         \$126,276.80         Annually         6/6         Annually         12/PAS0052B         \$93,516.80         \$130,062.00         \$130,063.00         Annually         12/PAS0052B         \$93,516.80         \$130,069.60         Annually         12/PAS0056D         \$103,188.80         \$136,697.60         Annually         12/PAS0056D         \$103,188.80         \$136,697.60         Annually         12/PAS0056D         \$103,188.80         \$136,697.60         Annually         12/PAS0056D         \$103,188.80         \$102,007.00 <td< td=""><td>50136479 Land Recreation &amp; Ecological Specialist</td><td>12</td><td></td><td>\$111,092.80</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>\$147,201.60</td><td>Annually</td><td>12/16/2023</td></td<>	50136479 Land Recreation & Ecological Specialist	12		\$111,092.80									\$147,201.60	Annually	12/16/2023
50051758 Land Specialist Journey         12         PAS0052B         \$90,792.00         \$126,276.80         Annually         6/           50051758 Land Specialist Journey         12         PAS0052B         \$93,516.80         \$130,062.40         Annually         12/           50126010 Land Surveyor         12         PAS00560         \$130,188.80         \$133,697.60         Annually         12/															6/3/2023
50051758 Land Specialist Journey         12         PAS0052B         \$93,516.80         \$130,062.40         Annually         12/           50126010 Land Surveyor         12         PAS00560         \$103,188.80         \$136,697.60         Annually         12/				<b>4,</b>											12/16/2023
50126010 Land Surveyor 12 PAS00560 \$103,188.80 \$136,697.60 Annually 12/															6/3/2023
															12/16/2023 12/16/2023
	50051756 Law Clerk	12	CONF300A	\$33.99	\$34.81	\$35.70							\$150,081.0U	Hourly	12/16/2023
		12			ψ0 F.0 I	ψ55.70									12/17/2022



50162418 Lead Distribution System Operator 50101752 Lead Office Technician	12	OSE0688A	\$94.07 \$32.91	\$33.73	\$34.57	\$35.46	\$36.31	\$37.23	\$38.17	\$39.13	\$40.11		Hourly Hourly	12/16/2023 12/16/2023
50101752 Lead Office Technician 50119427 Lead Office Technician Confidential	6	CONF688A	\$35.49	\$36.38	\$34.57	\$35.46	\$39.18	\$37.23 \$40.17	\$41.19	\$42.18	\$40.11		Hourly	12/16/2023
61000002 Lead Telecomm Technician	12	IBEW933A	\$73.87	ψου.σο	ψ07.01	ψ00.20	ψ03.10	ψ+0.17	Ψ1.13	Ψ42.10	\$40.20		Hourly	2/10/2023
61000002 Lead Telecomm Technician	12	IBEW933A	\$76.09										Hourly	12/16/2023
50051760 Lead Tool Repairer	12	IBEW922I	\$65.09										Hourly	12/16/2023
50165758 Lead Utility Compliance Specialist	12	IBEW828K	\$47.55										Hourly	12/16/2023
50154184 Lead Vehicle Mechanic	12	IBEW888D	\$54.65 \$59.59										Hourly	12/16/2023
50051761 Lead Vehicle Mechanic Closed Classification 50154185 Lead Vehicle Mechanic with class A	12	IBEW904B IBEW888D	\$59.59 \$54.58										Hourly Hourly	12/16/2023
50051762 Lead Vehicle Mechanic with class A Closed Classification	12	IBEW909D	\$60.74										Hourly	12/16/2023
50154186 Lead Vehicle Mechanic with hazmat	12	IBEW888H	\$55.92										Hourly	12/16/2023
50051763 Lead Vehicle Mechanic with hazmat Closed Classification	12	IBEW909X	\$60.86										Hourly	12/16/2023
50164311 Lead Vehicle Mechanic with hazmat Fresh Pond	12	IBEW904A	\$59.63										Hourly	12/16/2023
50164525 Lead Vehicle Mechanic with hazmat Fresh Pond Closed Classification	12	IBEW922A	\$65.04										Hourly	12/16/2023
50160076 Learning and Development Specialist Entry Level	12	PAS00450 PAS00540										\$104,187.20 \$130,062.40	Annually Annually	12/16/2023 12/16/2023
50160077 Learning and Development Specialist Journey 50169820 Legal Analyst	12	PAS00540										\$123,843.20	Annually	12/16/2023
50090306 Legal Assistant Confidential	6	CONF706A	\$37.93	\$38.87	\$39.87	\$40.91	\$41.95	\$43.01	\$44.13	\$45.24	\$46.41	ψ120,040.20	Hourly	12/16/2023
50133108 Legislative & Regulatory Coordinator Closed Classification	12	PAS0072O		,,,,,								\$202,820.80	Annually	12/16/2023
50153089 Legislative & Regulatory Program Manager	N/	PAS00690										\$188,323.20	Annually	12/16/2023
50083472 Line Construction Foreman/Woman	12	IBEW976D	\$92.02										Hourly	12/16/2023
50083473 Line Construction Foreman/Woman with class A 50083474 Line Construction Foreman/Woman with hazmat	12	IBEW976C IBEW976X	\$93.17 \$93.29										Hourly Hourly	12/16/2023 12/16/2023
50154187 Line Equipment Operator Assistant with class A	12	IBEW976X IBEW795A	\$93.29	\$30.54	\$32.81	\$34.98	\$37.42						Hourly	12/16/2023
50128409 Line Equipment Operator Assistant with class A Closed Classification	12	IBEW830L	\$34.77	\$36.31	\$39.01	\$41.61	\$44.41						Hourly	12/16/2023
50154188 Line Equipment Operator with class A	12	IBEW862D	\$56.16										Hourly	12/16/2023
50106535 Line Equipment Operator with class A Closed Classification	12	IBEW898B	\$58.77										Hourly	12/16/2023
50169850 Line Equipment Operator with Crane and class A	12	IBEW862G	\$57.11										Hourly	12/16/2023
50169884 Line Equipment Operator with Crane and class A Closed Classification 50169852 Line Equipment Operator with Crane and hazmat	12 12	IBEW898D IBEW862F	\$59.72 \$57.23										Hourly Hourly	12/16/2023 12/16/2023
50154140 Line Equipment Operator with Crane and nazmat	12	IBEW862F	\$57.23 \$56.28										Hourly	12/16/2023
50108451 Line Equipment Operator with hazmat Closed Classification	12	IBEW862H	\$58.89										Hourly	12/16/2023
50051767 Line Foreman/Woman Light	12	IBEW965R	\$86.45										Hourly	12/16/2023
50051768 Line Foreman/Woman Light with class A	12	IBEW965C	\$87.60										Hourly	12/16/2023
50142318 Line Inspector I	12	IBEW933A	\$76.09										Hourly	12/16/2023
50156652 Line Inspector I with class A	12	IBEW933C	\$77.23										Hourly	12/16/2023
50108831 Line Inspector II 50114932 Line Inspector II with class A	12	IBEW941R IBEW941D	\$81.25 \$82.40										Hourly	12/16/2023
50051770 Line Sub Foreman/Woman	12	IBEW941D											Hourly Hourly	12/16/2023 12/16/2023
50051771 Line Sub Foreman/Woman with class A	12	IBEW941D	\$82.40										Hourly	12/16/2023
50083463 Lineman/Woman	12	IBEW933A	\$76.09										Hourly	12/16/2023
50083460 Lineman/Woman Apprentice	49	IBEW922R	\$49.47	\$52.73	\$55.98	\$59.25	\$62.47	\$65.75	\$69.03	\$72.29			Hourly	12/16/2023
50083461 Lineman/Woman Apprentice with class A	49	IBEW922C	\$50.62	\$53.88	\$57.13	\$60.40	\$63.62	\$66.90	\$70.18	\$73.44			Hourly	12/16/2023
50083462 Lineman/Woman Apprentice with hazmat 50083464 Lineman/Woman with class A	49 12	IBEW922Z IBEW933C	\$50.74 \$77.23	\$54.00	\$57.25	\$60.52	\$63.74	\$67.02	\$70.30	\$73.56			Hourly Hourly	12/16/2023
50083465 Lineman/Woman with hazmat	12	IBEW933X	\$77.35										Hourly	12/16/2023
50136767 Lineman/Woman with helicopter	12	IBEW933Y	\$79.89										Hourly	12/16/2023
50154416 Maintenance Carpenter	12	IBEW865A	\$51.38										Hourly	12/16/2023
50154417 Maintenance Carpenter Apprentice	48	IBEW851E	\$32.82	\$34.72	\$36.62	\$38.52	\$40.39	\$42.29	\$44.21	\$46.09	\$48.00		Hourly	12/16/2023
50083233 Maintenance Carpenter Apprentice Close Classification	48	IBEW879F	\$39.29	\$41.57	\$43.82	\$46.11	\$48.36	\$50.63	\$52.91	\$55.15	\$57.44		Hourly	12/16/2023
50051805 Maintenance Carpenter Closed Classification	12 12	IBEW908A IBEW901K	\$60.46 \$57.78										Hourly Hourly	12/16/2023 12/16/2023
50154459 Maintenance Carpenter Foreman/Woman Light 50115406 Maintenance Carpenter Foreman/Woman Light Closed Classification	12	IBEW901K IBEW937G	\$57.78 \$69.15										Hourly	12/16/2023
50154460 Maintenance Carpenter Potential/Worldan Light Closed Classification	12	IBEW887D	\$54.36										Hourly	12/16/2023
50051806 Maintenance Carpenter Subforeman/Woman Closed Classification	12	IBEW922I	\$65.09										Hourly	12/16/2023
50159375 Maintenance Carpenter with class A	12	IBEW872D	\$52.53										Hourly	12/16/2023
50116262 Maintenance Carpenter with class A Closed Classification	12	IBEW908L	\$61.61									0450 122 1	Hourly	12/16/2023
50103121 Maintenance Planner General Services 50103375 Maintenance Planner Power Production	12	PAS00620										\$158,433.60	Annually	12/16/2023
50112813 Maintenance Planner Power Production 50112813 Maintenance Planner Substation & Telecommunications	12		\$119,641.60 \$119.641.60									\$158,433.60 \$158,433.60	Annually Annually	12/16/2023 12/16/2023
50112702 Maintenance Planner Transmission & Distribution Line Assets	12	PAS00620										\$158,433.60	Annually	12/16/2023
50051784 Management Analyst Entry	F	PAS00410										\$94,411.20	Annually	12/16/2023
50051785 Management Analyst Journey	12	PAS00490	\$86,819.20									\$115,044.80	Annually	12/16/2023
50128042 Manager Account Management & Sales	12		\$149,344.00									\$197,891.20	Annually	12/16/2023
50052019 Manager Accounting & Assistant Controller	12		\$132,080.00 \$148,636.80									\$174,928.00		12/16/2023
61000003 Manager Asset Operations Power Generation 61000003 Manager Asset Operations Power Generation	12		\$148,636.80 \$153,088.00									\$316,097.60 \$325,582.40	Annually Annually	10/17/2023 12/16/2023
50051544 Manager Auditing	12		\$153,088.00									\$188,323.20	Annually	12/16/2023
50093079 Manager Business Performance & Optimization	12		\$149,344.00									\$197,891.20	Annually	12/16/2023
50052025 Manager Career Development & Learning	N/	PAS00690	\$142,188.80									\$188,323.20	Annually	12/16/2023
50140137 Manager Civil Engineering	12		\$153,088.00									\$202,820.80		12/16/2023
50169965 Manager Commodity and Operations Settlements	12		\$142,188.80									\$188,323.20		12/16/2023
50139537 Manager Community Development Outreach & Education 50170818 Manager Community Education and Technology	N/ 12		\$125,694.40 \$122,033.60									\$188,323.20 \$182,832.00	Annually Annually	12/16/2023 12/17/2022
50170818 Manager Community Education and Technology  50170818 Manager Community Education and Technology	12		\$122,033.60 \$125,694.40									\$182,832.00	Annually	12/17/2022
TBD Manager Compensation, Classification & Performance	N/		\$142,188.80									\$188,323.20	Hourly	12/16/2023
50126108 Manager Corporation Communications	12	PAS00660	\$132,080.00									\$174,928.00	Annually	12/16/2023
50166592 Manager Culture & Change	N/	PAS00690	\$142,188.80									\$188,323.20	Annually	12/16/2023



10001700   Resigner Content Operations   10   PASSORED   132,000.00								
								12/16/2023
\$6.00000   \$6.00000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.000000   \$6.0000000   \$6.0000000   \$6.0000000   \$6.0000000   \$6.0000000   \$6.0000000   \$6.0000000   \$6.0000000   \$6.0000000   \$6.00000000000000   \$6.000000000000000000000000000000000000	50091780 Manager Customer Experience Strategy							12/16/2023
September   Company   Co								12/16/2023 12/16/2023
Content   Company   Company   Company   Content   Cont	50160766 Manager Customer Value, Performance & Projects							12/16/2023
STATEST   December   Company   Com	50160085 Manager Cybersecurity					\$202.820.80 Annu	ually 1	12/16/2023
Company   Comp	50159037 Manager Digital User Experience						ually 1	12/16/2023
19-00000   19-000000   19-000000   19-000000   19-000000   19-000000   19-000000   19-000000   19-000000   19-000000   19-000000   19-000000   19-000000   19-000000   19-0000000   19-00000000   19-0000000   19-0000000   19-0000000   19-00000000   19-000000000000000000000000000000000000	50131011 Manager Distributed Energy Strategy							12/16/2023
								12/16/2023
Section   December	50160208 Manager Distribution Operations Engineering							12/16/2023 12/16/2023
\$2,000   \$	50140139 Manager Distribution System Operations							3/11/2023
Septical Hasquer Forentin Designation of The Forentin   Septical Property   Septical								12/16/2023
Screen   Description   Descr	50165511 Manager Economic Development & Partnership					\$202,820.80 Annu	ually 1	12/16/2023
2015/001  Marque Enterings								12/16/2023
Str.	50126016 Manager Electric Design & Standards							12/16/2023 12/16/2023
	50135736 Manager Emerging Technology							12/16/2023
5000175  Disease Energy Testing Accessed   12   A000700   1000000   1000000   1000000   1000000   1000000   1000000   1000000   1000000   1000000   1000000   1000000   100000000								12/16/2023
1939655 Manager Federical Partnerson   12								12/16/2023
Margaer Enterpore Printation								12/16/2023
	50134551 Manager Enterprise Performance							12/16/2023
	50119766 Manager Enterprise Prioritization 6100000 Manager Enterprise Strategy							12/16/2023 9/6/2023
Section   Processing   Proces			PAS00710	\$149,344.00				12/16/2023
	50143384 Manager Environmental Regulations	N/	PAS00720	\$153,088.00		\$202,820.80 Annu	ually 1	12/16/2023
1505-1866  Manager Frent Memoring   12   PASSOCES   120-2200	50100183 Manager Executive Office	1.07				\$147,201.60 Annu	ually 1	12/16/2023
\$112,552.00   Amenaph   \$12,552.00   Amenap	50051679 Manager Facilities Management					\$197,891.20 Annu	ually 1	12/16/2023
ST1650500   Manager Ferrance A Trissuary   12   PASSOSCO   ST10,000   ST10,								12/16/2023 8/12/2023
5015400   Manager France & Transes   5015400   Manager France & Transes   Section								12/16/2023
S0015025   Manager Feature Planting & Analysis   \$188,323.20   Analysis   \$182,323.20   Analys	50158480 Manager Finance & Treasury						ually 1	12/16/2023
50015149  Manager Can Peptine Assets	50051627 Manager Finance Planning & Analytics	12	PAS0069O	\$142,188.80		\$188,323.20 Annu	ually 1	12/16/2023
S0051490   Manager Can Pipeline Assets	50138557 Manager Fleet Operations					\$174,948.80 Annu	ually 1	12/16/2023
S008431   Manager Generation Maintenance   12   PASCORD   \$138,049.60								12/17/2022
50003493   Manager Generation Nantenance   12   PAS00702   \$153,088.00   \$227,088.00   \$202,080.00								12/16/2023 12/17/2022
\$20,282.00   \$20	50083431 Manager Generation Maintenance							12/16/2023
Self-98025   Manager Information Technology Strategy Planning & Governance   12   PASO0705   \$149,344.00   \$189,323.20   Annually   \$100,000   \$189,322.20   Annually   \$100,000   \$190,000								12/16/2023
	50051950 Manager Hydro Generation Assets							12/16/2023
50088129   Manager Innovation   N.   PAS0006C   \$12,080.0         \$188,322.0   Annually								12/16/2023
S0169490  Manager Learning & Development   12   PAS00690   \$142,188.80   \$150,232.00   Annually   \$0051995   Manager Market Research   12   PAS00690   \$142,188.80   \$150,232.00   \$150,0	50089120 Manager Information Technology Strategy Planning & Governance							12/16/2023 12/16/2023
S0140133   Manager Line Design								12/16/2023
50102606   Manager Market Strategy								12/16/2023
S0139366   Manager Occupational Health & Safety   N								12/16/2023
50164469  Manager Operational Excellence   12   PA500710   \$149,344 00   \$187,893 22   Annually   50164864  Manager Operational Technology Network Engineering   N   PA500690   \$153,088 00   \$202,820 80   Annually   50164164   Manager Operational Technology Network Engineering   N   PA500690   \$153,088 00   \$202,820 80   Annually   50164164   Manager Operational Technology Network Engineering   N   PA500690   \$153,088 00   \$202,820 80   Annually   50164864   Manager Power Operations Engineering   N   PA500690   \$153,088 00   \$202,820 80   Annually   5006280   Manager Power Operations Training   N   PA500700   \$153,088 00   \$202,820 80   Annually   5006280   Manager Power Operations Training   N   PA500700   \$153,088 00   \$202,820 80   Annually   5006280   Manager Power Operations   N   PA500700   \$153,088 00   \$202,820 80   Annually   5006280   Manager Power Operations   N   PA500700   \$153,088 00   \$202,820 80   Annually   5006280   Manager Power Operations   N   PA500700   \$153,088 00   \$202,820 80   Annually   5006280   Manager Power Operations   N   PA500700   \$153,088 00   \$202,820 80   Annually   5006280   Manager Power Operations   N   PA500700   \$153,088 00   \$202,820 80   Annually   5006280   Manager Power Operations   N   PA500700   \$153,088 00   \$202,820 80   Annually   \$202,820 80   Annu								12/16/2023
5016940   Manager Operational Project Management Office   12   PAS00690   \$142,188.80   \$1883,323.20   Annually   50169428   Manager Operational Training Center   N   PAS00720   \$152,088.00   \$202,280.80   Annually   50169274   Manager Power Operations Engineering   12   PAS00720   \$153,088.00   \$202,280.80   Annually   50169274   Manager Power Operations Engineering   12   PAS00720   \$153,088.00   \$202,800.80   \$202,800.80   Annually   505052003   Manager Power Operations Operations   12   PAS00720   \$153,088.00   \$202,800.80   \$202,800.80   Annually   505052003   Manager Power System Operations   12   PAS00720   \$153,088.00   \$216,080   \$226,000.00   Annually   505052003   Manager Power System Operations   12   PAS00720   \$153,088.00   \$226,000.00   Annually   50518064   Manager Program Delivery   12   PAS00720   \$153,088.00   \$226,000.00   Annually   50518064   Manager Program Delivery   12   PAS00720   \$153,088.00   \$226,000.00   Annually   505193652   Manager Program Delivery   12   PAS00720   \$153,088.00   \$220,000.00   Annually   5016933   Manager Program Delivery   12   PAS00720   \$153,088.00   \$200,000	50164469 Manager Occupational Health & Safety							12/16/2023 12/16/2023
\$202,820 about   \$202								12/16/2023
12   PAS07720   S153,088.00     S202,820.80   Annually   S005207   S153,088.00     S202,820.80   Annually   S0051732   S153,088.00     S0051732   Annually	50166428 Manager Operational Technology Network Engineering					\$202,820.80 Annu	ually 1	12/16/2023
S0125274   Manager Power Operations   12   PAS00720   S153,088.00   S02030   Manager Power System Operations   12   PAS00721   S145,368.80   S219,0504   Annually   S0052003   Manager Power System Operations   12   PAS00721   S153,088.00   S26,200.00   Annually   S0052003   Manager Power System Operations   12   PAS00720   S153,088.00   S26,200.00   S26								12/16/2023
50052003 Manager Power System Operations   12   PAS0072U   \$148,636.80								12/16/2023
PAS00720   Standager Proyent System Operations   12   PAS00720   \$153,088.00     S197,891.20   Annually   \$150128064   Manager Project Development and Renewable Generation   12   PAS00720   \$153,088.00   S197,891.20   Annually   \$151,088.00   S197,89								12/16/2023 12/17/2022
S0128064 Manager Program Delivery   12								12/16/2023
S0130582   Manager Rancho Seco Assets   12   PAS00710   \$143,344.00   \$197,891.20   Annually   \$101583   Manager Real Estate Services   12   PAS00640   \$125,694.40   \$188,323.20   Annually   \$10053855   Manager Renewable Generation Assets   12   PAS00809   \$142,188.80   \$186,883.20   Annually   \$10053984   Manager Resource Planning   12   PAS00710   \$149,344.00   \$197,891.20   Annually   \$19	50128064 Manager Program Delivery	12	PAS00710	\$149,344.00		\$197,891.20 Annu	ıally 1	12/16/2023
S016633 Manager Real Estate Services								12/16/2023
50083555   Manager Renewable Generation Assets   12   PAS00690   \$142,188.80   \$158,323.20   Annually   50051915   Manager Resource Planning   12   PAS00710   \$149,344.00   \$197,891.20   Annually   50051915   Manager Revenue Strategy   12   PAS00710   \$149,344.00   \$197,891.20   Annually   50051915   Manager Revenue Strategy   12   PAS00710   \$149,344.00   \$197,891.20   Annually   50051975   Manager Security Operations   N/ PAS00620   \$119,641.60   \$174,948.80   Annually   5010256   Manager Substation Figure (Panning Performance & Analytics   N/ PAS00690   \$142,188.80   Annually   50110256   Manager Substation Maintenance   12   PAS00720   \$153,088.00   S120,2820.80   Annually   50126109   Manager Substation Maintenance   12   PAS0069H   \$138,049.60   S196,747.20   Annually   5003478   Manager Substation Maintenance   12   PAS0069H   \$142,188.80   S196,747.20   Annually   5003478   Manager Substation Maintenance   12   PAS0069H   \$12,188.80   S196,747.20   Annually   5003478   Manager Substation & Control   12   PAS00690   \$142,188.80   S174,928.00   Annually   50051987   Manager Talent Management   N/ PAS00890   \$142,188.80   S188,323.20   Annually   50159402   Manager Telecommunication Operations and Maintenance   12   PAS00690   \$142,188.80   S188,323.20   Annually   50126176   Manager Telecommunication S   12   PAS00710   \$149,344.00   S197,891.20   Annually   50051987   Manager Thermal Generation Assets   12   PAS00710   \$149,344.00   S197,891.20   Annually   50051984   Manager Thermal Generation Assets   12   PAS00710   \$149,344.00   S197,891.20   Annually   50126176   Manager Thermal Generation Assets   12   PAS00720   \$153,088.00   S197,891.20   Annually   50126176   Manager Transmission & Distribution Line Construction & Maintenance   12   PAS00720   \$153,088.00   S202,280.80   Annually   50140141   Manager Transmission & Distribution Line Construction & Maintenance   12   PAS00720   \$153,088.00   S202,280.80   Annually   50110257   Manager Vegetation Management   12   PAS00720   \$153,088.00   S202,2								12/16/2023
S0051915   Manager Resource Planning	50083555 Manager Renewable Generation Assets							12/16/2023 12/16/2023
50051915   Manager Revenue Strategy							ually 1	12/16/2023
S0169434 Manager Strategic Planning Performance & Analytics   N/ PAS00690   \$142,188.80   \$188,323.20   Annually	50051915 Manager Revenue Strategy	12	PAS00710	\$149,344.00		\$197,891.20 Annu	ually 1	12/16/2023
S0110256   Manager Substation Engineering   12   PAS00720   \$153,088.00   \$202,820.80   Annually								12/16/2023
50126109   Manager Substation Maintenance   12   PAS0069H   \$138,049.60   \$191,006.40   Annually								12/16/2023
50126176   Manager Substation Maintenance   12   PAS00680   \$142,188.80   \$196,747.20   Annually						\$191.006.40 Annu		12/16/2023 12/17/2022
\$0083478   Manager Supply Chain   12   PA\$00660   \$132,080.00   \$174,928.00   \$174,928.00   Annually						\$196,747.20 Annu	ually 1	12/16/2023
50088853 Manager System Protection & Control   12   PAS00720   \$153,088.00   \$202,820.80   Annually	50083478 Manager Supply Chain	12	PAS0066O	\$132,080.00		\$174,928.00 Annu	ually 1	12/16/2023
Sol 159402   Manager Telecommunication Operations and Maintenance   12   PAS0066C   \$132,080.00   \$188,323.20   Annually	50088853 Manager System Protection & Control					\$202,820.80 Annu	ually 1	12/16/2023
50126175   Manager Telecommunications   12   PAS00710   \$149.344.00   \$197.891.20   Annually   50057465   Manager Thermal Generation Assets   12   PAS00710   \$149.344.00   \$197.891.20   Annually   50051964   Manager Total Rewards   N/ PAS00690   \$142.188.80   \$188.323.20   Annually   50126110   Manager Transmission & Distribution Line Construction & Maintenance   12   PAS0072U   \$153.088.00   \$257.046.40   Annually   50110257   Manager Transmission & Distribution Maintenance Planning   12   PAS0072U   \$153.088.00   \$202.820.80   Annually   50110257   Manager Vegetation Management   12   PAS0060C   \$142.188.80   \$202.820.80   Annually   5012617   Manager Transmission & Distribution Manager Transmission & Distribution Manager Transmission & Distribution Manager Manager Vegetation Manager								12/16/2023
50067465   Manager Thermal Generation Assets   12   PAS00710   \$149,344.00   \$197,891.20   Annually   50051964   Manager Total Rewards   N/ PAS00690   \$142,188.80   \$188,323.20   Annually   50126110   Manager Transmission & Distribution Line Construction & Maintenance   12   PAS0072L   \$153,088.00   \$202,620.80   Annually   50110257   Manager Transmission & Distribution Maintenance Planning   12   PAS00720   \$153,088.00   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$182,182   Manager Vegetation Management   12   PAS0069C   \$142,188.80   \$182,182   Manager Vegetation Management   12   PAS0069C   \$142,188.80   Ma								12/16/2023
50051964 Manager Total Rewards         N/         PAS00690         \$142,188.80         \$188,323.20         Annually           50126110 Manager Transmission & Distribution Line Construction & Maintenance         12         PAS0072L         \$153,088.00         \$257,046.40         Annually           50140141 Manager Transmission & Distribution Maintenance Planning         12         PAS0072D         \$153,088.00         \$202,820.80         Annually           50110267 Manager Vegetation Management         12         PAS0069C         \$142,188.80         \$202,820.80         Annually	50067465 Manager Thermal Generation Assets					\$197,891.20 Annu	ually 1	12/16/2023
50126110   Manager Transmission & Distribution Line Construction & Maintenance   12   PAS0072L   \$153,088.00   \$257,046.40   Annually   50140141   Manager Transmission & Distribution Maintenance Planning   12   PAS0072D   \$153,088.00   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0066C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   12   PAS0066C   \$142,188.80   \$202,820.80   Annually   50110257   Manager Vegetation Management   50110257   Manager Vegetation Managemen	50051964 Manager Total Rewards					\$188,323.20 Annu	ually 1	12/16/2023
50110257 Manager Vegetation Management 12 PAS0069C \$142,188.80 \$202,820.80 Annually						\$257,046.40 Annu	ually 1	12/16/2023
								12/16/2023
\$100,403.20 Alliudily								12/16/2023
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Common   C															
1															
1	50051786	Mapper				\$32.98	\$33.82	\$34.68	\$35.50	\$36.42	\$37.32	\$38.22	\$39.21		
1	50168117	Market Analyst Entry													
2000000000000000000000000000000000000															
200900															
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30,000   1															
1995    1995															
Security   Control   Prince															
Stock   Prince Continue (2 m)   St. 7 m)							****	****	22122	******	****	*****	***	\$158,433.60 Annua	ly 12/16/202
2009001   March   Prince   Condense (or further   Prince   Princ						\$32.17	\$32.98	\$33.82	\$34.68	\$35.50	\$36.42	\$37.33	\$38.23	Hourl	
10   10   10   10   10   10   10   10															
1999   1999															
20.5597   March Separate															
1.000000000000000000000000000000000000															
90.9555/ What is grown of class A. Change Distriction (1997) 90.9555/ What is grown of class A. Change Distriction (1997) 90.9555/ What is grown of class A. Change Distriction (1997) 90.9556/ What is grown of class A														Hourl	/ 12/16/202
15,000,000,000,000,000,000,000,000,000,0								¥							
2015 25 7   March   Special   Info. Came and data A. Closed Classification   12   08/07/10   33   22   37   23   3															
1999   1999															
29.5562  Marcel Special I with core and hazmanne.   12   86.9795    333.84   337.84   341.05   341.0															
Description   1985															
1965   1965															
1999.000  Married Speciality In the Annual Concel Construction   12   1999.000  Married Speciality In the Annual Concel Construction   12   1999.000  Married Speciality In the Annual Concel Construction   12   1999.000  Married Speciality In the Annual Concel Construction   12   1999.000  Married Speciality In the Annual Concel Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Construction   12   1999.000  Married Speciality In the Annual Concell Constructi	50099008	Material Specialist I with crane and hazmat Closed Classification													
\$1,000,000,000,000,000,000,000,000,000,0															
Septiminary						\$38.50	\$43.45	\$48.43							
S005179   Material Special II of Control Confidention															/ 12/16/202
S0051796 Material Special if all from the other A Closed Construction   12   BEV6902   S0178															
Stocked Marcial Special at June Care and Clean A.   12															
Second   Marcial Special Health   Comment disear A Closed Classification   12   BEV-WEST   151.75	50454400	Internal Specialist II with Craps and close A													
Second   S															
2009017  Malerial Specialist I with cross and harmant Closed Classification   12   BEW0269   351.85															
1975-1468  Marier Special at Management   12   BEWWST   1500   1707-1707-1707-1707-1707-1707-1707-1707															
SECURITY														Houri	/ 12/16/202
														Houri	/ 12/16/202
S055476  Material Specialist III with class A Closed Classification   12   BEW/9926   S55 36														Houri	12/16/202
S0154489  Material Specialitif with Crame and class A Class Classification   12 BEVW290.5 S86.31   S															
S009010   Material Specialist III with craim and classed Classelfication   12   BEW/8908   \$6.0	50052075	Material Specialist III with class A Closed Classification													
S05449  Material Specialist With cross and hazarnat (Closed Classification   12   BEW/9808   \$86.43															
S054496   Material Specialist III with hazmat   12   BEW928H   \$35.08															12/16/202
S005077  Material Specialist IV will hazmard Closed Classification   12   BEW990   877.98					4000										
1905449  Material Specialist N   1006002   1006007   Material Specialist N   1006002   1006007   Material Specialist N with class A   12   BEW8581   556.19															
5005479   Material Specialist IV cline foliase A															
19054490   Material Specialit IV with class A Closed Classification   12   BEW8561   S56.19														Houri	
S005477  Meterial Specialet W with class A Closed Classification   12   BEW8980   S57, 14															
S0164570   Material Specialist N with Crane and class A Closed Classification   12   BEW988N   \$57.14														Houri	12/16/202
12   16EV898A   S59.72															
1216/2023   1216															
S009910  Material Specialist IV with razma and hazmat Closed Classification   12   IBEW895E   \$59.84															
S015472   Material Specialist V with hazmat   12   BEW85B   S56.31															
12   IBEW898X   58.8 8															
S0154114   Mechanic   S0154179   Mechanic Classification   12   IBEW865A   \$51.38															
S0051791   Mechanic Closed Classification   12   IBEW884A   \$55.16														Hour	y 12/16/202
S0154142   Mechanic with Class A   12   IBEW886A   552.53															
BEW88BG   S63.1															
S0154143  Mechanic with hazmat   12   IBEW865D   \$51.77															v 12/16/201
S0051793   Mechanical Foreman/Woman Light   12   IBEW9816   \$68.34					400.0.										
S0154165   Mechanical Foreman/Woman Light   12   BEW921G   \$83.34					44										
S009904  Mechanical Foreman/Woman Light Closed Classification   12   BEW937G   \$69.15														Hour	y 12/16/201
S0164526   Meter & Service Designer   S0164526   Meter & Service Designer   S086711A   \$36.42   \$37.32   \$38.27   \$39.21   \$40.21   S0051796   Meter Technician   S0051797   Meter Technician Apprentice   48   BEW912E   \$42.60															
S0051796   Meter Technician   12   IBEW925A   \$65.53						\$37.32	\$38.27	\$39.21	\$40.21						
S0051797   Meter Technician Apprentice						ψ01.02	Ψ00.27	ψ00.2 I	ψ <del>1</del> 0.21						
TBD   Network Assistant   12   BEW802G   \$31.44   \$32.88   \$34.31   \$35.74						\$45.40	\$48.22	\$51.02	\$53.85	\$56.62	\$59 44	\$62.24			
TBD   Network Assistant   12   BEW802G   \$32.38   \$33.86   \$35.34   \$38.81									\$55.00	\$55.0£	Ψ00.44	Ψ02.ET			
TBD   Network Assistant with class A   12   IBEW802L   \$32.59   \$34.03   \$35.46   \$36.89     Hourly   10/24/16/2023   10/24/															
TBD   Network Assistant with class A   12   IBEW802L   \$33.53   \$35.01   \$36.49   \$37.96															
50051843   Network Cable Foreman/Woman Light   12   BEW941M   \$71.89															
S0051841   Network Electrician Foreman/Woman Light   12   IBEW941M   \$71.89						ψ55.0 i	ψ55.45	\$57.50							
50051843   Network Electrician Foreman/Woman Light with hazamat   12   IBEW941X   \$73.16				IBEW941M											
50165507   Network Engineer Operations Technology Entry Level   F   PAS00450   \$78,686.40   \$104,187.20   Annually   12/16/2023   50165508   Network Engineer Operations Technology Journey   12   PAS00590   \$111,092.80   \$147,201.60   Annually   12/16/2023   50051846   Office Assistant   OSE0548A   \$16.00   \$16.45   \$16.93   \$17.45   \$17.97   \$18.51   \$19.07   \$19.63   \$20.22   Hourly   12/16/2023   50051847   Office Specialist   \$22.70   \$23.27   \$23.85   \$24.42   \$25.03   \$25.68   \$26.31   \$26.97   \$27.66   Hourly   12/16/2023   50051848   Office Specialist   \$6   OSE0647A   \$27.18   \$27.87   \$28.57   \$29.29   \$30.02   \$30.78   \$31.57   \$32.34   \$33.16   Hourly   12/16/2023   \$40.00				IBEW941Y											
50165508   Network Engineer Operations Technology Journey   12 PAS00590   \$111,092.80   \$117,092.80   \$147,201.60   Annually   12/16/2023   50051846   Office Assistant   OSE0548A   \$16.00   \$16.45   \$16.93   \$17.45   \$17.97   \$18.51   \$19.07   \$19.63   \$20.22   Hourly   12/16/2023   \$10051847   Office Specialist   OSE0615A   \$22.70   \$23.27   \$23.85   \$24.42   \$25.03   \$25.68   \$26.31   \$26.97   \$27.66   Hourly   12/16/2023   \$10051848   Office Specialist   \$27.78															
50051846  Office Assistant   OSE0548A   \$16.00   \$16.45   \$16.93   \$17.45   \$17.97   \$18.51   \$19.07   \$19.63   \$20.22   Hourly   12/16/2023   \$10051848  Office Specialist															
50051847 Office Specialist I         6 OSE0615A         \$22.70         \$23.27         \$23.85         \$24.42         \$25.03         \$25.68         \$26.31         \$26.97         \$27.66         Hourly         12/16/2023           50051848 Office Specialist II         6 OSE0647A         \$27.18         \$27.87         \$28.57         \$29.29         \$30.02         \$30.78         \$31.57         \$32.34         \$33.16         Hourly         12/16/2023						\$16.45	\$16.93	\$17.45	\$17.97	\$18.51	\$19.07	\$19.63	\$20.22		
50051848 Office Specialist II 6 OSE0647A \$27.18 \$27.87 \$28.57 \$29.29 \$30.02 \$30.78 \$31.57 \$32.34 \$33.16 Hourly 12/16/2023			6												
				CONF647A	\$29.30	\$30.03	\$30.78	\$31.57	\$32.36	\$33.16	\$34.00	\$34.85	\$35.74		



50051851 Oper 50125954 Orga 50125953 Orga 50155433 Para 50092672 Payri 50051857 Phys	ce Technician Confidential rations Support Supervisor anization Effectiveness Specialist Entry Level anization Effectiveness Specialist Journey Level	6 6 12	OSE0672A CONF672A	\$30.13 \$32.95	\$30.89 \$33.75	\$31.68 \$34.63	\$32.47 \$35.49	\$33.23 \$36.71	\$34.12 \$37.32	\$34.91 \$38.26	\$35.81 \$39.18	\$36.71 \$40.18		Hourly	12/16/2023
50125954 Orga 50125953 Orga 50155433 Para 50092672 Payr 50051857 Phys 50159569 Phys	anization Effectiveness Specialist Entry Level	12				Ψ01.00	955.45	\$00.7 T	Ψ01.02	ψ00.20	\$39.10	\$40.18		Hourly	12/16/2023
50125953 Orga 50155433 Para 50092672 Payri 50051857 Phys 50159569 Phys			PAS0052O										\$123,843.20	Annually	12/16/2023
50155433 Para 50092672 Payre 50051857 Phys 50159569 Phys		12	PAS00470 PAS00560	\$82,700.80 \$103,188.80									\$109,470.40 \$136,697.60	Annually Annually	12/16/2023 12/16/2023
50051857 Phys 50159569 Phys	alegal Confidential	6	CONF735A	\$40.81	\$41.82	\$42.89	\$43.94	\$45.05	\$46.17	\$47.33	\$48.50	\$49.71	***************************************	Hourly	12/16/2023
50159569 Phys	roll Technician Confidential	6	CONF702A	\$36.46	\$37.38	\$38.34	\$39.34	\$40.35	\$41.34	\$42.43	\$43.51	\$44.62		Hourly	12/16/2023
50051860 Plan	sical Network Specialist Closed Classification sical Security Program Manager	12	PAS00540 PAS00640										\$130,062.40 \$166,483.20	Annually Annually	12/16/2023 12/16/2023
	nt Mechanic	12	IBEW908A	\$60.46									\$100,463.20	Hourly	12/16/2023
	nt Mechanic Apprentice	48	IBEW879E	\$39.29	\$41.89	\$44.49	\$47.08	\$49.66	\$52.25	\$54.84	\$57.44			Hourly	12/16/2023
	nt Mechanic Apprentice with class A	48	IBEW879H	\$40.44	\$43.08	\$45.68	\$48.27	\$50.84	\$53.43	\$56.03	\$58.63			Hourly	12/16/2023
	nt Mechanic Apprentice with hazmat nt Mechanic Welder	48 12	IBEW874X IBEW920A	\$40.56 \$64.25	\$43.21	\$45.80	\$48.38	\$50.98	\$53.56	\$56.15	\$58.75			Hourly Hourly	12/16/2023 12/16/2023
	nt Mechanic with class A	12	IBEW908L	\$61.61										Hourly	12/16/2023
	nt Mechanic with hazmat	12	IBEW908X	\$61.73										Hourly	12/16/2023
	ver Contracts Specialist Entry Level	F	PAS00490	\$86,819.20									\$115,044.80	Annually	12/16/2023
	ver Contracts Specialist Intermediate Level ver Contracts Specialist Journey	12	PAS00540 PAS00590	\$98,217.60 \$111,092.80									\$130,062.40 \$147,201.60	Annually Annually	12/16/2023 12/16/2023
	ver Generation Asset Supervisor	12	PAS0062I	\$116,147.20									\$181,937.60	Annually	12/17/2022
	ver Generation Asset Supervisor	12	PAS0062I	\$119,641.60									\$187,387.20	Annually	12/16/2023
	ver Quality Technician	6	OSE0760A	\$46.56	\$47.76	\$48.95	\$50.20	\$51.42	\$52.73	\$54.02	\$55.40	\$56.78	6400 470 40	Hourly	12/16/2023
	ver System Analyst Entry ver System Analyst Journey	F 12	PAS00470 PAS00560	\$82,700.80 \$103,188.80									\$109,470.40 \$136,697.60	Annually Annually	12/16/2023 12/16/2023
50154573 Powe	ver System Operator Entry	12	IBEW955A	\$69.80	\$71.55	\$73.34	\$75.21	\$77.05					, 122,221.00	Hourly	12/16/2023
	ver System Operator I	12	IBEW980A	\$77.05	\$78.96	\$80.99	\$83.00	\$85.08	\$87.22	\$89.38	\$91.64	\$93.93		Hourly	12/16/2023
	ver System Operator II ver System Operator Instructor I	12 F	PAS00620	\$98.60 \$119.641.60									\$158,433.60	Hourly Annually	12/16/2023 12/16/2023
	ver System Operator Instructor I	12	PAS00620	\$142,188.80									\$188,323.20	Annually	12/16/2023
50051888 Pre-	-Apprentice Lineman/Woman	30	IBEW830A	\$33.62	\$35.16	\$37.86	\$40.46	\$43.26						Hourly	12/16/2023
	-Apprentice Lineman/Woman with class A	30	IBEW830L	\$34.77	\$36.31	\$39.01	\$41.61	\$44.41						Hourly	12/16/2023
50051890 Pre-7	-Apprentice Lineman/Woman with hazmat	30 6	IBEW830X OSE0685A	\$34.89 \$32.17	\$36.43 \$32.98	\$39.13 \$33.82	\$41.73 \$34.68	\$44.53 \$35.50	\$36.42	\$37.32	\$38.22	\$39.21		Hourly	12/16/2023 12/16/2023
50051863 Princ		12	PAS00690	\$142,188.80	\$32.96	\$33.62	\$34.00	\$35.50	\$30.42	\$37.32	\$36.22	\$39.21	\$188,323.20	Hourly Annually	12/16/2023
	cipal Civil Engineer	12	PAS0069O	\$142,188.80									\$188,323.20	Annually	12/16/2023
	cipal Cybersecurity Engineer	12	PAS0066C	\$132,080.00									\$188,323.20	Annually	12/16/2023
50167113 Princ	cipal Cybersecurity Governance & Compliance Specialist	12 12	PAS0066C PAS0066C	\$132,080.00 \$132,080.00									\$188,323.20 \$188,323.20	Annually	12/16/2023 12/16/2023
	icipal Cybersecurity Risk Specialist	12	PAS0066C										\$100,323.20	Annually Annually	12/16/2023
50051866 Princ	cipal Distribution Design Engineer	12	PAS0069O										\$188,323.20	Annually	12/16/2023
	cipal Distribution System Engineer	12	PAS0069O	\$142,188.80									\$188,323.20	Annually	12/16/2023
	cipal Electrical Engineer	12	PAS00690	\$142,188.80									\$188,323.20	Annually	12/16/2023
	cipal Employee Relations Analyst	12	PAS00620 PAS00640	\$119,641.60 \$125,694.40									\$158,433.60 \$166,483.20	Annually Annually	12/16/2023 12/16/2023
	cipal Energy Management System Engineer	12	PAS0069O										\$188,323.20	Annually	12/16/2023
50108902 Princ	cipal Energy Trading Specialist	12	PAS00690										\$188,323.20	Annually	12/16/2023
	cipal Engineer Closed Classification	12 12	PAS00690 OSE0755A	\$142,188.80 \$45.22	\$46.36	\$47.50	\$48.71	\$49.93	\$51.17	\$52.46	\$53.78	\$55.10	\$188,323.20	Annually Hourly	12/16/2023 12/16/2023
	icipal Engineering Technician	12	PAS00660		\$40.30	φ47.50	\$40.71	\$49.93	φ31.17	\$32.40	φυσ.76	\$33.10	\$174,928.00	Annually	12/16/2023
50089613 Princ	cipal Enterprise Technology Developer	12	PAS0066O	\$132,080.00									\$174,928.00	Annually	12/16/2023
50051871 Princ	cipal Financial Accountant	12	PAS00590										\$147,201.60	Annually	12/16/2023
50051872 Princ	rcipal Financial Analyst	12	PAS00640 PAS00640										\$161,636.80 \$166,483.20	Annually Annually	8/12/2023 12/16/2023
	cipal Instrument & Controls Engineer	12	PAS00690	\$142,188.80									\$188,323.20	Annually	12/16/2023
50132976 Princ	cipal Market Analyst	12	PAS0066O										\$174,928.00	Annually	12/16/2023
	icipal Market Research Specialist	12	PAS00620	\$119,641.60 \$132.080.00									\$158,433.60	Annually	12/16/2023
	cipal Market Risk Specialist	12 12	PAS00660 PAS00690	\$132,080.00 \$142,188.80									\$174,928.00 \$188,323.20	Annually Annually	12/16/2023 12/16/2023
50052086 Princ	cipal Network Engineer Operations Technology	12	PAS00660	\$132,080.00									\$174,928.00	Annually	12/16/2023
	cipal Outage Management System Specialist Closed Classification	12	PAS0069O	\$142,188.80									\$188,323.20	Annually	12/16/2023
	cipal Plant Accountant	12 12	PAS00590 PAS00690	\$111,092.80 \$142,188.80									\$147,201.60 \$188.323.20	Annually Annually	12/16/2023 12/16/2023
	icipal Power Contract Specialist	12	PAS00690										\$188,323.20	Annually	12/16/2023
50161716 Princ	cipal Power System Analyst	12	PAS0066O	\$132,080.00									\$174,928.00	Annually	12/16/2023
50088004 Princ	cipal Protection Engineer	12	PAS00690	\$142,188.80									\$188,323.20	Annually	12/16/2023
	icipal Rate Analyst icipal Resource Planning Analyst	12	PAS00620 PAS00660	\$119,641.60 \$132,080.00									\$158,433.60 \$174,928.00	Annually Annually	12/16/2023 12/16/2023
	icipal Resource Planning Analyst icipal Telecommunications Engineer	12	PAS00690										\$174,928.00	Annually	12/16/2023
50051887 Princ	cipal Transmission Planning Engineer	12	PAS0069O	\$142,188.80									\$188,323.20	Annually	12/16/2023
	cess Coordinator Commercial Development	12	PAS00660										\$174,928.00	Annually	12/16/2023
50093077 Proc	cess Coordinator Customer Operations curement Compliance Program Administrator	12 12	PAS00660 PAS00560	\$132,080.00 \$103,188.80									\$174,928.00 \$147,201.60	Annually Annually	12/16/2023 12/16/2023
	curement Compliance Program Administrator curement Specialist Entry	F F	PAS00360 PAS00430										\$99,216.00	Annually	12/16/2023
50086476 Proc	curement Specialist Journey	12	PAS0052O	\$93,516.80									\$123,843.20	Annually	12/16/2023
	curement Supervisor	12	PAS00620										\$158,433.60	Annually	12/16/2023
	duct Services Coordinator duct Services Specialist	12 12	PAS00560 PAS00540	\$103,188.80 \$98.217.60									\$136,697.60 \$130.062.40	Annually Annually	12/16/2023 12/16/2023
	duct Services Specialist ductivity Analyst Entry	12 F	PAS00540 PAS00430	+,									\$130,062.40	Annually	12/16/2023
	ductivity Analyst Journey	12	PAS00520										\$123,843.20	Annually	12/16/2023



50162852 Program Manager Critical Infrastructure Protection	12	PAS0066O	\$132,080.00									\$174,928.00 Annually 12/16/2023
50162981 Program Manager Cybersecurity	12	PAS0066C	\$132,080.00									\$188,323.20 Annually 12/16/2023
50160537 Program Manager Data Governance	12	PAS0062D	\$119,641.60									\$174,948.80 Annually 12/16/2023
50126307 Program Manager Diversity Equity and Inclusion	12	PAS0062O	\$119,641.60									\$158,433.60 Annually 12/16/2023
50100228 Program Manager Energy Efficiency and Customer Research and Development	12	PAS00710	\$149,344.00									\$197,891.20 Annually 12/16/2023
50166590 Program Manager Future Workforce 50170541 Program Manager Innovation	12	PAS0062O PAS0066O	\$119,641.60 \$132,080.00									\$158,433.60 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023
50139508 Program Manager Local Government	12		\$132,080.00									\$174,928.00 Annually 12/16/2023
50153614 Program Manager Regulatory Compliance	12		\$142,188,80									\$188,323.20 Annually 12/16/2023
50168122 Program Manager Social Media	N/	PAS0059C	\$111,092.80									\$158,433.60 Annually 12/16/2023
50114096 Program Manager System Operations and Reliability	12	PAS0072O	\$153,088.00									\$202,820.80 Annually 12/16/2023
50160926 Program Manager Vegetation Management	12	PAS0059C	\$111,092.80									\$158,433.60 Annually 12/16/2023
50120124 Program Manager, Information Management & Compliance	12	PAS0062O	\$119,641.60									\$158,433.60 Annually 12/16/2023
50135827 Project Development Manager	12	PAS0069O	\$142,188.80									\$188,323.20 Annually 12/16/2023
50111813 Project Integration Manager	12	PAS00710	\$149,344.00									\$197,891.20 Annually 12/16/2023
50051896 Project Manager I 50051897 Project Manager II	12	PAS00560 PAS00620	\$103,188.80									\$136,697.60 Annually 12/16/2023
50051900   Public Information Specialist I	12 F	PAS00620 PAS00450	\$119,641.60 \$78.686.40									\$158,433.60 Annually 12/16/2023 \$104,187.20 Annually 12/16/2023
50051901 Public Information Specialist II	12	PAS00430	\$98,217.60									\$130,062.40 Annually 12/16/2023
50121215 Quality Auditor Journey Level	12	PAS0056O	\$103,188.80									\$136,697.60 Annually 12/16/2023
50083247 Rate Analyst Entry	F	PAS00450	\$78,686.40									\$104,187.20 Annually 12/16/2023
50051916 Rate Analyst Journey	12	PAS00540	\$98,217.60									\$130,062.40 Annually 12/16/2023
50095131 Rate Pricing Advisor	12	PAS0066O	\$132,080.00									\$174,928.00 Annually 12/16/2023
50130984 Regulatory Compliance Analyst Entry level	F	PAS00450	\$78,686.40									\$104,187.20 Annually 12/16/2023
50130983 Regulatory Compliance Analyst Journey	12	PAS00540	\$98,217.60									\$130,062.40 Annually 12/16/2023
50131203 Regulatory Coordinator Generation     50104213 Relay Specialist	12	PAS00620	\$119,641.60 \$111,092.80									\$158,433.60 Annually 12/16/2023 \$147,201.60 Annually 12/16/2023
50104213 Relay Specialist 50160580 Reliability Compliance Manager	N/	PAS00590 PAS00720	\$111,092.80									\$147,201.60 Annually 12/16/2023 \$202,820.80 Annually 12/16/2023
50167855 Resource Planning Analyst Entry Level	F	PAS00470	\$82,700.80									\$109,470.40 Annually 12/16/2023
50167858 Resource Planning Analyst Journey	12	PAS0056O	\$103,188.80									\$136,697.60 Annually 12/16/2023
50092218 Retail Partner Coordinator	12	PAS0054O	\$98,217.60									\$130,062.40 Annually 12/16/2023
50150275 Revenue Analyst Entry	F	PAS00430	\$74,900.80									\$99,216.00 Annually 12/16/2023
50116324 Revenue Analyst Journey	12	PAS0052O	\$93,516.80									\$123,843.20 Annually 12/16/2023
50154604 Revenue Protection Representative (IBEW)	12	IBEW873N	\$47.06	\$48.51	\$50.26	\$52.63						Hourly 12/16/2023
50051920 Revenue Protection Representative (IBEW) Closed Classification	12	IBEW903A PAS0052O	\$52.97 \$93,516.80	\$54.66	\$56.59	\$59.26						Hourly 12/16/2023 \$123,843.20 Annually 12/16/2023
50051918	12	PAS00320	\$86,819.20									\$125,043.20 Arritally 12/16/2023 \$115,044.80 Annually 12/16/2023
50051922 Safety Coordinator	12	PAS0056O	\$103,188.80									\$136,697.60 Annually 12/16/2023
50083249 Safety Loss Prevention Specialist Entry Level	F	PAS00410	\$71,302.40									\$94,411.20 Annually 12/16/2023
50170250 Scheduling & Interchange Services Specialist I	12	PAS0066O	\$132,080.00									\$174,928.00 Annually 12/16/2023
50170252 Scheduling & Interchange Services Specialist II	12	PAS0069O	\$142,188.80									\$188,323.20 Annually 12/16/2023
50051935 Scheduling Technician	6	OSE0670D	\$29.93	\$30.66	\$31.41	\$32.17	\$32.98	\$33.82	\$34.68	\$35.50	\$36.42	Hourly 12/16/2023
50051926 Secretary	6	OSE0637A	\$25.51	\$26.20	\$26.84	\$27.51	\$28.22	\$28.91	\$29.66	\$30.41	\$31.16	Hourly 12/16/2023 \$147,201.60 Annually 12/16/2023
50083605 Security Administrator 50166825 Security Investigator	12	PAS00590 PAS00540	\$111,092.80 \$98,217.60									\$147,201.60 Annually 12/16/2023 \$130,062.40 Annually 12/16/2023
50124535 Security Operations Dispatcher	12	SECU248L	\$29.47	\$30.22	\$30.98	\$31.77	\$32.56	\$33.40	\$34.24	\$35.14	\$36.03	Hourly 12/16/2023
50113765 Security Operations Supervisor	12	SECU450A	\$42.76	\$43.82	\$44.93	\$46.04	\$47.20	\$48.38	\$49.60	\$50.83	\$52.10	Hourly 12/16/2023
50094275 Senior Accountant	12	PAS0056O	\$103,188.80									\$136,697.60 Annually 12/16/2023
50052030 Senior Administrative Assistant	N/	PAS00450	\$78,686.40									\$104,187.20 Annually 12/16/2023
50052032 Senior Architect	12	PAS00660	\$132,080.00									\$174,928.00 Annually 12/16/2023
50052033 Senior Attorney 50052034 Senior Business Technology Analyst	N/ 12	PAS00722 PAS00590	\$153,088.00 \$111,092.80									\$253,219.20 Annually 12/16/2023 \$147,201.60 Annually 12/16/2023
50120609 Senior Cable Locator	12	IBEW888L	\$111,092.80									Hourly 12/16/2023
50122828 Senior Cable Locator with class A	12	IBEW888N	\$57.27									Hourly 12/16/2023
50052037 Senior Calibration Technician	12	IBEW937A	\$70.07									Hourly 12/16/2023
50052038 Senior Civil Engineer	12	PAS0066O	\$132,080.00									\$174,928.00 Annually 12/16/2023
50161721 Senior Claims Administrator	12		\$111,092.80									\$147,201.60 Annually 12/16/2023
50166301 Senior Community Engagement Representative	12		\$111,092.80									\$147,201.60 Annually 12/16/2023
50052039 Senior Computer Hardware Support Specialist Closed Classification	12	PAS0059O PAS0056O	\$111,092.80									\$147,201.60 Annually 12/16/2023
50122844 Senior Construction Contract Analyst 50052036 Senior Cost Schedule Specialist	12	PAS00560 PAS00540	\$103,188.80 \$98,217.60									\$136,697.60 Annually 12/16/2023 \$130,062.40 Annually 12/16/2023
50052040 Senior Custodian	12	IBEW814A	\$38.91									Hourly 12/16/2023
	6	OSE0745B	\$43.26	\$44.31	\$45.44	\$46.56	\$47.76	\$48.95	\$50.20	\$51.42	\$52.74	Hourly 12/16/2023
50083251   Senior Customer Services Field Representative			\$34.68	\$35.50	\$36.42	\$37.33	\$38.23	\$39.22	\$40.21	\$41.19	\$42.22	Hourly 12/16/2023
50052043 Senior Customer Services Representative	6	OSE0700A		700.00	7000							
50052043 Senior Customer Services Representative 50167119 Senior Cybersecurity Engineer	6 12	PAS0064O	\$125,694.40	4	700							\$166,483.20 Annually 12/16/2023
50052043 Senior Customer Services Representative 50167119 Senior Cybersecurity Engineer 50167118 Senior Cybersecurity Governance & Compliance Specialist	6 12 12	PAS00640 PAS00640	\$125,694.40 \$125,694.40		,,,,,,							\$166,483.20 Annually 12/16/2023
50052043 Senior Customer Services Representative 50167119 Senior Cybersecurity Engineer 50167118 Senior Cybersecurity Governance & Compliance Specialist 50167210 Senior Cybersecurity Risk Specialist	6 12 12 12	PAS00640 PAS00640 PAS00640	\$125,694.40 \$125,694.40 \$125,694.40									\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023
Sonior Customer Services Representative	6 12 12 12 12	PAS00640 PAS00640 PAS00640 PAS00520	\$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80									\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$123,843.20 Annually 12/16/2023
S0052043   Senior Customer Services Representative	6 12 12 12	PAS00640 PAS00640 PAS00640 PAS00520 PAS00640	\$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80 \$125,694.40	\$42.21		\$44.31	\$45.44	\$46.56	\$47.76	\$48.96	\$50.21	\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$123,843.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023
Sonior Customer Services Representative	6 12 12 12 12 12	PAS00640 PAS00640 PAS00640 PAS00520	\$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80		\$43.26	\$44.31	\$45.44	\$46.56	\$47.76	\$48.96	\$50.21	\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$123,843.20 Annually 12/16/2023
S0052043   Senior Customer Services Representative	6 12 12 12 12 12 12 6	PAS00640 PAS00640 PAS00640 PAS00520 PAS00640 OSE0735B	\$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80 \$125,694.40 \$41.19			\$44.31	\$45.44	\$46.56	\$47.76	\$48.96	\$50.21	\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$123,843.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 Hourly 12/16/2023
S0052043   Senior Customer Services Representative	6 12 12 12 12 12 12 6 12 12	PAS0064O PAS0064O PAS0064O PAS0052O PAS0064O OSE0735B PAS0059O PAS0066O PAS0066O	\$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80 \$125,694.41 \$41.19 \$111,092.80 \$132,080.00 \$132,080.00			\$44.31	\$45.44	\$46.56	\$47.76	\$48.96	\$50.21	\$166.483.20 Annually 12/16/2023 \$166.483.20 Annually 12/16/2023 \$123.843.20 Annually 12/16/2023 \$166.483.20 Annually 12/16/2023 Hourly 12/16/2023 \$147,201.60 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023
S0052043   Senior Customer Services Representative	6 12 12 12 12 12 12 6 12 12 12 12	PAS0064O PAS0064O PAS0064O PAS0052O PAS0064O OSE0735B PAS0059O PAS0066O PAS0066O IBEW986D	\$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80 \$125,694.40 \$41.19 \$111,092.80 \$132,080.00 \$132,080.00 \$95.89			\$44.31	\$45.44	\$46.56	\$47.76	\$48.96	\$50.21	\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$123,843.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$147,201.60 Annually 12/16/2023 \$147,201.60 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 Hourly 12/17/2022
So052043   Senior Customer Services Representative	6 12 12 12 12 12 12 12 12 12 12 12 12	PAS0064O PAS0064O PAS0064O PAS0052O PAS0054O OSE0735B PAS0059O PAS0066O PAS0066O IBEW986D	\$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80 \$125,694.40 \$41.19 \$111,092.80 \$132,080.00 \$32,080.00 \$95.89 \$98.77	\$42.21	\$43.26			****				\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$123,843.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 Hourly 12/16/2023 \$147,201.60 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 \$174,928.00 Hourly 12/16/2023 Hourly 12/17/2022
S0052043   Senior Customer Services Representative	6 12 12 12 12 12 12 6 12 12 12 12 12 12 12 12	PAS00640 PAS00640 PAS00520 PAS00640 OSE0735B PAS00590 PAS00660 PAS00660 PAS00660 IBEW986D OSE0650B	\$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80 \$125,694.40 \$41.19 \$111,092.80 \$132,080.00 \$132,080.00 \$95.89 \$98.77 \$27.40	\$42.21 \$28.08	\$43.26 \$28.81	\$29.50	\$30.28	\$31.03	\$31.82	\$32.59	\$33.41	\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$123,843.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 Hourly 12/16/2023 \$147,201.60 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 Hourly 12/17/2022 Hourly 12/16/2023 Hourly 12/16/2023
So052043   Senior Customer Services Representative	6 12 12 12 12 12 12 6 12 12 12 12 12 12 12 6 6	PAS00640 PAS00640 PAS00640 PAS00640 PAS00520 PAS00590 PAS00590 PAS00660 PAS00660 IBEW986D IBEW986D OSE0650B CONF650A	\$125,694.40 \$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80 \$125,694.40 \$41.19 \$111,092.80 \$132,080.00 \$95.89 \$98.77 \$27.40 \$30.01	\$42.21	\$43.26			****				\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$123,843.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$147,201.60 Annually 12/16/2023 \$147,201.60 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 Hourly 12/16/2023 Hourly 12/16/2023 Hourly 12/16/2023 Hourly 12/16/2023
50052043 Senior Customer Services Representative 50167119 Senior Cybersecurity Engineer 50167118 Senior Cybersecurity Governance & Compliance Specialist 50167210 Senior Cybersecurity Risk Specialist 50165225 Senior Data Center Operations Specialist 50165225 Senior Database Administrator 50052046 Senior Database Administrator 50052046 Senior Desktop Support Specialist Closed Classification 50052047 Senior Distribution Design Engineer 50052048 Senior Distribution System Engineer 50159864 Senior Distribution System Operator 50159864 Senior Distribution System Operator 50159864 Senior Distribution System Operator 50159805 Senior Document Records Specialist	6 12 12 12 12 12 12 6 12 12 12 12 12 12 12 12	PAS00640 PAS00640 PAS00520 PAS00640 OSE0735B PAS00590 PAS00660 PAS00660 PAS00660 IBEW986D OSE0650B	\$125,694.40 \$125,694.40 \$125,694.40 \$93,516.80 \$125,694.40 \$41.19 \$111,092.80 \$132,080.00 \$132,080.00 \$95.89 \$98.77 \$27.40	\$42.21 \$28.08	\$43.26 \$28.81	\$29.50	\$30.28	\$31.03	\$31.82	\$32.59	\$33.41	\$166,483.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 \$123,843.20 Annually 12/16/2023 \$166,483.20 Annually 12/16/2023 Hourly 12/16/2023 \$147,201.60 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 \$174,928.00 Annually 12/16/2023 Hourly 12/17/2022 Hourly 12/16/2023 Hourly 12/16/2023



1995   1996													
School   Control   Principal	50164848 Senior End User Computing Analyst	12	PAS00470	\$82,700.80									\$109,470.40 Annually 12/16/2023
School Content Comp Security													
School   Part													
1.000000000000000000000000000000000000		_			\$52.72	\$54.02	\$55.40	\$56.78	\$58.19	\$59.64	\$61.12	\$62.67	
200000   1970	50108901 Senior Energy Trading Specialist				¢42.24	£42.26	644.26	¢45.47	¢46.60	¢47.00	£40.07	©E0 24	
196600  Face   Temper Anthree   1970   196900  1970   19		_			Φ42.21	\$43.20	\$44.50	\$40.47	\$40.0Z	φ47.00	φ40.9 <i>1</i>	\$50.24	
Stock   Company   Compan		_											
10   Processor   1													
1985    1985		12											
1,000,000,000,000,000,000,000,000,000,0	50090326 Senior Enterprise Technology Analyst	12	PAS00640	\$125,694.40									\$166,483.20 Annually 12/16/2023
Security	50089611 Senior Enterprise Technology Development	12	PAS0064O	\$125,694.40									\$166,483.20 Annually 12/16/2023
19.00   19.0													
1979    1979													
19.000000000000000000000000000000000000													
2006553  State Congress in Consequent Information Systems (Proposed Delia 1)   2006550   2007   20													
Section   Company   Address   Company   Addr					C45 44	£40.50	647.70	640.05	<b>\$50.00</b>	CE4 40	AFO 70	ec4.00	
1995    1995				Ψ11.01	Ψ.								
11   20   20   20   20   20   20   20					\$39.21	\$40.20	\$41.19	\$42.21	\$43.20	\$44.31	\$45.44	\$46.57	
State   Stat													
201917  General Control Cont													
1965000  Sear Primeration Technology, Agendanic Reconsigner, Control													
Second Second Records Technology Action													
5000000000000000000000000000000000000		12	PAS0062O	\$119,641.60									\$158,433.60 Annually 12/16/2023
Section   Proceedings   12   Appendix   12   Appendix   12   Appendix   13   Appendix   14	50052068 Senior Information Technology Product Contract Specialist	12	PAS0059O	\$111,092.80									\$147,201.60 Annually 12/16/2023
Section   Sect													
20000000   200000000   20000000000000													
1000   1000													
Section   Sect													
20170724   Same Lanning & Development Specialist   12   PASSORPS   311 002 8													
Size   Proceedings   1997   Size   Proceding   1997   Size   1997   Si													
50197750 Serior Management Administrative Assistant   12   PA000040   347.680   47.080   47													
197700472 Senior Management Assessment   12   PA500600   380,819 20   20   20   20   20   20   20   20													
S00916969   Semic Market Research Specialst   12   PA5000605   119,041 60					\$37.68	\$38.60	\$39.57	\$40.56	\$41.58	\$42.58	\$43.67	\$44.75	
196060500 Sentor Markel Res Specialist					40.100	400.00	400.0	¥10100	***************************************	¥ 12.00	¥ 10101	¥	
\$190,02500 Senior Marker Rinds Spreader   12   PASSONED   \$119,641-00   \$159,435.00 Annually 1719/02035   \$100,000   \$1													
S038029 Senior Marketing Specialist	50102303 Senior Market Risk Specialist	12	PAS0062O	\$119,641.60									
19085077   Semic Meterian Pinner Contrinator   12   PASOSSO   \$80,516.00		12											
500052779 Senter Mechanical Engineer   12   RE-M00876   \$12,088.00													
5005079   Semire Meter Technician													
S005149  Senior Delenother Engineer Operations Technology													
5005009  Senior Office Specialist Confidential   5005009  San													
5012297  Semicr Office Specialist-Confidential   6   CONF671A   \$32.23   \$33.04   \$33.66   \$34.73   \$36.51   \$37.39   \$38.33   \$39.31   Mounty   \$12/16/2025   \$1012200   \$101					000.05	004.44	000.00	200.00	000.00	004.70	005.50	200.47	
50125952   Senior Organization Effectiveness Specialist   12   PASCORGO   \$119,641.80		_			700.00	++							
S013984  Senior Outage Management System Specialist Closed Classification   12   PA500660   \$132,080.00	50125052 Senior Organization Effectiveness Specialist				\$33.04	\$33.00	\$34.73	\$33.00	\$30.51	φ37.39	φ30.33	\$39.31	\$158.433.60 Appually 12/16/2023
10085228   Semior Park Maintenance Worker   12   18EW814   \$3.89													
50052093   Senior Physicial Network Specialist Closed Classification   12   PA\$005690   \$11,092.80													
50052093   Senior Power Contracts Specialist   12   PA\$00660   1312,080,00													\$147,201.60 Annually 12/16/2023
12   PAS00600   1312,080.00   1216,0203													\$174,928.00 Annually 12/16/2023
50052094 Senior Power System Analyst   12   PAS00620   \$119.641.60   \$158.43.30   Annually   12/16/2023   50052091 Senior Press Operator   12   IBEW990A   \$103.57   \$103.57   \$105.203													
12   IBEW990A   \$103.57													
50052991   Senior Press Operator   6													
5008475   Senior Procurement Specialist   12   PAS00660   5103,188.80					000 10	000.00	046.55	044.55	046.55	0.40 10	044.10	0.15.55	
\$1,003,004   Senior Product Services Coordinator   12   PAS00660   \$132,080.00   \$132,080.00   \$137,4928.00   Annually   12/16/2023   \$008203   Senior Protection Engineer   12   PAS00660   \$132,080.00   \$137,4928.00   Annually   12/16/2023   \$008203   Senior Protection Engineer   12   PAS00660   \$132,080.00   \$137,4928.00   Annually   12/16/2023   \$008203   Senior Protection Engineer   12   PAS00660   \$132,080.00   \$137,4928.00   Annually   12/16/2023   \$008203   Senior Protection Engineer   12   PAS00650   \$132,080.00   \$137,092.80   \$147,201.60   Annually   12/16/2023   \$10920   Senior Research					\$38.12	\$39.03	\$40.03	\$41.05	\$42.08	\$43.13	\$44.18	\$45.33	
\$174,928.00   \$174,928.00													
Sono   Senior Protection Engineer													
S0051092   Senior Public Information Specialist   12   PAS00590   S111,092.80   S117,201.60   Annually   12/16/2023   S0052097   Senior Rate Analyst   12   PAS00590   S111,092.80   S117,201.60   Annually   12/16/2023   S0052098   Senior Revenue Analyst   12   PAS00560   S103,188.80   S136,697.60   Annually   12/16/2023   S0087904   Senior Revenue Analyst   12   PAS00560   S103,188.80   S136,697.60   Annually   12/16/2023   S0087904   Senior Revenue Analyst   12   PAS00560   S103,188.80   S136,697.60   Annually   12/16/2023   S0087904   S00879													
S0052097   Senior Rate Analyst   12   PAS00590   S111,092.80   S111,092.80   S1147,201.60   Annually   12/16/2023   S10052098   Senior Resource Planning Analyst   12   PAS00620   S119,641.60   S118,643.60   Annually   12/16/2023   S10052098   Senior Revenue Analyst   12   PAS00560   S103,188.80   S136,697.60   Annually   12/16/2023   S10052091   Senior Risk Management Analyst   12   PAS00590   S111,092.80   S111,092.80   S147,201.60   Annually   12/16/2023   S1068121   Senior Security Administrator   12   PAS00590   S111,092.80   S1068121   Senior Security Administrator   12   PAS00590   S111,092.80   S1068121   Senior Social Media Specialist   12   PAS00590   S111,092.80   S10580440   S106,493.20   Annually   12/16/2023   S0052070   Senior Software Quality Assurance Specialist   12   PAS00590   S111,092.80   S111,092.80   S147,201.60   Annually   12/16/2023   S0052070   Senior Staff Secretary   S0052091   Senior Staff Secretary   S0052091   Senior Staff Secretary   S00740   S													
50052098   Senior Resource Planning Analyst   12   PAS00620   \$119,641.60   \$158,433.60   Annually   12/16/2023   \$10088950   Senior Revenue Analyst   12   PAS00590   \$110,902.80   \$111,092.80   \$147,201.60   \$116,643.20   Annually   12/16/2023   \$10087904   Senior Revenue Analyst   12   PAS00590   \$111,092.80   \$147,201.60   Annually   12/16/2023   \$1068121   Senior Social Media Specialist   12   PAS00590   \$110,902.80   \$168,40   \$166,483.20   Annually   12/16/2023   \$1068121   Senior Social Media Specialist   12   PAS00590   \$111,092.80   \$110,902.80   \$136,697.60   Annually   12/16/2023   \$1068121   Senior Social Media Specialist   12   PAS00590   \$110,902.80   \$103,188.80   \$166,483.20   Annually   12/16/2023   \$10682070   Senior Software Quality Assurance Specialist   12   PAS00590   \$111,092.80   \$111,092.80   \$136,697.60   Annually   12/16/2023   \$10052070   Senior Software Quality Assurance Specialist   12   PAS00590   \$111,092.80   \$111,092.80   \$147,201.60   Annually   12/16/2023   \$10052070   Senior Software Quality Assurance Specialist   12   PAS00590   \$110,902.80   \$103,188.80   \$147,201.60   Annually   12/16/2023   \$10052070   Senior Software Quality Assurance Specialist   12   PAS00590   \$110,902.80   \$103,188.80   \$147,201.60   Annually   12/16/2023   \$10052070   Senior Software Quality Assurance Specialist   12   PAS00590   \$130,802.80   \$30.82   \$31.59   \$33.39   \$34.20   \$35.07   \$35.94   \$36.82   \$37.76   \$38.70   Hourly   12/16/2023   \$10052070   Senior Staff Secretary-Confidential   6   CONF667A   \$31.78   \$32.59   \$33.39   \$34.20   \$35.07   \$35.94   \$36.82   \$37.76   \$38.70   Hourly   12/16/2023   \$10052070   Senior Staff Secretary-Confidential   6   CONF667A   \$31.78   \$32.59   \$33.39   \$34.20   \$35.07   \$35.94   \$36.82   \$37.76   \$38.70   Hourly   12/16/2023   \$10052070   Senior Staff Secretary-Confidential   6   CONF667A   \$31.78   \$32.59   \$33.39   \$34.20   \$35.07   \$35.94   \$36.82   \$37.76   \$38.70   Hourly   12/16/2023   \$10052070   Senior Staff Secretary-Confidential   6   CONF													
50088980   Senior Revenue Analyst   12   PAS00560   \$103.188.80   \$136.697.60   Annually   12/16/2023   50087904   Senior Risk Management Analyst   12   PAS00560   \$111.092.80   \$111.092.80   \$117													
Sologe   Solid Record   Solid Reco	50098850 Senior Revenue Analyst	12											\$136,697.60 Annually 12/16/2023
500890512   Senior Social Media Specialist   12   PAS00560   \$125,694.40   \$166,483.20   Annually   12/16/2023   12/16/2	50087904 Senior Risk Management Analyst		171000000	\$111,092.80									\$147,201.60 Annually 12/16/2023
50052070   Senior Software Quality Assurance Specialist   12   PAS00590   \$111,092.80   \$12/16/2023   \$15.50	50089612 Senior Security Administrator												
50052109   Senior Staff Secretary   To Board Office Confidential   6   OSE0667A   \$29.33   \$30.06   \$30.82   \$31.59   \$32.36   \$33.18   \$34.02   \$34.88   \$35.76   Hourly   12/16/2023													
50052100   Senior Staff Secretary To Board Office Confidential   6   CONF667A   \$31.78   \$32.59   \$33.39   \$34.20   \$35.07   \$35.94   \$36.82   \$37.76   \$38.70   Hourly   12/16/2023   50089995   Senior Staff Secretary-Confidential   6   CONF667A   \$31.78   \$32.59   \$33.39   \$34.20   \$35.07   \$35.94   \$36.82   \$37.76   \$38.70   Hourly   12/16/2023   50160570   Senior Startegic Business Planner   12   PAS0060   \$132.080.00   S174.928.00   Annually   12/16/2023   S0099177   Senior Survey Engineering Technician-Chief of Party   6   OSE0735A   \$41.18   \$42.21   \$43.26   \$44.31   \$45.44   \$46.56   \$47.76   \$48.95   \$50.21   \$51.43   Hourly   12/16/2023   \$50052107   Senior Survey Engineering Technician-Office Survey   6   OSE0735A   \$41.18   \$42.21   \$43.26   \$44.36   \$45.47   \$46.62   \$47.80   \$48.97   \$50.24   Hourly   12/16/2023   \$50052107   Senior Telecommunications Engineer   12   PAS0060   \$132.080.00   S132.080.00   S132.080.00   S174.928.00   Hourly   12/16/2023   \$50052107   Senior Telecommunications Technician   12   IBEW939B   \$71.52   S71.52													
50089955 Senior Staff Secretary-Confidential         6 CONF667A         \$31.78         \$32.59         \$33.39         \$34.20         \$35.07         \$35.94         \$36.82         \$37.76         \$38.70         Hourly         12/16/2023           50106570 Senior Strategic Business Planner         12         PAS00660         \$132.080.00         512.080.00         \$12/16/2023         \$174.928.00         Annually         12/16/2023           50099177 Senior Survey Engineering Technician-Chief of Party         6         OSE0740A         \$42.21         \$43.26         \$44.31         \$45.44         \$46.56         \$47.76         \$48.95         \$50.21         \$51.43         Hourly         12/16/2023           50052103 Senior Survey Engineering Technician-Chief of Party         6         OSE0735A         \$41.18         \$42.21         \$43.26         \$44.36         \$45.47         \$46.62         \$47.80         \$48.97         \$50.24         Hourly         12/16/2023           50052103 Senior Telecommunications Engineer         12         PAS00660         \$132.080.00         \$44.36         \$45.47         \$46.62         \$47.80         \$48.97         \$50.24         Hourly         12/16/2023           50052107 Senior Telecommunications Engineer         12         IBEW939B         \$71.52         \$71.52         \$71.52         \$7													
50160570   Senior Strategic Business Planner   12   PAS00660   \$132,080.00   \$132,080.00   \$174,928.00   Annually   121672023   \$1099177   Senior Strategic Business Planner   \$42.21   \$43.26   \$44.31   \$45.44   \$46.56   \$47.76   \$48.95   \$50.21   \$1.43   \$45.44   \$46.56   \$47.76   \$48.95   \$50.21   \$1.43   \$45.44   \$46.56   \$47.76   \$48.95   \$50.21   \$1.43   \$45.44   \$46.56   \$47.76   \$48.95   \$47.80   \$48.97   \$48.95	50052100 Senior Staff Secretary To Board Office Confidential												
50099177 Senior Survey Engineering Technician-Chief of Party         6 OSE0740A         \$42.21         \$43.26         \$44.31         \$45.44         \$46.56         \$47.76         \$48.95         \$50.21         \$51.43         Hourly         \$12/16/2023           50092752 Senior Survey Engineering Technician-Office Survey         6 OSE0735A         \$41.18         \$42.21         \$43.26         \$44.36         \$45.47         \$46.62         \$47.80         \$50.24         Hourly         \$12/16/2023           50052103 Senior Telecommunications Engineer         12 PAS0060         \$132,080.00         \$132,080.00         \$174,928.00         \$174,928.00         Annually         \$12/16/2023           50052107 Senior Telecommunications Technician         12 IBEW939B         \$71.52         Hourly         \$12/16/2023	50160570 Conjun Staff Secretary-Confidential				\$32.59	\$33.39	\$34.20	\$35.07	\$35.94	\$36.82	\$37.76	\$38.70	Hourly 12/16/2023
50092752 Senior Survey Engineering Technician-Office Survey         6         OSE0735A         \$41.18         \$42.21         \$43.26         \$44.36         \$45.47         \$46.62         \$47.80         \$48.97         \$50.24         Hourly         12/16/2023           50052103 Senior Telecommunications Engineer         12         PAS00660         \$132.080.00         \$132.080.00         \$174.928.00         Annually         12/16/2023           50052107 Senior Telecommunications Technician         12         IBEW939B         \$71.52         \$71.52         Hourly         12/16/2023					¢42.26	\$44.24	\$AF AA	¢AG EG	¢47.76	\$49 OF	¢50.24	¢54.49	
50052103         Senior Telecommunications Engineer         12         PAS00660         \$132,080.00         \$174,928.00         Annually         12/16/2023           50052107         Senior Telecommunications Technician         12         IBEW939B         \$71.52         Hourly         12/16/2023													
50052107         Senior Telecommunications Technician         12         IBEW939B         \$71.52         Hourly         12/16/2023					Ψ42.21	ψ43.20	ψ <del>44</del> .30	φ <del>4</del> υ.41	ψ40.02	ψ41.00	ψ40.51	950.24	
	50154498 Senior Telephone Technician	12	IBEW922G	\$64.18									Hourly 12/16/2023



50100561 Senior Telephone Technician Closed Classification	12	IBEW939B	\$71.52									Hour		16/2023
50052109 Senior Tool Repairer 50052108 Senior Transmission Planning Engineer	12 12	IBEW901A PAS0066O	\$58.57 \$132.080.00									\$174,928.00 Annua		16/2023 16/2023
50052106 Senior Transmission Flaming Engineer	12	IBEW976D	\$132,060.00									Hour	ly 12/1	16/2023
50163133 Senior User Experience Specialist	12	PAS00590	\$111,092.80									\$147,201.60 Annua		16/2023
50154166 Senior Vehicle Mechanic	12	IBEW874B	\$51.24									Hour		16/2023
50083253 Senior Vehicle Mechanic Closed Classification	12	IBEW887A	\$55.94									Hour		16/2023
50154167 Senior Vehicle Mechanic with class A	12	IBEW874D	\$52.39									Hour		16/2023
50052115 Senior Vehicle Mechanic with class A Closed Classification 50154168 Senior Vehicle Mechanic with hazmat	12 12	IBEW887L IBEW874E	\$57.09 \$52.51									Hour		16/2023 16/2023
50052116 Senior Vehicle Mechanic with hazmat Closed Classification	12	IBEW887X	\$57.21									Hour	ly 12/1	16/2023
50051927 Service Dispatcher	6	OSE0705A	\$35.50	\$36.42	\$37.32	\$38.22	\$39.21	\$40.21	\$41.19	\$42.21	\$43.27	Hour	ly 12/1	16/2023
50167601 Shift Power System Operator Entry Level	12	IBEW980A	\$77.05	\$78.96	\$80.99	\$83.00	\$85.08	\$87.22	\$89.38	\$91.64	\$93.93	Hour	ly 12/1	16/2023
50167434 Shift Power System Operator II	12	IBEW986A	\$98.60									Hour		16/2023
50154602 Shift Senior Power System Operator	12	IBEW990A	\$103.57									Hour		16/2023
50051684 Site Safety Coordinator 50166436 SMUD Cares Program Manager	12 12	PAS0062O PAS0056B	\$119,641.60 \$103,188.80									\$158,433.60 Annua \$143,624.00 Annua		16/2023 16/2023
50168118 Social Media Specialist	12	PAS00540	\$98,217.60									\$130,062.40 Annua		16/2023
50051751 Software Quality Assurance Specialist	12	PAS00540										\$130,062.40 Annua		16/2023
50165227 Space and Move Management Specialist	12	PAS0043O										\$99,216.00 Annua		16/2023
50051940 Special Assistant to Board of Directors	N/	PAS0059O										\$147,201.60 Annua		16/2023
50051928 Staff Secretary	6	OSE0655A	\$27.77	\$28.50	\$29.17	\$29.93	\$30.66	\$31.41	\$32.17	\$32.98	\$33.82	Hour		16/2023
50086677 Staff Secretary Confidential 50052118 Station Recorder Closed Classification	6 12	CONF655A IBEW861C	\$29.98 \$33.14	\$30.74 \$34.66	\$31.51 \$44.66	\$32.27 \$46.57	\$33.07 \$49.47	\$33.91	\$34.76	\$35.64	\$36.49	Hour Hour		16/2023 16/2023
50151393 Station Recorder Closed Classification	12	IBEW872I	\$51.79	ψυ-τ.υυ	ψτ-1.00	ψ-τ0.01	ψ-J.+1					Hour		16/2023
50162807 Stem Cooperative Organization Student Assistant	N/	OSE0550A	\$22.89	\$23.47	\$24.05	\$24.64	\$25.26	\$25.90	\$26.53	\$27.20	\$27.89	Hour	ly 12/1	16/2023
50051657 Stem Student Assistant	N/	OSE0550A	\$22.89	\$23.47	\$24.05	\$24.64	\$25.26	\$25.90	\$26.53	\$27.20	\$27.89	Hour	ly 12/1	16/2023
50160145 Strategic Account Advisor I	F	PAS00450	\$78,686.40									\$104,187.20 Annua		16/2023
50160202 Strategic Account Advisor II 50160192 Strategic Account Advisor III	12	PAS00540 PAS0056C	\$98,217.60 \$103,188.80									\$130,062.40 Annua \$147,201.60 Annua	illy 12/1	16/2023 16/2023
50160040 Strategic Account Advisor IV Closed Classification	12	PAS0050C	\$103,166.60									\$166,483.20 Annua		16/2023
50051626 Strategic Business Planner I	12		\$103,188.80									\$136,697.60 Annua		16/2023
50052044 Strategic Business Planner II	12	PAS0062O	\$119,641.60									\$158,433.60 Annua		16/2023
50052119 Student Staff Assistant	N/	OSE0549A	\$18.54	\$19.00	\$19.48	\$19.97	\$20.46	\$20.96	\$21.49	\$22.05	\$22.59	Hour		16/2023
50170857 Student Staff Assistant Confidential	12	CONF549A	\$19.00 \$116,147.20	\$19.47	\$19.96	\$20.46	\$20.97	\$21.48	\$22.02	\$22.59	\$23.15	Hour		16/2023 17/2022
50137994 Substation Assets Supervisor 50137994 Substation Assets Supervisor	12	PAS0062I PAS0062I	\$116,147.20									\$181,937.60 Annua \$187,387.20 Annua		16/2023
50091429 Substation Construction Foreman/Woman with class A	12	IBEW942E	\$79.25									Hour		16/2023
50091430 Substation Construction Foreman/Woman with hazmat	12	IBEW942F	\$79.37									Hour		16/2023
TBD Substation Electrical Inspector	12	IBEW940A	\$72.24									Hour		24/2023
TBD Substation Electrical Inspector	12	IBEW940A	\$74.40									Hour		16/2023
50051929 Substation Foreman/Woman,Light 50051930 Substation Foreman/Woman,Light with class A	12 12	IBEW940A IBEW940B	\$74.40 \$75.55									Hour		16/2023 16/2023
50051931 Substation Foreman/Woman, Light with hazmat	12	IBEW940C	\$75.67									Hour		16/2023
50165789 Substation Maintenance Worker I	12	IBEW861A	\$40.59	\$42.63	\$44.75	\$46.99						Hour	ly 12/1	16/2023
50125721 Substation Maintenance Worker II	12	IBEW861B	\$49.33	\$51.79								Hour		16/2023
50051932 Substation SubForeman/Woman 50051933 Substation Subforeman/Woman with class A	12 12	IBEW936D IBEW936E	\$70.01 \$71.16									Hour		16/2023 16/2023
50051933 Substation Subforeman/Woman with hazmat	12	IBEW936F	\$71.16									Hour		16/2023
50091625 Superintendent Project Development and Engineering	12	PAS00710										\$197,891.20 Annua		16/2023
50051957 Supervising Accounting Tech	12	PAS00470										\$109,470.40 Annua		16/2023
50165907 Supervising Administrative Analyst I	F	PAS00410										\$94,411.20 Annua		16/2023
50165911 Supervising Administrative Analyst II	12 12	PAS00490 PAS00520										\$115,044.80 Annua \$123,843.20 Annua		16/2023 16/2023
50165909 Supervising Administrative Analyst III 50051972 Supervising Customer Representative	12	PAS00520										\$123,843.20 Annua \$115,044.80 Annua		16/2023
50051972 Supervising Customer Representative  50051973 Supervising Customer Services Field Representative	12	PAS00490	\$93,516.80									\$130,062.40 Annua		16/2023
50166563 Supervising Human Resources Analyst	12	PAS0062O	\$119,641.60									\$158,433.60 Annua		16/2023
50135199 Supervising Paralegal	12	PAS00470										\$109,470.40 Annua		16/2023
50150056 Supervising Procurement Specialist Closed Classification	12		\$111,092.80									\$150,883.20 Annua		16/2023
50052015 Supervising Resource Planner 50130191 Supervisor Business Technology Resources & Planning	12 12	PAS00690	\$142,188.80 \$149,344.00									\$188,323.20 Annua \$197,891.20 Annua		16/2023 16/2023
50051697 Supervisor Fleet Design & Delivery	12	PAS00590										\$147,201.60 Annua		16/2023
50129649 Supervisor Apprenticeship & Operations Training	12	PAS00640	\$125,694.40									\$166,483.20 Annua		16/2023
50163093 Supervisor Budget Office	12	PAS00660										\$174,928.00 Annua		16/2023
50090727 Supervisor Business Process Support	12		\$119,641.60									\$158,433.60 Annua		16/2023
50124592 Supervisor Construction Management Inspection 50051994 Supervisor Data Management	12 12	PAS00640	\$125,694.40 \$125,694.40									\$166,483.20 Annua \$166,483.20 Annua		16/2023 16/2023
50126020 Supervisor Data Management 50126020 Supervisor Distribution Services New Business	12	PAS00640										\$188,323.20 Annua		16/2023
50051852 Supervisor Distribution System Operations-Field Operation	12	PAS0069O	\$142,188.80									\$188,323.20 Annua		16/2023
50128766 Supervisor Energy Efficiency Emerging Technologies	12	PAS0066O	\$132,080.00									\$174,928.00 Annua	illy 12/1	16/2023
50162517 Supervisor Energy Management System	12		\$142,188.80									\$197,891.20 Annua		16/2023
50160221 Supervisor Energy Trading & Contracts	12		\$153,088.00									\$202,820.80 Annua		16/2023
50160265 Supervisor Engineering 50158442 Supervisor Environmental, Health & Safety Services	12 12		\$149,344.00 \$132.080.00									\$197,891.20 Annua \$174,928.00 Annua		16/2023 16/2023
50051981 Supervisor Facilities & Maintenance	12		\$142,188.80									\$188,323.20 Annua		16/2023
50162321 Supervisor Field Metering	12	PAS0059B	\$111,092.80									\$154,668.80 Annua	illy 12/1	16/2023
50094154 Supervisor Health & Safety Services Closed Classification	12		\$132,080.00									\$188,323.20 Annua		16/2023
50051729 Supervisor Hydro License Implementation	12		\$132,080.00									\$174,928.00 Annua		16/2023
50051990 Supervisor Image Production Postal Service & Administrative	12	PASUU52C	\$93,516.80									\$133,328.00 Annua	iliy   12/1	16/2023



5013669	Supervisor Load Research and Forecasting	12		\$142,188.80									\$188,323.20	Annually	12/16/2023
	Supervisor Maintenance Engineering	12	PAS0069O											Annually	12/16/2023
	Supervisor Material Planning & Coordination	12		\$119,641.60										Annually	12/16/2023
	Supervisor Operations & Availability	12		\$149,344.00										Annually	12/16/2023
	7 Supervisor Operations Scheduling & Productivity 2 Supervisor Project Management Office	12	PAS00590 PAS00670										\$147,201.60 \$179,275.20	Annually Annually	12/16/2023 12/16/2023
	2 Supervisor Rates	12	PAS00670	\$142,188.80										Annually	12/16/2023
	Supervisor Real Estate Services	12	PAS00620	\$119,641.60									\$158,433.60	Annually	12/16/2023
5016367	Supervisor Segment Delivery	12	PAS00640	\$125,694.40									\$166,483.20	Annually	12/16/2023
5016014	Supervisor Strategic Account Management	12		\$119,641.60										Annually	12/16/2023
	Supervisor Survey	12	PAS00620										\$158,433.60	Annually	12/16/2023
5005192	Supervisor Threat Management and Corporation Security Operations	12	PAS00620											Annually	12/16/2023
5012618	Supervisor Transmission and Distribution Line Maintenance Supplier Diversity Supervisor	12 12	PAS00690 PAS00560	\$142,188.80 \$103,188.80									\$188,323.20 \$136,697.60	Annually Annually	12/16/2023 12/16/2023
	Support Center Supervisor	12	PAS00560 PAS00590											Annually	12/16/2023
5009275	Survey Engineering Technician Journey	6	OSE0714A		\$38.12	\$39.03	\$40.03	\$41.05	\$42.08	\$43.13	\$44.18	\$45.33	\$147,201.00	Hourly	12/16/2023
5017041	Sustainable Community Partnership Specialist I	F	PAS00450	\$78,686.40	ψ00:12	ψου.ου	\$10.00	\$11.00	ψ12.00	<b>\$10.10</b>	<b>\$11.10</b>	\$ 10.00	\$104,187.20	Annually	12/16/2023
	Sustainable Community Partnership Specialist II	12	PAS0054O											Annually	12/16/2023
	Sustainable Community Partnership Specialist III	12	PAS00590											Annually	12/16/2023
	Systems Protection and Control	12	PAS00710	\$149,344.00									\$197,891.20	Annually	12/16/2023
	Technical Writer Entry Level	12	PAS00520										\$123,843.20	Annually	12/16/2023
	Telecommunications Technician Apprentice	12 48	IBEW845A IBEW921A	\$39.32 \$43.83	\$42.96 \$47.87	\$46.59 \$51.94	\$50.22 \$55.93	\$53.85 \$59.99	\$57.47 \$64.05					Hourly	12/16/2023 12/16/2023
	Telecommunications Technician Apprentice Closed Classification Telecommunications Technician Closed Classification	48 12	IBEW921A IBEW928I	\$43.83 \$67.41	\$41.87	\$51.94	\$55.93	\$59.99	\$04.U5					Hourly Hourly	12/16/2023
	Telecommunications Technician I	12	IBEW915A	\$60.49										Hourly	12/16/2023
	Telecommunications Technician II	12	IBEW928I	\$67.41										Hourly	12/16/2023
5015462	Telephone Technician	12	IBEW915A	\$60.49										Hourly	12/16/2023
5015462	Telephone Technician Apprentice	12	IBEW845A	\$39.32	\$42.96	\$46.59	\$50.22	\$53.85	\$57.47					Hourly	12/16/2023
	P Telephone Technician Apprentice Closed Classification	36	IBEW921A	\$43.83	\$47.87	\$51.94	\$55.93	\$59.99	\$64.05					Hourly	12/16/2023
	Telephone Technician Closed Classification	12	IBEW928I	\$67.41		***								Hourly	12/16/2023
	Tool Repairer Tool Repairer with class A	12	IBEW874G IBEW874M	\$46.84 \$47.99	\$48.35 \$49.50	\$50.10 \$51.25	\$52.57 \$53.72							Hourly	12/16/2023 12/16/2023
	Tool Repairer with class A  Tool Repairer with hazmat	12 12	IBEW874Z	\$47.99	\$49.50	\$51.25 \$51.37	\$53.72 \$53.84							Hourly Hourly	12/16/2023
	Tool Room Foreman/Woman	12	IBEW936A	\$69.00	ψ49.02	ψ31.37	\$33.04							Hourly	12/16/2023
	Trade Show Coordinator	6	OSE0743A	\$43.06	\$44.11	\$45.22	\$46.36	\$47.50	\$48.71	\$49.93	\$51.17	\$52.46		Hourly	12/16/2023
	Training & Compliance Coordinator	12	PAS0052O							, , , , ,		, , , , ,	\$123,843.20	Annually	12/16/2023
5016007	Training Coordinator	12	PAS00450	\$78,686.40									\$104,187.20	Annually	12/16/2023
	Transmission and Distribution Line Construction Consultant	12	PAS0066C	\$132,080.00										Annually	12/16/2023
	Transmission and Distribution Supervisor Projects	12	PAS0062U										\$182,187.20	Annually	12/16/2023
	Troubleshooter	12	IBEW941R	\$81.25										Hourly	12/16/2023
	Troubleshooter with class A User Experience Specialist Entry Level	12 F	IBEW941D PAS0045O										\$104,187.20	Hourly	12/16/2023 12/16/2023
	User Experience Specialist Journey	12	PAS00430	\$98,217.60									\$130,062.40	Annually Annually	12/16/2023
	2 Utility Assistant	12	IBEW785A	\$19.84	\$22.68								ψ100,002.40	Hourly	12/16/2023
	Utility Compliance Specialist	12	IBEW828G	\$32.38	\$33.86	\$36.46	\$38.95	\$41.71						Hourly	12/16/2023
5015139	Utility Compliance Specialist Closed Classification	12	IBEW872I	\$51.79										Hourly	12/16/2023
	Utility Compliance Specialist Closed Classification	12	IBEW872L	\$53.02										Hourly	12/16/2023
	7 Utility Compliance Specialist II	12	IBEW919J	\$43.86										Hourly	12/16/2023
	Utility Crew Foreman/Woman with hazmat Utility Worker Entry Level with class A	12 12	IBEW888X IBEW802L	\$56.43 \$33.53	\$35.01	\$36.49	\$37.96							Hourly Hourly	12/16/2023 12/16/2023
	Utility Worker I	12	IBEW802G	\$32.38	\$33.86	\$35.34	\$36.81							Hourly	12/16/2023
	Utility Worker II	12	IBEW814A	\$38.91	ψ00.00	ψυυ.υΨ	ψ55.01							Hourly	12/16/2023
5011612	Utility Worker III	12	IBEW816H	\$34.33	\$35.70	\$37.25	\$38.77	\$40.43						Hourly	12/16/2023
5005215	7 Utility Worker with hazmat	12	IBEW802X	\$33.65	\$35.13	\$36.61	\$38.08							Hourly	12/16/2023
5015463	Vegetation Management Specialist with class A	12	IBEW878H	\$54.33										Hourly	12/16/2023
	Vegetation Management Specialist With class A Closed Classification	12	IBEW901L	\$59.76										Hourly	12/16/2023
	Vegetation Management Supervisor I	12	PAS00560											Annually	12/16/2023
	Negetation Management Supervisor II Vegetation Work Planner	12 12	PAS00590 IBEW878G	\$111,092.80 \$53.18									\$147,201.60	Annually	12/16/2023 12/16/2023
5005214	R Vegetation Work Planner Closed Classification	12	IBEW901A	\$53.16										Hourly Hourly	12/16/2023
	R Vegetation Work Planner with class A	12	IBEW878H	\$54.33										Hourly	12/16/2023
	Vegetation Work Planner with class A Closed Classification	12	IBEW901L	\$59.72										Hourly	12/16/2023
5015463	Vegetation Work Planner with hazmat	12	IBEW878J	\$54.45										Hourly	12/16/2023
	Vegetation Work Planner with hazmat Closed Classification	12	IBEW901X	\$59.84										Hourly	12/16/2023
5005215	Vehicle Attendant	12	IBEW816G	\$33.44	\$34.85	\$36.41	\$37.93	\$39.56						Hourly	12/16/2023
	Vehicle Attendant with class A	12	IBEW817B	\$34.59	\$36.00	\$37.56	\$39.08	\$40.71						Hourly	12/16/2023
	Vehicle Attendant with hazmat	12	IBEW817X	\$34.71	\$36.12	\$37.68	\$39.20	\$40.83						Hourly	12/16/2023
	Vehicle Maintenance Aide Vehicle Maintenance Aide with class A	12 12	IBEW790A IBEW790L	\$23.83 \$24.98	\$29.41 \$30.56									Hourly Hourly	12/16/2023 12/16/2023
	Vehicle Maintenance Aide with hazmat	12	IBEW790X	\$24.96	\$30.56									Hourly	12/16/2023
	Vehicle Mechanic	12	IBEW858A	\$48.12	ψ00.00									Hourly	12/16/2023
	Vehicle Mechanic Apprentice with hazmat	48	IBEW851D	\$32.04	\$34.17	\$36.26	\$38.35	\$40.46	\$42.55	\$44.68	\$46.74			Hourly	12/16/2023
5005216	Vehicle Mechanic Apprentice with hazmat Closed Classification	48	IBEW866X	\$35.45	\$37.70	\$39.96	\$42.22	\$44.47	\$46.71	\$48.98	\$51.23			Hourly	12/16/2023
	Vehicle Mechanic Closed Classification	12	IBEW874C	\$52.57										Hourly	12/16/2023
	Vehicle Mechanic Welder	12	IBEW851I	\$50.33	<b>605.30</b>	607.04	646.40	640.07	644.54	044.50	646.00			Hourly	12/16/2023
	Vehicle Mechanic Welder Apprentice with class A	12	IBEW851F IBEW888A	\$33.53 \$36.79	\$35.76 \$39.14	\$37.94 \$41.56	\$40.12 \$43.98	\$42.37 \$46.40	\$44.54 \$48.78	\$44.58 \$51.18	\$48.98 \$53.57			Hourly Hourly	12/16/2023 12/16/2023
	Nahiola Machanic Walder Apprentice with class A Classification														1 12/10/2023
5012530	Vehicle Mechanic Welder Apprentice with class A Closed Classification	48 12							Ψ10.70						
5012530 5015421	Vehicle Mechanic Welder Apprentice with class A Closed Classification   Vehicle Mechanic Welder Apprentice with hazmat   Vehicle Mechanic Welder Apprentice with hazmat Closed Classification	48 12 48	IBEW851K IBEW888B	\$33.59 \$36.83	\$35.81 \$39.19	\$37.99 \$41.61	\$43.96 \$40.17 \$44.01	\$42.40 \$46.41	\$44.58 \$48.82	\$46.77 \$51.23	\$49.01 \$53.61			Hourly	12/16/2023 12/16/2023

#### 2024 SMUD Wage Schedule Effective 12/16/2023



50154218 Vehicle Mechanic Welder with class A	12	IBEW874A	\$51.48										Hourly	12/16/2023
50052166 Vehicle Mechanic Welder with class A Closed Classification	12	IBEW888G	\$56.31										Hourly	12/16/2023
50154219 Vehicle Mechanic Welder with hazmat	12	IBEW872H	\$51.60										Hourly	12/16/2023
50052167 Vehicle Mechanic Welder with hazmat Closed Classification	12	IBEW888X	\$56.43										Hourly	12/16/2023
50154225 Vehicle Mechanic with class A	12	IBEW858D	\$49.27										Hourly	12/16/2023
50052162 Vehicle Mechanic with class A Closed Classification	12	IBEW878A	\$53.71										Hourly	12/16/2023
50154240 Vehicle Mechanic with hazmat	12	IBEW858K	\$49.39										Hourly	12/16/2023
50052163 Vehicle Mechanic with hazmat Closed Classification	12	IBEW878X	\$53.84										Hourly	12/16/2023
50052168 Vehicle Parts Clerk	6	OSE0680B	\$31.41	\$32.17	\$32.98	\$33.82	\$34.68	\$35.50	\$36.42	\$37.33	\$38.23		Hourly	12/16/2023
50161540 Warehouse Operation Coordinator	12	PAS0056C	\$103,188.80									\$147,201.60	Annually	12/16/2023



### Sacramento Municipal Utility District 2024 Special Pay Compensation Policy

SPECIAL COMPENSATION	WAGE TYPE		ELIGIBLE EMPLOYEE GROUPS										
CATEGORY	WAGE THE		OSE		IBEW	PAS/MGMT	PSOA	CONF	DATE				
Special Assignment Pay	2nd Shift Differential Pay	\$	2.79		3.77	*6%		4%	12/16/2023				
Special Assignment Pay	3rd Shift Differential Pay	\$	3.73	\$	5.02	*8%		6%	12/16/2023				
Special Assignment Pay	4th Shift Diff Pay - R.S.	\$	4.66	\$	5.02	*8%		8%	12/16/2023				
Special Assignment Pay	PSOA 2nd Shift Differential Pay						8%		12/16/2023				
Special Assignment Pay	Dbltm 4th Shift Diff		2X + \$4.66		2X + \$5.02	*2X + 8%	2X + 8%	0	12/16/2023				
Special Assignment Pay	Instructor/Training Officer						8%		12/16/2023				
Special Assignment Pay	Mutual Aid				2X				12/16/2023				
Statutory Items	DT Incentive Erngs		2X		2X	*2X	2X		12/16/2023				
Incentive Pay	Employer Paid Member Contributions		0.00%		0.00%	1.75%	0.00%	1.75%	12/16/2023				
Statutory Items	FRC Cleaning Allowance	U	p to \$1,550 / yr	Up	o to \$1,550 / yr	Up to \$1,550 / yr	Up to \$1,550 / yr		12/16/2023				
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS		**		**	**	**	**	12/16/2023				
Statutory Items	Overtime Incentive Erngs		2X		2X	*1.5X	2X		12/16/2023				
Statutory Items	PERS Uniform Allowance	U	p to \$1,500 / yr	U	p to \$2,000 / yr	Up to \$2,000 / yr			12/16/2023				
Special Assignment Pay	Relief Shift Differential	\$	4.66		5.02	*8%	8%	8%	12/16/2023				
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS					*1.5X + 6%			12/16/2023				
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS					*1.5X + 8%			12/16/2023				
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS					*1.5X + 8%			12/16/2023				
Statutory Items	Sch Holiday Dbl Time		2X		2X	*2X	2X		12/16/2023				
Statutory Items	Sch Holiday Work		2X		2X	*1.5X	2X		12/16/2023				
Statutory Items	Sch Holiday Worked - PAS					*1.5X			12/16/2023				
Special Assignment Pay	Schd Hol DT Shft 2 Diff		2X + \$2.79		2X + \$3.77	*2X + 6%	2X + 8%		12/16/2023				
Special Assignment Pay	Schd Hol DT Shft 3 Diff		2X + \$3.73		2X + \$5.02	*2X + 8%	2X + 8%		12/16/2023				
Special Assignment Pay	Schd Hol DT Shft 4 Diff		2X + \$4.66		2X + \$5.02	*2X + 8%	2X + 8%		12/16/2023				
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff		2X + \$2.79		2X + \$3.77	*1.5X + 6%	2X + 8%		12/16/2023				
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff		2X + \$3.73		2X + \$5.02	*1.5X + 8%	2X + 8%		12/16/2023				
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff		2X \$4.66		2X + \$5.02	*1.5X + 8%	2X + 8%		12/16/2023				
Premium Pay	WOC DT Incentive		2X		2X		2X	2X	12/16/2023				
Premium Pay	WOC Hol Special		2X		2X		2X	2X	12/16/2023				
Premium Pay	WOC OT Incentive		2X		2X		2X	1.5X	12/16/2023				
Premium Pay	WOC Reg		1X		1X		1X	1X	12/16/2023				
Special Assignment Pay	Temporary Upgrade 2.5%		2.50%		2.50%	2.50%	2.50%	2.50%	12/16/2023				
Special Assignment Pay	Temporary Upgrade 5%		5%		5%	5%	5%	5%	12/16/2023				
Special Assignment Pay	Temporary Upgrade 7.5%		7.50%		7.50%	7.50%	7.50%	7.50%	12/16/2023				
Special Assignment Pay	Temporary Upgrade 10%		10%		10%	10%	10%	10%	12/16/2023				
Short Term Incentives - Exec	STI					11%			12/16/2023				
Short Term Incentives - Dir	STI					6%			12/16/2023				
Individual Performance Award	Pay for Performance Award					0 - 9%			12/16/2023				
Incentive Pay	Off-Salary-Schedule Pay								12/16/2023				

#### 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 designated 24/7 \*applies to PAS employees in Energy Trading & Contracts working a shift schedule

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

# Northern California Energy Authority (NCEA)

SSS No. CFO 23-012	

## NCEA COMMISSION **AGENDA ITEM**

#### **NORTHERN CALIFORNIA ENERGY AUTHORITY STAFFING SUMMARY SHEET**

Committee Meeting & Date Finance and Audit November 7, 2023 **Board Meeting Date** December 14, 2023

	ТО								ТО		
1.	Russell Mills	6.									
2.	Jennifer Davidson										
3. Lora Anguay					8.						
4.	4. Jose Bodipo-Memba					Legal					
5.	Scott Martin				10.	0. CEO & General Manager					
Consent Calendar Yes No If no, schedule a dry run presen				lule a dry run presentation.	Bud	geted	Yes	i	No (If no, exp section.)	olain in Cos	t/Budgeted
FROM (IPR) DEPARTMENT				DEPARTMENT					MAIL STOP	EXT.	DATE SENT
Jennifer Restivo Planning and Perform					nance				A309	5193	10/20/23
NA	NARRATIVE:								•		

Requested Action: Approve the 2024 Northern California Energy Authority (NCEA) Budget.

**Summary:** 

NCEA is a Joint Powers Authority (JPA), Northern California Energy Authority, formed with SMUD and Sacramento Municipal Utility District Financing Authority (SFA) in 2018. The Authority issued bonds and used the proceeds to enter into a commodity prepayment agreement with J Aron and Company for a thirtyyear supply of natural gas or electricity, with a mandatory put date of July 1st, 2024. The Authority has also entered into a Commodity Supply Contract with SMUD that provides for the sale of all the gas or electricity to SMUD. SMUD's 2024 Budget Commodity line item includes the cost of the natural gas to be purchased from NCEA. NCEA will use proceeds from the natural gas sales to SMUD to pay for interest and principal on the NCEA bonds.

**Board Policy:** (Number & Title) SD-3 Access to Credit Markets and SD-4 Reliability. The NCEA budget will support SD-3 and SD-4 by providing a reliable and discounted supply of natural gas for SMUD's thermal generating plants. The 2024 Budget provides for the payment of interest, principal, and trustee fees on the NCEA bonds, and other administrative costs.

Benefits: Approval of the 2024 NCEA Budget meets the requirements of the MUD Act and will authorize bond interest, trustee fee and other administrative payments within the limits prescribed.

Cost/Budgeted:

Approval of the 2024 NCEA Budget Resolution will authorize debt service and administrative payments within the limit prescribed.

Alternatives: Approval of a budget is required before January 1, 2024, or the Northern California Energy Authority will not

have authority to carry out gas transactions nor make required debt service payments.

Affected Parties: Budget Office, Accounting, Treasury, Power Generation, Energy Trading & Contracts, Legal.

**Coordination:** 

Budget Office, Accounting, Treasury, Power Generation, Energy Trading & Contracts, Legal.

**Presenter:** Lora Anguay

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SUBJECT

ITEM NO. (FOR LEGAL USE ONLY)

## RESOLUTION NO. 1x-NCEA1-12-\_\_\_

## BE IT RESOLVED BY THE COMMISSIONERS OF THE NORTHERN CALIFORNIA ENERGY AUTHORITY:

Section 1. This resolution may be referred to as the 2024

Northern California Energy Authority (NCEA) Budget Resolution.

Section 2. There is hereby appropriated from the Northern California Energy Authority (NCEA or Authority) Debt Service Fund sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority's programs for the period January 1, 2024, through December 31, 2024.

Interest Expense	\$ 18,388,444
Bond Principal	\$ 14,505,000
Administrative & General	\$ 163,287

Section 3. Demands against the Authority may be paid without the prior specific approval of this Commission if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer and General Manager of the Authority, or his designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer and General Manager, or his designee, 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 the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

## Northern California Gas Authority Number 1 (NCGA1)

SSS No. CFO 23-013	

## NCGA1 COMMISSION **AGENDA ITEM**

#### NORTHERN CALIFORNIA GAS AUTHORITY NUMBER 1 STAFFING SUMMARY SHEFT

Committee Meeting & Date Finance and Audit November 7, 2023 **Board Meeting Date** December 14, 2023

	NOMBER TOTALTING COMMINART SHEET												
	TO TO												
ТО										ТО			
1. Russell Mills						6.							
2.	Jennifer David	dson				7.							
3.	Lora Anguay					8.							
4.	Jose Bodipo-N	Memba				9.	Legal	l					
5.	Scott Martin					10.	CEO	&	Genera	l Manager			
Cor	sent Calendar	Yes	No If no, s	chea	lule a dry run presentation.	Buc	lgeted		Yes	No (If no, ex section.)		t/Budgeted	
FRC	M (IPR)				DEPARTMENT	II.			I	MAIL STOP	EXT.	DATE SENT	
Jen	nifer Restivo				Planning and Perform	nance A309 5193 10/20/23							
NA	RRATIVE:									1		II.	
Re	quested Action	: Appro	ove the 2024 1	Vort	thern California Gas A	uthor	ty Num	bei	1 (NCC	GA1) Budget.			
	Requested Action: Approve the 2024 Northern California Gas Authority Number 1 (NCGA1) Budget.  Summary: NCGA1 is a Joint Powers Authority (JPA) between SMUD, and Sacramento Municipal Utility Dis Financing Authority (SFA) formed in 2007. The Authority issued bonds and used the proceeds to enter in prepayment agreement with Morgan Stanley Capital Group, Inc. for a twenty-year supply of a fixed quant of natural gas. The Authority has also entered into a Gas Supply Contract with SMUD that provides for sale of all the gas to SMUD. SMUD's 2024 Budget Commodity line item includes the cost of the natural to be purchased form NCGA1, and this is the source of funds to be used to pay interest and principal or NCGA1 bonds.										Is to enter into a a fixed quantity provides for the f the natural gas		
	<b>Board Policy</b> (Number & Title	other )	administrativets and SD-4	e co Rel:	ides for the payment o osts, and indirectly sujiability by providing a will adopt SMUD's bu	pports relial	the Boole supp	oard oly	d's strat of natur	egic directive al gas for SM	s SD-3 A	ccess to Credit	

Benefits: Approval of the 2024 NCGA1 Budget meets the requirements of the MUD Act and will authorize bond

interest, principal, trustee fee, and other administrative payments within the limits prescribed.

**Cost/Budgeted:** 

Approval of the 2024 NCGA1 Budget Resolution will authorize debt service and administrative payments

within the limit prescribed.

Alternatives: Approval of a budget is required before January 1, 2024, or the Joint Powers Authority would not have

authority to make required debt service payments.

**Affected Parties:** 

Budget Office, Accounting, Treasury, Power Generation, Energy Trading & Contracts, Legal.

**Coordination:** 

Budget Office, Accounting, Treasury, Power Generation, Energy Trading & Contracts, Legal.

**Presenter:** Lora Anguay

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SUBJECT

ITEM NO. (FOR LEGAL USE ONLY)

## RESOLUTION NO. 1x-NCGA1-12-\_\_\_

## BE IT RESOLVED BY THE COMMISSIONERS OF THE NORTHERN CALIFORNIA GAS AUTHORITY NO. 1:

Section 1. This resolution may be referred to as the 2024

Northern California Gas Authority No. 1 (NCGA1) Budget Resolution.

Section 2. There is hereby appropriated from the Northern California Gas Authority No. 1 (NCGA1 or Authority) Debt Service Fund sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority's programs for the period January 1, 2024, through December 31, 2024.

Interest Expense	\$ 4,618,408
Bond Principal	\$ 25,530,000
Administrative & General	\$ 233,459

Section 3. Demands against the Authority may be paid without the prior specific approval of this Commission if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer and General Manager of the Authority, or his designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer and General Manager, or his designee, 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 the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

# Sacramento Municipal Utility District Financing Authority (SFA)

Campbell Power Plant (includes McClellan Power Plant)

Carson Power Plant

Consumnes Power Plant

Procter & Gamble Power Plant

SSS No. JPA 23	3-004	

**Presenter:** Lora Anguay

## SFA COMMISSION AGENDA ITEM

## SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY STAFFING SUMMARY SHEET

Committee Meeting & Date
Finance & Audit
November 7, 2023
Board Meeting Date
December 14, 2023

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				ТО						ТО		
1.	1. Ryder Couch							6. Jennifer Davidson				
2.	Rouz Nouredia	ni				7.	Scott	Martir	ı			
3.	Russell Mills					8.	Jose E	Bodipo	-Men	ıba		
4.	Joel Ledesma					9.	Legal					
5.	Lora Anguay					10.	CEO	& Ge	neral	Manager		
Cor	sent Calendar	Yes		No If no, schedi	ıle a dry run presentation.	Bud	lgeted	Ye	es	No (If no, exp	plain in Cos	t/Budgeted
FRC	OM (IPR)				DEPARTMENT					MAIL STOP	EXT.	DATE SENT
	irie Johnson				Power Generation/Th	nerma	l Genera	ation		EA405	4822	10/19/2023
	RRATIVE:				TOWER GENERALION II	1011110	a Gener	ation		Errios	1022	10/19/2025
Re	quested Action:	: Appro			amento Municipal Util	lity D	istrict F	inanci	ng Au	thority Joint	Power A	uthority Budget
	Summary:	by the of ass Cosur costs	Sa ets nne to l	cramento Mun currently con es Power Plant, be incurred by	Utility District Finance dicipal Utility District (sists of five separate McClellan Power Plant the JPA thermal fleet operations expected distributions)	(SMU therm nt, and et in o	(D) and nal plan d Procte operating	the Mots: Ca or & Ga g and	odesto impbe amble main	o Irrigation D ll Power Pla Power Plant. taining the po	istrict (M nt, Carso The 2024	ID) and its fleet on Power Plant, 4 Budget covers
	Board Policy:		2 C	ompetitive Rat	tes, $SD - 3$ Access to	Credit	Market	ts, SD	-4, R	Reliability		
	(Number & Title)  Benefits:	Appro			udget Resolution will a nin the limits prescribe						udget pro	visions and will
	Cost/Budgeted:				et Resolution will au tion should offset exp						rescribed.	Expenditures
	Alternatives:	: N/A										
A	ffected Parties:	Budge	et C	Office, Account	ting, Treasury, Power	Genei	ration, L	egal				
	Coordination:	: Budge	et C	Office, Account	ting, Treasury, Power	Genei	ration, L	egal				

Additional Links:			
Additional Links.			

SUBJECT	JECT	ITEM NO. (FOR LEGAL USE ONLY)
	0004 D 1054 D 1 1	
	2024 Proposed SFA Budget	



**Carson Power Plant** 



**Campbell Power Plant** 



**Procter & Gamble Power Plant** 



**McClellan Power Plant** 

Sacramento Municipal Utility District Financing Authority 2024 Proposed Budget

**Cosumnes Power Plant** 

November 08, 2023 SFA JPA 23-002

TO: DISTRIBUTION

SUBJECT: 2024 PROPOSED JPA BUDGETS (as follows):

**SFA – Cosumnes Power Plant Budget** 

SFA - Campbell Power Plant Budget (includes McClellan Power Plant)

SFA – Procter & Gamble Power Plant Budget

**SFA – Carson Power Plant Budget** 

We are pleased to present the proposed 2024 Operating Budgets for the Sacramento Municipal Utility District Financing Authority (SFA). These budgets represent the anticipated expenses for the operation of the SFA Fleet.

The Operating Budgets for SFA for the period of January 1, 2024 to December 31, 2024, totals \$305,828,000 for Operations & Maintenance, \$13,097,000 for Administrative & General, \$17,760,000 for Principal & Interest and \$7,625,000 for Capital Expenditures. The Budgets' assumptions and supporting financial schedules are included for your information and review. Should you have any questions regarding these proposed 2024 Operating Budgets, please don't hesitate to contact me at (916) 732-6139.

Sincerely,

Pedro Juarez Date: 2023.10.16
08:48:05 - 07'00'

Pedro Juarez Manager, Thermal Generation Assets

### SFA THERMAL FLEET

The Sacramento Municipal Utility District Financing Authority (SFA) is a Joint Powers Agency (JPA) formed by Sacramento Municipal Utility District (SMUD) and currently consists of five separate thermal plants: Campbell Power Plant, Carson Power Plant, Cosumnes Power Plant, McClellan Power Plant, and Procter & Gamble Power Plant. On November 1, 2021, these plants transferred individual JPA ownerships to SFA.

#### CAMPBELL POWER PLANT / MCCLELLAN POWER PLANT

The plant is located at 3215 47th Avenue, Sacramento, CA. The plant consists of a 160 MW clean-burning gasfired combined cycle turbine generator unit. Besides electricity, the plant can generate steam, which could be sold to a suitable steam host. The plant's original steam host, Campbell Soup Supply Company, closed their factory in 2013 and no suitable replacement has been identified. The plant burns natural gas, which is supplied through natural gas pipelines owned and operated by SMUD. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system.

On May 11, 2007, the McClellan Gas Turbine (McClellan) facility was acquired through an Asset Sales Agreement. At that time, the operation and maintenance of McClellan became a secondary function of Campbell Power Plant. The McClellan gas turbine is a 72 MW simple cycle combustion turbine with both fast and black start capabilities. McClellan has been in commercial operation at the McClellan business park in Sacramento County since 1986. All electricity produced by McClellan is sold to SMUD.

#### CARSON POWER PLANT

The plant is a cogeneration plant located adjacent to the wastewater treatment plant, a subsidiary of Sacramento Regional County Sanitation District (SRCSD) in southern Sacramento County. The plant consists of one clean-burning gas-fired combined cycle gas turbine generator unit, one steam turbine generator unit, and one simple cycle gas turbine for a combined capacity of 107.5 MW. Besides electricity, the plan generates steam that is sold to SRCSD and an adjacent ice producing facility owned by the Glacier Valley Ice Company (Glacier Ice). The units are permitted to burn both digester gas from SRCSD facility, which was previously flared, and natural gas. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system. Since January 2012, Carson Power Plant has been cleaning the digester gas it receives from SRCSD to pipeline quality and selling it to SMUD for use in the Cosumnes Power Plant, where it can be used more efficiently.

#### **COSUMNES POWER PLANT**

Cosumnes is located on a property adjacent to the decommissioned Rancho Seco Nuclear Generating Station near the town of Herald, in the County of Sacramento. The plant consists of two ultra-low emissions, F-class, high efficiency gas-fired combined cycle gas turbine generator units, two heat recovery boilers, and one steam turbine generator unit with a combined, net capacity of 602 MW. The plant burns natural gas, which is supplied through a natural gas pipeline owned and operated by SMUD. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system.

#### PROCTER & GAMBLE POWER PLANT

The Procter & Gamble Power Plant is located adjacent to the Procter & Gamble Manufacturing Company (Procter & Gamble) in Sacramento County. The plant consists of two clean-burning gas-fired combined cycle gas turbine generator units, one steam turbine generator unit, and one simple cycle gas turbine for a combined capacity of 190.3 MW. Besides electricity, the plant generates steam, which is sold to Procter & Gamble. The plant burns natural gas, which is supplied through a natural gas pipeline owned and operated by SMUD. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system.



## SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY BUDGET SUMMARY

Dollars in Thousands

	2023	2024		
	PLANT TOTA	L PLANT TOTAL	NET CHANGE	
GENERATION (MWh)	5,156,10	6,322,212	23%	
FUEL				
Combined Cycle Gas Expenses	\$ 135,69	99 \$ 218,910	61%	
Combined Cycle Biogas Expense	46,85		-37%	
Peaker Plant Gas Expenses	2,06		24%	
Digester Gas for Resale	1,29	1,501	16%	
Auxiliary Boiler Fuel Costs	35	314	-11%	
TOTAL FUEL EXPENSES	186,26	55 253,034	36%	
OPERATIONS & MAINTENANCE	44.5	15.004	001	
Operator Fees & Bonuses	14,56		3%	
Operator Reimbursable Expenses	17,36		2%	
Operating Expenses	13,24		47%	
Other Expenses	42		26%	
TOTAL OPERATIONS & MAINTENANCE	45,59	97 52,795	16%	
TOTAL OPERATING EXPENSES	231,80	305,829	32%	
ADMINISTRATIVE & GENERAL				
SMUD Labor	1,57	71 1,528	-3%	
Outside Services	17	73 127	-27%	
Insurance	6,88	11,442	66%	
TOTAL ADMINISTRATIVE & GENERAL	8,62	28 13,097	52%	
	,			
INTEREST EXPENSE				
Interest on Bonds	4,44	4,067	-8%	
interest on Bende	-1,-1-	11 4,007	<u> </u>	
DEBT SERVICE PRINCIPAL REPAYMENT				
Principal Repayment	7,48	30 13,693	45%	
TOTAL PRINCIPAL & INTEREST	11,92	21 17,760	49%	
CADITAL EVDENDITURES				
CAPITAL EXPENDITURES  Capital Improvements	20,75	- 58 7,625	-63%	
Capital Improvemento	20,10	1,020	0070	
TOTAL CAPITAL EXPENDITURES	20,75	7,625	-63%	

## 2024 SFA - Thermal Fleet Budget

The 2024 SFA – Thermal Fleet Budget covers the expected financial operations of all the thermal plants. These budgets represent expenses to be incurred and/or paid by SFA in 2024 while running and conducting the business of each plant. The second part of the budget lists capital and other expenditures proposed for 2024. Also included in this document is a pro forma financial statement. This statement incorporates SFA revenues and non-cash expenses such as depreciation to show the complete financial results of operations for the year.

The operation of SFA is governed by a series of agreements, among the JPA members and outside parties. A description of these agreements follows:

**JOINT POWERS AGREEMENT**, SMUD will provide technical and administrative services for SFA pursuant to the Power Purchase Agreement (PPA), as SFA has no employees. The SFA Board consists primarily of the SMUD Board with one non-voting member representing Modesto Irrigation District (MID).

**POWER PURCHASE AGREEMENT (PPA)** between SMUD and SFA. SFA has agreed to sell to SMUD and SMUD has agreed to purchase the energy and capacity from the Thermal Fleet. SMUD will pay SFA for its costs whether the plants are operating or not. This agreement will be in effect until terminated by SMUD, but in no case before the bonds for Cosumnes Power Plant is paid in full. This agreement covers the terms of how the fleet will be operated (SMUD will dispatch) and the calculation of payments from SMUD to SFA for operation of the plants.

**GAS SUPPLY AGREEMENT (GSA)** between SMUD and SFA. SMUD will arrange for all-natural gas supply and transportation requirements for the SFA, and SMUD will charge SFA for SMUD's actual supply and transportation costs properly allocable to each plant.

**WATER SUPPLY AGREEMENT** between SMUD and SFA covers the terms under which SMUD supplies all water to the Cosumnes Power Plant.

**OPERATIONS & MANAGEMENT AGREEMENT (O&M AGREEMENT)** between SFA and Ethos Energy Power Plant Services (Ethos), the plant operator. SFA has contracted with Ethos to operate, repair, overhaul and maintain the thermal fleet for a five-year term effective January 1, 2016, in exchange for payments tied to specified plant performance standards. On August 21, 2020, SFA exercised a one-sided renewal clause extending the agreement for a second five-year term.

**GROUND LEASE AGREEMENT** between SMUD and SFA covers the terms of SFA's ground lease for the property on which the plants are located.

**INDENTURE OF TRUST (INDENTURE)** between SFA – Cosumnes Power Plant and U.S. Bank National Association. This agreement covers the terms and conditions of the Trust Estate executed on behalf of the bondholders. It secures and pledges revenues to the payment of principal and interest on the bonds and ensures compliance by SFA with all covenants contained therein.

**COMMODITY AGREEMENT** between SFA – Carson Power Plant and SRCSD. This agreement covers the terms and conditions of the sale of digester gas from the SRCSD to SFA and the sale of steam from SFA to SRCSD.

**THERMAL ENERGY SALES AND SUBLEASE AGREEMENT** between SFA – Carson Power Plant and Glacier Ice. This agreement covers the terms and conditions of energy sales from SFA to Glacier Ice. In September 2016, the second amendment to this agreement was signed wherein SFA replaced the steam driven



refrigeration equipment with electrically driven motors. The electrification project was completed in February 2017.

**STEAM SALES AGREEMENT** between SMUD and Procter & Gamble, and Steam Services Agreement assigning SMUD's rights to SFA. These agreements cover the terms and conditions of steam sales from SFA to Procter & Gamble.

**NATURAL GAS PRICES** are based on SMUD's actual costs obligated to firm natural gas purchases and estimates for the non-firm portion prepared by SMUD's Energy Trading & Contracts group. The variable rate is based on the latest available Petroleum Industry Research Associates forecast of commodity prices by month for 2024, plus 3.2% fuel use. The fixed component represents SFA's pro rata share of fixed capacity costs on the Alberta Gas Company/NOVA Corporation of Alberta/Pacific Gas Transmission Company (ANG/NOVA/PGT) interstate pipelines, and its pro rata share of depreciation, interest, and O&M costs on SMUD's ownership interest in the Pacific Gas & Electric (PG&E) Line 300/401 interstate pipeline and SMUD's local gas pipeline. The monthly prices are shown on the Operating Assumptions page.

**FIXED OPERATING FEE** to be paid from SFA to Ethos is based on the flat annual base operating fee per the O&M Agreement. This payment is assumed to cover all direct and indirect labor costs, including benefits, taxes, insurance, home office support, management and supervision incurred by Ethos. This payment escalates in future years at 2.5% per year in accordance with the existing O&M Agreement.

**REIMBURSABLE & MAINTENANCE OVERHAUL OPERATING COSTS** to be paid from SFA to Ethos are based on estimated variable plant operating costs, excluding fuel, to be incurred by Ethos in 2024.

## 2024 SFA – THERMAL FLEET BUDGET

#### LINE-ITEM DETAIL

#### **FUEL**

This schedule shows details of the budgeted expenses for fuel to be burned at each plant.

#### **OPERATION & MAINTENANCE**

- OPERATOR FEES & BONUSES: The budget for operator fees and plant operating expenses represent fees to be paid to Ethos under the terms of the O&M Agreement, plus actual plant operating expenses incurred by Ethos and reimbursed from SFA without markup. The budget shows the portion paid to Ethos as an operation and maintenance expense. Under the terms of the O&M Agreement, Ethos is reimbursed for all plant operating and maintenance expenses. Ethos will earn performance bonuses under the O&M Agreement if the combined cycle Equivalent Forced Outage Factor is less than five percent (5%). Ethos will also earn bonuses for maintaining a peaking plant successful call-up ratio based on how successfully the unit starts and generates electricity when needed. The 2024 budget assumes that Ethos will successfully earn these bonuses.
- OPERATOR REIMBURSEABLE EXPENSES: Under the terms of the O&M Agreement and PPA, various
  tests (heat rate, NDC, etc.) of plant operations may be required by SMUD or SFA during the year. This line
  item covers the estimated reimbursement to Ethos for performing such tests, or for other items not covered
  by the O&M Agreement.
- OPERATING EXPENSES: This represents the estimated cost of various expenses required to keep the
  plants within operational expectations. This includes Water/Sewage, Station Service Electricity, and the Site
  Lease.

#### **ADMINISTRATION & GENERAL COSTS**

Under the terms of the JPA, SMUD will provide staff to perform administrative and technical support services to SFA and arrange for insurance coverage, and SMUD will be reimbursed for the cost of providing these services subject to available funds per the priority of distribution of SFA revenues. SMUD will contract with engineering specialists to assist in technical engineering and regulatory compliance issues which arise during operation. Also, SFA retains the services of an Independent Auditor to audit and certify the SFA financial statements and evaluate internal controls applicable to SFA.



## SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY BUDGET SUMMARY

Dollars in Thousands

	2023			2024			
	PLANT TOTAL	CAMPBELL	CARSON	COSUMNES	PROCTER & GAMBLE	PLANT TOTAL	NET CHANGE
GENERATION (MWh)	5,156,103	951,079	429,135	4,177,740	764,258	6,322,212	23%
FUEL							
Combined Cycle Gas Expenses	\$ 135,699	\$ 40,741	\$ 18,619	\$ 130,567	\$ 28,983	\$ 218,910	61%
Combined Cycle Biogas Expense	46,852			29,742		29,742	-37%
Peaker Plant Gas Expenses	2,069				2,567	2,567	24%
Digester Gas for Resale	1,292		1,501			1,501	16%
Auxiliary Boiler Fuel Costs	353				314	314	-11%
TOTAL FUEL EXPENSES	186,265	40,741	20,120	160,309	31,864	253,034	36%
OPERATIONS & MAINTENANCE							
Operations & MainTenance Operator Fees & Bonuses	14,564	3,868	2,410	4,989	3,757	15,024	3%
Operator Reimbursable Expenses	17,360	4,123	2.831	7,210	3,534	17,698	2%
Operating Expenses	13,246	2,254	4,764	5,015	7,503	19,536	47%
Other Expenses	427	197	34	147	159	537	26%
TOTAL OPERATIONS & MAINTENANCE	45,597	10,442	10,039	17,361	14,953	52,795	16%
TOTAL OPERATIONS & MAINTENANCE	45,597	10,442	10,039	17,301	14,955	52,795	10%
TOTAL OPERATING EXPENSES	231,862	51,183	30,159	177,670	46,817	305,829	32%
ADMINISTRATIVE & GENERAL							
SMUD Labor	1,571	269	340	612	307	1,528	-3%
Outside Services	173	28	4	77	18	127	-27%
Insurance	6,884	2,409	2,007	4,417	2,609	11,442	66%
TOTAL ADMINISTRATIVE & GENERAL	8,628	2,706	2,351	5,106	2,934	13,097	52%
INTEREST EXPENSE							
Interest on Bonds	4,441			4,067		4,067	-8%
DEBT SERVICE PRINCIPAL REPAYMENT							
Principal Repayment	7,480			13,693		13,693	45%
TOTAL PRINCIPAL & INTEREST	11,921			17,760		17,760	49%
CAPITAL EXPENDITURES						_	
Capital Improvements	20,758	-	350	7,125	150	7,625	-63%
TOTAL CAPITAL EXPENDITURES	20,758		350	7,125	150	7,625	-63%
			•				



## SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY 2024 CAPITAL EXPENDITURES (Dollars in Thousands)

	CAMPBE	<u>LL</u>	CARSON	<u>C</u>	OSUMNES	PROCTER & GAMBLE	TOTAL
CAPITAL EXPENSES							
SCR Nox/Catalyst		\$	350				\$ 350
MKVI HMI Upgrade						\$ 150	\$ 150
DCS Control Upgrade				\$	200		\$ 200
CT Rotor LTE				\$	2,000		\$ 2,000
PRV Upgrade				\$	675		\$ 675
Unit 3 Hot Reheat Bypass Replacement				\$	2,500		\$ 2,500
CT Hardware CA and Repair				\$	1,000		\$ 1,000
FSC MCC Upgrade				\$	300		\$ 300
Sample Lab				\$	250		\$ 250
A/C Swaps				\$	200		\$ 200
TOTAL CAPITAL EXPENSES	\$	- \$	350	\$	7,125	\$ 150	\$ 7,625

## 2024 SFA BUDGET

### PRO FORMA FINANCIAL SCHEDULES

SFA maintains its accounting records in accordance with Generally Accepted Accounting Principles and generally follows the Uniform System of Accounts for Public Utilities and Licensees prescribed by the Federal Energy Regulatory Commission (FERC). The following schedules are the Statements of Revenues, Expenses and Changes in Net Position and Revenue Detail Schedule, which show the projected results of operations, for SFA during the 2024 budget period based on the 2024 budget assumptions and expense and capital budgets.

#### **REVENUE DETAIL:**

Schedule details expected SFA Revenue during the 2024 budget period.

- ELECTRIC REVENUE: Under the terms of the PPA, SMUD is obligated to make monthly payments to SFA
  for energy provided by SFA. These payments are based on certain assumptions and rates, which were
  detailed under Budget Assumptions. The estimate assumes the plant operator will maintain the minimum
  availability factor for the combined cycle plant necessary to qualify for maximum payments.
- OPERATING PAYMENT: Under the terms of the PPA, SMUD will pay SFA an amount equal to the sum of all costs and expenses payable by SFA pursuant to the Lease and Property Agreement, the O&M Agreement, the GSA, all insurance costs and any cost or expense otherwise incurred in the operation and maintenance SFA, including capital improvements and overhaul expenses, plus approximately \$650,000 allocated between the plants to cover other SFA obligations.



## SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY 2024 OPERATING ASSUMPTIONS

	CAMPBELL	CARSON	COSUMNES	PROCTER &	TOTAL
Resource Operating Plan:				<u>GAMBLE</u>	(OR AVERAGE)
Combined Cycle Power Plant:					
Capacity (Megawatts Net)	164	57	576	120	917
Generation (MWh)	927,031	396,422	4,177,740	714,660	6,215,853
Natural Gas (1000's of MMBtu)	7,714	3,282	25,106	5,966	42,068
Carson Digester Gas (1000's of MMBtu)			403		403
Biogas (1000's of MMBtu)			2,708		2,708
Average Heat Rate (Btu/kWh)	8,324	8,287	6,765	8,360	7,934
Availability (IEEE)	90.0%	94.6%	86.3%	93.8%	91.2%
Peaking Power Plant:					
Peaker Capacity (Megawatts Net)	72	43		50	165
Peaker Generation (MWh)	24,048	32,713		49,598	106,359
Peaker Natural Gas (1000's of MMBtu)	314	338		497	1,149
Peaker Average Heat Rate (Btu/kWh)	13,093	10,374		10,096	11,188
Peaker Budgeted Availability (IEEE)	97.4%	94.6%		95.0%	95.6%
Price Per MMBtu					
Natural Gas Variable Price (\$/MMBtu)	\$3.76	\$3.76	\$3.76	\$3.76	
Carson Digester Gas Variable Price (\$/MMBtu)	·		\$3.73	·	
Biogas Variable Price (\$/MMBtu)			\$10.43		
Biogas Gas Variable Price (\$/MMBtu) - Carson		\$4.41			
Biogas Gas Costs for Resale, excluding depreciation					
(\$1,000's)		\$1,501			
Total Capacity MW	236	100	576	170	1,082
Total Generation MWh	951,079	429,135	4,177,740	764,258	6,322,212



## SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY 2024 STEAM SALES REVENUE (Dollars in Thousands)

### **CARSON**

### **PROCTER & GAMBLE**

GLACIER VALLEY ICE COMPANY:		
KWh Sales per Load Fcst		5,255,208
\$ per KWh	\$	0.02
Glacier Energy Sales Revenue on Steam	\$	103
Glacier Energy Fixed Fee	\$	2
SAC REG CTY SAN DIS (SRCSD): SRCSD Steam Delivery (MMBtu)		215 621
, , , , , , , , , , , , , , , , , , ,	Ф.	215,631
Steam Price (\$/MMBtu)	\$	3.65
SRCSD Steam Sales Revenue	\$	787
TOTAL STEAM SALES (incl FIXED)	\$	893
Glacier Valley Site Lease Revenue	\$	55
Digester Gas Sales Revenue		1,775
TOTAL OTHER OPERATING REVENUE	\$	1,830

PROCTER & GAMBLE*		
Total Steam Delivery (Klb / hour)		585
Average PG&E City Gate (\$/MMBTU)	\$	5.56
Transportation cost per DTH	\$	1.36
O&M cost per DTH (3% Annual escalation)	\$	1.12
Agreement Price per Klb/hr	\$	1.35
P & G Steam Sales Revenue	\$	6,357
1 & O Steam Sales Nevenue	Ψ	0,557

TOTAL OTHER OPERATING REVENUE \$ 6,357

<sup>\*</sup>Agreement Price = P&G Total cost per Dth\*(1000/961.538)\*1.3 (P&G Total cost = PG&E City Gate+O&M/Dth+Trans Cost)

## **2024 SFA BUDGET**

## PRO FORMA FINANCIAL STATEMENTS

### STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION

The Pro Forma Statement of Revenues, Expenses and Changes in Net Position is a projected summary of the results of operations prepared on a FERC basis for SFA in 2024. The Statements of Revenues, Expenses and Changes in Net Position incorporates revenues as shown on the Revenue Detail, expenses as shown on the Budget Summary, and non-cash expenses such as depreciation and amortization.

**DEPRECIATION** represents the pro rata expensing of the capital cost of SFA. Estimated service life is based on the remaining life of the Plants at the time a capital project is placed in service, the original life of the Plants being 30 years



# SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY 2024 BUDGET SUMMARY STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION For the Period January 1, 2024 to December 31, 2024

Dollars in Thousands

	2023	CAMPBELL	CARSON	COSUMNES	PROCTER & GAMBLE	2024
OPERATING REVENUES:						
Sale of Electricity	\$ 273,700	\$ 54,372	\$ 31,087	\$ 208,603	\$ 49,115	\$ 343,177
Sale of Digester Gas	1,567		1,775	-	-	1,775
Sale of Steam / Energy	2,998		948	-	6,357	7,305
TOTAL OPERATING REVENUES	278,265	54,372	33,810	208,603	55,472	352,257
OPERATING EXPENSES						
Fuel	186,265	40,741	20,120	160,309	31,864	253,034
Operation and Maintenance	45,597	10,442	10,038	17,361	14,953	52,794
Administrative & General	8,628	2,706	2,351	5,106	2,934	13,097
Total Operations	240,490	53,889	32,509	182,776	49,751	318,925
Depreciation	36,223	10,435	5,958	15,479	5,844	37,716
Amortization of Regulatory Asset-Debt Issuance	104	-	-	104	-	104
TOTAL OPERATING EXPENSES	276,817	64,324	38,467	198,359	55,595	356,745
NET OPERATING INCOME/(LOSS)	1,448	(9,952)	(4,657)	10,244	(123)	(4,488)
INTEREST EXPENSE						
Interest on Long-Term Debt	4,441		-	4,067	-	4,067
Amortization of Premium/Discount Costs	(1,575)	-	-	(1,418)	-	(1,418)
NET INTEREST EXPENSE	2,866	-	-	2,649	-	2,649
CHANGE IN NET POSITION	\$ (1,418)	\$ (9,952)	\$ (4,657)	\$ 7,595	\$ (123)	\$ (7,137)



## SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY DEBT SERVICE

### Revenue Bonds (Series 2015)

Dollars in Thousands

Current YearCOSUMNESINTEREST ON BONDS\$ 4,067PRINCIPAL REPAYMENT13,693DEBT SERVICE ACCRUALS\$ 17,760

	Period <u>Ending</u>	<u>Principal</u>	Interest	Anr	nual Interest	<u>D</u>	ebt Service	Annual bt Service
2023	July 01, 2023	\$ 1,845	\$ 2,243	\$	4,487	\$	4,088	\$ 6,332
	January 01, 2024	\$ -	\$ 2,197	\$	-	\$	2,197	\$ -
2024	July 01, 2024	\$ 13,115	\$ 2,197	\$	4,395	\$	15,312	\$ 17,510
	January 01, 2025	\$ -	\$ 1,869	\$	-	\$	1,869	\$ -

RESOL	UTION NO	)_	

## BE IT RESOLVED BY THE COMMISSIONERS OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY

**Section 1.** This resolution may be referred to as the 2024 Sacramento Municipal Utility District Financing Authority (SFA) Budget Resolution and includes:

**SFA – Cosumnes Power Plant Budget** 

SFA - Campbell Power Plant Budget (includes McClellan Power Plant)

SFA – Procter & Gamble Power Plant Budget

**SFA – Carson Power Plant Budget** 

Section 2. There is hereby appropriated from the Revenue Fund,
Operating Fund, Debt Service Fund, and other funds as appropriate, sufficient monies
for the payment of demands against the Sacramento Municipal Utility District Financing
Authority ("Authority") which relate to obligations incurred for the purposes and within
the amount specified for such purposes in the following projection of the Authority's
programs for the period January 1, 2024, through December 31, 2024.

Operation and Maintenance	\$305,828,000
Administrative & General	\$ 13,097,000
Principal and Interest	\$ 17,760,000
Capital Expenditures	\$ 7,625,000

There shall be deemed added to the Operation and Maintenance and Capital Expenditures line items a +20% increase with no limit to a decrease in the Operation and Maintenance line item, plus an additional \$2 million each applicable to the overall budgets.

Section 3. Demands against the Authority may be paid without the prior specific approval of this Commission, if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer & General Manager of the Authority, or his designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer & General Manager, or his designee, 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 the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

SSS No. CFO 23-015	BOARD AGENDA ITEM
	STAFFING SUMMARY SHEET

Committee Meeting & Date Finance and Audit November 7 & 8, 2023 **Board Meeting Date** December 14, 2023

то							то								
1.	Russell Mills				6.	Lora Anguay									
2.	2. Lisa Limcaco							Scott Martin							
3.	3. Laurie Rodriguez														
4.	4. Jennifer Davidson							Legal							
5.	5. Jose Bodipo-Memba							CEO & General Manager							
Consent Calendar Yes No If no, schedule a dry run presentation.							geted		Yes No (If no, explain in Cost/Budgeted section.)						
FROM (IPR) DEPARTMENT							MAIL STOP EXT. DAT					DATE SENT			
Jen	Jennifer Restivo Planning and Perform							nance A309 5193 10/27/							
NA	NARRATIVE:														

**Requested Action:** Approve the following:

- 2024 SMUD Budget Resolution
- 2024 Debt Resolution
- Pay Schedule and Special Compensation Items

#### **Summary: 2024 Budget Resolution**

The 2024 Proposed SMUD Budget Resolution is comprised of Operations and Maintenance budget of \$1,386.1 million, Debt Service budget of \$202.3 million, and Capital budget of \$555 million. The proposed 2024 Budget Resolution limits spending to \$2,143.4 million (total of prior amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, weather hedge contracts, Western Area Power Administration (WAPA) energy delivery shortfall, and higher retail sales Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program's sales, it is required to apply the proceeds toward specific expenses that support the program's goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,250 plus 5 percent.

#### **Public Good Charge**

The Public Good Charge will decrease from 16.77 percent to 16.28 percent of 1994 revenues. The percentage allocation for the public good charge expenditures will change from 6.60 percent to 7.22 percent for lowincome assistance, from 8.16 percent to 7.70 percent for energy efficiency, stayed the same at 0.00 percent for new renewable generation, and from 2.01 percent to 1.37 percent for research and development.

#### 2024 Debt Resolution

The 2024 Proposed Debt Resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2024 and 2023 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

#### Pay Schedule and Special Compensation Items

Approve/Adopt SMUD's pay schedule and special compensation pursuant to California Code of Regulations (CCR).

**Board Policy:** (Number & Title)

The 2024 SMUD Budget funds programs and initiatives that contribute to meeting Board strategic directives. GP-3 (e) Board will adopt SMUD's budget on an annual basis.

Benefits: Approval of the 2024 SMUD Budget meets the requirements of the MUD Act and will authorize spending

within the limits prescribed.

**Cost/Budgeted:** Approval of the 2024 SMUD Budget Resolution will authorize spending within the limits prescribed.

Alternatives: Approval of a budget for SMUD is required before January 1, 2024, otherwise, SMUD will not have the

authority to make purchases or pay employees.

**Affected Parties:** SMUD

Coordination: Budget Office, Treasury, Accounting, People, Services & Strategies, Legal.

Presenter: Jennifer Davidson, Chief Financial Officer

Brandy Bolden, Chief Customer Officer Lora Anguay, Chief Zero Carbon Officer Frankie McDermott, Chief Operating Officer Suresh Kotha, Chief Information Officer Jose Bodipo-Memba, Chief Diversity Officer

**Additional Links:** 

SUBJECT
2024 Proposed SMUD Budget

ITEM NO. (FOR LEGAL USE ONLY)

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

555 No.	
BOD 2022-020	

## **BOARD AGENDA ITEM**

## **STAFFING SUMMARY SHEET**

Committee Monting & Date
Committee Meeting & Date
2023
Board Meeting Date
N/A

ТО										ТО						
1.	Jennifer Davidson						6.									
2.	Jose Bodipo-N	Jose Bodipo-Memba							7.							
3.	Scott Martin								8.							
4.	Lora Anguay	Anguay						9.	Lega	ıl						
5.								10.	CEC	8	Gene	ral	Manager			
Cor	sent Calendar	Yes x No If no, schedule a dry run presentation.						Buc	dgeted Yes No (If no, explain in Cost/Budgeted section.)						ost/Budgeted	
FRC	M (IPR)		-1	-				DEPARTMENT						MAIL STOP	EXT.	DATE SENT
		1 Accieta	nt	to 1	the F	Roard		Board Office						B307	5079	12/27/22
Rob Kerth / Special Assistant to the Board Board Office  NARRATIVE:												<b>D</b> 307	3017	12/2//22		
	quested Action	• A sur	nm	narv	v of	directiv	ves	s provided to staff dur	ing th	ie com	mitt	ee me	etir	າດ		
	Summary	The Board requested an on-going opportunity to do a wrap up period at the end of each committee meeting to summarize various Board member suggestions and requests that were made at the meeting in an effort to make clear the will of the Board. The Committee Chair will summarize Board member requests that come out of the committee presentations for this meeting.														
	Board Policy (Number & Title)															
	Benefits	Having an agendized opportunity to summarize the Board's requests and suggestions that arise during the committee meeting will help clarify what the will of the Board.														
Cost/Budgeted: Included in budget																
	Alternatives: Not summarize the Board's requests at this meeting.															
A	ffected Parties	: Boar	Board of Directors and Executive Staff													
	Coordination	: Spec	ial	l As	ssista	nt to t	he	Board								
	Presenter	er: Rob Kerth, Finance and Audit Chair														

Additional Links:			

SUBJECT
Summary Of Committee Direction – Finance and Audit

ITEM NO. (FOR LEGAL USE ONLY)

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

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