

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

Date: Tuesday, May 19, 2026

Time: Scheduled to begin at 6:00 p.m.

Location: SMUD Headquarters Building, Auditorium
6201 S Street, Sacramento, CA

Powering forward. Together.



AGENDA

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

Tuesday, May 19, 2026
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 Finance & Audit Committee's recommendation on the following agendized item(s):

Virtual Viewing or Attendance:

Live video streams (view-only) and indexed archives of meetings are available at: <https://www.smud.org/Corporate/About-us/Company-Information/Board-Meetings/Watch-or-Listen-online>

Zoom Webinar Link: [Join Board Finance & Audit Committee Meeting Here](#)

Webinar/Meeting ID: 165 414 9926

Passcode: 037879

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:

- 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 PublicComment@smud.org or by mailing or bringing physical copies to the meeting. Email is not monitored during 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. Matthew Powell Discuss approving SMUD’s amended **2026 Pay Schedule and Other Pay Compensation Policy**.
Presentation: 4 minutes
Discussion: 2 minutes

2. Laura Lewis Discuss adopting resolution calling election for Directors for Wards 3, 4, 6, and 7 and requesting Sacramento County to consolidate that election with the November 3, 2026, general election.
Presentation: 5 minutes
Discussion: 5 minutes

INFORMATIONAL ITEMS

3. George Vaughn Provide the Board with SMUD’s financial results from the three-month period ended March 31, 2026, and a summary of SMUD’s current Power Supply Costs.
Presentation: 10 minutes
Discussion: 5 minutes

4. Public Comment

5. Brandon D. Rose Summary of Committee Direction.
Discussion: 1 minute

ANNOUNCEMENT OF CLOSED SESSION AGENDA

1. Public Employment.

Pursuant to Section 54957(b)(1) of the Government Code:

Employment of CEO and General Manager.

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 smud.org website or may call 1-916-732-6155 to arrange for inspection of the documents at the SMUD Headquarters Building, 6201 S Street, Sacramento, California.

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 Nicole.Looney@smud.org, or contact by phone at 1-916-732-6055, no later than 48 hours before this meeting.

SSS No. PSS 26-003

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date Finance & Audit – 05/19/26
Board Meeting Date May 21, 2026

TO	TO
1. Matthew Powell	6.
2. Farres Everly	7.
3. Jose Bodipo-Memba	8.
4. Scott Martin	9. Legal
5.	10. CEO & General Manager

Consent Calendar	<input checked="" type="checkbox"/>	Yes		No <i>If no, schedule a dry run presentation.</i>	Budgeted	<input checked="" type="checkbox"/>	Yes		No <i>(If no, explain in Cost/Budgeted section.)</i>
-------------------------	-------------------------------------	------------	--	--	-----------------	-------------------------------------	------------	--	---

FROM (IPR) Matthew Powell	DEPARTMENT People Services & Strategies	MAIL STOP B251	EXT. 5371	DATE SENT 03/19/2026
------------------------------	--	-------------------	--------------	-------------------------

NARRATIVE:

Requested Action: Approve SMUD’s amended 2026 Pay Schedule and Other Pay Compensation Policy.

Summary: SMUD is seeking Board approval of SMUD’s amended 2026 Pay Schedule and Other Pay Compensation Policy with changes to salaries for Organization of SMUD Employees (OSE), Professional, Administrative and Supervisory (PAS), International Brotherhood of Electrical Workers (IBEW) and Confidential (CONF) employees. This salary schedule update is required to ensure accurate wage reporting following recent wage adjustments in the Memoranda of Understanding (MOU) with both the IBEW and OSE, an additional side letter with the OSE, and an updated memo from the Chief Executive Officer & General Manager (CEO & GM) for PAS and CONF.

Board Policy: Governance Process GP-3, Board Job Description
(Number & Title)

Benefits: N/A

Cost/Budgeted: N/A

Alternatives: If not approved, this could jeopardize the employee’s final pension calculations and non-compliance with CalPERS requirements / Public Employees Retirement Law.

Affected Parties: OSE, IBEW and SMUD

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

Presenter: Matthew Powell, Manager, Classification, Compensation and Performance

Additional Links:

SUBJECT Approve SMUD’s amended 2026 Pay Schedule and Other Pay Compensation Policy	ITEM NO. (FOR LEGAL USE ONLY)
---	--------------------------------------

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

Job ID	Job Title	Prob Per Mo	cale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type	Effective Date
50051540	Accountant Entry		F PAS00430	\$80,433.60									\$106,537.60	Annually	12/13/2025
50051541	Accountant Journey	12	PAS00520	\$100,422.40									\$132,995.20	Annually	12/13/2025
50083082	Accounting Technician	6	OSE0680A	\$33.83	\$34.70	\$35.58	\$36.45	\$37.39	\$38.33	\$39.28	\$40.29	\$41.32		Hourly	12/13/2025
50051545	Administrative Supervisor	12	PAS00430	\$80,433.60									\$106,537.60	Annually	12/13/2025
50131376	Analyst Trainee	N/	PAS00390	\$72,883.20									\$96,636.80	Annually	12/13/2025
50157614	Art Director	12	PAS00620	\$128,481.60									\$170,144.00	Annually	12/13/2025
50051633	Asset Protection Officer	12	SECU245A	\$32.17	\$32.97	\$33.78	\$34.64	\$35.51	\$36.43	\$37.29	\$38.25	\$39.21		Hourly	12/13/2025
50138722	Asset Supervisor Business Operations	12	PAS0062L	\$128,481.60									\$238,035.20	Annually	12/13/2025
50169886	Asset Supervisor Power Generation	12	PAS0062J	\$128,481.60									\$221,977.60	Annually	12/13/2025
50121495	Assistant Engineer	12	PAS00410	\$76,564.80									\$101,379.20	Annually	12/13/2025
50136460	Assistant General Manager	N/	EXECU01E	\$313,289.60									\$512,657.60	Annually	12/13/2025
50092300	Assistant Superintendent Power Generation	12	PAS00660	\$141,814.40									\$187,824.00	Annually	12/13/2025
50159051	Assistant Supervisor Telecommunication Operations and Management	12	PAS0059C	\$119,308.80									\$170,144.00	Annually	12/13/2025
50090360	Associate Civil Engineer Entry Level	F	PAS00520	\$100,422.40									\$132,995.20	Annually	12/13/2025
50097000	Associate Civil Engineer Journey	F	PAS00590	\$119,308.80									\$158,059.20	Annually	12/13/2025
50051553	Associate Desktop Support Specialist Closed Classification	12	PAS00450	\$84,489.60									\$111,883.20	Annually	12/13/2025
50083179	Associate Distribution Design Engineer Entry	F	PAS00560	\$106,537.60									\$141,148.80	Annually	10/18/2025
50083179	Associate Distribution Design Engineer Journey	F	PAS00560	\$110,801.60									\$146,785.60	Annually	12/13/2025
50051525	Associate Distribution Design Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
50051525	Associate Distribution Design Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
61000010	Associate Distribution Operations Engineer Entry	F	PAS00560	\$106,537.60									\$141,148.80	Annually	10/18/2025
61000010	Associate Distribution Operations Engineer Entry	F	PAS00560	\$110,801.60									\$146,785.60	Annually	12/13/2025
61000011	Associate Distribution Operations Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
61000011	Associate Distribution Operations Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
50083180	Associate Distribution System Engineer Entry	F	PAS00560	\$106,537.60									\$141,148.80	Annually	10/18/2025
50083180	Associate Distribution System Engineer Entry	F	PAS00560	\$110,801.60									\$146,785.60	Annually	12/13/2025
50051539	Associate Distribution System Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
50051539	Associate Distribution System Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
50083181	Associate Electrical Engineer Entry	F	PAS00560	\$106,537.60									\$141,148.80	Annually	10/18/2025
50083181	Associate Electrical Engineer Entry	F	PAS00560	\$110,801.60									\$146,785.60	Annually	12/13/2025
50051526	Associate Electrical Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
50051526	Associate Electrical Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
50139912	Associate Energy Management System Engineer Entry Level	F	PAS00560	\$106,537.60									\$141,148.80	Annually	10/18/2025
50139912	Associate Energy Management System Engineer Entry Level	F	PAS00560	\$110,801.60									\$146,785.60	Annually	12/13/2025
50139910	Associate Energy Management System Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
50139910	Associate Energy Management System Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
50121331	Associate Enterprise Technology Analyst Entry	F	PAS00450	\$84,489.60									\$111,883.20	Annually	12/13/2025
50121274	Associate Enterprise Technology Developer Entry	F	PAS00450	\$84,489.60									\$111,883.20	Annually	12/13/2025
50168400	Associate Instrument and Controls Engineer Entry Level	F	PAS00560	\$106,537.60									\$141,148.80	Annually	10/18/2025
50168400	Associate Instrument and Controls Engineer Entry Level	F	PAS00560	\$110,801.60									\$146,785.60	Annually	12/13/2025
50108175	Associate Instrument and Controls Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
50108175	Associate Instrument and Controls Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
50051532	Associate Mechanical Engineer Entry Level	F	PAS00520	\$100,422.40									\$132,995.20	Annually	12/13/2025
50083182	Associate Mechanical Engineer Journey	12	PAS00590	\$119,308.80									\$158,059.20	Annually	12/13/2025
50120408	Associate Power Operation Engineer Journey Level	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
50120408	Associate Power Operation Engineer Journey Level	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
50134736	Associate Protection Engineer Entry Level	F	PAS00560	\$106,537.60									\$141,148.80	Annually	10/18/2025
50134736	Associate Protection Engineer Entry Level	F	PAS00560	\$110,801.60									\$146,785.60	Annually	12/13/2025
50120123	Associate Protection Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
50120123	Associate Protection Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
61000022	Associate Substation Engineer Entry	F	PAS00560	\$106,537.60									\$141,148.80	Annually	10/18/2025
61000022	Associate Substation Engineer Entry	F	PAS00560	\$110,801.60									\$146,785.60	Annually	12/13/2025
61000023	Associate Substation Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
61000023	Associate Substation Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
50121906	Associate Telecommunication Engineer Entry	F	PAS00560	\$106,537.60									\$141,148.80	Annually	10/18/2025
50121906	Associate Telecommunication Engineer Entry	F	PAS00560	\$110,801.60									\$146,785.60	Annually	12/13/2025
50121894	Associate Telecommunication Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
50121894	Associate Telecommunication Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
50123046	Associate Transmission Planning Engineer Entry	F	PAS00580	\$106,537.60									\$141,148.80	Annually	10/18/2025
50123046	Associate Transmission Planning Engineer Entry	F	PAS00580	\$110,801.60									\$146,785.60	Annually	12/13/2025
50123047	Associate Transmission Planning Engineer Journey	12	PAS00630	\$126,193.60									\$167,190.40	Annually	10/18/2025
50123047	Associate Transmission Planning Engineer Journey	12	PAS00630	\$131,248.00									\$173,888.00	Annually	12/13/2025
50051558	Attorney Entry Level	N/	PAS00820	\$128,481.60									\$170,144.00	Annually	12/13/2025
50051557	Attorney Journey Level	N/	PAS00860	\$141,814.40									\$187,824.00	Annually	12/13/2025
50051564	Body Fender Mechanic	12	IBEW884A	\$59.23										Hourly	12/13/2025
50160320	Business Continuity Program Manager	12	PAS00640	\$134,971.20									\$178,776.00	Annually	12/13/2025
50166420	Business Development Manager Customer Sales	N/	PAS0069B	\$152,672.00									\$212,492.80	Annually	12/13/2025
50083187	Business Planning Analyst Entry Level	F	PAS0043B	\$80,433.60									\$111,883.20	Annually	12/13/2025
50051560	Business Planning Analyst Journey	12	PAS0052B	\$100,422.40									\$139,651.20	Annually	12/13/2025
50051551	Business Technology Analyst Entry	F	PAS00450	\$84,489.60									\$111,883.20	Annually	12/13/2025
50051561	Business Technology Analyst Journey	12	PAS00540	\$105,456.00									\$139,651.20	Annually	12/13/2025
50111755	Business Technology Program Manager	12	PAS00680	\$141,814.40									\$187,824.00	Annually	12/13/2025
50088597	Business Transformation Specialist	12	PAS00640	\$134,971.20									\$178,776.00	Annually	12/13/2025
50084255	Business Unit Planning Coordinator	12	PAS0062B	\$128,481.60									\$178,776.00	Annually	12/13/2025
50051586	Cable Locator	12	IBEW873H	\$53.07	\$54.19	\$55.73	\$57.15	\$58.22						Hourly	12/13/2025
50051584	Cable Locator with class A	12	IBEW873M	\$54.22	\$55.34	\$56.88	\$58.30	\$59.37						Hourly	12/13/2025
50051585	Cable Locator with Hazmat	12	IBEW873X	\$54.34	\$55.46	\$57.00	\$58.42	\$59.49						Hourly	12/13/2025
50165732	Cable Splicer Construction Foreman/Woman	12	IBEW941F	\$98.41										Hourly	12/13/2025
50167676	Cable Splicer Construction Foreman/Woman with class A	12	IBEW941F	\$99.56										Hourly	12/13/2025
50051574	Cable Splicer/Electrician	12	IBEW923K	\$82.88										Hourly	12/13/2025
50083188	Cable Splicer/Electrician Apprentice	54	IBEW909A	\$53.90	\$56.95	\$60.06	\$63.18	\$66.34	\$69.45	\$72.49	\$75.64	\$78.71		Hourly	12/13/2025
50051575	Cable Splicer/Electrician Apprentice with class A	54	IBEW909B	\$55.05	\$58.10	\$61.21	\$64.33	\$67.49	\$70.60	\$73.64	\$76.79	\$79.86		Hourly	12/13/2025
50051579	Cable Splicer/Electrician Apprentice with hazmat	54	IBEW909C	\$55.17	\$58.22	\$61.33	\$64.45	\$67.61	\$70.72	\$73.76	\$76.91	\$79.98		Hourly	12/13/2025
50051844	Cable Splicer/Electrician Foreman/Woman	12	IBEW937D	\$89.26										Hourly	12/13/2025
50051577	Cable Splicer/Electrician Foreman/Woman Light	12	IBEW942A	\$93.38										Hourly	12/13/2025

N/ designates non-civil service jobs
F designates non-journey flex jobs

2026 SMUD Wage Schedule
Effective 12/13/2025

61000051	Entry Security Administrator	F	PAS00450	\$84,489.60													\$111,883.20	Annually	12/13/2025
50051936	Environmental Health & Safety Specialist I	F	PAS00490	\$93,225.60													\$123,531.20	Annually	12/13/2025
50051937	Environmental Health & Safety Specialist II	12	PAS00560	\$110,801.60													\$146,785.60	Annually	12/13/2025
50051938	Environmental Health & Safety Specialist III	12	PAS00620	\$128,481.60													\$170,144.00	Annually	12/13/2025
50051659	Equipment Operator	12	IBEW858L	\$52.85														Hourly	12/13/2025
50051660	Equipment Operator with class A	12	IBEW864A	\$54.00														Hourly	12/13/2025
50051661	Equipment Operator with hazmat	12	IBEW864X	\$54.12														Hourly	12/13/2025
50051662	Equipment Testing Representative	6	OSE0735B	\$44.23	\$45.32	\$46.46	\$47.58	\$48.80	\$49.99	\$51.28	\$52.57	\$53.91						Hourly	12/13/2025
50083197	Equipment Testing Representative Assistant	6	OSE0695A	\$36.32	\$37.24	\$38.12	\$39.10	\$40.07	\$41.04	\$42.10	\$43.17	\$44.23						Hourly	12/13/2025
50088756	Executive Advisor	N/	EXEUC01E	\$313,289.60													\$512,657.60	Annually	12/13/2025
50092751	Executive Assistant Executive Office	N/	PAS00510	\$97,947.20													\$129,792.00	Annually	12/13/2025
50131624	Facilities Building & Grounds Supervisor	12	PAS00590	\$119,308.80													\$158,059.20	Annually	12/13/2025
50113660	Facilities Craft Supervisor	12	PAS00680	\$136,364.80													\$180,606.40	Annually	12/13/2025
50113660	Facilities Craft Supervisor	12	PAS00680	\$141,814.40													\$187,824.00	Annually	12/13/2025
50099209	Facilities Custodian	12	IBEW792A	\$26.67	\$28.68	\$30.99	\$33.35											Hourly	12/13/2025
50051842	Facilities Electrical Foreman/Woman Light with class A	12	IBEW941L	\$78.35														Hourly	12/13/2025
50117805	Facilities Electrician Foreman/Woman Light	12	IBEW941M	\$77.20														Hourly	12/13/2025
50159122	Facilities Stationary Engineer Apprentice	12	IBEW851J	\$35.86	\$37.94	\$39.98	\$42.06	\$44.12	\$46.19	\$48.27	\$50.32	\$52.43						Hourly	12/13/2025
50159123	Facilities Stationary Engineer Apprentice Closed Classification	12	IBEW879F	\$42.19	\$44.64	\$47.05	\$49.51	\$51.93	\$54.37	\$56.82	\$59.22	\$61.68						Hourly	12/13/2025
50159124	Facilities Stationary Engineer Foremen/Woman Light	12	IBEW901K	\$74.26														Hourly	12/13/2025
50159225	Facilities Stationary Engineer I	12	IBEW872G	\$55.17														Hourly	12/13/2025
50159226	Facilities Stationary Engineer II	12	IBEW865A	\$64.92														Hourly	12/13/2025
50052152	Facilities Utility Crew Foreman/Woman	12	IBEW919M	\$49.36														Hourly	12/13/2025
50168952	Facilities Utility Crew Foreman/Woman Closed Classification	12	IBEW863M	\$57.48														Hourly	12/13/2025
50168954	Facilities Utility Crew Foreman/Woman with hazmat	12	IBEW919N	\$50.63														Hourly	12/13/2025
50168953	Facilities Utility Crew Foreman/Woman with hazmat Closed Classification	12	IBEW863N	\$58.75														Hourly	12/13/2025
50093182	Fault Locator	12	IBEW941H	\$78.60														Hourly	12/13/2025
50093183	Fault Locator with class A	12	IBEW941J	\$79.75														Hourly	12/13/2025
50051620	Field Services Technician	6	OSE0735A	\$44.22	\$45.32	\$46.46	\$47.63	\$48.83	\$50.07	\$51.32	\$52.58	\$53.94						Hourly	12/13/2025
50101800	Field Support Technician with class A	12	IBEW888C	\$56.04	\$57.45	\$58.90	\$60.34											Hourly	12/13/2025
50083165	Financial Analyst Entry Level	F	PAS00430	\$80,433.60													\$106,537.60	Annually	12/13/2025
50051681	Financial Analyst Journey Level	12	PAS00520	\$100,422.40													\$132,995.20	Annually	12/13/2025
50051683	Financing Specialist Closed Classification	12	PAS00490	\$93,225.60													\$123,531.20	Annually	12/13/2025
50083479	Fire Protection & Loss Control Specialist	12	PAS00540	\$105,456.00													\$139,651.20	Annually	12/13/2025
50111032	Fleet Asset Coordinator	12	PAS00520	\$100,422.40													\$132,995.20	Annually	12/13/2025
50111036	Fleet Maintenance Scheduler	12	PAS00520	\$100,422.40													\$132,995.20	Annually	12/13/2025
50160529	Fleet Maintenance Supervisor	12	PAS0056C	\$110,801.60													\$158,059.20	Annually	12/13/2025
50051686	Forms Assistant	6	OSE0660A	\$30.61	\$31.32	\$32.14	\$32.93	\$33.73	\$34.55	\$35.41	\$36.32	\$37.24	\$38.12	\$39.10				Hourly	12/13/2025
50051687	Forms Technician	6	OSE0670D	\$32.14	\$32.93	\$33.73	\$34.55	\$35.41	\$36.32	\$37.24	\$38.12	\$39.10						Hourly	12/13/2025
50154335	Gardener	12	IBEW877J	\$40.55	\$41.58	\$42.44												Hourly	12/13/2025
50051700	Gardener Closed Classification	12	IBEW848G	\$47.43	\$48.62	\$49.60												Hourly	12/13/2025
50154336	Gardener with class A	12	IBEW877K	\$41.70	\$42.73	\$43.59												Hourly	12/13/2025
50051701	Gardener with class A Closed Classification	12	IBEW848L	\$48.58	\$49.77	\$50.75												Hourly	12/13/2025
50154337	Gardener with hazmat	12	IBEW877L	\$41.82	\$42.85	\$43.71												Hourly	12/13/2025
50051702	Gardener with hazmat Closed Classification	12	IBEW848X	\$48.70	\$49.89	\$50.87												Hourly	12/13/2025
50097100	Gas Control Technician	12	IBEW924A	\$73.61														Hourly	12/13/2025
50124993	Gas Control Technician Apprentice	48	IBEW912J	\$47.98	\$51.14	\$54.32	\$57.47	\$60.66	\$63.78	\$66.95	\$70.11							Hourly	12/13/2025
50113669	Gas Control Technician with class A	12	IBEW924L	\$74.76														Hourly	12/13/2025
50051690	Gas Pipeline Fieldperson	12	IBEW873G	\$52.18	\$53.28	\$54.79	\$56.19	\$57.24										Hourly	12/13/2025
50096042	Generation Designer I	12	OSE0711B	\$40.94	\$41.97	\$43.02	\$44.09	\$45.21	\$46.31	\$47.46	\$48.65	\$49.87						Hourly	12/13/2025
50096043	Generation Designer II	12	OSE0745A	\$48.65	\$49.87	\$51.09	\$52.40	\$53.69	\$55.03	\$56.40	\$57.81	\$59.27						Hourly	12/13/2025
50096044	Generation Designer III	12	OSE0770A	\$57.81	\$59.27	\$60.74	\$62.28	\$63.84	\$65.42	\$67.05	\$68.72	\$70.46						Hourly	12/13/2025
50096045	Generation Designer IV	12	OSE0780A	\$65.42	\$67.05	\$68.72	\$70.46	\$72.21	\$74.00	\$75.84	\$77.76	\$79.71						Hourly	12/13/2025
50097651	Geographic Information Systems Analyst Journey	12	PAS00520	\$100,422.40													\$132,995.20	Annually	12/13/2025
50110253	Geographic Information Systems Manager	12	PAS00640	\$134,971.20													\$178,776.00	Annually	12/13/2025
50164498	Geographic Information Systems Technician Entry	F	OSE0705A	\$38.12	\$39.10	\$40.07	\$41.04	\$42.10	\$43.18	\$44.23	\$45.32	\$46.47						Hourly	12/13/2025
50097650	Geographic Information Systems Technician Journey	6	OSE0736A	\$45.05	\$46.18	\$47.35	\$48.54	\$49.75	\$50.94	\$52.25	\$53.56	\$54.87						Hourly	12/13/2025
50051693	Government Affairs Representative II	12	PAS00560	\$110,801.60													\$146,785.60	Annually	12/13/2025
50051694	Government Affairs Representative III	12	PAS00620	\$128,481.60													\$170,144.00	Annually	12/13/2025
50051692	Government Affairs Representative Entry Level	F	PAS00470	\$88,795.20													\$117,540.80	Annually	12/13/2025
50130986	Graduate Intern	N/	PAS00410	\$76,564.80													\$101,379.20	Annually	12/13/2025
61000015	Grants Program Manager	12	PAS00660	\$141,814.40													\$187,824.00	Annually	12/13/2025
50051698	Graphic Artist	6	OSE0699A	\$38.30	\$39.28	\$40.27	\$41.33	\$42.34	\$43.50	\$44.57	\$45.73	\$46.87						Hourly	12/13/2025
50052175	Hazard Waste Foreman/Woman Light	12	IBEW912G	\$68.70														Hourly	12/13/2025
50052176	Hazard Waste Foreman/Woman Light with class A	12	IBEW915B	\$69.85														Hourly	12/13/2025
50052201	Hazard Waste Technician	12	IBEW874H	\$35.34	\$36.92	\$49.61	\$50.29	\$51.93	\$53.60	\$55.55	\$58.29							Hourly	12/13/2025
50119981	Hazard Waste Technician On Call	12	IBEW886A	\$61.27														Hourly	12/13/2025
50083169	Hazard Waste Technician with class A	12	IBEW878A	\$36.49	\$38.07	\$50.76	\$51.44	\$53.08	\$54.75	\$56.70	\$59.44							Hourly	12/13/2025
50052177	Hazardous Waste Foreman/Woman Light with hazmat	12	IBEW915X	\$69.97														Hourly	12/13/2025
50052178	Hazardous Waste Technician with hazmat	12	IBEW878X	\$36.61	\$38.19	\$50.88	\$51.56	\$53.20	\$54.87	\$56.82	\$59.56							Hourly	12/13/2025
50154338	Head Gardener	12	IBEW919D	\$45.69														Hourly	12/13/2025
50051703	Head Gardener Closed Classification	12	IBEW863A	\$53.44														Hourly	12/13/2025
50154339	Head Gardener with class A	12	IBEW919F	\$46.84														Hourly	12/13/2025
50051704	Head Gardener with class A Closed Classification	12	IBEW863L	\$54.59														Hourly	12/13/2025
50154340	Head Gardener with hazmat	12	IBEW919G	\$46.96														Hourly	12/13/2025
50051705	Head Gardener with hazmat Closed Classification	12	IBEW863X	\$54.71														Hourly	12/13/2025
50083171	Heavy Duty Equipment Operator	12	IBEW893F	\$63.42														Hourly	12/13/2025
50051706	Heavy Duty Equipment Operator Apprentice	48	IBEW877A	\$41.21	\$43.91	\$46.66	\$49.37	\$52.05	\$54.79	\$57.49	\$60.22							Hourly	12/13/2025
50092744	Heavy Duty Equipment Operator Foreman/Woman Light	12	IBEW922L	\$72.52														Hourly	12/13/2025
50099278	Heavy Duty Equipment Operator Foreman/Woman Light On Call	12	IBEW937G	\$76.11														Hourly	12/13/2025
50092746	Heavy Duty Equipment Operator Foreman/Woman light with class A	12	IBEW923A	\$73.67														Hourly	12/13/2025
50092747	Heavy Duty Equipment Operator Foreman/Woman light with hazmat	12	IBEW923B	\$73.79														Hourly	12/13/2025
50051707	Heavy Duty Equipment Operator with class A	12	IBEW862D	\$64.57														Hourly	12/13/2025
50051708	Heavy Duty Equipment Operator with class hazmat	12	IBEW862E	\$64.69															

2026 SMUD Wage Schedule
Effective 12/13/2025

51000002	High Voltage Electrician Apprentice with Hazmat	48	IBEW918C	\$48.45	\$51.60	\$54.66	\$57.77	\$60.91	\$64.02	\$67.06	\$70.22		Hourly	12/13/2025
51000004	High Voltage Electrician with Class A	12	IBEW925D	\$73.74									Hourly	12/13/2025
51000005	High Voltage Electrician with Hazmat	12	IBEW925E	\$73.86									Hourly	12/13/2025
61000001	High Voltage Test Apprentice	48	IBEW918A	\$45.36	\$48.39	\$51.33	\$54.33	\$57.35	\$60.34	\$63.26	\$66.30		Hourly	12/13/2025
50099375	High Voltage Test Technician	12	IBEW921E	\$69.36									Hourly	12/13/2025
50083170	Human Resources Analyst Entry	F	PAS0045O	\$84,489.60									Annually	12/13/2025
50051710	Human Resources Analyst Journey	12	PAS0054O	\$105,456.00									Annually	12/13/2025
50092250	Human Resources Technician Confidential	6	CONF702A	\$39.15	\$40.13	\$41.17	\$42.24	\$43.33	\$44.39	\$45.56	\$46.72	\$47.91	Hourly	12/13/2025
50051712	Hydro Electrician Foreman/Woman Light	12	IBEW940A	\$83.09									Hourly	12/13/2025
50099279	Hydro Electrician Foreman/Woman Light On Call	12	IBEW941C	\$84.30									Hourly	12/13/2025
50051713	Hydro Electrician Foreman/Woman Light with class A	12	IBEW940B	\$84.24									Hourly	12/13/2025
50051714	Hydro Electrician Foreman/Woman Light with hazmat	12	IBEW940C	\$84.36									Hourly	12/13/2025
50099894	Hydro Electrician Operator Foreman/Woman Light	12	IBEW945C	\$82.22									Hourly	12/13/2025
50051735	Hydro Field Technician	12	IBEW915A	\$64.96									Hourly	12/13/2025
50098810	Hydro Field Technician Foreman/Woman Light	12	IBEW939B	\$76.79									Hourly	12/13/2025
50098811	Hydro Field Technician Foreman/Woman Light with class A	12	IBEW939F	\$77.94									Hourly	12/13/2025
50098809	Hydro Field Technician Foreman/Woman Light with hazmat	12	IBEW939H	\$78.06									Hourly	12/13/2025
50051736	Hydro Field Technician with class A	12	IBEW915F	\$66.11									Hourly	12/13/2025
50051737	Hydro Field Technician with hazmat	12	IBEW915H	\$66.23									Hourly	12/13/2025
50051720	Hydro Mechanic Foreman/Woman Light	12	IBEW937H	\$76.26									Hourly	12/13/2025
50099281	Hydro Mechanic Foreman/Woman Light On Call	12	IBEW939A	\$80.77									Hourly	12/13/2025
50051721	Hydro Mechanic Foreman/Woman Light with class A	12	IBEW937M	\$77.41									Hourly	12/13/2025
50051722	Hydro Mechanic Foreman/Woman Light with hazmat	12	IBEW937Y	\$77.53									Hourly	12/13/2025
50154344	Hydro Operator	12	IBEW917C	\$75.47									Hourly	12/13/2025
50154345	Hydro Operator Apprentice	48	IBEW820B	\$49.07	\$52.31	\$55.52	\$58.76	\$62.01	\$65.21	\$68.46	\$72.77		Hourly	12/13/2025
50154346	Hydro Operator Apprentice with class A	48	IBEW820C	\$50.22	\$53.46	\$56.67	\$59.91	\$63.16	\$66.36	\$69.61	\$73.92		Hourly	12/13/2025
50154347	Hydro Operator Apprentice with hazmat	48	IBEW919H	\$50.34	\$53.58	\$56.79	\$60.03	\$63.28	\$66.48	\$69.73	\$74.04		Hourly	12/13/2025
50154348	Hydro Operator Foreman/Woman	12	IBEW941A	\$90.23									Hourly	12/13/2025
50154349	Hydro Operator Foreman/Woman with class A	12	IBEW941G	\$91.38									Hourly	12/13/2025
50051725	Hydro Operator with class A	12	IBEW928A	\$76.62									Hourly	12/13/2025
50051727	Hydro Overhaul Foreman/Woman	12	IBEW945B	\$79.06									Hourly	12/13/2025
50160050	Hydro Stationary Engineer Apprentice	12	IBEW851J	\$35.86	\$37.94	\$39.98	\$42.06	\$44.12	\$46.19	\$48.27	\$50.32	\$52.43	Hourly	12/13/2025
50160051	Hydro Stationary Engineer I	12	IBEW872G	\$55.17									Hourly	12/13/2025
50160052	Hydro Stationary Engineer II	12	IBEW865A	\$64.92									Hourly	12/13/2025
50164138	Hydro Stationary Engineer II with Class C-Hazmat	12	IBEW908K	\$65.67									Hourly	12/13/2025
50160026	Hydro Stationary Engineer II with hazmat	12	IBEW908X	\$66.19									Hourly	12/13/2025
50160200	Hydro Stationary Engineer Subforeman/Woman	12	IBEW921I	\$69.90									Hourly	12/13/2025
50160053	Hydro Stationary Engineer Subforeman/Woman Light	F	IBEW901K	\$74.26									Hourly	12/13/2025
50159432	Hydrographer Entry Level	F	PAS0047O	\$88,795.20									Annually	12/13/2025
50051734	Hydrographer Journey	12	PAS0056O	\$110,801.60									Annually	12/13/2025
50051738	Hydrographer Specialist	12	OSE0750A	\$47.58	\$48.80	\$49.99	\$51.28	\$52.56	\$53.90	\$55.21	\$56.62	\$58.01	Hourly	12/13/2025
50051644	Image Production Postal Service Specialist I	F	OSE0646A	\$29.06	\$29.80	\$30.53	\$31.31	\$32.10	\$32.90	\$33.73	\$34.59	\$35.46	Hourly	12/13/2025
50052101	Image Production Postal Service Specialist II	6	OSE0687A	\$30.06	\$30.82	\$31.61	\$32.39	\$33.23	\$34.04	\$34.90	\$35.76	\$36.67	Hourly	12/13/2025
50052051	Image Production Postal Service Specialist III	6	OSE0670D	\$32.14	\$32.93	\$33.73	\$34.55	\$35.41	\$36.32	\$37.24	\$38.12	\$39.10	Hourly	12/13/2025
50161011	Information Management Analyst Entry	F	PAS0043O	\$80,433.60									Annually	12/13/2025
50112642	Information Management Analyst Journey	12	PAS0052O	\$100,422.40									Annually	12/13/2025
50051741	Information Technology Auditor	12	PAS0056O	\$110,801.60									Annually	12/13/2025
50051742	Information Technology Business Relationship Management Analyst	12	PAS0059O	\$119,308.80									Annually	12/13/2025
50051747	Information Technology Procurement Contract Specialist	12	PAS0054O	\$105,456.00									Annually	12/13/2025
50051748	Information Technology Project Manager	12	PAS0066O	\$141,814.40									Annually	12/13/2025
50051749	Information Technology Supervisor	12	PAS0066O	\$141,814.40									Annually	12/13/2025
50162765	Information Technology Technician	6	OSE0710A	\$39.09	\$40.04	\$41.04	\$42.09	\$43.16	\$44.18	\$45.32	\$46.45	\$47.58	Hourly	12/13/2025
50051743	Instructor	12	IBEW938A	\$76.56									Hourly	12/13/2025
50143123	Insurance Program Manager	12	PAS0064O	\$134,971.20									Annually	12/13/2025
50092220	Interactive Voice Response Coordinator	12	PAS0054O	\$105,456.00									Annually	12/13/2025
61000054	Intermediate Resource Optimization Specialist	12	PAS0054O	\$105,456.00									Annually	4/6/2026
61000052	Intermediate Security Administrator	F	PAS0054O	\$105,456.00									Annually	12/23/2025
50083226	Internal Auditor Entry Level	F	PAS0045O	\$84,489.60									Annually	12/13/2025
50051744	Internal Auditor Journey	12	PAS0054O	\$105,456.00									Annually	12/13/2025
50051745	Inventory Technician	6	OSE0695A	\$36.32	\$37.24	\$38.12	\$39.10	\$40.07	\$41.04	\$42.10	\$43.17	\$44.23	Hourly	12/13/2025
61000036	IT Business Relationship Manager Analyst Entry	F	PAS0045O	\$81,244.80									Annually	9/20/2025
61000036	IT Business Relationship Manager Analyst Entry	F	PAS0045O	\$84,489.60									Annually	12/13/2025
61000058	Journey Resource Optimization Specialist	12	PAS0062O	\$128,481.60									Annually	4/4/2026
50096950	Labor Relations Analyst Entry Level	F	PAS0045O	\$84,489.60									Annually	12/13/2025
50086678	Labor Relations Analyst Journey Level	12	PAS0054O	\$105,456.00									Annually	12/13/2025
50083228	Land Agent A	6	OSE0725A	\$38.56	\$39.47	\$40.46	\$41.47						Hourly	12/13/2025
50083227	Land Agent B	6	OSE0725B	\$42.53	\$43.61	\$44.63	\$45.79	\$46.92	\$48.07				Hourly	12/13/2025
50051757	Land Agent C	6	OSE0725C	\$49.30	\$50.56	\$51.79	\$53.07	\$54.40	\$55.72	\$57.14	\$58.54	\$60.06	Hourly	12/13/2025
50136479	Land Recreation & Ecological Specialist	12	PAS0059O	\$119,308.80									Annually	12/13/2025
50083229	Land Specialist Entry	F	PAS0043B	\$80,433.60									Annually	12/13/2025
50051758	Land Specialist Journey	12	PAS0052B	\$100,422.40									Annually	12/13/2025
50126010	Land Surveyor	12	PAS0056O	\$110,801.60									Annually	12/13/2025
50051756	Law Clerk	6	CONF300A	\$36.49	\$37.38	\$38.33							Hourly	12/13/2025
50162418	Lead Distribution System Operator	12	IBEW984D	\$105.06									Hourly	12/13/2025
50101752	Lead Office Technician	6	OSE0688A	\$35.34	\$36.22	\$37.12	\$38.07	\$38.99	\$39.98	\$40.99	\$42.02	\$43.07	Hourly	12/13/2025
50119427	Lead Office Technician Confidential	6	CONF688A	\$38.11	\$39.06	\$40.06	\$41.05	\$42.07	\$43.14	\$44.23	\$45.29	\$46.46	Hourly	12/13/2025
61000002	Lead Telecomm Technician	12	IBEW933B	\$83.34									Hourly	12/13/2025
50051760	Lead Tool Repairer	12	IBEW922I	\$69.90									Hourly	12/13/2025
50165758	Lead Utility Compliance Specialist	12	IBEW828K	\$53.62									Hourly	12/13/2025
50154184	Lead Vehicle Mechanic	12	IBEW888D	\$64.79									Hourly	12/13/2025
50051761	Lead Vehicle Mechanic Closed Classification	12	IBEW888D	\$64.79									Hourly	12/13/2025
50154185	Lead Vehicle Mechanic with class A	12	IBEW888F	\$65.94									Hourly	12/13/2025
50051762	Lead Vehicle Mechanic with class A Closed Classification	12	IBEW888F	\$65.94									Hourly	12/13/2025
50154186	Lead Vehicle Mechanic with hazmat	12	IBEW888H	\$66.06									Hourly	12/13/2025
50051763	Lead Vehicle Mechanic with hazmat Closed Classification	12	IBEW888H	\$66.06									Hourly	12/13/2025
50164311	Lead Vehicle Mechanic with hazmat Fresh Pond	12	IBEW904A	\$70.60									Hourly	12/13/2025
50164525	Lead Vehicle Mechanic with hazmat Fresh Pond Closed Classification	12	IBEW904A	\$70.60									Hourly	12/13/2025

N/ designates non-civil service jobs
F designates non-journey flex jobs

2026 SMUD Wage Schedule
Effective 12/13/2025

50160076	Learning and Development Specialist Entry Level	F	PAS00450	\$84,489.60													\$111,883.20	Annually	12/13/2025	
50160077	Learning and Development Specialist Journey	12	PAS00540	\$105,456.00														\$139,651.20	Annually	12/13/2025
50169820	Legal Analyst	12	PAS00520	\$100,422.40														\$132,995.20	Annually	12/13/2025
50090306	Legal Assistant Confidential	6	CONF706A	\$40.73	\$41.74	\$42.82	\$43.93	\$45.04	\$46.19	\$47.38	\$48.58	\$49.84							Hourly	12/13/2025
50133108	Legislative & Regulatory Coordinator Closed Classification	12	PAS00720	\$164,382.40														\$217,796.80	Annually	12/13/2025
50153089	Legislative & Regulatory Program Manager	N/	PAS00690	\$152,672.00														\$202,217.60	Annually	12/13/2025
50083472	Line Construction Foreman/Woman	12	IBEW976D	\$102.76															Hourly	12/13/2025
50083473	Line Construction Foreman/Woman with class A	12	IBEW976C	\$103.91															Hourly	12/13/2025
50083474	Line Construction Foreman/Woman with hazmat	12	IBEW976X	\$104.03															Hourly	12/13/2025
50154187	Line Equipment Operator Assistant with class A	12	IBEW795A	\$37.25	\$38.90	\$41.80	\$44.59	\$47.61											Hourly	12/13/2025
50128409	Line Equipment Operator Assistant with class A Closed Classification	12	IBEW795A	\$37.25	\$38.90	\$41.80	\$44.59	\$47.61											Hourly	12/13/2025
50154188	Line Equipment Operator with class A	12	IBEW862D	\$64.57															Hourly	12/13/2025
50169850	Line Equipment Operator with Crane and class A	12	IBEW862G	\$65.57															Hourly	12/13/2025
50169852	Line Equipment Operator with Crane and hazmat	12	IBEW862F	\$65.89															Hourly	12/13/2025
50154140	Line Equipment Operator with hazmat	12	IBEW862E	\$64.69															Hourly	12/13/2025
50051767	Line Foreman/Woman Light	12	IBEW965R	\$96.54															Hourly	12/13/2025
50051768	Line Foreman/Woman Light with class A	12	IBEW965C	\$97.69															Hourly	12/13/2025
50142318	Line Inspector I	12	IBEW933A	\$84.97															Hourly	12/13/2025
50156652	Line Inspector I with class A	12	IBEW933C	\$86.12															Hourly	12/13/2025
50108831	Line Inspector II	12	IBEW941R	\$90.74															Hourly	12/13/2025
50114932	Line Inspector II with class A	12	IBEW941D	\$91.89															Hourly	12/13/2025
50051770	Line Sub Foreman/Woman	12	IBEW941R	\$90.74															Hourly	12/13/2025
50051771	Line Sub Foreman/Woman with class A	12	IBEW941D	\$91.89															Hourly	12/13/2025
50083463	Lineman/Woman	12	IBEW933A	\$84.97															Hourly	12/13/2025
50083460	Lineman/Woman Apprentice	49	IBEW922R	\$55.25	\$58.88	\$62.52	\$66.17	\$69.76	\$73.43	\$77.09	\$80.73								Hourly	12/13/2025
50083461	Lineman/Woman Apprentice with class A	49	IBEW922C	\$56.40	\$60.03	\$63.67	\$67.32	\$70.91	\$74.58	\$78.24	\$81.88								Hourly	12/13/2025
50083462	Lineman/Woman Apprentice with hazmat	49	IBEW922Z	\$56.52	\$60.15	\$63.79	\$67.44	\$71.03	\$74.70	\$78.36	\$82.00								Hourly	12/13/2025
50083464	Lineman/Woman with class A	12	IBEW933C	\$86.12															Hourly	12/13/2025
50083465	Lineman/Woman with hazmat	12	IBEW933X	\$86.24															Hourly	12/13/2025
50136767	Lineman/Woman with helicopter	12	IBEW933Y	\$90.92															Hourly	12/13/2025
50154416	Maintenance Carpenter	12	IBEW865A	\$64.92															Hourly	12/13/2025
50154417	Maintenance Carpenter Apprentice	48	IBEW879F	\$42.19	\$44.64	\$47.05	\$49.51	\$51.93	\$54.37	\$56.82	\$59.22	\$61.68							Hourly	12/13/2025
50083233	Maintenance Carpenter Apprentice Close Classification	48	IBEW879F	\$42.19	\$44.64	\$47.05	\$49.51	\$51.93	\$54.37	\$56.82	\$59.22	\$61.68							Hourly	12/13/2025
50051805	Maintenance Carpenter Closed Classification	12	IBEW865A	\$64.92															Hourly	12/13/2025
50154459	Maintenance Carpenter Foreman/Woman Light	12	IBEW901K	\$74.26															Hourly	12/13/2025
50115406	Maintenance Carpenter Foreman/Woman Light Closed Classification	12	IBEW901K	\$74.26															Hourly	12/13/2025
50154460	Maintenance Carpenter Subforeman/Woman	12	IBEW922I	\$69.90															Hourly	12/13/2025
50051806	Maintenance Carpenter Subforeman/Woman Closed Classification	12	IBEW922I	\$69.90															Hourly	12/13/2025
50159375	Maintenance Carpenter with class A	12	IBEW872D	\$66.07															Hourly	12/13/2025
50116262	Maintenance Carpenter with class A Closed Classification	12	IBEW872D	\$66.07															Hourly	12/13/2025
50103121	Maintenance Planner General Services	12	PAS00620	\$128,481.60														\$170,144.00	Annually	12/13/2025
50103375	Maintenance Planner Power Production	12	PAS00620	\$128,481.60														\$170,144.00	Annually	12/13/2025
50112813	Maintenance Planner Substation & Telecommunications	12	PAS00620	\$128,481.60														\$170,144.00	Annually	12/13/2025
50115702	Maintenance Planner Transmission & Distribution Line Assets	12	PAS00620	\$128,481.60														\$170,144.00	Annually	12/13/2025
50051784	Management Analyst Entry	F	PAS00410	\$76,564.80														\$101,379.20	Annually	12/13/2025
50051785	Management Analyst Journey	12	PAS00490	\$93,225.60														\$123,531.20	Annually	12/13/2025
50128042	Manager Account Management & Sales	12	PAS00710	\$160,368.00														\$212,492.80	Annually	12/13/2025
50052019	Manager Accounting & Assistant Controller	12	PAS00660	\$141,814.40														\$187,824.00	Annually	12/13/2025
61000045	Manager Asset Monitoring and Optimization	12	PAS00710	\$154,190.40														\$204,318.40	Annually	10/28/2025
61000045	Manager Asset Monitoring and Optimization	12	PAS00710	\$160,368.00														\$212,492.80	Annually	12/13/2025
61000003	Manager Asset Operations Power Generation	12	PAS0076Q	\$173,867.20														\$271,814.40	Annually	10/18/2025
61000003	Manager Asset Operations Power Generation	12	PAS0076Q	\$180,814.40														\$282,692.80	Annually	12/13/2025
50051544	Manager Auditing	12	PAS00690	\$152,672.00														\$202,217.60	Annually	12/13/2025
60000016	Manager Benefits and Disability Management	N/	PAS00690	\$152,672.00														\$202,217.60	Annually	12/13/2025
50093079	Manager Business Intelligence & Operations Support	12	PAS00710	\$160,368.00														\$212,492.80	Annually	12/13/2025
50052025	Manager Career Development & Learning	12	PAS00690	\$152,672.00														\$202,217.60	Annually	12/13/2025
50140137	Manager Civil Engineering	12	PAS00760	\$173,867.20														\$230,360.00	Annually	10/18/2025
50140137	Manager Civil Engineering	12	PAS00760	\$180,814.40														\$239,574.40	Annually	12/13/2025
50169965	Manager Commodity and Operations Settlements	12	PAS00710	\$160,368.00														\$212,492.80	Annually	12/13/2025
61000033	Manager Commodity Risk Management	12	PAS00710	\$154,190.40														\$204,318.40	Annually	4/23/2025
61000033	Manager Commodity Risk Management	12	PAS00710	\$160,368.00														\$212,492.80	Annually	12/13/2025
50139537	Manager Community Development Outreach & Education	N/	PAS0064E	\$134,971.20														\$202,217.60	Annually	12/13/2025
50170818	Manager Community Education Workforce and Technology	N/	PAS0064E	\$129,771.20														\$194,438.40	Annually	12/14/2024
50170818	Manager Community Education Workforce and Technology	N/	PAS0064E	\$134,971.20														\$202,217.60	Annually	12/13/2025
61000004	Manager Compensation, Classification & Performance	N/	PAS00690	\$152,672.00														\$202,217.60	Annually	12/13/2025
50126108	Manager Corporate Communications	12	PAS00690	\$141,814.40														\$187,824.00	Annually	12/13/2025
50163673	Manager Customer Delivery	12	PAS00710	\$160,368.00														\$212,492.80	Annually	12/13/2025
50160786	Manager Customer Experience Planning	12	PAS00690	\$152,672.00														\$202,217.60	Annually	12/13/2025
61000043	Manager Customer Experience Planning & Integration	12	PAS00690	\$146,806.40														\$194,438.40	Annually	7/31/2025
61000043	Manager Customer Experience Planning & Integration	12	PAS00690	\$152,672.00														\$202,217.60	Annually	12/13/2025
50091780	Manager Customer Experience Strategy	12	PAS0066B	\$141,814.40														\$197,308.80	Annually	12/13/2025
50092302	Manager Customer Operations	12	PAS00640	\$134,971.20														\$178,776.00	Annually	12/13/2025
50167926	Manager Customer Strategy & Operations	12	PAS00660	\$141,814.40														\$187,824.00	Annually	12/13/2025
50160085	Manager Cybersecurity	12	PAS0066F	\$141,814.40														\$217,796.80	Annually	12/13/2025
50159037	Manager Digital User Experience	12	PAS0062D	\$128,481.60														\$187,844.80	Annually	12/13/2025
50131011	Manager Distributed Energy Strategy	12	PAS00750	\$169,603.20														\$224,744.00	Annually	10/18/2025
50131011	Manager Distributed Energy Strategy	12	PAS00750	\$176,384.00														\$233,729.60	Annually	12/13/2025
50162683	Manager Distributed Generation Interconnections	12	PAS00710	\$160,368.00														\$212,492.80	Annually	12/13/2025
50162008	Manager Distribution Operations Engineering	12	PAS00760	\$173,867.20														\$230,360.00	Annually	10/18/2025
50162008	Manager Distribution Operations Engineering	12	PAS00760	\$180,814.40														\$239,574.40	Annually	12/13/2025
50110255	Manager Distribution Planning	12	PAS00760	\$173,867.20														\$230,360.00	Annually	10/18/2025
50110255	Manager Distribution Planning	12	PAS00760	\$180,814.40														\$239,574.40	Annually	12/13/2025
50140139	Manager Distribution System Operations	12	PAS0072L	\$164,382.40														\$276,016.00	Annually	12/13/2025
50165511	Manager Economic Development & Partnership	N/	PAS00																	

2026 SMUD Wage Schedule
Effective 12/13/2025

50135736	Manager Employee Relations	N/	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50051979	Manager Energy Management System	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50051979	Manager Energy Management System	12	PAS0076O	\$180,814.40									\$239,574.40	Annually	12/13/2025
50087975	Manager Energy Trading & Contracts	12	PAS0072O	\$164,382.40									\$217,796.80	Annually	12/13/2025
50067469	Manager Engineering	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50067469	Manager Engineering	12	PAS0076O	\$180,814.40									\$239,574.40	Annually	12/13/2025
50134551	Manager Enterprise Performance	12	PAS0072O	\$164,382.40									\$217,796.80	Annually	12/13/2025
50143384	Manager Environmental Regulations	N/	PAS0072O	\$164,382.40									\$217,796.80	Annually	12/13/2025
50100183	Manager Executive Office	N/	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50051679	Manager Facilities Management	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50051982	Manager Field Metering	12	PAS0062B	\$128,481.60									\$178,776.00	Annually	12/13/2025
50158550	Manager Finance & Treasury	12	PAS0066C	\$141,814.40									\$202,217.60	Annually	12/13/2025
50051627	Manager Finance Planning & Analytics	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50139557	Manager Fleet Operations	12	PAS0062D	\$128,481.60									\$187,844.80	Annually	12/13/2025
50051948	Manager Gas Pipeline Assets	12	PAS0069H	\$152,672.00									\$211,265.60	Annually	12/13/2025
50083431	Manager Generation Maintenance	12	PAS0069H	\$152,672.00									\$233,084.80	Annually	12/13/2025
50135285	Manager Grid Planning	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50135285	Manager Grid Planning	12	PAS0076O	\$180,814.40									\$239,574.40	Annually	12/13/2025
50051950	Manager Hydro Generation Assets	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50051950	Manager Hydro Generation Assets	12	PAS0076O	\$180,814.40									\$239,574.40	Annually	12/13/2025
50159325	Manager Information Technology	12	PAS0066C	\$141,814.40									\$202,217.60	Annually	12/13/2025
50164000	Manager Information Technology Strategy Planning & Governance	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50088129	Manager Innovation	N/	PAS0066C	\$141,814.40									\$202,217.60	Annually	12/13/2025
50169499	Manager Learning & Development	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50140133	Manager Line Design	12	PAS0072O	\$164,382.40									\$217,796.80	Annually	12/13/2025
50051996	Manager Market Research	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50102606	Manager Market Strategy	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50139366	Manager Occupational Health & Safety	N/	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50166592	Manager of Enterprise Change & Organizational Effectiveness	N/	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50119766	Manager of Enterprise Prioritization & Performance	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
61000000	Manager of Enterprise Strategy & Risk	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50164469	Manager Operational Excellence	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50169490	Manager Operational Project Management Office	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50166428	Manager Operational Technology Network Engineering	N/	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50166428	Manager Operational Technology Network Engineering	N/	PAS0076O	\$180,814.40									\$239,574.40	Annually	12/13/2025
50140145	Manager Operational Training Center	N/	PAS0066U	\$141,814.40									\$217,796.80	Annually	12/13/2025
50115350	Manager Power Operations Engineering	12	PAS0078O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50115350	Manager Power Operations Engineering	12	PAS0078O	\$180,814.40									\$239,574.40	Annually	12/13/2025
50125274	Manager Power Operations Training	12	PAS0072O	\$164,382.40									\$217,796.80	Annually	12/13/2025
50052003	Manager Power System Operations	12	PAS0072L	\$164,382.40									\$278,016.00	Annually	12/13/2025
50128064	Manager Program Delivery	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50130582	Manager Rancho Seco Assets	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50165633	Manager Real Estate Services	12	PAS0064O	\$134,971.20									\$178,776.00	Annually	12/13/2025
61000032	Manager Renewable and Carbon Portfolio Planning	12	PAS0071O	\$154,190.40									\$204,318.40	Annually	2/19/2025
61000032	Manager Renewable and Carbon Portfolio Planning	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50083555	Manager Renewable Generation Assets	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50051984	Manager Resource Planning	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50051915	Manager Revenue Strategy	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50051975	Manager Security Operations	N/	PAS0062D	\$128,481.60									\$187,844.80	Annually	12/13/2025
50169434	Manager Strategic Planning Performance & Analytics	N/	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50110256	Manager Substation Engineering	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50110256	Manager Substation Engineering	12	PAS0076O	\$180,814.40									\$239,574.40	Annually	12/13/2025
50126109	Manager Substation Maintenance	12	PAS0069H	\$152,672.00									\$211,265.60	Annually	12/13/2025
50083478	Manager Supply Chain	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
61000053	Manager Sustainable Communities & DEIB Partnerships	N/	PAS0069O	\$146,806.40									\$194,438.40	Annually	2/5/2025
61000053	Manager Sustainable Communities & DEIB Partnerships	N/	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50088853	Manager System Protection & Control	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50088853	Manager System Protection & Control	12	PAS0076O	\$180,814.40									\$239,574.40	Annually	12/13/2025
50051987	Manager Talent Management	N/	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50159402	Manager Telecommunication Operations and Maintenance	12	PAS0066C	\$141,814.40									\$202,217.60	Annually	12/13/2025
50126175	Manager Telecommunications	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50067465	Manager Thermal Generation Assets	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50126110	Manager Transmission & Distribution Line Construction & Maintenance	12	PAS0072L	\$164,382.40									\$276,016.00	Annually	12/13/2025
50140141	Manager Transmission & Distribution Line Construction & Maintenance	12	PAS0078O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50140141	Manager Transmission & Distribution Maintenance Planning	12	PAS0078O	\$180,814.40									\$239,574.40	Annually	12/13/2025
61000040	Manager Transmission Interconnections	12	PAS0072O	\$158,059.20									\$209,414.40	Annually	7/1/2025
61000040	Manager Transmission Interconnections	12	PAS0072O	\$164,382.40									\$217,796.80	Annually	12/13/2025
50110257	Manager Vegetation Management	12	PAS0069C	\$152,672.00									\$217,796.80	Annually	12/13/2025
50051783	Manager Warehouse Operations	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
50099975	Manager Advanced Renewable and Distributed Generation Technologies	12	PAS0075O	\$169,603.20									\$224,744.00	Annually	10/18/2025
50099975	Manager Advanced Renewable and Distributed Generation Technologies	12	PAS0075O	\$176,384.00									\$233,729.60	Annually	12/13/2025
50051732	Manager Renewable Project Development	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50051732	Manager Renewable Project Development	12	PAS0076O	\$180,814.40									\$239,574.40	Annually	12/13/2025
61000047	Manager Strategic Planning, Analytics and Emergency Operations	12	PAS0069O	\$146,806.40									\$194,438.40	Annually	11/1/2025
61000047	Manager Strategic Planning, Analytics and Emergency Operations	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50051786	Mapper	6	OSE0685A	\$34.55	\$35.41	\$36.32	\$37.24	\$38.12	\$39.10	\$40.07	\$41.04	\$42.10		Hourly	12/13/2025
50168117	Market Analyst Entry	F	PAS0047O	\$88,795.20									\$117,540.80	Annually	12/13/2025
50168205	Market Analyst Journey	12	PAS0056O	\$110,801.60									\$146,785.60	Annually	12/13/2025
50083901	Market Research Specialist Journey	12	PAS0052O	\$100,422.40									\$132,995.20	Annually	12/13/2025
50163624	Market Research Supervisor	12	PAS0062B	\$128,481.60									\$178,776.00	Annually	12/13/2025
50102302	Market Risk Specialist Entry	F	PAS0047O	\$85,384.00									\$113,027.20	Annually	9/10/2025
50102302	Market Risk Specialist Entry	F	PAS0047O	\$88,795.20									\$117,540.80	Annually	12/13/2025
50102301	Market Risk Specialist Journey Level	12	PAS0056O	\$110,801.60									\$146,785.60	Annually	12/13/2025
50137998	Marketing Specialist Entry Level	F	PAS0045O	\$84,489.60									\$111,883.20	Annually	12/13/2025
50051546	Marketing Specialist II	12	PAS0054O	\$105,456.00									\$139,651.20	Annually	12/13/2025
50163622	Marketing Specialist Supervisor	12	PAS0059C	\$119,308.80									\$170,144.00	Annually	12/13/2025
50083235	Material Parts Clerk	6	OSE0680B	\$33.73	\$34.55	\$35.41	\$36.32	\$37.24	\$38.12	\$39.10	\$40.08	\$41.05		Hourly	12/13/2025

N/ designates non-civil service jobs
F designates non-journey flex jobs

2026 SMUD Wage Schedule
Effective 12/13/2025

50051900	Public Information Specialist I	F	PAS00450	\$84,489.60																\$111,883.20	Annually	12/13/2025		
50051901	Public Information Specialist II	12	PAS00540	\$105,456.00																	\$139,651.20	Annually	12/13/2025	
50121215	Quality Auditor Journey Level	12	PAS00560	\$110,801.60																	\$146,785.60	Annually	12/13/2025	
50083247	Rate Analyst Entry	F	PAS00450	\$84,489.60																	\$111,883.20	Annually	12/13/2025	
50051916	Rate Analyst Journey	12	PAS00540	\$105,456.00																	\$139,651.20	Annually	12/13/2025	
50095131	Rate Pricing Advisor	12	PAS00660	\$141,814.40																	\$187,824.00	Annually	12/13/2025	
50130984	Regulatory Compliance Analyst Entry level	F	PAS00450	\$84,489.60																	\$111,883.20	Annually	12/13/2025	
50130983	Regulatory Compliance Analyst Journey	12	PAS00540	\$105,456.00																	\$139,651.20	Annually	12/13/2025	
50131203	Regulatory Coordinator Generation	12	PAS00620	\$128,481.60																	\$170,144.00	Annually	12/13/2025	
50104213	Relay Specialist	12	PAS00590	\$119,308.80																	\$158,059.20	Annually	12/13/2025	
50160580	Reliability Compliance Manager	N/	PAS00720	\$164,382.40																	\$217,796.80	Annually	12/13/2025	
50051616	Reliability Risk Engineer	12	PAS00690	\$152,672.00																	\$202,217.60	Annually	12/13/2025	
50167855	Resource Planning Analyst Entry Level	F	PAS00470	\$88,795.20																	\$117,540.80	Annually	12/13/2025	
50167858	Resource Planning Analyst Journey	12	PAS00560	\$110,801.60																	\$146,785.60	Annually	12/13/2025	
50092218	Retail Partner Coordinator	12	PAS00540	\$105,456.00																	\$139,651.20	Annually	12/13/2025	
50150275	Revenue Analyst Entry	F	PAS00430	\$80,433.60																	\$106,537.60	Annually	12/13/2025	
50116324	Revenue Analyst Journey	F	PAS00520	\$100,422.40																	\$132,995.20	Annually	12/13/2025	
50154804	Revenue Protection Representative (IBEW)	12	IBEW873N	\$56.88	\$58.70	\$60.77	\$63.64															Hourly	12/13/2025	
50051920	Revenue Protection Representative (IBEW) Closed Classification	12	IBEW873N	\$56.88	\$58.70	\$60.77	\$63.64															Hourly	12/13/2025	
50051918	Risk Management Analyst Journey Level	12	PAS00520	\$100,422.40																		\$132,995.20	Annually	12/13/2025
50051921	Safety and Loss Prevention Specialist Journey	12	PAS00490	\$93,225.60																		\$123,531.20	Annually	12/13/2025
50051922	Safety Coordinator	12	PAS00560	\$110,801.60																		\$146,785.60	Annually	12/13/2025
50083249	Safety Loss Prevention Specialist Entry Level	F	PAS00410	\$76,564.80																		\$101,379.20	Annually	12/13/2025
50170250	Scheduling & Interchange Services Specialist I	12	PAS00660	\$141,814.40																		\$187,824.00	Annually	12/13/2025
50170252	Scheduling & Interchange Services Specialist II	12	PAS00690	\$152,672.00																		\$202,217.60	Annually	12/13/2025
50051935	Scheduling Technician	6	OSE0670D	\$32.14	\$32.93	\$33.73	\$34.55	\$35.41	\$36.32	\$37.24	\$38.12	\$39.10										Hourly	12/13/2025	
50051926	Secretary	6	OSE0637A	\$27.39	\$28.13	\$28.82	\$29.54	\$30.31	\$31.04	\$31.84	\$32.66	\$33.46										Hourly	12/13/2025	
50083605	Security Administrator	12	PAS00590	\$119,308.80																		\$158,059.20	Annually	12/13/2025
50166825	Security Investigator	12	PAS00540	\$105,456.00																		\$139,651.20	Annually	12/13/2025
50124535	Security Operations Dispatcher	12	SEC0248L	\$31.57	\$32.37	\$33.18	\$34.03	\$34.88	\$35.78	\$36.67	\$37.64	\$38.59										Hourly	12/13/2025	
50113765	Security Operations Supervisor	12	SEC0450A	\$44.15	\$45.24	\$46.39	\$47.54	\$48.73	\$49.95	\$51.21	\$52.48	\$53.79										Hourly	12/13/2025	
50094275	Senior Accountant	12	PAS00590	\$119,308.80																		\$158,059.20	Annually	12/13/2025
50052030	Senior Administrative Assistant	N/	PAS00450	\$84,489.60																		\$111,883.20	Annually	12/13/2025
50052032	Senior Architect	12	PAS00660	\$141,814.40																		\$187,824.00	Annually	12/13/2025
50052033	Senior Attorney	N/	PAS00722	\$164,382.40																		\$271,918.40	Annually	12/13/2025
50052034	Senior Business Technology Analyst	12	PAS00590	\$119,308.80																		\$158,059.20	Annually	12/13/2025
50120609	Senior Cable Locator	12	IBEW888L	\$62.82																		Hourly	12/13/2025	
50122828	Senior Cable Locator with class A	12	IBEW888N	\$63.97																		Hourly	12/13/2025	
50052037	Senior Calibration Technician	12	IBEW937A	\$75.24																		Hourly	12/13/2025	
50052038	Senior Civil Engineer	12	PAS00660	\$141,814.40																		\$187,824.00	Annually	12/13/2025
50181721	Senior Claims Administrator	12	PAS00590	\$119,308.80																		\$158,059.20	Annually	12/13/2025
50186301	Senior Community Engagement Representative	12	PAS00590	\$119,308.80																		\$158,059.20	Annually	12/13/2025
50052039	Senior Computer Hardware Support Specialist Closed Classification	12	PAS00590	\$119,308.80																		\$158,059.20	Annually	12/13/2025
50122844	Senior Construction Contract Analyst	12	PAS00560	\$110,801.60																		\$146,785.60	Annually	12/13/2025
60000020	Senior Contract Administrator	12	PAS0059A	\$119,308.80																		\$162,032.00	Annually	12/13/2025
50052036	Senior Cost Schedule Specialist	12	PAS00540	\$105,456.00																		\$139,651.20	Annually	12/13/2025
50052040	Senior Custodian	12	IBEW814A	\$41.78																		Hourly	12/13/2025	
50052043	Senior Customer Services Representative	6	OSE0700A	\$37.24	\$38.12	\$39.10	\$40.08	\$41.05	\$42.11	\$43.18	\$44.23	\$45.33										Hourly	12/13/2025	
50167119	Senior Cybersecurity Engineer	12	PAS00640	\$134,971.20																		\$178,776.00	Annually	12/13/2025
50167118	Senior Cybersecurity Governance & Compliance Specialist	12	PAS00640	\$134,971.20																		\$178,776.00	Annually	12/13/2025
50167210	Senior Cybersecurity Risk Specialist	12	PAS00640	\$134,971.20																		\$178,776.00	Annually	12/13/2025
50165225	Senior Data Center Operations Specialist	12	PAS00520	\$100,422.40																		\$132,995.20	Annually	12/13/2025
50052045	Senior Database Administrator	12	PAS00640	\$134,971.20																		\$178,776.00	Annually	12/13/2025
61000030	Senior DEIB Analyst	12	PAS00590	\$114,712.00																		\$151,985.60	Annually	12/14/2024
61000030	Senior DEIB Analyst	12	PAS00590	\$119,308.80																		\$158,059.20	Annually	12/13/2025
50052046	Senior Designer Drafter	6	OSE0735B	\$44.23	\$45.32	\$46.46	\$47.58	\$48.80	\$49.99	\$51.28	\$52.57	\$53.91										Hourly	12/13/2025	
50052049	Senior Desktop Support Specialist Closed Classification	12	PAS00590	\$119,308.80																		\$158,059.20	Annually	12/13/2025
50052047	Senior Distribution Design Engineer	12	PAS00700	\$150,009.60																		\$198,660.80	Annually	10/18/2025
50052047	Senior Distribution Design Engineer	12	PAS00700	\$156,000.00																		\$206,606.40	Annually	12/13/2025
61000013	Senior Distribution Operations Engineer	12	PAS00700	\$150,009.60																		\$198,660.80	Annually	10/18/2025
61000013	Senior Distribution Operations Engineer	12	PAS00700	\$156,000.00																		\$206,606.40	Annually	12/13/2025
50052048	Senior Distribution System Engineer	12	PAS00700	\$150,009.60																		\$198,660.80	Annually	10/18/2025
50052048	Senior Distribution System Engineer	12	PAS00700	\$156,000.00																		\$206,606.40	Annually	12/13/2025
50159864	Senior Distribution System Operator	12	IBEW988D	\$110.30																		Hourly	12/13/2025	
50052050	Senior Document Records Specialist	6	OSE0650B	\$29.42	\$30.15	\$30.94	\$31.68	\$32.51	\$33.32	\$34.16	\$35.00	\$35.88										Hourly	12/13/2025	
50090305	Senior Document Records Specialist-Confidential	6	CONF650	\$32.25	\$33.04	\$33.87	\$34.72	\$35.59	\$36.48	\$37.39	\$38.33	\$39.30										Hourly	12/13/2025	
50052052	Senior Electrical Engineer	12	PAS00700	\$150,009.60																		\$198,660.80	Annually	10/18/2025
50052052	Senior Electrical Engineer	12	PAS00700	\$156,000.00																		\$206,606.40	Annually	12/13/2025
50137575	Senior Electrical Technician	12	IBEW960B	\$92.56																		Hourly	12/13/2025	
50164848	Senior End User Computing Analyst	12	PAS00470	\$88,795.20																		\$117,540.80	Annually	12/13/2025
50131801	Senior Energy Advisor	12	PAS00560	\$110,801.60																		\$146,785.60	Annually	12/13/2025
50139897	Senior Energy Management System Engineer	12	PAS00700	\$150,009.60																		\$198,660.80	Annually	10/18/2025
50139897	Senior Energy Management System Engineer	12	PAS00700	\$156,000.00																		\$206,606.40	Annually	12/13/2025
50168853	Senior Energy Specialist	6	OSE0785A	\$55.21	\$56.61	\$58.01	\$59.49	\$60.98	\$62.48	\$64.04	\$65.63	\$67.30										Hourly	12/13/2025	
50108901	Senior Energy Trading Specialist	12	PAS0067																					

2026 SMUD Wage Schedule
Effective 12/13/2025

50164575	Senior Geographic Information Systems Data Technician	6	OSE0750A	\$47.58	\$48.80	\$49.99	\$51.28	\$52.56	\$53.90	\$55.21	\$56.62	\$58.01		Hourly	12/13/2025
50052059	Senior Graphic Artist	6	OSE0720D	\$42.68	\$43.78	\$44.90	\$46.00	\$47.14	\$48.32	\$49.48	\$50.75	\$52.00		Hourly	12/13/2025
50164310	Senior High Voltage Test Technician	12	IBEW941M	\$77.20										Hourly	12/13/2025
50052060	Senior Human Resources Analyst	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50154400	Senior Hydro Operator	12	IBEW931A	\$81.52										Hourly	12/13/2025
50161012	Senior Information Management Analyst	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50052064	Senior Information Technology Application Developer Closed Classification	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50052065	Senior Information Technology Auditor	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50052068	Senior Information Technology Product Contract Specialist	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50052069	Senior Information Technology Systems Analyst Closed Classification	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50128232	Senior Instrument and Controls Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50128232	Senior Instrument and Controls Engineer	12	PAS0070O	\$156,000.00									\$206,606.40	Annually	12/13/2025
50052071	Senior Internal Auditor	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50099398	Senior Labor Relations Analyst	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50051898	Senior Land Specialist	12	PAS0056B	\$110,801.60									\$154,211.20	Annually	12/13/2025
50160078	Senior Learning & Development Specialist	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50122845	Senior Line Inspector	12	IBEW965R	\$96.54										Hourly	12/13/2025
50167750	Senior Management Administrative Assistant I	12	PAS0045O	\$84,489.60									\$111,883.20	Annually	12/13/2025
50170242	Senior Management Administrative Assistant II	12	PAS0049O	\$93,225.60									\$123,531.20	Annually	12/13/2025
50052073	Senior Mapper	6	OSE0713A	\$39.46	\$40.46	\$41.44	\$42.49	\$43.56	\$44.65	\$45.72	\$46.89	\$48.05		Hourly	12/13/2025
50091987	Senior Market Analyst	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50160569	Senior Market Research Specialist	12	PAS0056O	\$110,801.60									\$146,785.60	Annually	12/13/2025
50102303	Senior Market Risk Specialist	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50169475	Senior Market Strategy Analyst	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50138025	Senior Marketing Specialist	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50088378	Senior Material Planner Coordinator	12	PAS0052O	\$100,422.40									\$132,995.20	Annually	12/13/2025
50052077	Senior Mechanical Engineer	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
50052079	Senior Meter Technician	12	IBEW937B	\$77.65										Hourly	12/13/2025
50051840	Senior Network Engineer Operations Technology	12	PAS0064O	\$134,971.20									\$178,776.00	Annually	12/13/2025
50052087	Senior Office Specialist	6	OSE0671A	\$32.10	\$32.92	\$33.73	\$34.61	\$35.46	\$36.36	\$37.26	\$38.21	\$39.17		Hourly	12/13/2025
50122177	Senior Office Specialist-Confidential	6	CONF671A	\$34.61	\$35.47	\$36.36	\$37.29	\$38.23	\$39.21	\$40.15	\$41.16	\$42.21		Hourly	12/13/2025
50139846	Senior Operations Management System Specialist Closed Classification	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
50125952	Senior Organization Effectiveness Specialist	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50085328	Senior Park Maintenance Worker	12	IBEW814A	\$41.78										Hourly	12/13/2025
50052090	Senior Physical Network Specialist Closed Classification	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50052093	Senior Power Contracts Specialist	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
61000046	Senior Power Generation Electrical Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	11/12/2025
61000046	Senior Power Generation Electrical Engineer	12	PAS0070O	\$156,000.00									\$206,606.40	Annually	12/13/2025
50118925	Senior Power Generation Mechanical Engineer	12	PAS0068O	\$141,814.40									\$187,824.00	Annually	12/13/2025
50136253	Senior Power Operations Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50136253	Senior Power Operations Engineer	12	PAS0070O	\$156,000.00									\$206,606.40	Annually	12/13/2025
50052094	Senior Power System Analyst	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50154603	Senior Power System Operator	12	IBEW990A	\$111.22										Hourly	12/13/2025
50052091	Senior Press Operator	6	OSE0714A	\$39.83	\$40.93	\$41.91	\$42.98	\$44.08	\$45.19	\$46.31	\$47.44	\$48.67		Hourly	12/13/2025
50086475	Senior Procurement Specialist	12	PAS0056O	\$110,801.60									\$146,785.60	Annually	12/13/2025
50095464	Senior Product Services Coordinator	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
61000008	Senior Productivity Analyst	12	PAS0056O	\$110,801.60									\$146,785.60	Annually	12/13/2025
50052092	Senior Project Manager	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
50088003	Senior Protection Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50088003	Senior Protection Engineer	12	PAS0070O	\$156,000.00									\$206,606.40	Annually	12/13/2025
50051902	Senior Public Information Specialist	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50052097	Senior Rate Analyst	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
61000031	Senior Reliability Risk Consultant	12	PAS0066O	\$136,364.80									\$180,606.40	Annually	8/13/2025
61000031	Senior Reliability Risk Consultant	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
61000057	Senior Resource Optimization Specialist	12	PAS0067O	\$145,392.00									\$192,504.00	Annually	4/4/2026
50052098	Senior Resource Planning Analyst	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50098850	Senior Revenue Analyst	12	PAS0056O	\$110,801.60									\$146,785.60	Annually	12/13/2025
50087904	Senior Risk Management Analyst	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50089612	Senior Security Administrator	12	PAS0064O	\$134,971.20									\$178,776.00	Annually	12/13/2025
50168121	Senior Social Media Specialist	12	PAS0056O	\$110,801.60									\$146,785.60	Annually	12/13/2025
50052070	Senior Software Quality Assurance Specialist	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50052100	Senior Staff Secretary To Board Office Confidential	6	CONF667A	\$34.12	\$35.00	\$35.86	\$36.72	\$37.66	\$38.59	\$39.54	\$40.55	\$41.56		Hourly	12/13/2025
50089955	Senior Staff Secretary-Confidential	6	CONF667A	\$34.12	\$35.00	\$35.86	\$36.72	\$37.66	\$38.59	\$39.54	\$40.55	\$41.56		Hourly	12/13/2025
50160570	Senior Strategic Business Planner	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
61000021	Senior Substation Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
61000021	Senior Substation Engineer	12	PAS0070O	\$156,000.00									\$206,606.40	Annually	12/13/2025
50099177	Senior Survey Engineering Technician-Chief of Party	6	OSE0740A	\$45.32	\$46.46	\$47.58	\$48.80	\$49.99	\$51.28	\$52.56	\$53.91	\$55.22		Hourly	12/13/2025
50092752	Senior Survey Engineering Technician-Office Survey	6	OSE0735A	\$44.22	\$45.32	\$46.46	\$47.63	\$48.83	\$50.07	\$51.32	\$52.58	\$53.94		Hourly	12/13/2025
50052103	Senior Telecommunications Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50052103	Senior Telecommunications Engineer	12	PAS0070O	\$156,000.00									\$206,606.40	Annually	12/13/2025
50052107	Senior Telecommunications Technician	12	IBEW939D	\$78.33										Hourly	12/13/2025
50154498	Senior Telephone Technician	12	IBEW922G	\$68.92										Hourly	12/13/2025
50100561	Senior Telephone Technician Closed Classification	12	IBEW939B	\$76.79										Hourly	12/13/2025
61000017	Senior Time and Attendance Specialist	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50052109	Senior Tool Repairer	12	IBEW901A	\$62.89										Hourly	12/13/2025
50052108	Senior Transmission Planning Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50052108	Senior Transmission Planning Engineer	12	PAS0070O	\$156,000.00									\$206,606.40	Annually	12/13/2025
50052114	Senior Troubleshooter	12	IBEW976D	\$102.76										Hourly	12/13/2025
50163133	Senior User Experience Specialist	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50154166	Senior Vehicle Mechanic	12	IBEW874B	\$60.82										Hourly	12/13/2025
50083253	Senior Vehicle Mechanic Closed Classification	12	IBEW874B	\$60.82										Hourly	12/13/2025
50154167	Senior Vehicle Mechanic with class A	12	IBEW874D	\$61.97										Hourly	12/13/2025
50052115	Senior Vehicle Mechanic with class A Closed Classification	12	IBEW874D	\$61.97										Hourly	12/13/2025
50154168	Senior Vehicle Mechanic with hazmat	12	IBEW874E	\$62.09										Hourly	12/13/2025
50052116	Senior Vehicle Mechanic with hazmat Closed Classification	12	IBEW874E	\$62.09										Hourly	12/13/2025
50051927	Service Dispatcher	6	OSE0705A	\$38.12	\$39.10	\$40.07	\$41.04	\$42.10	\$43.18	\$44.23	\$45.32	\$46.47		Hourly	12/13/2025
50167601	Shift Power System Operator Apprentice	12	IBEW980B	\$70.80	\$74.43	\$78.06	\$81.69	\$85.33	\$88.96	\$92.59	\$96.22	\$99.85	\$103.48	Hourly	3/22/2025

N/ designates non-civil service jobs
F designates non-journey flex jobs

2026 SMUD Wage Schedule
Effective 12/13/2025

50167601	Shift Power System Operator Apprentice	12	IBEW980B	\$73.63	\$77.41	\$81.18	\$84.96	\$88.74	\$92.52	\$96.29	\$100.07	\$103.84	\$107.62	Hourly	12/13/2025
50167434	Shift Power System Operator Journey	12	IBEW986B	\$108.93										Hourly	3/22/2025
50167434	Shift Power System Operator Journey	12	IBEW986B	\$113.29										Hourly	12/13/2025
50154602	Shift Senior Power System Operator	12	IBEW990B	\$114.43										Hourly	3/22/2025
50154602	Shift Senior Power System Operator	12	IBEW990B	\$119.01										Hourly	12/13/2025
50051684	Site Safety Coordinator	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50166436	SMUD Cares Program Manager	12	PAS0056B	\$110,801.60									\$154,211.20	Annually	12/13/2025
50168118	Social Media Specialist	12	PAS0054O	\$105,456.00									\$139,651.20	Annually	12/13/2025
50051751	Software Quality Assurance Specialist	12	PAS0054O	\$105,456.00									\$139,651.20	Annually	12/13/2025
50165227	Space and Move Management Specialist	12	PAS0043O	\$80,433.60									\$106,537.60	Annually	12/13/2025
50051940	Special Assistant to Board of Directors	N/	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50051928	Staff Secretary	6	OSE0655A	\$29.82	\$30.61	\$31.32	\$32.14	\$32.93	\$33.73	\$34.55	\$35.41	\$36.32		Hourly	12/13/2025
50086677	Staff Secretary Confidential	6	CONF655A	\$32.19	\$33.01	\$33.83	\$34.65	\$35.51	\$36.41	\$37.33	\$38.27	\$39.19		Hourly	12/13/2025
50151393	Station Recorder Closed Classification	12	IBEW872C	\$55.61										Hourly	12/13/2025
50052118	Station Recorder Closed Classification 1//	12	IBEW861C	\$35.59	\$37.22	\$47.95	\$50.00	\$53.12						Hourly	12/13/2025
50162807	Stem Cooperative Organization Student Assistant	N/	OSE0560A	\$24.58	\$25.20	\$25.82	\$26.46	\$27.12	\$27.81	\$28.49	\$29.20	\$29.95		Hourly	12/13/2025
50051657	Stem Student Assistant	N/	OSE0560A	\$24.58	\$25.20	\$25.82	\$26.46	\$27.12	\$27.81	\$28.49	\$29.20	\$29.95		Hourly	12/13/2025
50180145	Strategic Account Advisor I	F	PAS0045O	\$84,489.60									\$111,883.20	Annually	12/13/2025
50160202	Strategic Account Advisor II	12	PAS0054O	\$105,456.00									\$139,651.20	Annually	12/13/2025
50160192	Strategic Account Advisor III	12	PAS0056C	\$110,801.60									\$158,059.20	Annually	12/13/2025
50051626	Strategic Business Planner I	12	PAS0056O	\$110,801.60									\$146,785.60	Annually	12/13/2025
50052044	Strategic Business Planner II	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50052119	Student Staff Assistant	N/	OSE0549A	\$19.91	\$20.40	\$20.91	\$21.44	\$21.96	\$22.51	\$23.08	\$23.68	\$24.25		Hourly	12/13/2025
50170857	Student Staff Assistant Confidential	N/	CONF549A	\$20.40	\$20.90	\$21.43	\$21.96	\$22.52	\$23.07	\$23.65	\$24.25	\$24.86		Hourly	12/13/2025
50137994	Substation Assets Supervisor	12	PAS0062I	\$128,481.60										Annually	12/13/2025
50091428	Substation Construction Foreman/Woman	12	IBEW945A	\$87.22										Hourly	12/13/2025
50091429	Substation Construction Foreman/Woman with class A 1//	12	IBEW942E	\$88.37										Hourly	12/13/2025
50091430	Substation Construction Foreman/Woman with hazmat	12	IBEW945X	\$88.49										Hourly	12/13/2025
61000066	Substation Electrical Inspector	12	IBEW940A	\$83.09										Hourly	12/13/2025
50051929	Substation Foreman/Woman,Light	12	IBEW940A	\$83.09										Hourly	12/13/2025
50051930	Substation Foreman/Woman,Light with class A	12	IBEW940B	\$84.24										Hourly	12/13/2025
50051931	Substation Foreman/Woman,Light with hazmat	12	IBEW940C	\$84.36										Hourly	12/13/2025
50165789	Substation Maintenance Worker I	12	IBEW861A	\$43.59	\$45.78									Hourly	12/13/2025
50125721	Substation Maintenance Worker II	12	IBEW861B	\$48.05	\$50.46	\$52.97	\$55.61							Hourly	12/13/2025
50051932	Substation SubForeman/Woman	12	IBEW936D	\$78.19										Hourly	12/13/2025
50051933	Substation Subforeman/Woman with class A	12	IBEW936E	\$79.34										Hourly	12/13/2025
50051934	Substation Subforeman/Woman with hazmat	12	IBEW936F	\$79.46										Hourly	12/13/2025
50091625	Superintendent Project Development and Engineering	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50051957	Supervising Accounting Tech	12	PAS0047O	\$88,795.20									\$117,540.80	Annually	12/13/2025
50165907	Supervising Administrative Analyst I	F	PAS0041O	\$76,564.80									\$101,378.20	Annually	12/13/2025
50165911	Supervising Administrative Analyst II	12	PAS0049O	\$93,225.60									\$123,531.20	Annually	12/13/2025
50165909	Supervising Administrative Analyst III	12	PAS0052O	\$100,422.40									\$132,995.20	Annually	12/13/2025
50051972	Supervising Customer Representative	12	PAS0049O	\$93,225.60									\$123,531.20	Annually	12/13/2025
50051973	Supervising Customer Services Field Representative	12	PAS0052B	\$100,422.40									\$139,651.20	Annually	12/13/2025
50166563	Supervising Human Resources Analyst	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50135199	Supervising Paralegal	12	PAS0047O	\$88,795.20									\$117,540.80	Annually	12/13/2025
50150056	Supervising Procurement Specialist Closed Classification	12	PAS0059A	\$119,308.80									\$162,032.00	Annually	12/13/2025
50052015	Supervising Resource Planner	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50130191	Supervisor Business Technology Resources & Planning	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50129649	Supervisor Apprenticeship & Operations Training	12	PAS0064O	\$134,971.20									\$178,776.00	Annually	12/13/2025
50163093	Supervisor Budget Office	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
50090727	Supervisor Business Process Support	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
61000055	Supervisor Change Management	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	4/6/2026
61000044	Supervisor Commodity Risk Management	12	PAS0069O	\$146,806.40									\$194,438.40	Annually	7/10/2025
61000044	Supervisor Commodity Risk Management	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50124592	Supervisor Construction Management Inspection	12	PAS0064O	\$134,971.20									\$178,776.00	Annually	12/13/2025
61000061	Supervisor Customer Field Investigations	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	5/2/2026
50051994	Supervisor Data Management	12	PAS0064O	\$134,971.20									\$178,776.00	Annually	12/13/2025
50126020	Supervisor Distribution Services New Business	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50051852	Supervisor Distribution System Operations-Field Operation	12	PAS0069B	\$152,672.00									\$202,217.60	Annually	12/13/2025
50162517	Supervisor Energy Management System	12	PAS0069B	\$152,672.00									\$212,492.80	Annually	12/13/2025
50160221	Supervisor Energy Trading & Contracts	12	PAS0072O	\$164,382.40									\$217,796.80	Annually	12/13/2025
50180265	Supervisor Engineering	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50159442	Supervisor Environmental, Health & Safety Services	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
50051981	Supervisor Facilities & Maintenance	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50051981	Supervisor Facilities & Maintenance	12	PAS0073O	\$161,491.20									\$222,435.20	Annually	12/13/2025
50162321	Supervisor Field Metering	12	PAS0059B	\$119,308.80									\$166,088.00	Annually	12/13/2025
50051897	Supervisor Fleet Operations	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
50094154	Supervisor Health & Safety Services Closed Classification	12	PAS0066C	\$141,814.40									\$202,217.60	Annually	12/13/2025
50051729	Supervisor Hydro License Implementation	12	PAS0066O	\$141,814.40									\$187,824.00	Annually	12/13/2025
50051990	Supervisor Image Production Postal Service & Administrative	12	PAS0052C	\$100,422.40									\$143,166.40	Annually	12/13/2025
50136695	Supervisor Load Research and Forecasting	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50091651	Supervisor Maintenance Engineering	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50091651	Supervisor Maintenance Engineering	12	PAS0073O	\$167,960.00									\$222,435.20	Annually	12/13/2025
50083477	Supervisor Material Planning & Coordination	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50116025	Supervisor Operations & Availability	12	PAS0071O	\$160,368.00									\$212,492.80	Annually	12/13/2025
50052007	Supervisor Operations Scheduling & Productivity	12	PAS0059O	\$119,308.80									\$158,059.20	Annually	12/13/2025
61000050	Supervisor Organizational Effectiveness	12	PAS0064O	\$129,771.20									\$171,891.20	Annually	11/29/2025
61000050	Supervisor Organizational Effectiveness	12	PAS0064O	\$134,971.20									\$178,776.00	Annually	12/13/2025
50163671	Supervisor Program Delivery	12	PAS0064O	\$134,971.20									\$178,776.00	Annually	12/13/2025
50160902	Supervisor Project Management Office	12	PAS0067O	\$145,392.00									\$192,504.00	Annually	12/13/2025
50052012	Supervisor Rates	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025
50052014	Supervisor Real Estate Services	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50160146	Supervisor Strategic Account Management	12	PAS0062D	\$128,481.60									\$187,844.80	Annually	12/13/2025
50052021	Supervisor Survey	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50051925	Supervisor Threat Management and Corporation Security Operations	12	PAS0062O	\$128,481.60									\$170,144.00	Annually	12/13/2025
50126182	Supervisor Transmission and Distribution Line Maintenance	12	PAS0069O	\$152,672.00									\$202,217.60	Annually	12/13/2025

N/ designates non-civil service jobs
F designates non-journey flex jobs

2026 SMUD Wage Schedule
Effective 12/13/2025

50128766	Supervisor, Emerging Technologies	12	PAS0066O	\$141,814.40															\$187,824.00	Annually	12/13/2025
50099720	Supplier Diversity Supervisor	12	PAS0056O	\$110,801.60															\$146,785.60	Annually	12/13/2025
50164529	Support Center Supervisor	12	PAS0059O	\$119,308.80															\$158,059.20	Annually	12/13/2025
50092750	Survey Engineering Technician Journey	6	OSE0714A	\$39.93	\$40.93	\$41.91	\$42.98	\$44.08	\$45.19	\$46.31	\$47.44	\$48.67								Hourly	12/13/2025
50170412	Sustainable Community Partnership Specialist I	F	IBEW921A	\$84,489.60															\$111,883.20	Annually	12/13/2025
50170327	Sustainable Community Partnership Specialist II	12	PAS0054O	\$105,456.00															\$139,651.20	Annually	12/13/2025
50170328	Sustainable Community Partnership Specialist III	12	PAS0059O	\$119,308.80															\$158,059.20	Annually	12/13/2025
50091953	Systems Protection and Control	12	PAS0071O	\$160,368.00															\$212,492.80	Annually	12/13/2025
50052124	Technical Writer Entry Level	12	PAS0052O	\$100,422.40															\$132,995.20	Annually	12/13/2025
50154313	Telecommunications Technician Apprentice	48	IBEW845A	\$43.07	\$47.06	\$51.02	\$55.00	\$58.98	\$62.95											Hourly	12/13/2025
50083255	Telecommunications Technician Apprentice Closed Classification	48	IBEW921A	\$48.00	\$52.44	\$56.89	\$61.26	\$65.71	\$70.15											Hourly	12/13/2025
50052125	Telecommunications Technician Closed Classification	12	IBEW928I	\$73.83																Hourly	12/13/2025
50154499	Telecommunications Technician I	12	IBEW915C	\$66.26																Hourly	12/13/2025
50161055	Telecommunications Technician II	12	IBEW928I	\$73.83																Hourly	12/13/2025
50154625	Telephone Technician	12	IBEW915A	\$64.96																Hourly	12/13/2025
50154626	Telephone Technician Apprentice	36	IBEW845B	\$42.22	\$46.13	\$50.02	\$53.92	\$57.82	\$61.71											Hourly	12/13/2025
50100562	Telephone Technician Apprentice Closed Classification	36	IBEW921B	\$47.06	\$51.41	\$55.76	\$60.06	\$64.42	\$68.78											Hourly	12/13/2025
50100560	Telephone Technician Closed Classification	12	IBEW928E	\$72.38																Hourly	12/13/2025
61000041	Threat Management Analyst	12	PAS0054O	\$101,400.00															\$134,284.80	Annually	7/9/2025
61000041	Threat Management Analyst	12	PAS0054O	\$105,456.00															\$139,651.20	Annually	12/13/2025
50052131	Tool Repairer	12	IBEW874G	\$50.29	\$51.92	\$53.80	\$55.45	\$57.65												Hourly	12/13/2025
50052132	Tool Repairer with class A	12	IBEW874M	\$51.44	\$53.07	\$54.95	\$57.60													Hourly	12/13/2025
50052133	Tool Repairer with hazmat	12	IBEW874Z	\$51.56	\$53.19	\$55.07	\$57.72													Hourly	12/13/2025
50086933	Tool Room Foreman/Woman	12	IBEW936A	\$74.09																Hourly	12/13/2025
50092673	Trade Show Coordinator	6	OSE0743A	\$46.24	\$47.36	\$48.56	\$49.78	\$51.00	\$52.30	\$53.61	\$54.94	\$56.33								Hourly	12/13/2025
50111034	Training & Compliance Coordinator	12	PAS0052O	\$100,422.40															\$132,995.20	Annually	12/13/2025
50160075	Training Coordinator	12	PAS0045O	\$84,489.60															\$111,883.20	Annually	12/13/2025
50140030	Transmission and Distribution Line Construction Consultant	12	PAS0066C	\$141,814.40															\$202,217.60	Annually	12/13/2025
50151305	Transmission and Distribution Supervisor Projects	12	PAS0062U	\$128,481.60															\$195,644.80	Annually	12/13/2025
50052134	Troubleshooter	12	IBEW941R	\$90.74																Hourly	12/13/2025
50093281	Troubleshooter with class A	12	IBEW941D	\$91.89																Hourly	12/13/2025
50163132	User Experience Specialist Entry Level	F	PAS0045O	\$84,489.60															\$111,883.20	Annually	12/13/2025
50092219	User Experience Specialist Journey	12	PAS0054O	\$105,456.00															\$139,651.20	Annually	12/13/2025
50151422	Utility Assistant	12	IBEW785A	\$21.30	\$24.36															Hourly	12/13/2025
50083807	Utility Compliance Specialist	12	IBEW828H	\$36.51	\$38.18	\$41.10	\$43.92	\$47.03												Hourly	12/13/2025
50151322	Utility Compliance Specialist 1//	12	IBEW872L	\$59.78																Hourly	12/13/2025
50151392	Utility Compliance Specialist Closed Classification	12	IBEW872J	\$58.39																Hourly	12/13/2025
50166507	Utility Compliance Specialist II	12	IBEW919J	\$49.46																Hourly	12/13/2025
50052154	Utility Crew Foreman/Woman with hazmat	12	IBEW888X	\$60.50																Hourly	12/13/2025
61000037	Utility Service Field Investigator I	6	OSE0736A	\$42.52	\$43.58	\$44.67	\$45.80	\$46.95	\$48.14	\$49.35	\$50.56	\$51.87								Hourly	5/1/2025
61000037	Utility Service Field Investigator I	6	OSE0735A	\$44.22	\$45.32	\$46.46	\$47.63	\$48.83	\$50.07	\$51.32	\$52.58	\$53.94								Hourly	12/13/2025
61000038	Utility Service Field Investigator II	6	OSE0745B	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.83	\$53.09	\$54.45								Hourly	5/1/2025
61000038	Utility Service Field Investigator II	6	OSE0745B	\$46.46	\$47.58	\$48.80	\$49.99	\$51.28	\$52.56	\$53.90	\$55.21	\$56.63								Hourly	12/13/2025
61000039	Utility Service Field Investigator III	6	OSE0755A	\$46.69	\$47.87	\$49.04	\$50.29	\$51.55	\$52.83	\$54.16	\$55.53	\$56.89								Hourly	5/1/2025
61000039	Utility Service Field Investigator III	6	OSE0755A	\$48.56	\$49.78	\$51.00	\$52.30	\$53.61	\$54.94	\$56.33	\$57.75	\$59.17								Hourly	12/13/2025
50052155	Utility Worker I	12	IBEW802G	\$34.77	\$36.36	\$37.95	\$39.53													Hourly	12/13/2025
50052156	Utility Worker I with class A	12	IBEW802L	\$35.92	\$37.51	\$39.10	\$40.68													Hourly	12/13/2025
50052157	Utility Worker I with hazmat	12	IBEW802X	\$36.04	\$37.63	\$39.22	\$40.80													Hourly	12/13/2025
50163854	Utility Worker II	12	IBEW814A	\$41.78																Hourly	12/13/2025
50116120	Utility Worker III	12	IBEW816H	\$36.87	\$38.33	\$40.00	\$41.63	\$43.41												Hourly	12/13/2025
50154631	Vegetation Management Specialist with class A	12	IBEW878H	\$58.26																Hourly	12/13/2025
50150005	Vegetation Management Specialist With class A Closed Classification	12	IBEW901L	\$64.04																Hourly	12/13/2025
50052146	Vegetation Management Supervisor I	12	PAS0056O	\$110,801.60															\$146,785.60	Annually	12/13/2025
50162373	Vegetation Management Supervisor II	12	PAS0059O	\$119,308.80															\$158,059.20	Annually	12/13/2025
50154627	Vegetation Work Planner	12	IBEW878G	\$57.11																Hourly	12/13/2025
50052143	Vegetation Work Planner Closed Classification	12	IBEW901A	\$62.89																Hourly	12/13/2025
50154628	Vegetation Work Planner with class A	12	IBEW878H	\$58.26																Hourly	12/13/2025
50052144	Vegetation Work Planner with class A Closed Classification	12	IBEW901L	\$64.04																Hourly	12/13/2025
50154630	Vegetation Work Planner with hazmat	12	IBEW878J	\$58.38																Hourly	12/13/2025
50052145	Vegetation Work Planner with hazmat Closed Classification	12	IBEW901X	\$64.16																Hourly	12/13/2025
50052158	Vehicle Attendant	12	IBEW816G	\$38.16	\$39.76	\$41.54	\$43.27	\$45.14												Hourly	12/13/2025
50083257	Vehicle Attendant with class A	12	IBEW817B	\$39.31	\$40.91	\$42.69	\$44.42	\$46.29												Hourly	12/13/2025
50052159	Vehicle Attendant with hazmat	12	IBEW817X	\$39.43	\$41.03	\$42.81	\$44.54	\$46.41												Hourly	12/13/2025
50099030	Vehicle Maintenance Aide	12	IBEW790A	\$27.95	\$34.51															Hourly	12/13/2025
50052164	Vehicle Maintenance Aide with class A	12	IBEW790L	\$29.10	\$35.66															Hourly	12/13/2025
50052165	Vehicle Maintenance Aide with hazmat	12	IBEW790X	\$29.22	\$35.78															Hourly	12/13/2025
50154169	Vehicle Mechanic	12	IBEW858A	\$57.16																Hourly	12/13/2025
50154049	Vehicle Mechanic Apprentice with hazmat	48	IBEW851D	\$38.43	\$40.87	\$43.34	\$45.79	\$48.23	\$50.68	\$53.14	\$55.58									Hourly	12/13/2025
50052161	Vehicle Mechanic Apprentice with hazmat Closed Classification	48	IBEW851D	\$38.43	\$40.87	\$43.34	\$45.79	\$48.23	\$50.68	\$53.14	\$55.58									Hourly	12/13/2025
50052160	Vehicle Mechanic Closed Classification	12	IBEW858A	\$57.16																Hourly	12/13/2025
50168478	Vehicle Mechanic Welder	12	IBEW851I	\$59.97																Hourly	12/13/2025
50154213	Vehicle Mechanic Welder Apprentice with class A	48	IBEW851F	\$39.90	\$42.45	\$45.08	\$47.71	\$50.35	\$52.94	\$55.55	\$58.14									Hourly	12/13/2025
50125306	Vehicle Mechanic Welder Apprentice with class A Closed Classification	48	IBEW851F	\$39.90	\$42.45	\$45.08	\$47.71	\$50.35	\$52.94	\$55.55	\$58.14									Hourly	12/13/2025
50154214	Vehicle Mechanic Welder Apprentice with hazmat	48	IBEW851K	\$39.94	\$42.49	\$45.13	\$47.74	\$50.35	\$52.97	\$55.58	\$58.17									Hourly	12/13/2025
50125304	Vehicle Mechanic Welder Apprentice with hazmat Closed Classification	48	IBEW851K	\$39.94	\$42.49	\$45.13	\$47.74	\$50.35	\$52.97	\$55.58	\$58.17									Hourly	12/13/2025
50154218	Vehicle Mechanic Welder with class A	12	IBEW874A	\$61.12																Hourly	12/13/2025
50052166	Vehicle Mechanic Welder with class A Closed Classification	12	IBEW874A	\$61.12																Hourly	12/13/2025
50154219	Vehicle Mechanic Welder with hazmat	12	IBEW872H	\$61.24																Hourly	12/13/2025
50052167	Vehicle Mechanic Welder with hazmat Closed Classification	12	IBEW872H	\$61.24																Hourly	12/13/2025
50154225	Vehicle Mechanic with class A	12	IBEW858D	\$58.3																	

Sacramento Municipal Utility District 2026 Other Pay Compensation Policy							
SPECIAL COMPENSATION CATEGORY	WAGE TYPE	ELIGIBLE EMPLOYEE GROUPS					EFFECTIVE DATE
		OSE	IBEW	PAS/MGMT	PSOA	CONF	
Special Assignment Pay	2nd Shift Differential Pay	\$ 3.00	6%	*6%		4%	12/13/2025
Special Assignment Pay	3rd Shift Differential Pay	\$ 4.00	8%	*8%		6%	12/13/2025
Special Assignment Pay	4th Shift Diff Pay - R.S.	\$ 5.00	8%	*8%		8%	12/13/2025
Special Assignment Pay	PSOA 2nd Shift Differential Pay				8%		12/13/2025
Special Assignment Pay	Dbtln 4th Shift Diff	2X + \$5.00	2X + 8%	*2X + 8%	2X + 8%	0	12/13/2025
Special Assignment Pay	Instructor/Training Officer				8%		12/13/2025
Special Assignment Pay	Mutual Aid		2X				12/13/2025
Statutory Items	DT Incentive Erngs	2X	2X	*2X	2X		12/13/2025
Incentive Pay	Employer Paid Member Contributions	0.00%	0.00%	1.75%	0.00%	1.75%	12/13/2025
Statutory Items	FRC Cleaning Allowance	Up to \$1,550 / yr	Up to \$1,550 / yr	Up to \$1,550 / yr	Up to \$1,550 / yr		12/13/2025
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS	**	**	**	**	**	12/13/2025
Statutory Items	Overtime Incentive Erngs	2X	2X	*1.5X	2X		12/13/2025
Statutory Items	PERS Uniform Allowance	Up to \$1,559 / yr	Up to \$2,078 / yr	Up to \$2,078 / yr			12/13/2025
Special Assignment Pay	Relief Shift Differential	\$ 5.00	***8%	*8%	8%	8%	12/13/2025
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS			*1.5X + 6%			12/13/2025
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS			*1.5X + 8%			12/13/2025
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS			*1.5X + 8%			12/13/2025
Statutory Items	Sch Holiday Dbl Time	2X	2X	*2X	2X		12/13/2025
Statutory Items	Sch Holiday Work	2X	2X	*1.5X	2X		12/13/2025
Statutory Items	Sch Holiday Worked - PAS			*1.5X			12/13/2025
Special Assignment Pay	Schd Hol DT Shft 2 Diff	2X + \$3.00	2X + 6%	*2X + 6%	2X + 8%		12/13/2025
Special Assignment Pay	Schd Hol DT Shft 3 Diff	2X + \$4.00	2X + 8%	*2X + 8%	2X + 8%		12/13/2025
Special Assignment Pay	Schd Hol DT Shft 4 Diff	2X + \$5.00	2X + 8%	*2X + 8%	2X + 8%		12/13/2025
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff	2X + \$3.00	2X + 6%	*1.5X + 6%	2X + 8%		12/13/2025
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff	2X + \$4.00	2X + 8%	*1.5X + 8%	2X + 8%		12/13/2025
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff	2X + \$5.00	2X + 8%	*1.5X + 8%	2X + 8%		12/13/2025
Premium Pay	WOC DT Incentive	2X	2X		2X	2X	12/13/2025
Premium Pay	WOC Hol Special	2X	2X		2X	2X	12/13/2025
Premium Pay	WOC OT Incentive	2X	2X		2X	1.5X	12/13/2025
Premium Pay	WOC Reg	1X	1X		1X	1X	12/13/2025
Special Assignment Pay	Temporary Upgrade 2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	12/13/2025
Special Assignment Pay	Temporary Upgrade 5%	5%	5%	5%	5%	5%	12/13/2025
Special Assignment Pay	Temporary Upgrade 7.5%	7.50%	7.50%	7.50%	7.50%	7.50%	12/13/2025
Special Assignment Pay	Temporary Upgrade 10%	10%	10%	10%	10%	10%	12/13/2025
Short Term Incentives - Exec	STI			11%			12/13/2025
Short Term Incentives - Dir	STI			6%			12/13/2025
Individual Performance Award	Pay for Performance Award			0 - 9%			12/13/2025
Incentive Pay	Off-Salary-Schedule Pay						12/13/2025

Labor Policy:

Special compensation will be reported as pensionable compensation in accordance with CalPERS rules & regulations. The above table provides information related to 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 operational area.

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

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

***No relief shift premium is paid for the day shift. The relief night shift premium for employees is the third shift differential.

SSS No. LEG 2026-0056

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date Finance & Audit – 05/19/26
Board Meeting Date May 21, 2026

TO				TO			
1.	Scott Martin	6.					
2.	Farres Everly	7.					
3.	Jose Bodipo-Memba	8.					
4.		9.	Legal				
5.		10.	CEO & General Manager				
Consent Calendar	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No <i>If no, schedule a dry run presentation.</i>		Budgeted	<input type="checkbox"/> Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>	
FROM (IPR) Laura Lewis		DEPARTMENT Executive Office		MAIL STOP B308	EXT. 6123	DATE SENT 05/04/26	

NARRATIVE:

Requested Action: Adopt resolution calling election for Directors for Wards 3, 4, 6, and 7 and request Sacramento County to consolidate that election with the November 3, 2026, general election.

Summary: The members of SMUD’s Board of Directors are elected to staggered four-year terms from the Wards they represent. The terms of the Directors for Ward 3 (Gregg Fishman), Ward 4 (Rosanna Herber), Ward 6 (Dave Tamayo) and Ward 7 (Heidi Sanborn) will expire on December 31, 2026. Section 11829 of the Municipal Utility District (MUD) Act, in the Public Utilities Code, provides that the resolution calling the election shall also provide for the consolidation of the election with the general election to be held at the same time, in the county in which SMUD is located and to authorize the county to canvass the returns and certify the results of the election to the Board. In addition, the resolution shall state the date and purpose of the election, request the county to reestablish the boundaries of election precincts to coincide with the ward boundaries, specify the length of a candidate statement of qualifications, manner of payment by the candidate, determine the method for breaking a tie vote, and designate the boundaries of the subject SMUD Wards. As part of the resolution, staff is recommending that the Board adopt the following:

- a) In the event of a tie vote, determine the election by lot; and
- b) Require candidates to pay at the Sacramento County Voter Registration and Elections for costs associated with the statement of qualifications; and
- c) Set the statement of qualifications at 200 words or less.

The Sacramento County Registrar of Voters’ Office has informed SMUD that the resolution calling and consolidating the election must be received by their offices no later than July 1, 2026. The attached resolution sets forth all of the information necessary to call the election for Wards 3, 4, 6, and 7 and consolidates the election with the general election to be held on November 3, 2026.

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

Benefits: Provides for election of Directors in compliance with law.

Cost/Budgeted: Sacramento County will bill SMUD for the actual cost of conducting the election when completed. \$1.2M was budgeted based on the cost of previous elections (\$300K per Ward).

Alternatives: None. This action is legally required.

Affected Parties: Board Members, Board Office, Office of the General Counsel

Coordination: Office of the General Counsel, Board Office, County Elections

Presenter: Laura Lewis, Chief Legal & Government Affairs Officer

Additional Links:

SUBJECT

Call Election for Directors for Wards 3, 4, 6 & 7

ITEM NO. (FOR LEGAL USE ONLY)

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

RESOLUTION NO. _____

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

Section 1. That an election is called to be held on the 3rd day of November, 2026, for the purpose of electing four (4) directors of the Sacramento Municipal Utility District (“SMUD”), one of whom shall be a resident and voter of each of Wards 3, 4, 6 and 7. The boundaries of said wards are hereby fixed and established as shown on the sheets appended hereto. Each director shall be elected for a full four-year term from the ward in which he or she resides and the election shall be held and conducted in all respects as required by law.

<u>Ward</u>	<u>Incumbent</u>	<u>Expiration of Term</u>
3	Gregg Fishman	2026
4	Rosanna Herber	2026
6	Dave Tamayo	2026
7	Heidi Sanborn	2026

Section 2. That the Board of Supervisors of the County of Sacramento is requested to consolidate said election of directors of SMUD with the general election to be held on the 3rd day of November, 2026.

Section 3. That the Board of Supervisors of the County of Sacramento is requested to reestablish the boundaries of such election precincts as are divided by the boundaries of Wards 3, 4, 6, and 7 of SMUD to provide that the boundaries of the election precincts coincide with the boundaries of said wards.

Section 4. That the Board of Supervisors of the County of Sacramento is authorized to canvass the returns of the election of directors and to certify the election results to this Board.

Section 5. That in the event of a tie vote between candidates, the election shall be determined by lot.

Section 6. That any candidate for the Board of Directors of SMUD who files a statement of qualifications for printing and distributing pursuant to Section 13307 of the Elections Code shall pay at the Sacramento County Voter Registration and Elections office, in advance, for the publication of the candidate's statement, pursuant to Elections Code Section 13307, in the amount estimated by the Sacramento County Registrar of Voters, and that any such statement shall contain 200 words or less.

Section 7. That SMUD agrees to reimburse the Registrar of Voters for actual costs incurred, such costs to be calculated by the method set forth in the County's current Election Fee Schedule.

Section 8. That the Secretary of SMUD is directed to transmit certified copies of this resolution to the Clerk of the Board of Supervisors of the County of Sacramento, to the County Clerk of the County of Sacramento, and to the Registrar of Voters of the County of Sacramento.

SSS No. CFO 25-023

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date FINANCE & AUDIT - 2026
Board Meeting Date N/A

TO				TO							
1.	Scott Martin	6.									
2.	Farres Everly	7.									
3.	Jose Bodipo-Memba	8.									
4.		9.	Legal								
5.		10.	CEO & General Manager								
Consent Calendar		Yes	<input checked="" type="checkbox"/>	No <i>If no, schedule a dry run presentation.</i>		Budgeted	<input checked="" type="checkbox"/>	Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>		
FROM (IPR) Lisa Limcaco				DEPARTMENT Accounting				MAIL STOP B352	EXT. 7045	DATE SENT 12/30/25	

NARRATIVE:

Requested Action: Provide the Board with SMUD’s financial results for the year-to-date period and a summary of SMUD’s current Power Supply Costs.

Summary: Staff will present SMUD’s financial results for the year-to-date period and a summary of SMUD’s current Power Supply Costs to the Board of Directors.

Board Policy: Governance Process GP-3, Board Job Description
(Number & Title)

Benefits: Provide Board members with information regarding SMUD’s financial position and SMUD’s current power supply costs.

Cost/Budgeted: Included in budget for internal labor.

Alternatives: Provide information via written memo/report to the Board.

Affected Parties: Accounting

Coordination: Accounting

Presenter: George Vaughn, Interim Director of Accounting and Controller

Additional Links:

SUBJECT	SMUD’s Financial Results & Power Supply Costs	<small>ITEM NO. (FOR LEGAL USE ONLY)</small>
---------	--	--

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT
OFFICE MEMORANDUM**

TO: Distribution

DATE: April 29, 2026
ACC 26-006

FROM: Michael Wilson / George Vaughn

SUBJECT: **MARCH 2026 FINANCIAL RESULTS AND OPERATIONS DATA**

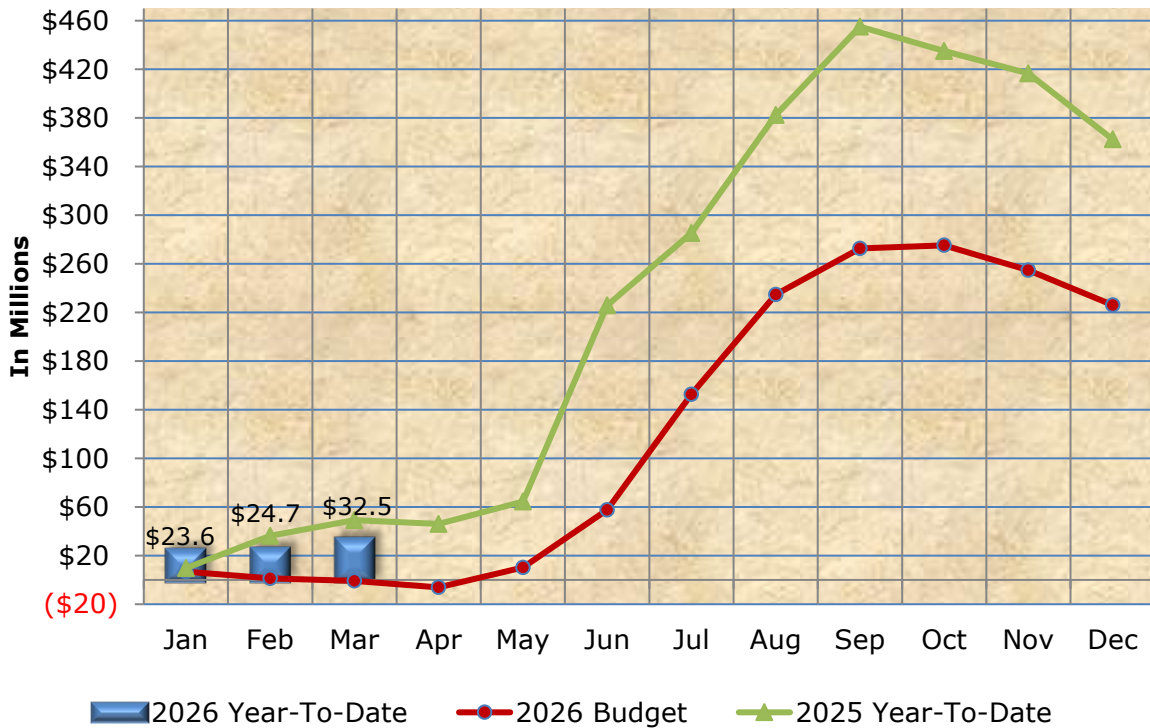
We are attaching the financial and operating reports for the three months of 2026. They include sales and generation statistics and other selected data.

The change in net position is an increase of \$32.5 million compared to a budgeted decrease of \$0.7 million, resulting in a favorable variance of \$33.2 million.

We prepared these statements on the accrual basis of accounting, and they conform to generally accepted accounting principles. The bases for the budget amounts are:

- 1) Budgeted electric revenues are based on the Forecast of Revenues by the Pricing Department, adjusted for unbilled revenues; and
- 2) Budgeted operating expenses reflect the 2026 Budget approved by the Board of Directors on December 11, 2025.

Change in Net Position Year To Date



**SACRAMENTO MUNICIPAL UTILITY DISTRICT
EXECUTIVE SUMMARY
For the Three Months Ended March 31, 2026**

Net Position

- The change in net position is an increase of \$32.5 million compared to a budgeted decrease of \$0.7 million, resulting in a favorable variance of \$33.2 million.

Revenues

- Revenues from sales to customers were \$389.0 million, which was \$2.3 million higher than planned. The increase is primarily due to:
 - Higher than planned commercial sales of \$5.1 million, primarily due to higher customer usage.
 - Lower residential customer revenue of \$2.8 million, primarily due to lower customer usage.
- Revenues under the California Global Warming Solutions Act (Assembly Bill [AB32]) were \$5.6 million. This is due to carbon allowances sold through the state sanctioned quarterly actions.
- Non-cash revenues transferred to the stabilization fund were \$6.4 million, of which \$5.6 million was for AB-32 and \$0.8 million was for Low Carbon Fuel standard (LCFS) revenues. Funds are deferred until SMUD has qualified program expenses (projects that reduce carbon emissions or electric vehicle programs) to recognize revenue.
- Other electric revenues increased by \$6.1 million, primarily from eFuel project billings, construction fees for customer work, increased transmission revenue, and unbudgeted interconnection fees.

Commodities, Purchased Power, and Production

- SMUD's generation was lower by 338 GWh (16.4 percent); JPA and other generation was lower by 373 GWh (23.6 percent); and Hydro generation was higher by 35 GWh (7.2 percent).
- Purchased power expense of \$71.5 million, less surplus power sales of \$17.9 million was \$53.6 million, which was \$8.7 million higher than planned. Increased precipitation boosted hydro generation as well as lowered market power prices, making it more economical to reduce thermal plant generation and supplement generation with additional power purchases.
- Production operations cost of \$86.7 million less surplus gas sales of \$22.0 million, was \$64.7 million, which was \$22.9 million lower than planned.
 - Fuel costs of \$53.5 million less surplus gas sales of \$22.0 million, was \$31.5 million, which was \$16.4 million lower than planned, primarily due to reduced fuel prices and a decrease in thermal generation, as purchasing power proved to be more cost-effective.
 - Carbon allowances decreased by \$6.7 million, primarily due to reduced thermal generation and reduced Calpine Sutter generation, resulting in a lower obligation for allowance usage.
- The "power margin", or sales to customers less cost of purchased power, production operations costs and gas hedges included in investment revenue was \$272.6 million, which was \$18.4 million higher than planned. The power margin as a percentage of sales to customers was 70.1 percent, which was 4.3 percent higher than planned. This is primarily due to lower production costs due to lower fuel costs and carbon allowances.

Other Operating Expenses

- All other operating expenses were \$255.5 million, which was \$5.9 million lower than planned.
 - Customer service and information expenses were down \$5.1 million mainly due to the delays in the REACH 2.0 Grant, which is still pending CEQA approval, and underspending on transportation electrification initiatives.
 - Administrative expenses were \$4.5 million higher than planned, primarily due to earlier start to the Replacement for SAP DSM project, as well as the ESRI software project, which was carried over from 2025.
 - Public good expenses were \$3.0 million lower than planned, mainly due to fewer projects than planned in distributed energy solutions building electrification program resulting from seasonal variations.
 - Transmission and distribution maintenance expenses were \$3.1 million lower than planned, primarily due to lower vegetation management costs as a result of lower unit costs and a reduction in tree work compared to plan.

Non-operating Revenues and Expenses

- Other revenue, net, was \$2.9 million higher than planned, primarily due to increased interest income from investments.
- Interest charges were \$2.8 million lower than planned due to lower interest on long-term debt, commercial papers and other expenses.

SACRAMENTO MUNICIPAL UTILITY DISTRICT
STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
For the Month Ended March 31, 2026
(thousands of dollars)

	<u>Actual</u>	<u>Budget</u>	<u>Over (Under)</u>	<u>Percent of Increase (Decrease)</u>
OPERATING REVENUES				
Sales to customers	\$ 133,356	\$ 128,317	\$ 5,039	3.9 %
Sales of surplus power	3,905	3,994	(89)	(2.2)
Sales of surplus gas	3,833	4,964	(1,131)	(22.8)
LCFS revenue	767	-	767	*
Other electric revenue	7,729	4,801	2,928	61.0
Revenue to rate stabilization fund	(767)	-	(767)	*
Revenue from rate stabilization fund	1,672	2,328	(656)	(28.2)
Total operating revenues	150,495	144,404	6,091	4.2
OPERATING EXPENSES				
Operations				
Purchased power	20,042	20,820	(778)	(3.7)
Production	30,552	26,737	3,815	14.3
Transmission and distribution	7,765	8,852	(1,087)	(12.3)
Customer accounts	5,519	4,819	700	14.5
Customer service and information	7,362	11,833	(4,471)	(37.8)
Administrative and general	17,823	16,643	1,180	7.1
Public good	4,454	5,764	(1,310)	(22.7)
Total operations	93,517	95,468	(1,951)	(2.0)
Maintenance				
Production	8,902	9,132	(230)	(2.5)
Transmission and distribution	9,138	10,034	(896)	(8.9)
Total maintenance	18,040	19,166	(1,126)	(5.9)
Depreciation and amortization				
Depreciation and amortization	22,933	22,358	575	2.6
Amortization of regulatory asset	4,799	4,570	229	5.0
Total depreciation and amortization	27,732	26,928	804	3.0
Total operating expenses	139,289	141,562	(2,273)	(1.6)
OPERATING INCOME	11,206	2,842	8,364	294.3
NON-OPERATING REVENUES AND EXPENSES				
Other revenues/(expenses)				
Interest income	5,596	2,424	3,172	130.9
Investment revenue (loss)	(440)	-	(440)	*
Unrealized holding gains (losses)	(1,882)	-	(1,882)	*
Revenue - CIAC	1,877	1,836	41	2.2
Other income (expense) - net	(455)	338	(793)	(234.6)
Total other revenues/(expenses)	4,696	4,598	98	2.1
Interest charges				
Interest on long-term debt	8,425	8,923	(498)	(5.6)
Interest on commercial paper and other	(248)	514	(762)	(148.2)
Total interest charges	8,177	9,437	(1,260)	(13.4)
CHANGE IN NET POSITION	\$ 7,725	\$ (1,997)	\$ 9,722	486.8 %

* Equals 1000% or greater.

SACRAMENTO MUNICIPAL UTILITY DISTRICT
STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
For the Three Months Ended March 31, 2026
(thousands of dollars)

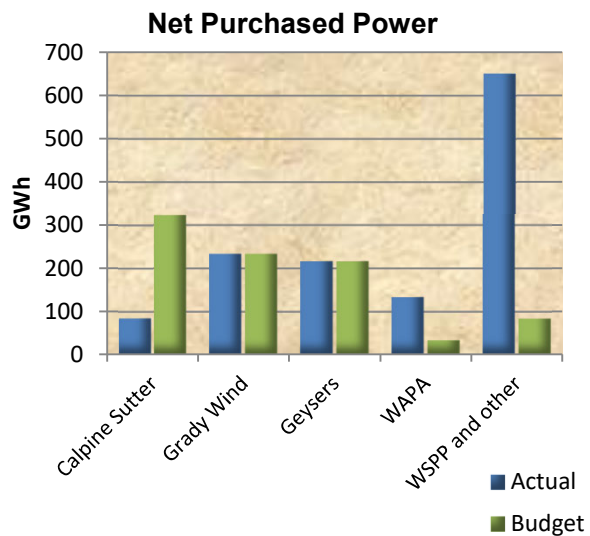
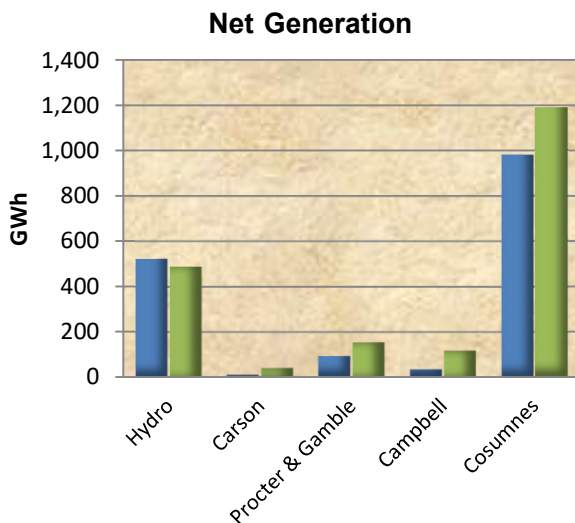
	<u>Actual</u>	<u>Budget</u>	<u>Over (Under)</u>	<u>Percent of Increase (Decrease)</u>
OPERATING REVENUES				
Sales to customers	\$ 389,019	\$ 386,704	\$ 2,315	0.6 %
Sales of surplus power	17,857	44,623	(26,766)	(60.0)
Sales of surplus gas	22,029	14,664	7,365	50.2
SB-1 revenue (deferral)/recognition, net	(4)	-	(4)	*
AB32 revenue	5,588	-	5,588	*
LCFS revenue (expense)	767	-	767	*
Other electric revenue	20,839	14,755	6,084	41.2
Revenue to rate stabilization fund	(6,355)	-	(6,355)	*
Revenue from rate stabilization fund	4,026	5,000	(974)	(19.5)
Total operating revenues	453,766	465,746	(11,980)	(2.6)
OPERATING EXPENSES				
Operations				
Purchased power	71,466	89,555	(18,089)	(20.2)
Production	86,715	102,293	(15,578)	(15.2)
Transmission and distribution	22,805	23,903	(1,098)	(4.6)
Customer accounts	14,966	14,566	400	2.7
Customer service and information	27,743	32,883	(5,140)	(15.6)
Administrative and general	54,920	50,373	4,547	9.0
Public good	12,529	15,532	(3,003)	(19.3)
Total operations	291,144	329,105	(37,961)	(11.5)
Maintenance				
Production	14,179	15,528	(1,349)	(8.7)
Transmission and distribution	25,514	28,660	(3,146)	(11.0)
Total maintenance	39,693	44,188	(4,495)	(10.2)
Depreciation and amortization				
Depreciation and amortization	68,306	66,173	2,133	3.2
Amortization of regulatory asset	14,515	13,710	805	5.9
Total depreciation and amortization	82,821	79,883	2,938	3.7
Total operating expenses	413,658	453,176	(39,518)	(8.7)
OPERATING INCOME	40,108	12,570	27,538	219.1
NON-OPERATING REVENUES AND EXPENSES				
Other revenues/(expenses)				
Interest income	12,998	7,262	5,736	79.0
Investment revenue	1,844	-	1,844	*
Unrealized holding gains (losses)	(1,841)	-	(1,841)	*
Revenue - CIAC	5,603	5,511	92	1.7
Other income (expense) - net	(1,110)	1,798	(2,908)	(161.7)
Total other revenues/(expenses)	17,494	14,571	2,923	20.1
Interest charges				
Interest on long-term debt	25,116	26,766	(1,650)	(6.2)
Interest on commercial paper and other	17	1,150	(1,133)	(98.5)
Total interest charges	25,133	27,916	(2,783)	(10.0)
CHANGE IN NET POSITION	\$ 32,469	\$ (775)	\$ 33,244	* %

* Equals 1000% or greater.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT
SOURCES AND USES OF ENERGY - COMPARED TO BUDGET
For the Period Ended March 31, 2026**

Sources of Energy (GWh)	Month		Increase (Decrease) Percentage	Year to Date		Increase (Decrease) Percentage
	Actual	Budget		Actual	Budget	
Net Generated						
Hydro	160	200	(20.0)	523	488	7.2
Carson Power Plant	10	-	*	11	41	(73.2)
Procter & Gamble Power Plant	13	-	*	94	153	(38.6)
Campbell Power Plant	33	-	*	34	117	(70.9)
Cosumnes Power Plant	303	376	(19.4)	982	1,189	(17.4)
Other	48	41	17.1	84	78	7.7
Total net generation	567	617	(8.1)	1,728	2,066	(16.4)
Purchased Power less transmission losses:						
CalEnergy	17	19	(10.5)	49	55	(10.9)
Calpine Sutter	-	-	*	84	323	(74.0)
Drew Solar	29	26	11.5	68	62	9.7
Feed in Tariff	17	18	(5.6)	34	38	(10.5)
Geysers	74	74	0.0	216	216	0.0
Grady Wind	85	84	1.2	233	233	0.0
Hatchet Ridge	27	27	0.0	71	75	(5.3)
Rancho Seco PV II	29	28	3.6	58	59	(1.7)
WAPA	9	31	(71.0)	133	34	291.2
WSPP and other	274	64	328.1	651	83	684.3
Other long term power	51	53	(3.8)	119	130	(8.5)
Total net purchases	612	424	44.3	1,716	1,308	31.2
Total sources of energy	1,179	1,041	13.3	3,444	3,374	2.1
Uses of energy:						
SMUD electric sales and usage	829	797	4.0	2,428	2,409	0.8
Surplus power sales	362	211	71.6	951	865	9.9
System losses	(12)	33	(136.4)	65	100	(35.0)
Total uses of energy	1,179	1,041	13.3 %	3,444	3,374	2.1 %

* Change equals 1000% or more.



Net generation is lower than planned for the three-month period.

- Hydro generation is higher than planned (7.2 percent).
- JPA generation is lower than planned (25.3 percent).

Purchased power, less surplus power sales, is higher than plan (72.7 percent).

**SACRAMENTO MUNICIPAL UTILITY DISTRICT
STATEMENTS OF NET POSITION**

	March 31,	
	2026	2025
	(thousands of dollars)	
ASSETS		
ELECTRIC UTILITY PLANT		
Plant in service	\$ 8,162,745	\$ 7,872,397
Less accumulated depreciation and amortization	(4,148,297)	(3,887,796)
Plant in service - net	4,014,448	3,984,601
Construction work in progress	840,737	568,141
Total electric utility plant - net	4,855,185	4,552,742
RESTRICTED AND DESIGNATED ASSETS		
Revenue bond and debt service reserves	123,504	134,058
Nuclear decommissioning trust fund	10,419	10,013
Rate stabilization fund	352,502	342,594
Escrow fund	19,533	18,484
Collateral fund	5,998	8,688
Insurance captive fund	26,431	25,700
Other funds	11,988	19,406
Less current portion	(174,493)	(191,204)
Total restricted and designated assets	375,882	367,739
CURRENT ASSETS		
Unrestricted cash and cash equivalents	363,372	359,113
Unrestricted investments	225,441	138,226
Restricted and designated cash, cash equivalents, and investments	174,493	191,204
Receivables - net	260,865	269,614
Regulatory costs to be recovered within one year	113,046	91,710
Hedging derivative instruments maturing within one year	12,632	46,661
Inventories	213,566	188,318
Prepaid gas to be delivered within one year	46,475	42,294
Prepayments and other	49,809	50,924
Total current assets	1,459,699	1,378,064
NONCURRENT ASSETS		
Regulatory costs for future recovery	1,115,343	1,034,986
Prepaid gas	681,953	728,429
Hedging derivative instruments	33,510	35,695
Credit support collateral deposits	23,875	20,750
Due from affiliated entity	40,681	35,490
Investment in TANC	42,920	40,051
Prepayments and other	49,739	52,301
Total noncurrent assets	1,988,021	1,947,702
TOTAL ASSETS	8,678,787	8,246,247
DEFERRED OUTFLOWS OF RESOURCES		
Accumulated decrease in fair value of hedging derivative instruments	89,386	27,546
Deferred pension outflows	57,849	143,317
Deferred other postemployment benefits outflows	55,931	50,990
Deferred asset retirement obligations outflows	211	896
Unamortized bond losses	24,753	28,828
TOTAL DEFERRED OUTFLOWS OF RESOURCES	228,130	251,577
TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES	\$ 8,906,917	\$ 8,497,824

**SACRAMENTO MUNICIPAL UTILITY DISTRICT
STATEMENTS OF NET POSITION**

March 31,

2026 2025

(thousands of dollars)

LIABILITIES

LONG-TERM DEBT - net	\$	3,231,830	\$	3,239,722
-----------------------------	----	-----------	----	-----------

CURRENT LIABILITIES

Accounts payable		140,705		131,501
Purchased power payable		34,378		30,829
Long-term debt due within one year		130,825		138,065
Accrued decommissioning		8,661		7,471
Interest payable		28,256		29,579
Accrued salaries and compensated absences		64,759		61,192
Hedging derivative instruments maturing within one year		66,925		20,408
Advanced payments on construction		47,582		49,667
Lease liability		20,247		26,395
Customer deposits and other		28,559		19,929
Total current liabilities		570,897		540,036

NONCURRENT LIABILITIES

Net pension liability		209,662		308,446
Net other postemployment benefits liability		38,597		25,937
Accrued decommissioning		122,968		109,924
Hedging derivative instruments		23,511		7,689
Advanced payments on construction		56,848		37,985
Self insurance and other		100,695		126,138
Total noncurrent liabilities		552,281		616,119

TOTAL LIABILITIES		4,355,008		4,395,877
-------------------	--	-----------	--	-----------

DEFERRED INFLOWS OF RESOURCES

Accumulated increase in fair value of hedging derivative instruments		46,123		80,121
Regulatory credits		1,164,558		1,090,097
Deferred pension inflows		62,114		765
Deferred other postemployment benefits inflows		24,080		15,238
Deferred lease inflows		15,496		16,219
Unamortized bond gains		29,112		34,656
Unearned revenue		3,416		3,631

TOTAL DEFERRED INFLOWS OF RESOURCES		1,344,899		1,240,727
-------------------------------------	--	-----------	--	-----------

NET POSITION

Balance at beginning of year		3,174,541		2,812,119
Net increase for the year		32,469		49,101
TOTAL NET POSITION		3,207,010		2,861,220

TOTAL LIABILITIES, DEFERRED INFLOWS OF RESOURCES, AND NET POSITION	\$	8,906,917	\$	8,497,824
--	----	-----------	----	-----------

SACRAMENTO MUNICIPAL UTILITY DISTRICT
STATEMENTS OF CASH FLOWS
For the Period Ended March 31, 2026
(thousands of dollars)

	Month	Year to Date
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	\$ 150,136	\$ 431,838
Receipts from surplus power and gas sales	11,990	40,447
Other receipts	15,139	46,278
Payments to employees - payroll and other	(39,728)	(120,114)
Payments for wholesale power and gas purchases	(39,607)	(137,903)
Payments to vendors/others	(85,418)	(230,929)
Net cash provided by operating activities	12,512	29,617
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES		
Receipts from federal and state grants	46	24,853
Interest on debt	-	(17,819)
Net cash provided by noncapital financing activities	46	7,034
CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES		
Construction expenditures	(38,653)	(134,554)
Contributions in aid of construction	1,949	8,021
Other receipts/payments - net	17,166	21,078
Interest on debt	(144)	(36,129)
Lease receipts/payments - net	(3,261)	(8,842)
Net cash used in capital and related financing activities	(22,943)	(150,426)
CASH FLOWS FROM INVESTING ACTIVITIES		
Sales and maturities of securities	2,929	213,428
Purchases of securities	(4,201)	(171,960)
Interest and dividends received	3,463	15,455
Investment revenue/expenses - net	(454)	1,846
Net cash provided by investing activities	1,737	58,769
Net decrease in cash and cash equivalents	(8,648)	(55,006)
Cash and cash equivalents at the beginning of the month and year	455,021	501,379
Cash and cash equivalents at March 31, 2026	\$ 446,373	\$ 446,373
Cash and cash equivalents included in:		
Unrestricted cash and cash equivalents	\$ 363,372	\$ 363,372
Restricted and designated cash and cash equivalents	65,620	65,620
Restricted and designated assets (a component of the total of \$375,882 at March 31, 2026)	17,381	17,381
Cash and cash equivalents at March 31, 2026	\$ 446,373	\$ 446,373

SSS No. BOD 2026-002

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date FINANCE & AUDIT - 2026
Board Meeting Date N/A

TO				TO							
1.	Farres Everly	6.									
2.	Jose Bodipo-Memba	7.									
3.	Scott Martin	8.									
4.		9.	Legal								
5.		10.	CEO & General Manager								
Consent Calendar		Yes	<input checked="" type="checkbox"/>	No <i>If no, schedule a dry run presentation.</i>		Budgeted	<input checked="" type="checkbox"/>	Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>		
FROM (IPR) Marythony Sohl / Crystal Henderson				DEPARTMENT Board Office				MAIL STOP B304	EXT. 5424	DATE SENT 12/18/25	

NARRATIVE:

Requested Action: A summary of directives is provided to staff during the committee meeting.

Summary: The Board requested an ongoing 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 to make clear the will of the Board. The Finance & Audit Committee Chair will summarize Board member requests that come out of the committee presentations for this meeting.

Board Policy: Governance Process GP-4, Board/Committee Work Plan and Agenda Planning, states the Board will focus on the results the Board wants the organization to achieve.
(Number & Title)

Benefits: Having an agenized 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 to summarize the Board’s requests at this meeting.

Affected Parties: Board of Directors and Executive Office

Coordination: Board Office

Presenter: Brandon Rose, Finance & Audit Committee Chair

Additional Links:

SUBJECT Summary of Committee Direction – Finance & Audit Committee	ITEM NO. (FOR LEGAL USE ONLY)
--	-------------------------------

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.