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

Date: Tuesday, November 17, 2026

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

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



Powering forward. Together.

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•*AMENDED* AGENDA
BOARD FINANCE & AUDIT COMMITTEE MEETING
AND SPECIAL SMUD BOARD OF DIRECTORS MEETING

•Remote Telephonic Location added.

Tuesday, November 17, 2026
SMUD Headquarters Building, Auditorium
6201 S Street, Sacramento, California
Scheduled to begin at 6:00 p.m.

Remote Telephonic Location:
3425 Solano Avenue
Napa, CA 94558

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: 165 422 4004
Passcode: 147495
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. Michelle Kirby — Discuss approving the 2027 Proposed SMUD Budget, including Debt Service, Pay Schedule, and Special Compensation.
   Presentation: 60 minutes
   Discussion: 30 minutes

2. Michelle Kirby — Discuss approving 2027 Proposed Joint Power Authority Budgets.
   a. 2027 Proposed Northern California Energy Authority (NCEA) Budget.
   b. 2027 Proposed Northern California Gas Authority Number 1 (NCGA1) Budget.
   Presentation: 5 minutes
   Discussion: 5 minutes

3. George Vaughn — Discuss authorizing SMUD's Accountant to defer recognition of certain expenses and revenues related to the following items:
   a. The annual net Pension and net Other Post-Employment benefits (OPEB) liability in order to match such expenditures in the appropriate accounting period for rate-making purposes; and
   b. To defer up to $20 million of 2026 operating revenues for future unexpected increases in Commodity expenditures through 2031, in order to match such expenditures in the appropriate accounting period for rate-making purposes.
   Presentation: 5 minutes
   Discussion: 5 minutes

INFORMATIONAL ITEMS

4. Public Comment

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

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

Members of the public wishing to inspect public documents related to agenda items may click on the Information Packet link for this meeting on the 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. CFO 26-011	**BOARD AGENDA ITEM** **STAFFING SUMMARY SHEET**	Committee Meeting & Date Finance & Audit – 11/17/26 Board Meeting Date 12/10/26

TO		TO	
1.	Michelle Kirby	6.	
2.	Jennifer Restivo	7.	
3.	Jose Bodipo-Memba	8.	
4.	Jon Olson	9.	**Legal**
5.		10.	**CEO & General Manager**

Consent Calendar		**Yes**	x	**No** *If no, schedule a dry run presentation.*	**Budgeted**	x	**Yes**		**No** *(If no, explain in Cost/Budgeted section.)*

FROM (IPR)	DEPARTMENT	MAIL STOP	EXT.	DATE SENT
Jillian Rich	Enterprise Strategy and Planning	B356	6454	10/27/26

NARRATIVE:

Requested Action: Approve the following:

- 2027 Budget Resolution
- 2027 Debt Resolution
- Pay Schedule and Special Compensation Items

Summary:

2027 Budget Resolution

The 2027 Proposed SMUD Budget Resolution is comprised of Operations and Maintenance budget of $1,517.1 million, Debt Service budget of $228 million, and Capital budget of $672.7 million. The proposed 2027 Budget Resolution limits spending to $2,417.8 million (total of prior amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, Western Area Power Administration (WAPA) energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program's sales, it is required to apply the proceeds toward specific expenses that support the program's goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,295 plus 5 percent.

Public Good Charge

The Public Goods Charge shall be adjusted for expenditures of $103 million, which exceeds the minimum of 2.85% of 1994 revenues. The percentage allocation for the public goods charge expenditures shall apply to low-income assistance, energy efficiency, research and development, and new renewable generation.

2027 Debt Resolution

The 2027 Proposed Debt Resolution contains the official Declaration of Intent to Issue Debt to create $400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2027, 2026 and 2025 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Pay Schedule and Special Compensation Items

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

Board Policy: *(Number & Title)* The 2027 SMUD Budget funds programs and initiatives that contribute to meeting Board strategic directives. GP-3 (e) Board will adopt SMUD's budget on an annual basis.

Benefits: Approval of the 2027 SMUD Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

Cost/Budgeted: Approval of the 2027 SMUD Budget Resolution will authorize spending within the limits prescribed.

Alternatives: Approval of a budget for SMUD is required before January 1, 2027, otherwise, SMUD will not have the authority to make purchases or pay employees.

Affected Parties: SMUD

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

Presenter: Michelle Kirby, Interim Chief Financial Officer

Additional Links:

SUBJECT	ITEM NO. *(FOR LEGAL USE ONLY)*
2027 SMUD Proposed Budget	

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

DRAFT

RESOLUTION NO. _____

WHEREAS, the proposed 2027 Budget is expected to result in a positive net income for 2027; **NOW THEREFORE,**

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

Section 1. This resolution may be referred to as the 2027 Budget Resolution.

Section 2. (a) There is hereby appropriated from the General Fund sufficient monies for the payment of demands against SMUD which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of SMUD's program for the period January 1, 2027, through December 31, 2027.

Operations and maintenance:	
Commodity - purchased power, fuel, and wheeling	$635,790,942
Public Goods	72,565,547
Customer, energy delivery, zero carbon, workforce diversity & enterprise partnerships, information technology, corporate services & Rancho Seco	808,699,089
Sub-Total	$1,517,055,578
Debt Service	228,012,742
Capital and reserve	672,731,813
TOTAL	$2,417,800,133

(b) The Commodity line-item budget is based on assumptions of average rainfall and temperatures during 2027. SMUD has in place a Hydro Generation Adjustment (SMUD HGA) mechanism whereby, based on the actual rainfall amounts between April 1, 2026, and March 31, 2027, in comparison to the budget assumptions, SMUD may transfer funds to or from the Hydro Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates accordingly. The Commodity line-item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the SMUD HGA adjustment.

(c) SMUD has budgeted to receive energy in 2027 under its contract with the Western Area Power Administration (WAPA). SMUD has in place a WAPA Hydro Generation Adjustment (WAPA HGA) mechanism whereby, based on the actual delivery from WAPA between April 1, 2026, and March 31, 2027, in comparison to the budget assumptions, SMUD may transfer funds to or from the WAPA Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates accordingly. This energy primarily is generated at Central Valley Project hydroelectric plants, and the actual quantity of energy received will be dependent on rainfall, carryover water storage and operation of the WAPA system to meet contractual water deliveries. Because WAPA generation facilities are spread over a wide area, insurance is not practical for offsetting variations of energy deliveries due to weather. One purpose of the WAPA Rate Stabilization Fund is to mitigate such variations. The

Commodity line-item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the WAPA HGA.

(d) Budgeted energy purchases necessary to meet customer energy sales requirements (10,930 GWh) are based on average weather conditions and expected customer growth in 2027. Should actual weather conditions or growth levels cause SMUD retail sales and related energy requirements to be higher, the Commodity line-item budget will be increased by the NP15 power price per megawatt-hour of additional retail energy sales to offset the cost of these sales.

(e) SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. Under these programs, SMUD has the option to monetize the credits and allowances applicable to these programs through sales transactions. When SMUD collects revenues through these sales, it is required to apply the proceeds toward specific expenses that support the program goals. An additional purpose of the Rate Stabilization Funds is to mitigate fluctuations from regulatory programs. The Accountant is hereby authorized to transfer funds to or from the Rate Stabilization Funds to match LCFS and Cap-and-Trade revenues with expenses. The budgeted amounts will be increased or decreased accordingly.

(f) For purposes of Section 11891.6 of the Municipal Utility District Act, there shall be deemed added to each line item, in section 2a, a 10 percent contingency. Demands against SMUD which relate to obligations incurred for each line item and are within such line item amount plus the 10

percent contingency may be paid without prior specific approval of this Board, provided the total of such payments during 2027 may not exceed the total budget amount plus this 10% contingency, plus the commodity contingency and adjustments for weather hedge contracts, higher retail sales and Rate Stabilization transfers as set forth in paragraphs (b), (c), (d), and (e) above.

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

Section 4. At monthly intervals, the Treasurer shall transfer from the General Fund appropriate amounts into each of the various funds established to service SMUD's general obligation indebtedness, its Electric System Revenue Bond indebtedness, and its Electric Revenue Bond indebtedness in approximately equal installments as set forth in the tabulations on file with the Accountant. Investment authority, for all funds, is delegated to the Treasurer for

a one-year period in accordance with California Government Code Section 53607.

Section 5. The number of permanent full-time employees during 2027 shall not exceed 2,295 employees plus a five percent contingency without further authorization of this Board.

Section 6. The Public Goods Charge shall be adjusted for expenditures of $103 million, which exceeds the minimum of 2.85% of 1994 revenues. The percentage allocation for the public goods charge expenditures shall apply to low-income assistance, energy efficiency, research and development, and new renewable generation.

Section 7. The CEO & General Manager, or her designee, is authorized to make future changes to the **Budget** that, in her prudent judgment: (a) further the primary purpose of the **Budget**; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized **Budget** amounts and applicable contingencies.

DRAFT

Draft RESOLUTION NO. _____

Supplemental Resolution (Supplemental to Resolutions No. 6457, 8107, 83-7-26 as amended by Resolution No. 87-10-22, No. 92-12-29, No. 93-12-19, No. 94-12-16, No. 95-12-10, No. 96-12-07, No. 97-12-18, No. 98-11-12, No. 99-12-10, No. 00-12-11, No. 01-12-02, No. 02-11-04, No. 03-12-14, No. 04-12-11, No. 05-12-13, No. 06-12-08, No. 07-12-08, No. 08-12-05, No. 09-12-08, No. 10-12-03, No. 11-12-08, No. 12-12-06, No. 13-12-09, No. 14-12-13, No. 15-12-08, No. 16-12-14, No. 17-12-13, No. 18-12-12, No. 19-11-05, No. 20-12-14, No. 21-12-11, No. 22-12-06, No. 23-12-10, 24-12-07, and No. 25-12-12 declaring the intention of the Board of Directors of the Sacramento Municipal Utility District to Authorize the issuance of additional Revenue Bonds	))

WHEREAS, Sacramento Municipal Utility District ("SMUD") on July 23, 1970, May 2, 1974, and July 21, 1983, by the adoption by its Board of Directors of Resolutions No. 6457, 8107, and 83-7-26, as amended by Resolution No. 87-10-22 adopted October 1, 1987; Resolutions No. 92-2-11, No. 92-12-29, No. 93-12-19, No. 94-12-16, No. 95-12-10, No. 96-12-07, No. 97-12-18, No. 98-11-12, No. 99-12-10, No. 00-12-11, No. 01-12-02, No. 02-11-04, No. 03-12-14, No. 04-12-11, No. 05-12-13, No. 06-12-08, No. 07-12-08, No. 08-12-05, No. 09-12-08, No. 10-12-03, No. 11-12-08, No. 12-12-06, No. 13-12-09, No. 14-12-13, No.15-12-08, No.17-12-13, No. 18-12-12, No. 19-11-05, No. 20-12-14, No. 21-12-11, No. 22-12-06, No. 23-12-14, No. 24-12-07, and No. 25-12-12 adopted by the Board of Directors on February 6, 1992, December 17, 1992, December 16, 1993, December 15, 1994, December 14,

1995, December 19, 1996, December 17, 1997, November 30, 1998, December 2, 1999, December 7, 2000, December 6, 2001, November 7, 2002, December 4, 2003, December 2, 2004, December 1, 2005, December 7, 2006, December 6, 2007, December 4, 2008, December 3, 2009, December 3, 2010, December 1, 2011, December 6, 2012, December 5, 2013, December 4, 2014, December 3, 2015, December 1, 2016, December 21, 2017, December 20, 2018, November 21, 2019, December 10, 2020, December 9, 2021, December 8, 2022, December 14, 2023, December 12, 2024, and December 11, 2025 respectively (collectively, the "Prior Resolutions"), found and determined that it was necessary to raise funds by the issuance of revenue bonds in the maximum principal amount of $9,855,000,000 pursuant to Sections 12850, et seq., of the California Public Utilities Code (the "Act"); and

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

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

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

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

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

Section 1. The Board of Directors of SMUD declares its intention to authorize the issuance of additional revenue bonds or Clean Renewable Energy Bonds for the purpose of financing, in whole or in part, the costs of the capital items identified in SMUD's 2027 capital budget, 2025 and 2026 capital expenditures not previously financed, the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities, for all of which SMUD is authorized by law to issue such bonds. SMUD has paid or reasonably expects to pay certain expenditures (the "Reimbursement Expenditures") in connection with such capital items prior to the issuance of such bonds, and hereby officially declares its intent to use certain proceeds of such bonds to reimburse the Reimbursement Expenditures. The declarations contained in this section are made solely for purposes of establishing compliance with Section 1.150-2 of the U. S. Treasury Regulations, and do not bind SMUD to

make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

Section 2. The maximum principal amount of the additional revenue bonds proposed to be issued under this supplemental resolution is $400,000,000. Such maximum principal amount is in addition to the $9,855,000,000 principal amount of revenue bonds authorized pursuant to the Prior Resolutions. Such additional bonds may be issued in series from time to time, and it shall not be necessary that all of the bonds proposed to be issued be issued at any one time.

Proceeds from the issuance of these bonds will be used to finance capital improvements identified in SMUD's 2027 capital budget, 2025 and 2026 capital expenditures not previously financed, capital expenditures for the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines, or storage facilities. The declarations in this section are made solely to establish compliance with Section 12852 of the California Public Utilities Code, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

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

Section 4. The maximum rate of interest to be payable upon such bonds shall not exceed the interest rate per annum equal to the greater of

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

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

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

2027 SMUD Wage Schedule
Effective 12/26/2026

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Job ID	Job Title	Prob Per Mo	Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051540	Accountant Entry	F	PAS0043O	$83,657.60									$110,801.60	Annual	12/26/2026
50051541	Accountant Journey	12	PAS0052O	$104,436.80									$138,320.00	Annual	12/26/2026
50083082	Accounting Technician	6	OSE0680A	$35.13	$36.04	$36.95	$37.85	$38.83	$39.81	$40.79	$41.84	$42.91		Hourly	12/26/2026
50051545	Administrative Supervisor	12	PAS0043O	$83,657.60									$110,801.60	Annual	12/26/2026
50131376	Analyst Trainee	N/	PAS0039O	$75,795.20									$100,505.60	Annual	12/26/2026
50157614	Art Director	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
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	12/26/2026
50138722	Asset Supervisor Business Operations	12	PAS0062L	$128,481.60									$255,881.60	Annual	12/13/2025
50138722	Asset Supervisor Business Operations	12	PAS0062L	$133,619.20									$266,115.20	Annual	12/26/2026
50169886	Asset Supervisor Power Generation	12	PAS0062I	$128,481.60									$236,433.60	Annual	12/13/2025
50169886	Asset Supervisor Power Generation	12	PAS0062I	$133,619.20									$245,897.60	Annual	12/26/2026
50121495	Assistant Engineer	12	PAS0041O	$79,622.40									$105,435.20	Annual	12/26/2026
50136460	Assistant General Manager	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50092300	Assistant Superintendent Power Generation	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50159051	Assistant Supervisor Telecommunication Operations and Management	12	PAS0059C	$124,072.00									$176,945.60	Annual	12/26/2026
50090360	Associate Civil Engineer Entry	F	PAS0056O	$110,801.60									$146,785.60	Annual	10/3/2026
50090360	Associate Civil Engineer Entry	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50097000	Associate Civil Engineer Journey	12	PAS0063O	$131,248.00									$173,888.00	Annual	10/3/2026
50097000	Associate Civil Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50051553	Associate Desktop Support Specialist Closed Classification	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50083179	Associate Distribution Design Engineer Entry	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50051525	Associate Distribution Design Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
61000010	Associate Distribution Operations Engineer Entry	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
61000011	Associate Distribution Operations Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50083180	Associate Distribution System Engineer Entry	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50051539	Associate Distribution System Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50083181	Associate Electrical Engineer Entry	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50051526	Associate Electrical Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50139912	Associate Energy Management System Engineer Entry Level	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50139910	Associate Energy Management System Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50121331	Associate Enterprise Technology Analyst Entry	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50121274	Associate Enterprise Technology Developer Entry	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50168400	Associate Instrument and Controls Engineer Entry Level	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50108175	Associate Instrument and Controls Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50051532	Associate Mechanical Engineer Entry	F	PAS0056O	$110,801.60									$146,785.60	Annual	10/3/2026
50051532	Associate Mechanical Engineer Entry	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50083182	Associate Mechanical Engineer Journey	12	PAS0063O	$131,248.00									$173,888.00	Annual	10/3/2026
50083182	Associate Mechanical Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50120408	Associate Power Operation Engineer Journey Level	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50134736	Associate Protection Engineer Entry Level	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50120123	Associate Protection Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
61000022	Associate Substation Engineer Entry	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
61000023	Associate Substation Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50121906	Associate Telecommunication Engineer Entry	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50121894	Associate Telecommunication Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50123046	Associate Transmission Planning Engineer Entry	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50123047	Associate Transmission Planning Engineer Journey	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
50051556	Attorney Entry Level	N/	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50051557	Attorney Journey Level	N/	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50051564	Body Fender Mechanic	12	IBEW884A	$59.97										Hourly	12/13/2025
50051564	Body Fender Mechanic	12	IBEW884A	$62.28										Hourly	12/26/2026
50160320	Business Continuity Program Manager	12	PAS0064O	$140,379.20									$185,931.20	Annual	12/26/2026
50166420	Business Development Manager Customer Sales	N/	PAS0069B	$158,787.20									$221,000.00	Annual	12/26/2026
50083187	Business Planning Analyst Entry Level	F	PAS0043B	$83,657.60									$116,355.20	Annual	12/26/2026
50051560	Business Planning Analyst Journey	12	PAS0052B	$104,436.80									$145,246.40	Annual	12/26/2026
50051551	Business Technology Analyst Entry	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50051561	Business Technology Analyst Journey	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50111755	Business Technology Program Manager	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50088597	Business Transformation Specialist	12	PAS0064O	$140,379.20									$185,931.20	Annual	12/26/2026
50084255	Business Unit Planning Coordinator	12	PAS0062B	$133,619.20									$185,931.20	Annual	12/26/2026
50051586	Cable Locator	12	IBEW873H	$55.11	$56.28	$57.88	$59.35	$60.46						Hourly	12/26/2026
50051584	Cable Locator with class A	12	IBEW873M	$56.26	$57.43	$59.03	$60.50	$61.61						Hourly	12/26/2026
50051585	Cable Locator with Hazmat	12	IBEW873X	$56.38	$57.55	$59.15	$60.62	$61.73						Hourly	12/26/2026
50165732	Cable Splicer Construction Foreman/Woman	12	IBEW941I	$102.20										Hourly	12/26/2026
50167676	Cable Splicer Construction Foreman/Woman with class A	12	IBEW941F	$103.35										Hourly	12/26/2026
50051574	Cable Splicer/Electrician	12	IBEW923K	$86.07										Hourly	12/26/2026
50083188	Cable Splicer/Electrician Apprentice	54	IBEW909A	$55.98	$59.14	$62.37	$65.61	$68.89	$72.12	$75.28	$78.55	$81.74		Hourly	12/26/2026
50051575	Cable Splicer/Electrician Apprentice with class A	54	IBEW909B	$57.13	$60.29	$63.52	$66.76	$70.04	$73.27	$76.43	$79.70	$82.89		Hourly	12/26/2026
50051579	Cable Splicer/Electrician Apprentice with hazmat	54	IBEW909C	$57.25	$60.41	$63.64	$66.88	$70.16	$73.39	$76.55	$79.82	$83.01		Hourly	12/26/2026
50051844	Cable Splicer/Electrician Foreman/Woman	12	IBEW937D	$92.70										Hourly	12/26/2026
50051577	Cable Splicer/Electrician Foreman/Woman Light	12	IBEW942A	$96.98										Hourly	12/26/2026
50051578	Cable Splicer/Electrician Foreman/Woman Light with class A	12	IBEW942L	$98.13										Hourly	12/26/2026
50051576	Cable Splicer/Electrician with Class A	12	IBEW923L	$87.22										Hourly	12/26/2026
50051583	Calibration Technician	12	IBEW925A	$73.08										Hourly	12/26/2026
50166640	Category Manager	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50131457	Chief Customer Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50136448	Chief Diversity Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
61000072	Chief Energy & Grid Operations Officer	N/	EXECU01E	$313,289.60									$512,657.60	Annual	9/19/2026
61000072	Chief Energy & Grid Operations Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50051691	Chief Executive Officer and General Manager	N/	EXECU03E	$700,000.00									$1,400,000.00	Annual	12/26/2026
50107656	Chief Financial Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
61000071	Chief Growth & Innovation Officer	N/	EXECU01E	$313,289.60									$512,657.60	Annual	9/19/2026
61000071	Chief Growth & Innovation Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50159814	Chief Information Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
61000070	Chief Integrated Planning & Market Strategy Officer	N/	EXECU01E	$313,289.60									$512,657.60	Annual	9/19/2026

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

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61000070	Chief Integrated Planning & Market Strategy Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50051558	Chief Legal & Government Affairs Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50170848	Chief Marketing & Communications Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50159810	Chief Operating Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50136450	Chief Strategy Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50169284	Chief Zero Carbon Officer	N/	EXECU01E	$325,811.20									$533,166.40	Annual	12/26/2026
50051599	Civil Maintenance Foreman/Woman light	12	IBEW901K	$77.12										Hourly	12/26/2026
50051600	Civil Maintenance Foreman/Woman light with class A	12	IBEW937L	$78.27										Hourly	12/26/2026
50051601	Civil Maintenance Foreman/Woman light with hazmat	12	IBEW937X	$78.39										Hourly	12/26/2026
50123556	Claims Administrator Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50161455	Claims Administrator Journey	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50051587	Combustible Turbine Foreman/Woman	12	IBEW945B	$82.10										Hourly	12/26/2026
50051588	Combustible Turbine Technician	12	IBEW917A	$70.55										Hourly	12/26/2026
50168961	Commercial and Industrial Energy Educator	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50134282	Communications Supervisor	12	PAS0059C	$124,072.00									$176,945.60	Annual	12/26/2026
50160594	Community Engagement Events Supervisor	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
61000026	Community Engagement Representative I	12	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50132074	Community Engagement Representative II	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50097275	Computer Operations Specialist Entry Level	6	OSE0680B	$35.03	$35.88	$36.77	$37.72	$38.67	$39.59	$40.61	$41.62	$42.63		Hourly	12/26/2026
50097276	Computer Operations Specialist Journey	6	OSE0720B	$42.62	$43.72	$44.83	$45.93	$47.06	$48.25	$49.41	$50.68	$51.93		Hourly	12/26/2026
50161490	Construction Contract Analyst Entry Level	F	PAS0043O	$83,657.60									$110,801.60	Annual	12/26/2026
50161492	Construction Contract Analyst Journey Level	12	PAS0052O	$104,436.80									$138,320.00	Annual	12/26/2026
50051605	Construction Management Inspector I	12	OSE0740A	$47.06	$48.25	$49.41	$50.68	$51.91	$53.25	$54.58	$55.99	$57.35		Hourly	12/26/2026
50051606	Construction Management Inspector II	12	OSE0770B	$55.34	$56.72	$58.12	$59.59	$61.11	$62.59	$64.21	$65.76	$67.45		Hourly	12/26/2026
50122929	Construction Management Inspector III	12	OSE0772A	$58.11	$59.56	$61.05	$62.55	$64.16	$65.70	$67.40	$69.04	$70.82		Hourly	12/26/2026
61000019	Contract Administrator Journey	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50135051	Coordinator Education Relations	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50084576	Coordinator Electric Transportation Projects	12	PAS0064O	$140,379.20									$185,931.20	Annual	12/26/2026
50051592	Coordinator Energy and Technology Center	12	PAS0059C	$124,072.00									$176,945.60	Annual	12/26/2026
50100156	Cost Schedule Specialist Entry	F	PAS0043O	$83,657.60									$110,801.60	Annual	12/26/2026
50051609	Cost Schedule Specialist Journey	12	PAS0052O	$104,436.80									$138,320.00	Annual	12/26/2026
50051610	Crafts Helper	12	IBEW828G	$37.73	$39.45	$42.49	$45.39	$48.61						Hourly	12/26/2026
50083191	Crafts Helper with class A	12	IBEW828L	$38.88	$40.60	$43.64	$46.54	$49.76						Hourly	12/26/2026
50051611	Crafts Helper with hazmat	12	IBEW828X	$39.00	$40.72	$43.76	$46.66	$49.88						Hourly	12/26/2026
50124979	Critical Infrastructure Protection Compliance Specialist Entry Level	F	PAS0049O	$96,948.80									$128,481.60	Annual	12/26/2026
50124980	Critical Infrastructure Protection Compliance Specialist II	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50124981	Critical Infrastructure Protection Compliance Specialist Senior Level	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50051617	Custodian Closed Classification	12	IBEW800G	$35.55	$37.14	$38.84	$40.63							Hourly	12/26/2026
50051619	Customer Services Assistant	12	PAS0043O	$83,657.60									$110,801.60	Annual	12/26/2026
50051622	Customer Services Representative I	6	OSE0641A	$33.14	$33.97	$34.81	$35.67	$36.57						Hourly	12/26/2026
50051618	Customer Services Representative II	6	OSE0680A	$35.13	$36.04	$36.95	$37.85	$38.83	$39.81	$40.79	$41.84	$42.91		Hourly	12/26/2026
50092958	Customer Services Supervisor	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50167103	Cyber Security Engineer Entry	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50167112	Cybersecurity Engineer Journey	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50167108	Cybersecurity Government And Computer Specialist Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50167109	Cybersecurity Government And Computer Specialist Journey Level	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50167110	Cybersecurity Risk Specialist Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50167111	Cybersecurity Risk Specialist Journey	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50051623	Data Base Administrator	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50051602	Data Center Operations Specialist	12	PAS0047O	$92,352.00									$122,241.60	Annual	12/26/2026
61000028	DEIB Analyst Entry	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
61000029	DEIB Analyst Journey	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50113480	Deputy General Counsel	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
50084608	Design and Standards Specialist	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50051643	Desktop Support Specialist Closed Classification	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50170867	Director Community Relations Outreach & Support	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50051798	Director Accounting and Controller	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50126853	Director Advanced Energy Solutions	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
61000025	Director AI, Automation & Customer Self-Service Technologies	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50051808	Director Audit Services	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50160177	Director Customer and Grid Strategy	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50161661	Director Customer Experience Planning and Integration	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50142658	Director Customer Operations & Assistance	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50126698	Director Customer Operations and Community Energy Services	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50091654	Director Customer Success	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
50161872	Director Cybersecurity	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
50051820	Director Distribution Planning & Operations	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
50122304	Director Energy Trading & Contracts	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
61000035	Director Enterprise Strategy and Planning	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50160223	Director Environmental Safety & Real Estate Services	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50051801	Director Facilities Security & Emergency Operations	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50162575	Director Grid Assets Strategic Services	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50051799	Director Line Assets	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
50137965	Director Marketing and Corporate Communication	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50133151	Director People Services & Strategies	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50151556	Director Planning & Revenue Strategy	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50091575	Director Power Generation	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
50051856	Director Procurement, Warehouse & Fleet	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50124607	Director Reliability Compliance & Coordination	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
60000022	Director Research & Development, Grants & Partnerships	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
61000027	Director Specialized Enterprise Initiatives	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50051819	Director Substation Telecommunications & Metering Assets	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
50166082	Director Sustainable Community Programs	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50145212	Director Transmission Planning & Operations	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
50083424	Director Treasury and Revenue Strategy	N/	MGR0085G	$232,960.00									$324,417.60	Annual	12/26/2026
50160638	Director, Customer & Grid Operations Tech Center	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50123045	Director, DEIB, Learning, & Sustainable Communities	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026

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

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50051816	Director, Enterprise Systems, Strategy and Governance	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50088304	Director, IT Infrastructure Platform Services	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50131456	Director, Resource & Market Planning and Settlements	N/	MGR0080G	$205,878.40									$286,748.80	Annual	12/26/2026
50140181	Distribution Line Design Supervisor	12	PAS0062T	$133,619.20									$195,353.60	Annual	12/26/2026
50051628	Distribution System Operator I	12	IBEW928J	$83.23	$85.33	$87.52	$89.81	$92.10	$94.44	$96.80	$99.39	$101.91		Hourly	12/26/2026
50051629	Distribution System Operator II	12	IBEW992D	$107.02										Hourly	12/26/2026
50051630	Distribution System Specialist	12	PAS0066A	$147,492.80									$200,200.00	Annual	12/26/2026
50051624	Document Record Specialist I	6	OSE0615A	$25.32	$25.95	$26.61	$27.23	$27.90	$28.63	$29.35	$30.07	$30.84		Hourly	12/26/2026
50051625	Document Record Specialist II	6	OSE0634B	$27.76	$28.43	$29.20	$29.91	$30.67	$31.48	$32.24	$33.06	$33.87		Hourly	12/26/2026
50090307	Document Record Specialist II Confidential	6	CONF634A	$30.45	$31.20	$31.94	$32.75	$33.59	$34.40	$35.32	$36.17	$37.12		Hourly	12/26/2026
50083194	Drafting Technician I	6	OSE0680A	$35.13	$36.04	$36.95	$37.85	$38.83	$39.81	$40.79	$41.84	$42.91		Hourly	12/26/2026
50051642	Drafting Technician II	6	OSE0716A	$41.54	$42.57	$43.64	$44.74	$45.85	$47.00	$48.17	$49.40	$50.65		Hourly	12/26/2026
50115039	Economic & Small Business Development Representative Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50051822	Economic & Small Business Development Representative II	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50051590	Economic & Small Business Development Representative III	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50051823	Economic & Small Business Development Supervisor	12	PAS0062B	$133,619.20									$185,931.20	Annual	12/26/2026
61000009	Economic Development & Business Growth Specialist I	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50170332	Economic Development & Business Growth Specialist II	N/	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50137576	Economic Development and Business Growth Manager	N/	PAS0072O	$170,955.20									$226,512.00	Annual	12/26/2026
50051645	Economic Development Specialist	N/	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50051646	Education Specialist	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50140144	Electrical Field Consultant	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50051653	Electrical Technician	12	IBEW937E	$89.57										Hourly	12/26/2026
50089229	Electrical Technician Apprentice	48	IBEW928B	$58.14	$61.61	$64.93	$68.29	$71.68	$75.06	$78.36	$81.74	$85.08		Hourly	12/26/2026
50051654	Electrical Technician Apprentice with hazmat	48	IBEW928C	$59.41	$62.88	$66.20	$69.56	$72.95	$76.33	$79.63	$83.01	$86.35		Hourly	12/26/2026
50092679	Electrical Technician Foreman/Woman Light	12	IBEW970A	$102.48										Hourly	12/26/2026
50099277	Electrical Technician Foreman/Woman Light On Call	12	IBEW970O	$104.46										Hourly	12/26/2026
50092739	Electrical Technician Foreman/Woman With class A	12	IBEW970M	$103.69										Hourly	12/26/2026
50092740	Electrical Technician Foreman/Woman With hazmat	12	IBEW970N	$103.81										Hourly	12/26/2026
50091431	Electrical Technician Subforeman/Woman	12	IBEW937F	$96.50										Hourly	12/26/2026
50120394	Electrical Test & Repair Specialist	12	IBEW945A	$87.22										Hourly	12/13/2025
50120394	Electrical Test & Repair Specialist	12	IBEW945A	$93.30										Hourly	12/26/2026
50051647	Electrician	12	IBEW916A	$70.04										Hourly	12/26/2026
50051648	Electrician Apprentice	48	IBEW880A	$45.53	$48.57	$51.51	$54.52	$57.53	$60.53	$63.48	$66.52			Hourly	12/26/2026
50051649	Electrician Apprentice with class A	48	IBEW880L	$46.68	$49.72	$52.66	$55.67	$58.68	$61.68	$64.63	$67.67			Hourly	12/26/2026
50051650	Electrician Apprentice with hazmat	48	IBEW880X	$46.80	$49.84	$52.78	$55.79	$58.80	$61.80	$64.75	$67.79			Hourly	12/26/2026
50099538	Electrician Foreman/Woman Light	12	IBEW941M	$80.17										Hourly	12/26/2026
50099539	Electrician Foreman/Woman Light With class A	12	IBEW941L	$81.32										Hourly	12/26/2026
50099540	Electrician Foreman/Woman Light With hazmat	12	IBEW941X	$81.44										Hourly	12/26/2026
50051651	Electrician with class A	12	IBEW916L	$71.19										Hourly	12/26/2026
50133656	Electrician with hazmat	12	IBEW916X	$71.31										Hourly	12/26/2026
50051663	Emergency Preparedness Specialist I	F	PAS0049O	$96,948.80									$128,481.60	Annual	12/26/2026
50051664	Emergency Preparedness Specialist II	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50120629	Emergency Preparedness Specialist III	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50164527	End User Computing Analyst	12	PAS0043O	$80,433.60									$106,537.60	Annual	12/13/2025
50164527	End User Computing Analyst	12	PAS0043O	$83,657.60									$110,801.60	Annual	12/26/2026
50131802	Energy Advisor Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50131803	Energy Advisor Journey	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50051666	Energy Coordinator Special Projects	12	PAS0071O	$166,774.40									$221,000.00	Annual	12/26/2026
50131880	Energy Specialist Entry	24	OSE0725D	$43.72	$44.83	$45.93	$47.08	$48.25	$49.41	$50.68	$51.91	$53.26		Hourly	12/26/2026
50131879	Energy Specialist Journey	6	OSE0753A	$50.44	$51.72	$52.97	$54.30	$55.67	$57.02	$58.47	$59.95	$61.40		Hourly	12/26/2026
50108843	Energy Trading Specialist Entry	F	PAS0043O	$83,657.60									$110,801.60	Annual	12/26/2026
50108844	Energy Trading Specialist Intermediate	F	PAS0052O	$104,436.80									$138,320.00	Annual	12/26/2026
50108900	Energy Trading Specialist Journey	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50090546	Engineering Designer I	24	OSE0711B	$42.52	$43.59	$44.68	$45.79	$46.95	$48.09	$49.29	$50.52	$51.79		Hourly	12/26/2026
50083405	Engineering Designer II	36	OSE0745A	$50.52	$51.79	$53.06	$54.42	$55.76	$57.15	$58.57	$60.04	$61.55		Hourly	12/26/2026
50083457	Engineering Designer III	12	OSE0770A	$60.04	$61.55	$63.08	$64.68	$66.30	$67.94	$69.63	$71.37	$73.17		Hourly	12/26/2026
50084126	Engineering Designer IV	12	OSE0780A	$67.94	$69.63	$71.37	$73.17	$74.99	$76.85	$78.76	$80.75	$82.78		Hourly	12/26/2026
50051656	Engineering Specialist	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50083195	Engineering Technician Entry Level	12	OSE0677A	$38.08	$39.04	$40.00	$41.01	$42.05						Hourly	12/26/2026
50051658	Engineering Technician Journey	12	OSE0714A	$41.47	$42.51	$43.52	$44.63	$45.78	$46.93	$48.09	$49.27	$50.54		Hourly	12/26/2026
50170773	Enterprise Application Administrator Entry	F	PAS0052B	$104,436.80									$145,246.40	Annual	12/26/2026
50085578	Enterprise Application Administrator Journey	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50166430	Enterprise Architect Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50166431	Enterprise Architect Journey Level	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50051746	Enterprise Operations Analyst Journey	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50145378	Enterprise Performance Planning Coordinator Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50139957	Enterprise Performance Planning Coordinator Journey	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50158464	Enterprise Risk Coordinator	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50126639	Enterprise Technology Analyst Intermediate	F	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50083607	Enterprise Technology Analyst Journey	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50138868	Enterprise Technology Developer Intermediate	F	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50083823	Enterprise Technology Developer Journey	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50138415	Enterprise Technology Infrastructure Specialist Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50138421	Enterprise Technology Infrastructure Specialist Intermediate	F	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50138422	Enterprise Technology Infrastructure Specialist Journey	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50083249	Entry Occupational Health & Safety Specialist	F	PAS0049O	$93,225.60									$123,531.20	Annual	12/13/2025
50083249	Entry Occupational Health & Safety Specialist	F	PAS0049O	$96,948.80									$128,481.60	Annual	12/26/2026
61000067	Entry Power Generation Electrical Engineer	F	PAS0056O	$110,801.60									$146,785.60	Annual	7/11/2026
61000067	Entry Power Generation Electrical Engineer	F	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
61000059	Entry Resource Optimization Specialist	F	PAS0049O	$93,225.60									$123,531.20	Annual	4/4/2026
61000059	Entry Resource Optimization Specialist	F	PAS0049O	$96,948.80									$128,481.60	Annual	12/26/2026
61000051	Entry Security Administrator	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50051936	Environmental Health & Safety Specialist I	F	PAS0049O	$96,948.80									$128,481.60	Annual	12/26/2026
50051937	Environmental Health & Safety Specialist II	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50051938	Environmental Health & Safety Specialist III	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50051659	Equipment Operator	12	IBEW858L	$54.88										Hourly	12/26/2026

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

2027 SMUD Wage Schedule
Effective 12/26/2026

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50051660	Equipment Operator with class A	12	IBEW864A	$56.03									Hourly	12/26/2026
50051661	Equipment Operator with hazmat	12	IBEW864X	$56.15									Hourly	12/26/2026
50051662	Equipment Testing Representative	6	OSE0735B	$45.93	$47.06	$48.25	$49.41	$50.68	$51.91	$53.25	$54.59	$55.99	Hourly	12/26/2026
50083197	Equipment Testing Representative Assistant	6	OSE0695A	$37.72	$38.67	$39.59	$40.61	$41.61	$42.62	$43.72	$44.83	$45.93	Hourly	12/26/2026
50088756	Executive Advisor	N/	EXECU01E	$325,811.20								$533,166.40	Annual	12/26/2026
50092751	Executive Assistant Executive Office	N/	PAS0051O	$101,857.60								$134,992.00	Annual	12/26/2026
50131624	Facilities Building & Grounds Supervisor	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50113660	Facilities Craft Supervisor	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50099209	Facilities Custodian	12	IBEW792A	$27.70	$29.78	$32.18	$34.63						Hourly	12/26/2026
50051842	Facilities Electrical Foreman/Woman Light with class A	12	IBEW941L	$81.32									Hourly	12/26/2026
50117605	Facilities Electrician Foreman/Woman Light	12	IBEW941M	$80.17									Hourly	12/26/2026
50103121	Facilities Maintenance Planner	12	PAS0066O	$141,814.40								$187,824.00	Annual	12/13/2025
50103121	Facilities Maintenance Planner	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50159122	Facilities Stationary Engineer Apprentice	12	IBEW851J	$37.24	$39.40	$41.52	$43.68	$45.82	$47.97	$50.13	$52.26	$54.45	Hourly	12/26/2026
50159123	Facilities Stationary Engineer Apprentice Closed Classification	12	IBEW879F	$43.81	$46.36	$48.86	$51.42	$53.93	$56.46	$59.01	$61.50	$64.05	Hourly	12/26/2026
50159124	Facilities Stationary Engineer Foremen/Woman Light	12	IBEW901K	$77.12									Hourly	12/26/2026
50159225	Facilities Stationary Engineer I	12	IBEW872G	$57.29									Hourly	12/26/2026
50159226	Facilities Stationary Engineer II	12	IBEW865A	$67.42									Hourly	12/26/2026
50052152	Facilities Utility Crew Foreman/Woman	12	IBEW919M	$51.26									Hourly	12/26/2026
50168952	Facilities Utility Crew Foreman/Woman Closed Classification	12	IBEW863M	$59.69									Hourly	12/26/2026
50168954	Facilities Utility Crew Foreman/Woman with hazmat	12	IBEW919N	$52.53									Hourly	12/26/2026
50168953	Facilities Utility Crew Foreman/Woman with hazmat Closed Classification	12	IBEW863N	$60.96									Hourly	12/26/2026
50093182	Fault Locator	12	IBEW941H	$81.63									Hourly	12/26/2026
50093183	Fault Locator with class A	12	IBEW941J	$82.78									Hourly	12/26/2026
50051620	Field Services Technician	6	OSE0735A	$45.92	$47.06	$48.25	$49.46	$50.71	$52.00	$53.30	$54.60	$56.02	Hourly	12/26/2026
50101800	Field Support Technician with class A	12	IBEW888C	$58.15	$59.62	$61.12	$62.62						Hourly	12/26/2026
50083165	Financial Analyst Entry Level	F	PAS0043O	$83,657.60								$110,801.60	Annual	12/26/2026
50051681	Financial Analyst Journey Level	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50051683	Financing Specialist Closed Classification	12	PAS0049O	$96,948.80								$128,481.60	Annual	12/26/2026
50083479	Fire Protection & Loss Control Specialist	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50111032	Fleet Asset Coordinator	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50111036	Fleet Maintenance Scheduler	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50160529	Fleet Maintenance Supervisor	12	PAS0060O	$122,283.20								$162,011.20	Annual	12/13/2025
50160529	Fleet Maintenance Supervisor	12	PAS0060O	$127,171.20								$168,500.80	Annual	12/26/2026
50051686	Forms Assistant	6	OSE0660A	$31.79	$32.53	$33.38	$34.20	$35.03	$35.88	$36.77	$37.72	$38.67	Hourly	12/26/2026
50051687	Forms Technician	6	OSE0670D	$33.38	$34.20	$35.03	$35.88	$36.77	$37.72	$38.67	$39.59	$40.61	Hourly	12/26/2026
50154335	Gardener	12	IBEW877J	$42.11	$43.18	$44.07							Hourly	12/26/2026
50051700	Gardener Closed Classification	12	IBEW848G	$49.26	$50.49	$51.51							Hourly	12/26/2026
50154336	Gardener with class A	12	IBEW877K	$43.26	$44.33	$45.22							Hourly	12/26/2026
50051701	Gardener with class A Closed Classification	12	IBEW848L	$50.41	$51.64	$52.66							Hourly	12/26/2026
50154337	Gardener with hazmat	12	IBEW877L	$43.38	$44.45	$45.34							Hourly	12/26/2026
50051702	Gardener with hazmat Closed Classification	12	IBEW848X	$50.53	$51.76	$52.78							Hourly	12/26/2026
50124993	Gas Control Technician I	48	IBEW912I	$49.83	$53.11	$56.41	$59.68	$63.00	$66.24	$69.53	$72.81		Hourly	12/26/2026
50097100	Gas Control Technician II	12	IBEW924A	$76.44									Hourly	12/26/2026
50113669	Gas Control Technician with class A	12	IBEW924L	$77.59									Hourly	12/26/2026
50051690	Gas Pipeline Fieldperson	12	IBEW873G	$54.19	$55.33	$56.90	$58.35	$59.44					Hourly	12/26/2026
50096042	Generation Designer I	24	OSE0711B	$42.52	$43.59	$44.68	$45.79	$46.95	$48.09	$49.29	$50.52	$51.79	Hourly	12/26/2026
50096043	Generation Designer II	36	OSE0745A	$50.52	$51.79	$53.06	$54.42	$55.76	$57.15	$58.57	$60.04	$61.55	Hourly	12/26/2026
50096044	Generation Designer III	12	OSE0770A	$60.04	$61.55	$63.08	$64.68	$66.30	$67.94	$69.63	$71.37	$73.17	Hourly	12/26/2026
50096045	Generation Designer IV	12	OSE0780A	$67.94	$69.63	$71.37	$73.17	$74.99	$76.85	$78.76	$80.75	$82.78	Hourly	12/26/2026
50097651	Geographic Information Systems Analyst Journey	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50110253	Geographic Information Systems Manager	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50164498	Geographic Information Systems Technician Entry	60	OSE0705A	$39.59	$40.61	$41.61	$42.62	$43.72	$44.84	$45.93	$47.06	$48.26	Hourly	12/26/2026
50097650	Geographic Information Systems Technician Journey	6	OSE0736A	$46.78	$47.96	$49.17	$50.41	$51.67	$52.90	$54.26	$55.62	$56.98	Hourly	12/26/2026
50051693	Government Affairs Representative II	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50051694	Government Affairs Representative III	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50051692	Government Affairs Representative Entry Level	F	PAS0047O	$92,352.00								$122,241.60	Annual	12/26/2026
50130986	Graduate Intern	N/	PAS0041O	$79,622.40								$105,435.20	Annual	12/26/2026
61000015	Grants Program Manager	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50051698	Graphic Artist	6	OSE0699A	$39.77	$40.79	$41.82	$42.92	$43.97	$45.17	$46.29	$47.49	$48.67	Hourly	12/26/2026
50052175	Hazard Waste Foreman/Woman Light	12	IBEW912G	$71.34									Hourly	12/26/2026
50052176	Hazard Waste Foreman/Woman Light with class A	12	IBEW915B	$72.49									Hourly	12/26/2026
50055201	Hazard Waste Technician	12	IBEW874H	$60.53									Hourly	12/26/2026
50119981	Hazard Waste Technician On Call	12	IBEW886A	$63.63									Hourly	12/26/2026
50083169	Hazard Waste Technician with class A	12	IBEW878A	$61.68									Hourly	12/26/2026
50052177	Hazardous Waste Foreman/Woman Light with hazmat	12	IBEW915X	$72.61									Hourly	12/26/2026
50052178	Hazardous Waste Technician with hazmat	12	IBEW878X	$61.80									Hourly	12/26/2026
50154338	Head Gardener	12	IBEW919D	$47.45									Hourly	12/26/2026
50051703	Head Gardener Closed Classification	12	IBEW863A	$55.50									Hourly	12/26/2026
50154339	Head Gardener with class A	12	IBEW919F	$48.60									Hourly	12/26/2026
50051704	Head Gardener with class A Closed Classification	12	IBEW863L	$56.65									Hourly	12/26/2026
50154340	Head Gardener with hazmat	12	IBEW919G	$48.72									Hourly	12/26/2026
50051705	Head Gardener with hazmat Closed Classification	12	IBEW863X	$56.77									Hourly	12/26/2026
50083171	Heavy Duty Equipment Operator	12	IBEW893F	$65.86									Hourly	12/26/2026
50051706	Heavy Duty Equipment Operator Apprentice	48	IBEW877A	$42.80	$45.60	$48.46	$51.27	$54.05	$56.90	$59.70	$62.54		Hourly	12/26/2026
50092744	Heavy Duty Equipment Operator Foreman/Woman Light	12	IBEW922L	$75.31									Hourly	12/26/2026
50099278	Heavy Duty Equipment Operator Foreman/Woman Light On Call	12	IBEW937G	$79.04									Hourly	12/26/2026
50092746	Heavy Duty Equipment Operator Foreman/Woman light with class A	12	IBEW923A	$76.46									Hourly	12/26/2026
50092747	Heavy Duty Equipment Operator Foreman/Woman light with hazmat	12	IBEW923B	$76.58									Hourly	12/26/2026
50051707	Heavy Duty Equipment Operator with class A	12	IBEW862D	$67.01									Hourly	12/26/2026
50051708	Heavy Duty Equipment Operator with class hazmat	12	IBEW862E	$67.13									Hourly	12/26/2026
51000003	High Voltage Electrician	12	IBEW921H	$77.65									Hourly	12/26/2026
51000000	High Voltage Electrician Apprentice	48	IBEW918D	$50.47	$53.84	$57.11	$60.44	$63.79	$67.12	$70.37	$73.75		Hourly	12/26/2026
51000001	High Voltage Electrician Apprentice with Class A	48	IBEW918B	$51.62	$54.99	$58.26	$61.59	$64.94	$68.27	$71.52	$74.90		Hourly	12/26/2026
51000002	High Voltage Electrician Apprentice with Hazmat	48	IBEW918C	$51.74	$55.11	$58.38	$61.71	$65.06	$68.39	$71.64	$75.02		Hourly	12/26/2026
51000004	High Voltage Electrician with Class A	12	IBEW925D	$78.80									Hourly	12/26/2026
51000005	High Voltage Electrician with Hazmat	12	IBEW925E	$78.92									Hourly	12/26/2026

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

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61000001	High Voltage Test Apprentice	48	IBEW918A	$47.11	$50.25	$53.31	$56.42	$59.56	$62.66	$65.70	$68.85			Hourly	12/26/2026
50099375	High Voltage Test Technician	12	IBEW921E	$72.03										Hourly	12/26/2026
50083170	Human Resources Analyst Entry	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50051710	Human Resources Analyst Journey	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50092250	Human Resources Technician Confidential	6	CONF702A	$40.66	$41.68	$42.76	$43.87	$45.00	$46.10	$47.31	$48.52	$49.75		Hourly	12/26/2026
50051712	Hydro Electrician Foreman/Woman Light	12	IBEW940A	$88.88										Hourly	12/26/2026
50099894	Hydro Electrician Foreman/Woman Light	12	IBEW945C	$87.95										Hourly	12/26/2026
50099279	Hydro Electrician Foreman/Woman Light On Call	12	IBEW941C	$90.17										Hourly	12/26/2026
50051713	Hydro Electrician Foreman/Woman Light with class A	12	IBEW940B	$90.03										Hourly	12/26/2026
50051714	Hydro Electrician Foreman/Woman Light with hazmat	12	IBEW940C	$90.15										Hourly	12/26/2026
50051735	Hydro Field Technician	12	IBEW915A	$67.46										Hourly	12/26/2026
50098810	Hydro Field Technician Foreman/Woman Light	12	IBEW939B	$79.75										Hourly	12/26/2026
50098811	Hydro Field Technician Foreman/Woman Light with class A	12	IBEW939F	$80.90										Hourly	12/26/2026
50098809	Hydro Field Technician Foreman/Woman Light with hazmat	12	IBEW939H	$81.02										Hourly	12/26/2026
50051736	Hydro Field Technician with class A	12	IBEW915F	$68.61										Hourly	12/26/2026
50051737	Hydro Field Technician with hazmat	12	IBEW915H	$68.73										Hourly	12/26/2026
50051720	Hydro Mechanic Foreman/Woman Light	12	IBEW937H	$80.82										Hourly	12/26/2026
50099281	Hydro Mechanic Foreman/Woman Light On Call	12	IBEW939A	$85.60										Hourly	12/26/2026
50051721	Hydro Mechanic Foreman/Woman Light with class A	12	IBEW937M	$81.97										Hourly	12/26/2026
50051722	Hydro Mechanic Foreman/Woman Light with hazmat	12	IBEW937Y	$82.09										Hourly	12/26/2026
50154344	Hydro Operator	12	IBEW917C	$80.53										Hourly	12/26/2026
50154345	Hydro Operator Apprentice	12	IBEW820B	$52.36	$55.82	$59.24	$62.70	$66.17	$69.58	$73.05	$77.65			Hourly	12/26/2026
50154346	Hydro Operator Apprentice with class A	12	IBEW820C	$53.51	$56.97	$60.39	$63.85	$67.32	$70.73	$74.20	$78.80			Hourly	12/26/2026
50154347	Hydro Operator Apprentice with hazmat	12	IBEW919H	$53.63	$57.09	$60.51	$63.97	$67.44	$70.85	$74.32	$78.92			Hourly	12/26/2026
50154348	Hydro Operator Foreman/Woman	12	IBEW941A	$96.28										Hourly	12/26/2026
50154349	Hydro Operator Foreman/Woman with class A	12	IBEW941G	$97.43										Hourly	12/26/2026
50051725	Hydro Operator with class A	12	IBEW928A	$81.68										Hourly	12/26/2026
50051727	Hydro Overhaul Foreman/Woman	12	IBEW945B	$82.10										Hourly	12/26/2026
50160050	Hydro Stationary Engineer Apprentice	12	IBEW851J	$37.24	$39.40	$41.52	$43.68	$45.82	$47.97	$50.13	$52.26	$54.45		Hourly	12/26/2026
50160051	Hydro Stationary Engineer I	12	IBEW872G	$57.29										Hourly	12/26/2026
50160052	Hydro Stationary Engineer II	12	IBEW865A	$67.42										Hourly	12/26/2026
50164138	Hydro Stationary Engineer II with Class C-Hazmat	12	IBEW908K	$68.17										Hourly	12/26/2026
50160026	Hydro Stationary Engineer II with hazmat	12	IBEW908X	$68.69										Hourly	12/26/2026
50160200	Hydro Stationary Engineer Subforeman/Woman	12	IBEW922I	$72.59										Hourly	12/26/2026
50160053	Hydro Stationary Engineer Subforeman/Woman Light	12	IBEW901K	$77.12										Hourly	12/26/2026
50155432	Hydrographer Entry Level	F	PAS0047O	$92,352.00									$122,241.60	Annual	12/26/2026
50051734	Hydrographer Journey	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50051738	Hydrography Specialist	12	OSE0750A	$49.41	$50.68	$51.91	$53.25	$54.58	$55.98	$57.34	$58.80	$60.24		Hourly	12/26/2026
50051644	Image Production Postal Service Specialist I	60	OSE0646A	$30.18	$30.95	$31.71	$32.52	$33.34	$34.17	$35.03	$35.92	$36.83		Hourly	12/26/2026
50052101	Image Production Postal Service Specialist II	6	OSE0657A	$31.22	$32.01	$32.83	$33.64	$34.51	$35.35	$36.24	$37.14	$38.08		Hourly	12/26/2026
50052051	Image Production Postal Service Specialist III	6	OSE0670D	$33.38	$34.20	$35.03	$35.88	$36.77	$37.72	$38.67	$39.59	$40.61		Hourly	12/26/2026
50161011	Information Management Analyst Entry	F	PAS0043O	$83,657.60									$110,801.60	Annual	12/26/2026
50112642	Information Management Analyst Journey	12	PAS0052O	$104,436.80									$138,320.00	Annual	12/26/2026
50051741	Information Technology Auditor	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50051742	Information Technology Business Relationship Management Analyst	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50051747	Information Technology Procurement Contract Specialist	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50051748	Information Technology Project Manager	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50051749	Information Technology Supervisor	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50162765	Information Technology Technician	6	OSE0710A	$39.49	$40.46	$41.47	$42.53	$43.61	$44.63	$45.79	$46.94	$48.07		Hourly	12/13/2025
50162765	Information Technology Technician	6	OSE0710A	$41.01	$42.02	$43.07	$44.17	$45.29	$46.35	$47.55	$48.75	$49.92		Hourly	12/26/2026
50051743	Instructor	12	IBEW938A	$79.51										Hourly	12/26/2026
50143123	Insurance Program Manager	12	PAS0064O	$140,379.20									$185,931.20	Annual	12/26/2026
50092220	Interactive Voice Response Coordinator	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
61000054	Intermediate Resource Optimization Specialist	F	PAS0054O	$105,456.00									$139,651.20	Annual	4/4/2026
61000054	Intermediate Resource Optimization Specialist	F	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50083226	Internal Auditor Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50051744	Internal Auditor Journey	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50051745	Inventory Technician	6	OSE0695A	$37.72	$38.67	$39.59	$40.61	$41.61	$42.62	$43.72	$44.83	$45.93		Hourly	12/26/2026
61000036	IT Business Relationship Manager Analyst Entry	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50051921	Journey Occupational Health & Safety Specialist	12	PAS0056O	$110,801.60									$146,785.60	Annual	12/13/2025
50051921	Journey Occupational Health & Safety Specialist	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
61000068	Journey Power Generation Electrical Engineer	12	PAS0063O	$131,248.00									$173,888.00	Annual	7/11/2026
61000068	Journey Power Generation Electrical Engineer	12	PAS0063O	$136,489.60									$180,835.20	Annual	12/26/2026
61000058	Journey Resource Optimization Specialist	12	PAS0062O	$128,481.60									$170,144.00	Annual	4/4/2026
61000058	Journey Resource Optimization Specialist	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50096950	Labor Relations Analyst Entry Level	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50086678	Labor Relations Analyst Journey Level	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50083228	Land Agent A	6	OSE0725A	$38.16	$39.07	$40.04	$41.04							Hourly	12/13/2025
50083228	Land Agent A	6	OSE0725A	$39.63	$40.57	$41.58	$42.62							Hourly	12/26/2026
50083227	Land Agent B	6	OSE0725B	$42.09	$43.16	$44.18	$45.32	$46.44	$47.58					Hourly	12/13/2025
50083227	Land Agent B	6	OSE0725B	$43.71	$44.82	$45.88	$47.06	$48.23	$49.41					Hourly	12/26/2026
50051757	Land Agent C	6	OSE0725C	$48.79	$50.05	$51.26	$52.53	$53.84	$55.15	$56.56	$57.94	$59.45		Hourly	12/13/2025
50051757	Land Agent C	6	OSE0725C	$50.67	$51.98	$53.23	$54.55	$55.91	$57.27	$58.74	$60.17	$61.74		Hourly	12/26/2026
50136479	Land Recreation & Ecological Specialist	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50083229	Land Specialist Entry	F	PAS0051O	$97,947.20									$129,792.00	Annual	12/13/2025
50083229	Land Specialist Entry	F	PAS0051O	$101,857.60									$134,992.00	Annual	12/26/2026
50051758	Land Specialist Journey	12	PAS0055O	$108,097.60									$143,145.60	Annual	12/13/2025
50051758	Land Specialist Journey	12	PAS0055O	$112,424.00									$148,865.60	Annual	12/26/2026
50126010	Land Surveyor	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50051756	Law Clerk		CONF300A	$37.89	$38.82	$39.81								Hourly	12/26/2026
50162418	Lead Distribution System Operator	12	IBEW984D	$112.38										Hourly	12/26/2026
50101752	Lead Office Technician	6	OSE0688A	$36.70	$37.61	$38.55	$39.54	$40.49	$41.52	$42.57	$43.64	$44.73		Hourly	12/26/2026
50119427	Lead Office Technician Confidential	6	CONF688A	$39.58	$40.56	$41.60	$42.63	$43.69	$44.80	$45.93	$47.03	$48.25		Hourly	12/26/2026
61000002	Lead Telecomm Technician	12	IBEW933B	$86.55										Hourly	12/26/2026
50051760	Lead Tool Repairer	12	IBEW922I	$72.59										Hourly	12/26/2026
50165758	Lead Utility Compliance Specialist	12	IBEW828K	$55.68										Hourly	12/26/2026
50154184	Lead Vehicle Mechanic	12	IBEW888D	$67.28										Hourly	12/26/2026

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

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50154185	Lead Vehicle Mechanic with class A	12	IBEW888F	$68.43									Hourly	12/26/2026
50154186	Lead Vehicle Mechanic with hazmat	12	IBEW888H	$68.55									Hourly	12/26/2026
50164311	Lead Vehicle Mechanic with hazmat Fresh Pond	12	IBEW904A	$73.27									Hourly	12/26/2026
50160076	Learning and Development Specialist Entry Level	F	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50160077	Learning and Development Specialist Journey	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50169820	Legal Analyst	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50090306	Legal Assistant Confidential	6	CONF706A	$42.30	$43.35	$44.47	$45.62	$46.77	$47.97	$49.20	$50.45	$51.76	Hourly	12/26/2026
50133108	Legislative & Regulatory Coordinator Closed Classification	12	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50153089	Legislative & Regulatory Program Manager	N/	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50083472	Line Construction Foreman/Woman	12	IBEW976D	$109.92									Hourly	12/26/2026
50083473	Line Construction Foreman/Woman with class A	12	IBEW976C	$111.07									Hourly	12/26/2026
50083474	Line Construction Foreman/Woman with hazmat	12	IBEW976X	$111.19									Hourly	12/26/2026
50154187	Line Equipment Operator Assistant with class A	12	IBEW795A	$38.64	$40.35	$43.37	$46.26	$49.40					Hourly	12/26/2026
50154188	Line Equipment Operator with class A	12	IBEW862D	$67.01									Hourly	12/26/2026
50169850	Line Equipment Operator with Crane and class A	12	IBEW862G	$68.01									Hourly	12/26/2026
50169852	Line Equipment Operator with Crane and hazmat	12	IBEW862F	$68.13									Hourly	12/26/2026
50154140	Line Equipment Operator with hazmat	12	IBEW862E	$67.13									Hourly	12/26/2026
61000064	Line Equipment Operator with Swing Crane and class A	12	IBEW872D	$66.95									Hourly	12/26/2026
50051767	Line Foreman/Woman Light	12	IBEW965R	$103.26									Hourly	12/26/2026
50051768	Line Foreman/Woman Light with class A	12	IBEW965C	$104.41									Hourly	12/26/2026
50142318	Line Inspector I	12	IBEW933A	$90.89									Hourly	12/26/2026
50156652	Line Inspector I with class A	12	IBEW933C	$92.04									Hourly	12/26/2026
50108831	Line Inspector II	12	IBEW941R	$97.06									Hourly	12/26/2026
50114932	Line Inspector II with class A	12	IBEW941D	$98.21									Hourly	12/26/2026
50051770	Line Sub Foreman/Woman	12	IBEW941R	$97.06									Hourly	12/26/2026
50051771	Line Sub Foreman/Woman with class A	12	IBEW941D	$98.21									Hourly	12/26/2026
50083463	Lineman/Woman	12	IBEW933A	$90.89									Hourly	12/26/2026
50083460	Lineman/Woman Apprentice	49	IBEW922R	$59.10	$62.98	$66.87	$70.78	$74.62	$78.54	$82.46	$86.35		Hourly	12/26/2026
50083461	Lineman/Woman Apprentice with class A	49	IBEW922C	$60.25	$64.13	$68.02	$71.93	$75.77	$79.69	$83.61	$87.50		Hourly	12/26/2026
50083462	Lineman/Woman Apprentice with hazmat	49	IBEW922Z	$60.37	$64.25	$68.14	$72.05	$75.89	$79.81	$83.73	$87.62		Hourly	12/26/2026
50083464	Lineman/Woman with class A	12	IBEW933C	$92.04									Hourly	12/26/2026
50083465	Lineman/Woman with hazmat	12	IBEW933X	$92.16									Hourly	12/26/2026
50136767	Lineman/Woman with helicopter	12	IBEW933Y	$97.25									Hourly	12/26/2026
50154416	Maintenance Carpenter	12	IBEW865A	$67.42									Hourly	12/26/2026
50154417	Maintenance Carpenter Apprentice	48	IBEW879F	$43.81	$46.36	$48.86	$51.42	$53.93	$56.46	$59.01	$61.50	$64.05	Hourly	12/26/2026
50154459	Maintenance Carpenter Foreman/Woman Light	12	IBEW901K	$77.12									Hourly	12/26/2026
50154460	Maintenance Carpenter Subforeman/Woman	12	IBEW922I	$72.59									Hourly	12/26/2026
50159375	Maintenance Carpenter with class A	12	IBEW872D	$68.57									Hourly	12/26/2026
50103375	Maintenance Planner Power Production	12	PAS0066O	$141,814.40								$187,824.00	Annual	12/13/2025
50103375	Maintenance Planner Power Production	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50112813	Maintenance Planner Substation & Telecommunications	12	PAS0066O	$141,814.40								$187,824.00	Annual	12/13/2025
50112813	Maintenance Planner Substation & Telecommunications	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50115702	Maintenance Planner Transmission & Distribution Line Assets	12	PAS0066O	$141,814.40								$187,824.00	Annual	12/13/2025
50115702	Maintenance Planner Transmission & Distribution Line Assets	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50051784	Management Analyst Entry	F	PAS0041O	$79,622.40								$105,435.20	Annual	12/26/2026
50051785	Management Analyst Journey	12	PAS0049O	$96,948.80								$128,481.60	Annual	12/26/2026
50128042	Manager Account Management & Sales	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50052019	Manager Accounting & Assistant Controller	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
61000045	Manager Asset Monitoring and Optimization	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
61000003	Manager Asset Operations Power Generation	12	PAS0076Q	$188,052.80								$294,008.00	Annual	12/26/2026
50051544	Manager Auditing	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
60000016	Manager Benefits and Disability Management	N/	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50093079	Manager Business Intelligence & Operations Support	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50052025	Manager Career Development & Learning	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50140137	Manager Civil Engineering	12	PAS0076O	$180,814.40								$239,574.40	Annual	10/3/2026
50140137	Manager Civil Engineering	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50169965	Manager Commodity and Operations Settlements	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
61000033	Manager Commodity Risk Management	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50139537	Manager Community Development Outreach & Education	N/	PAS0064E	$140,379.20								$210,308.80	Annual	12/26/2026
50170818	Manager Community Education Workforce and Technology	N/	PAS0064E	$140,379.20								$210,308.80	Annual	12/26/2026
61000004	Manager Compensation, Classification & Performance	N/	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50126108	Manager Corporate Communications	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50163673	Manager Customer Delivery	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50160766	Manager Customer Experience Planning	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
61000043	Manager Customer Experience Planning & Integration	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50091780	Manager Customer Experience Strategy	12	PAS0066B	$147,492.80								$205,192.00	Annual	12/26/2026
50092302	Manager Customer Operations	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50167926	Manager Customer Strategy & Operations	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50160085	Manager Cybersecurity	12	PAS0066F	$147,492.80								$226,512.00	Annual	12/26/2026
50159037	Manager Digital User Experience	12	PAS0062D	$133,619.20								$195,353.60	Annual	12/26/2026
50131011	Manager Distributed Energy Strategy	12	PAS0075O	$183,435.20								$243,068.80	Annual	12/26/2026
50162683	Manager Distributed Generation Interconnections	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50160208	Manager Distribution Operations Engineering	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50110255	Manager Distribution Planning	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50140139	Manager Distribution System Operations	12	PAS0072L	$170,955.20								$287,060.80	Annual	12/26/2026
50165511	Manager Economic Development & Partnership	N/	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50088581	Manager Electric Transportation	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50126016	Manager Electric Design & Standards	12	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50125294	Manager Emerging Technology	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50135736	Manager Employee Relations	N/	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051979	Manager Energy Management System	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50087975	Manager Energy Trading & Contracts	12	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50067469	Manager Engineering	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50134551	Manager Enterprise Performance	12	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50143384	Manager Environmental Regulations	N/	PAS0076O	$180,814.40								$239,574.40	Annual	10/3/2026
50143384	Manager Environmental Regulations	N/	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50100183	Manager Executive Office	N/	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026

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

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50051679	Manager Facilities Management	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50051982	Manager Field Metering	12	PAS0068O	$149,032.00								$197,308.80	Annual	12/13/2025
50051982	Manager Field Metering	12	PAS0068O	$155,001.60								$205,192.00	Annual	12/26/2026
50158550	Manager Finance & Treasury	12	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026
50051627	Manager Finance Planning & Analytics	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50138557	Manager Fleet Operations	12	PAS0070O	$156,000.00								$206,606.40	Annual	10/3/2026
50138557	Manager Fleet Operations	12	PAS0070O	$162,240.00								$214,864.00	Annual	12/26/2026
50051948	Manager Gas Pipeline Assets	12	PAS0069H	$152,672.00								$248,248.00	Annual	12/13/2025
50051948	Manager Gas Pipeline Assets	12	PAS0069H	$158,787.20								$258,169.60	Annual	12/26/2026
50083431	Manager Generation Maintenance	12	PAS0069H	$152,672.00								$248,248.00	Annual	12/13/2025
50083431	Manager Generation Maintenance	12	PAS0069H	$158,787.20								$258,169.60	Annual	12/26/2026
50135285	Manager Grid Planning	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50051950	Manager Hydro Generation Assets	12	PAS0077O	$185,328.00								$245,564.80	Annual	10/3/2026
50051950	Manager Hydro Generation Assets	12	PAS0077O	$192,732.80								$255,382.40	Annual	12/26/2026
50159325	Manager Information Technology	12	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026
50164000	Manager Information Technology Strategy Planning & Governance	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50088129	Manager Innovation	N/	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026
50169499	Manager Learning & Development	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50140133	Manager Line Design	12	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50051996	Manager Market Research	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50102606	Manager Market Strategy	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50139366	Manager Occupational Health & Safety	N/	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50166592	Manager of Enterprise Change & Organizational Effectiveness	N/	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50119766	Manager of Enterprise Prioritization & Performance	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
61000000	Manager of Enterprise Strategy & Risk	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50164469	Manager Operational Excellence	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50169490	Manager Operational Project Management Office	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50166428	Manager Operational Technology Network Engineering	N/	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50140145	Manager Operational Training Center	N/	PAS0066U	$147,492.80								$226,512.00	Annual	12/26/2026
50115350	Manager Power Operations Engineering	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50125274	Manager Power Operations Training	12	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50052003	Manager Power System Operations	12	PAS0072L	$170,955.20								$287,060.80	Annual	12/26/2026
50128064	Manager Program Delivery	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50130582	Manager Rancho Seco Assets	12	PAS0075O	$176,384.00								$233,729.60	Annual	10/3/2026
50130582	Manager Rancho Seco Assets	12	PAS0075O	$183,435.20								$243,068.80	Annual	12/26/2026
50165633	Manager Real Estate Services	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
61000032	Manager Renewable and Carbon Portfolio Planning	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50083555	Manager Renewable Generation Assets	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051984	Manager Resource Planning	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50051915	Manager Revenue Strategy	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50051975	Manager Security Operations	N/	PAS0062D	$133,619.20								$195,353.60	Annual	12/26/2026
50169434	Manager Strategic Planning Performance & Analytics	N/	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50110256	Manager Substation Engineering	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50126109	Manager Substation Maintenance	12	PAS0069H	$152,672.00								$248,248.00	Annual	12/13/2025
50126109	Manager Substation Maintenance	12	PAS0069H	$158,787.20								$258,169.60	Annual	12/26/2026
50083478	Manager Supply Chain	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
61000053	Manager Sustainable Communities & DEIB Partnerships	N/	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50088853	Manager System Protection & Control	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
50051987	Manager Talent Management	N/	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50159402	Manager Telecommunication Operations and Maintenance	12	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026
50126175	Manager Telecommunications	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50067465	Manager Thermal Generation Assets	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50126110	Manager Transmission & Distribution Line Construction & Maintenance	12	PAS0072L	$170,955.20								$287,060.80	Annual	12/26/2026
50140141	Manager Transmission & Distribution Maintenance Planning	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
61000040	Manager Transmission Interconnections	12	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50110257	Manager Vegetation Management	12	PAS0069C	$158,787.20								$226,512.00	Annual	12/26/2026
50051783	Manager Warehouse Operations	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50099975	Manager, Advanced Renewable and Distributed Generation Technologies	12	PAS0075O	$183,435.20								$243,068.80	Annual	12/26/2026
50051732	Manager, Renewable Project Development	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
61000047	Manager, Strategic Planning, Analytics and Emergency Operations	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051786	Mapper	6	OSE0685A	$35.88	$36.77	$37.72	$38.67	$39.59	$40.61	$41.61	$42.62	$43.72	Hourly	12/26/2026
50168117	Market Analyst Entry	F	PAS0047O	$92,352.00								$122,241.60	Annual	12/26/2026
50168205	Market Analyst Journey	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50083901	Market Research Specialist Journey	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50163624	Market Research Supervisor	12	PAS0062B	$133,619.20								$185,931.20	Annual	12/26/2026
50102302	Market Risk Specialist Entry	F	PAS0047O	$92,352.00								$122,241.60	Annual	12/26/2026
50102301	Market Risk Specialist Journey Level	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50137998	Marketing Specialist Entry Level	F	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50051546	Marketing Specialist II	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50163622	Marketing Specialist Supervisor	12	PAS0059C	$124,072.00								$176,945.60	Annual	12/26/2026
50083235	Material Parts Clerk	6	OSE0680B	$35.03	$35.88	$36.77	$37.72	$38.67	$39.59	$40.61	$41.62	$42.63	Hourly	12/26/2026
50169996	Material Planner Coordinator Entry Level	F	PAS0043O	$83,657.60								$110,801.60	Annual	12/26/2026
50051790	Material Planner/Coordinator Journey Level	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50154489	Material Specialist Advanced Senior	12	IBEW858B	$64.25									Hourly	12/26/2026
50154571	Material Specialist Advanced Senior with crane and hazmat	12	IBEW858P	$66.52									Hourly	12/26/2026
50154572	Material Specialist Advanced Senior with hazmat	12	IBEW858J	$65.52									Hourly	12/26/2026
50154399	Material Specialist I	12	IBEW793F	$30.14	$34.75	$39.39	$44.02						Hourly	12/26/2026
50099003	Material Specialist I Closed Classification	12	IBEW851N	$36.00	$41.52	$47.03	$52.59						Hourly	12/26/2026
50154525	Material Specialist I with class A	12	IBEW793A	$31.29	$35.90	$40.54	$45.17						Hourly	12/26/2026
50099004	Material Specialist I with class A Closed Classification	12	IBEW851C	$37.15	$42.67	$48.18	$53.74						Hourly	12/26/2026
50154527	Material Specialist I with Crane and class A	12	IBEW793D	$32.29	$36.90	$41.54	$46.17						Hourly	12/26/2026
50099007	Material Specialist I with Crane and class A Closed Classification	12	IBEW851A	$38.15	$43.67	$49.18	$54.74						Hourly	12/26/2026
50154528	Material Specialist I with crane and hazmat	12	IBEW793E	$32.41	$37.02	$41.66	$46.29						Hourly	12/26/2026
50099008	Material Specialist I with crane and hazmat Closed Classification	12	IBEW851B	$38.27	$43.79	$49.30	$54.86						Hourly	12/26/2026
50154529	Material Specialist I with hazmat	12	IBEW793B	$31.41	$36.02	$40.66	$45.29						Hourly	12/26/2026
50099005	Material Specialist I with hazmat Closed Classification	12	IBEW851H	$37.27	$42.79	$48.30	$53.86						Hourly	12/26/2026
50154530	Material Specialist II	12	IBEW912D	$47.24									Hourly	12/26/2026

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

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50154478	Material Specialist II with class A	12	IBEW912F	$48.39									Hourly	12/26/2026
50051787	Material Specialist II Closed Classification	12	IBEW862I	$55.34									Hourly	12/26/2026
50051788	Material Specialist II with class A Closed Classification	12	IBEW862C	$56.49									Hourly	12/26/2026
50154480	Material Specialist II with Crane and class A	12	IBEW912P	$49.39									Hourly	12/26/2026
50099011	Material Specialist II with Crane and class A Closed Classification	12	IBEW862A	$57.49									Hourly	12/26/2026
50154483	Material Specialist III	12	IBEW928D	$60.45									Hourly	12/26/2026
50154486	Material Specialist III with Crane and class A	12	IBEW928L	$62.60									Hourly	12/26/2026
50154490	Material Specialist IV with class A	12	IBEW858H	$65.40									Hourly	12/26/2026
50154570	Material Specialist IV with Crane and class A	12	IBEW858N	$66.40									Hourly	12/26/2026
50154481	Material Specialist Journey with crane and hazmat	12	IBEW912R	$49.51									Hourly	12/26/2026
50099012	Material Specialist Journey with crane and hazmat Closed Classification	12	IBEW862B	$57.61									Hourly	12/26/2026
50154482	Material Specialist Journey with hazmat	12	IBEW912H	$48.51									Hourly	12/26/2026
50083234	Material Specialist Journey with hazmat Closed Classification	12	IBEW862X	$56.61									Hourly	12/26/2026
50154484	Material Specialist Senior with class A	12	IBEW928G	$61.60									Hourly	12/26/2026
50154488	Material Specialist Senior with hazmat	12	IBEW928H	$61.72									Hourly	12/26/2026
50154487	Material Specialist with crane and hazmat	12	IBEW928M	$62.72									Hourly	12/26/2026
50154141	Mechanic	12	IBEW865B	$56.32									Hourly	12/26/2026
50051791	Mechanic Closed Classification	12	IBEW884A	$61.51									Hourly	12/26/2026
50154142	Mechanic with Class A	12	IBEW865C	$57.47									Hourly	12/26/2026
50051792	Mechanic with class A Closed Classification	12	IBEW888G	$62.66									Hourly	12/26/2026
50154143	Mechanic with hazmat	12	IBEW865D	$57.59									Hourly	12/26/2026
50051793	Mechanic with hazmat Closed Classification	12	IBEW888X	$62.78									Hourly	12/26/2026
50154165	Mechanical Foreman/Woman Light	12	IBEW921G	$70.64									Hourly	12/26/2026
50099904	Mechanical Foreman/Woman Light Closed Classification	12	IBEW901K	$77.12									Hourly	12/26/2026
50164526	Meter & Service Designer	6	OSE0711A	$42.52	$43.59	$44.68	$45.79	$46.95					Hourly	12/26/2026
50051796	Meter Technician	12	IBEW925B	$77.23									Hourly	12/26/2026
50051797	Meter Technician Apprentice	48	IBEW912E	$50.19	$53.51	$56.83	$60.13	$63.45	$66.72	$70.05	$73.34		Hourly	12/26/2026
61000007	Network Assistant	12	IBEW802G	$36.11	$37.76	$39.41	$41.05						Hourly	12/26/2026
61000005	Network Assistant W/CL A	12	IBEW802M	$37.34	$39.00	$40.66	$42.30						Hourly	12/26/2026
50051839	Network Cable Foreman/Woman Light	12	IBEW941N	$92.20									Hourly	12/26/2026
50051841	Network Electrician Foreman/Woman Light	12	IBEW941N	$92.20									Hourly	12/26/2026
50051843	Network Electrician Foreman/Woman Light with hazmat	12	IBEW941Y	$93.47									Hourly	12/26/2026
50165507	Network Engineer Operations Technology Entry Level	F	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50165508	Network Engineer Operations Technology Journey	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50051846	Office Assistant		OSE0548A	$18.36	$18.88	$19.43	$20.02	$20.61	$21.25	$21.88	$22.53	$23.20	Hourly	12/26/2026
50051847	Office Specialist I	6	OSE0615A	$25.32	$25.95	$26.61	$27.23	$27.90	$28.63	$29.35	$30.07	$30.84	Hourly	12/26/2026
61000042	Office Specialist I Confidential	6	CONF615A	$27.28	$27.97	$28.66	$29.35	$30.07	$30.85	$31.62	$32.41	$33.24	Hourly	12/26/2026
50051848	Office Specialist II	6	OSE0647A	$30.30	$31.08	$31.86	$32.66	$33.48	$34.32	$35.21	$36.07	$36.98	Hourly	12/26/2026
50122178	Office Specialist II Confidential	6	CONF647A	$32.67	$33.49	$34.32	$35.21	$36.09	$36.98	$37.92	$38.86	$39.86	Hourly	12/26/2026
50051849	Office Technician	6	OSE0672A	$33.60	$34.45	$35.33	$36.21	$37.05	$38.05	$38.92	$39.93	$40.94	Hourly	12/26/2026
50085707	Office Technician Confidential	6	CONF672A	$36.74	$37.64	$38.62	$39.58	$40.94	$41.61	$42.66	$43.69	$44.81	Hourly	12/26/2026
50051851	Operations Support Supervisor	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50125954	Organization Effectiveness Specialist Entry Level	F	PAS0047O	$92,352.00								$122,241.60	Annual	12/26/2026
50125953	Organization Effectiveness Specialist Journey Level	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50155433	Paralegal Confidential	6	CONF735A	$45.52	$46.64	$47.82	$49.00	$50.23	$51.49	$52.78	$54.09	$55.44	Hourly	12/26/2026
				$40.66	$41.68	$42.76	$43.87	$45.00	$46.10	$47.31	$48.52	$49.75	Hourly	12/26/2026
50051857	Physical Network Specialist Closed Classification	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
61000049	Physical Security Analyst	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50159569	Physical Security Program Manager	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50051860	Plant Mechanic	12	IBEW908A	$70.66									Hourly	12/26/2026
50083241	Plant Mechanic Apprentice	48	IBEW879E	$45.92	$48.95	$52.00	$55.02	$58.03	$61.07	$64.09	$67.14		Hourly	12/26/2026
50083242	Plant Mechanic Apprentice with class A	48	IBEW879H	$47.07	$50.10	$53.15	$56.17	$59.18	$62.22	$65.24	$68.29		Hourly	12/26/2026
50051861	Plant Mechanic Apprentice with hazmat	48	IBEW874X	$47.19	$50.22	$53.27	$56.29	$59.30	$62.34	$65.36	$68.41		Hourly	12/26/2026
50100942	Plant Mechanic Welder	12	IBEW920A	$75.10									Hourly	12/26/2026
50051862	Plant Mechanic with class A	12	IBEW908L	$71.81									Hourly	12/26/2026
50083240	Plant Mechanic with hazmat	12	IBEW908Y	$71.93									Hourly	12/26/2026
50083244	Power Contracts Specialist Entry Level	F	PAS0049O	$96,948.80								$128,481.60	Annual	12/26/2026
50161142	Power Contracts Specialist Intermediate Level	F	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50067464	Power Contracts Specialist Journey	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50139834	Power Generation Asset Supervisor	12	PAS0062I	$128,481.60								$236,433.60	Annual	12/13/2025
50139834	Power Generation Asset Supervisor	12	PAS0062I	$133,619.20								$245,897.60	Annual	12/26/2026
61000074	Power Generation Civil Engineer Entry	F	PAS0056O	$110,801.60								$146,785.60	Annual	10/3/2026
61000074	Power Generation Civil Engineer Entry	F	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
61000073	Power Generation Civil Engineer Journey	12	PAS0063O	$131,248.00								$173,888.00	Annual	10/3/2026
61000073	Power Generation Civil Engineer Journey	12	PAS0063O	$136,489.60								$180,835.20	Annual	12/26/2026
61000062	Power Generation Entry Mechanical Engineer	F	PAS0056O	$110,801.60								$146,785.60	Annual	10/3/2026
61000062	Power Generation Entry Mechanical Engineer	F	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
61000060	Power Generation Journey Mechanical Engineer	12	PAS0063O	$131,248.00								$173,888.00	Annual	10/3/2026
61000060	Power Generation Journey Mechanical Engineer	12	PAS0063O	$136,489.60								$180,835.20	Annual	12/26/2026
61000048	Power Generation Systems Program Manager	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051904	Power Quality Technician	6	OSE0760A	$51.91	$53.25	$54.58	$55.98	$57.34	$58.80	$60.24	$61.78	$63.33	Hourly	12/26/2026
50088326	Power System Analyst Entry	F	PAS0047O	$92,352.00								$122,241.60	Annual	12/26/2026
50051905	Power System Analyst Journey	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50154574	Power System Operator I	60	IBEW980A	$85.92	$88.05	$90.31	$92.56	$94.88	$97.26	$99.66	$102.19	$104.74	Hourly	12/26/2026
50154600	Power System Operator II	12	IBEW986A	$109.95									Hourly	12/26/2026
50162139	Power System Operator Instructor I	F	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50127179	Power System Operator Instructor II	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051888	Pre-Apprentice Lineman/Woman	0	IBEW830A	$40.15	$41.99	$45.23	$48.33	$51.69					Hourly	12/26/2026
50051889	Pre-Apprentice Lineman/Woman with class A	0	IBEW830L	$41.30	$43.14	$46.38	$49.48	$52.84					Hourly	12/26/2026
50051890	Pre-Apprentice Lineman/Woman with hazmat	0	IBEW830X	$41.42	$43.26	$46.50	$49.60	$52.96					Hourly	12/26/2026
50051899	Press Operator	6	OSE0685A	$35.88	$36.77	$37.72	$38.67	$39.59	$40.61	$41.61	$42.62	$43.72	Hourly	12/26/2026
50051863	Principal Architect	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051865	Principal Civil Engineer	12	PAS0073O	$167,960.00								$222,435.20	Annual	10/3/2026
50051865	Principal Civil Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50167212	Principal Cybersecurity Engineer	12	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026
50167113	Principal Cybersecurity Governance & Compliance Specialist	12	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026
50167115	Principal Cybersecurity Risk Specialist	12	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026

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

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50170618	Principal Dam Safety Engineer	12	PAS0075O	$176,384.00								$233,729.60	Annual	10/3/2026
50170618	Principal Dam Safety Engineer	12	PAS0075O	$183,435.20								$243,068.80	Annual	12/26/2026
50051866	Principal Distribution Design Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
61000012	Principal Distribution Operations Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50051867	Principal Distribution System Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50051869	Principal Electrical Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50166561	Principal Employee Relations Analyst	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50131800	Principal Energy Advisor	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50139903	Principal Energy Management System Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50108902	Principal Energy Trading Specialist	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50140366	Principal Engineer Closed Classification	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051870	Principal Engineering Technician	12	OSE0755A	$50.43	$51.70	$52.96	$54.31	$55.67	$57.06	$58.50	$59.97	$61.45	Hourly	12/26/2026
50090325	Principal Enterprise Technology Analyst	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50089613	Principal Enterprise Technology Developer	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
61000034	Principal Enterprise Technology Infrastructure Specialist	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50051871	Principal Financial Accountant	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50051872	Principal Financial Analyst	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50051873	Principal Instrument & Controls Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50132976	Principal Market Analyst	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50051876	Principal Market Research Specialist	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50051877	Principal Market Risk Specialist	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50051875	Principal Mechanical Engineer	12	PAS0073O	$167,960.00								$222,435.20	Annual	10/3/2026
50051875	Principal Mechanical Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50052086	Principal Network Engineer Operations Technology	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50139865	Principal Operations Management System Specialist Closed Classification	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051879	Principal Plant Accountant	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50051880	Principal Power Contract Specialist	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
61000069	Principal Power Generation Civil Engineer	12	PAS0073O	$167,960.00								$222,435.20	Annual	10/3/2026
61000069	Principal Power Generation Civil Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
61000065	Principal Power Generation Electrical Engineer	12	PAS0073O	$167,960.00								$222,435.20	Annual	12/13/2025
61000065	Principal Power Generation Electrical Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50051881	Principal Power Operations Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50161716	Principal Power System Analyst	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50088004	Principal Protection Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50051882	Principal Rate Analyst	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
61000056	Principal Resource Optimization Specialist	12	PAS0069O	$152,672.00								$202,217.60	Annual	4/4/2026
61000056	Principal Resource Optimization Specialist	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051884	Principal Resource Planning Analyst	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
61000024	Principal Substation Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50051886	Principal Telecommunications Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50051887	Principal Transmission Planning Engineer	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50093101	Process Coordinator Commercial Development	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50093077	Process Coordinator Customer Operations	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50083168	Procurement Compliance Program Administrator	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50086500	Procurement Specialist Entry	F	PAS0043O	$83,657.60								$110,801.60	Annual	12/26/2026
50086476	Procurement Specialist Journey	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50083476	Procurement Supervisor	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50095463	Product Services Coordinator	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50051591	Product Services Specialist	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50083245	Productivity Analyst Entry	F	PAS0043O	$83,657.60								$110,801.60	Annual	12/26/2026
50051893	Productivity Analyst Journey	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50162852	Program Manager Critical Infrastructure Protection	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50162981	Program Manager Cybersecurity	12	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026
50160537	Program Manager Data Governance	12	PAS0062D	$133,619.20								$195,353.60	Annual	12/26/2026
50100228	Program Manager Energy Efficiency and Customer Research and Development	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
61000014	Program Manager Enterprise Risk	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50166590	Program Manager Future Workforce	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50170541	Program Manager Innovation	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50139508	Program Manager Local Government	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50153614	Program Manager Regulatory Compliance	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50168122	Program Manager Social Media	N/	PAS0059C	$124,072.00								$176,945.60	Annual	12/26/2026
61000020	Program Manager Sustainable Communities	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50114096	Program Manager System Operations and Reliability	12	PAS0076O	$188,052.80								$249,163.20	Annual	12/26/2026
61000018	Program Manager Time and Attendance	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50160926	Program Manager Vegetation Management	12	PAS0059C	$124,072.00								$176,945.60	Annual	12/26/2026
50126307	Program Manager, DEIB	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50120124	Program Manager, Information Management & Compliance	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50135827	Project Development Manager	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50111813	Project Integration Manager	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50051896	Project Manager I	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50051897	Project Manager II	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50051900	Public Information Specialist I	F	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50051901	Public Information Specialist II	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50121215	Quality Auditor Journey Level	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50083247	Rate Analyst Entry	F	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50051916	Rate Analyst Journey	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50095131	Rate Pricing Advisor	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50130984	Regulatory Compliance Analyst Entry level	F	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50130983	Regulatory Compliance Analyst Journey	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50131203	Regulatory Coordinator Generation	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50104213	Relay Specialist	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50160580	Reliability Compliance Manager	N/	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50051616	Reliability Risk Engineer	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50167855	Resource Planning Analyst Entry Level	F	PAS0047O	$92,352.00								$122,241.60	Annual	12/26/2026
50167858	Resource Planning Analyst Journey	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50092218	Retail Partner Coordinator	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50150275	Revenue Analyst Entry	F	PAS0043O	$83,657.60								$110,801.60	Annual	12/26/2026

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

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50116324	Revenue Analyst Journey	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50154604	Revenue Protection Representative (IBEW)	12	IBEW873N	$59.07	$60.96	$63.11	$66.09						Hourly	12/26/2026
50051918	Risk Management Analyst Journey Level	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50051922	Safety Coordinator	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50170250	Scheduling & Interchange Services Specialist I	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50170252	Scheduling & Interchange Services Specialist II	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051935	Scheduling Technician	6	OSE0670D	$33.38	$34.20	$35.03	$35.88	$36.77	$37.72	$38.67	$39.59	$40.61	Hourly	12/26/2026
50051926	Secretary	6	OSE0637A	$28.44	$29.21	$29.93	$30.68	$31.48	$32.24	$33.07	$33.92	$34.75	Hourly	12/26/2026
50083605	Security Administrator	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50166825	Security Investigator	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50124535	Security Operations Dispatcher	12	SECU248L	$31.57	$32.37	$33.18	$34.03	$34.88	$35.78	$36.67	$37.64	$38.59	Hourly	12/26/2026
50113765	Security Operations Supervisor	12	SECU450A	$44.15	$45.24	$46.39	$47.54	$48.73	$49.95	$51.21	$52.48	$53.79	Hourly	12/26/2026
50094275	Senior Accountant	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50052030	Senior Administrative Assistant	N/	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50052032	Senior Architect	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50052033	Senior Attorney	N/	PAS0072Z	$170,955.20								$282,796.80	Annual	12/26/2026
50052034	Senior Business Technology Analyst	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50120609	Senior Cable Locator	12	IBEW888L	$65.24									Hourly	12/26/2026
50122828	Senior Cable Locator with class A	12	IBEW888N	$66.39									Hourly	12/26/2026
50052037	Senior Calibration Technician	12	IBEW937A	$78.14									Hourly	12/26/2026
50052038	Senior Civil Engineer	12	PAS0070O	$156,000.00								$206,606.40	Annual	10/3/2026
50052038	Senior Civil Engineer	12	PAS0070O	$162,240.00								$214,864.00	Annual	12/26/2026
50161721	Senior Claims Administrator	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50166301	Senior Community Engagement Representative	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50052039	Senior Computer Hardware Support Specialist Closed Classification	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50122844	Senior Construction Contract Analyst	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
60000020	Senior Contract Administrator	12	PAS0059A	$124,072.00								$168,521.60	Annual	12/26/2026
50052036	Senior Cost Schedule Specialist	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50052040	Senior Custodian	12	IBEW814A	$43.39									Hourly	12/26/2026
50052043	Senior Customer Services Representative	6	OSE0700A	$38.67	$39.59	$40.61	$41.62	$42.63	$43.73	$44.84	$45.93	$47.08	Hourly	12/26/2026
50167119	Senior Cybersecurity Engineer	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50167118	Senior Cybersecurity Governance & Compliance Specialist	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50167210	Senior Cybersecurity Risk Specialist	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50165225	Senior Data Center Operations Specialist	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50052045	Senior Database Administrator	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
61000030	Senior DEIB Analyst	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50052046	Senior Designer Drafter	6	OSE0735B	$45.93	$47.06	$48.25	$49.41	$50.68	$51.91	$53.25	$54.59	$55.99	Hourly	12/26/2026
50052049	Senior Desktop Support Specialist Closed Classification	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50052047	Senior Distribution Design Engineer	12	PAS0070O	$162,240.00								$214,864.00	Annual	12/26/2026
61000013	Senior Distribution Operations Engineer	12	PAS0070O	$162,240.00								$214,864.00	Annual	12/26/2026
50052048	Senior Distribution System Engineer	12	PAS0070O	$162,240.00								$214,864.00	Annual	12/26/2026
50159864	Senior Distribution System Operator Closed Classification	12	IBEW986D	$117.98									Hourly	12/26/2026
50052050	Senior Document Records Specialist	6	OSE0650B	$30.55	$31.31	$32.13	$32.90	$33.76	$34.60	$35.48	$36.35	$37.26	Hourly	12/26/2026
50090305	Senior Document Records Specialist-Confidential	6	CONF650A	$33.47	$34.31	$35.17	$36.06	$36.96	$37.88	$38.83	$39.81	$40.81	Hourly	12/26/2026
50052052	Senior Electrical Engineer	12	PAS0070O	$162,240.00								$214,864.00	Annual	12/26/2026
50137575	Senior Electrical Technician	12	IBEW960B	$99.01									Hourly	12/26/2026
50164848	Senior End User Computing Analyst	12	PAS0047O	$92,352.00								$122,241.60	Annual	12/26/2026
50131801	Senior Energy Advisor	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50139897	Senior Energy Management System Engineer	12	PAS0070O	$162,240.00								$214,864.00	Annual	12/26/2026
50168853	Senior Energy Specialist	6	OSE0765A	$57.34	$58.79	$60.24	$61.78	$63.33	$64.89	$66.51	$68.16	$69.89	Hourly	12/26/2026
50108901	Senior Energy Trading Specialist	12	PAS0067O	$151,216.00								$200,200.00	Annual	12/26/2026
50052055	Senior Engineering Technician	6	OSE0735A	$45.92	$47.06	$48.25	$49.46	$50.71	$52.00	$53.30	$54.60	$56.02	Hourly	12/26/2026
50083624	Senior Enterprise Application Administrator	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50166432	Senior Enterprise Architect	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50158753	Senior Enterprise Performance Planning Coordinator	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50090326	Senior Enterprise Technology Analyst	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50089611	Senior Enterprise Technology Development	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50138502	Senior Enterprise Technology Infrastructure Specialist	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50083251	Senior Field Services Technician	6	OSE0755A	$48.56	$49.78	$51.00	$52.30	$53.61	$54.94	$56.33	$57.75	$59.17	Hourly	12/13/2025
50083251	Senior Field Services Technician	6	OSE0755A	$50.43	$51.70	$52.96	$54.31	$55.67	$57.06	$58.50	$59.97	$61.45	Hourly	12/26/2026
50052057	Senior Financial Analyst	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50142686	Senior Financial Analyst Budget Office	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50111253	Senior Fire Protection Engineer	12	PAS0070O	$156,000.00								$206,606.40	Annual	10/3/2026
50111253	Senior Fire Protection Engineer	12	PAS0070O	$162,240.00								$214,864.00	Annual	12/26/2026
50163938	Senior Geographic Information Systems Data Analyst	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50164575	Senior Geographic Information Systems Data Technician	6	OSE0750A	$49.41	$50.68	$51.91	$53.25	$54.58	$55.98	$57.34	$58.80	$60.24	Hourly	12/26/2026
50052059	Senior Graphic Artist	6	OSE0720D	$44.32	$45.47	$46.63	$47.77	$48.95	$50.18	$51.38	$52.70	$54.00	Hourly	12/26/2026
50164310	Senior High Voltage Test Technician	12	IBEW941M	$80.17									Hourly	12/26/2026
50052060	Senior Human Resources Analyst	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50154400	Senior Hydro Operator	12	IBEW931A	$86.99									Hourly	12/26/2026
50161012	Senior Information Management Analyst	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50052064	Senior Information Technology Application Developer Closed Classification	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50052065	Senior Information Technology Auditor	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50052068	Senior Information Technology Product Contract Specialist	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50052069	Senior Information Technology Systems Analyst Closed Classification	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50128232	Senior Instrument and Controls Engineer	12	PAS0070O	$162,240.00								$214,864.00	Annual	12/26/2026
50052071	Senior Internal Auditor	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50099398	Senior Labor Relations Analyst	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50051898	Senior Land Specialist	12	PAS0059O	$119,308.80								$158,059.20	Annual	12/13/2025
50051898	Senior Land Specialist	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50160078	Senior Learning & Development Specialist	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50122845	Senior Line Inspector	12	IBEW965R	$103.26									Hourly	12/26/2026
50167750	Senior Management Administrative Assistant I	12	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50170242	Senior Management Administrative Assistant II	12	PAS0049O	$96,948.80								$128,481.60	Annual	12/26/2026
50052073	Senior Mapper	6	OSE0713A	$40.98	$42.02	$43.04	$44.13	$45.24	$46.37	$47.48	$48.70	$49.90	Hourly	12/26/2026
50091987	Senior Market Analyst	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50160569	Senior Market Research Specialist	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026

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

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50102303	Senior Market Risk Specialist	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50169475	Senior Market Strategy Analyst	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50138025	Senior Marketing Specialist	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50088378	Senior Material Planner Coordinator	12	PAS0052O	$104,436.80									$138,320.00	Annual	12/26/2026
50052077	Senior Mechanical Engineer	12	PAS0070O	$156,000.00									$206,606.40	Annual	10/3/2026
50052077	Senior Mechanical Engineer	12	PAS0070O	$162,240.00									$214,864.00	Annual	12/26/2026
50052079	Senior Meter Technician	12	IBEW937B	$82.57										Hourly	12/26/2026
50051840	Senior Network Engineer Operations Technology	12	PAS0064O	$140,379.20									$185,931.20	Annual	12/26/2026
61000063	Senior Occupational Health & Safety Specialist	12	PAS0062O	$128,481.60									$170,144.00	Annual	12/13/2025
61000063	Senior Occupational Health & Safety Specialist	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50052087	Senior Office Specialist	6	OSE0671A	$33.34	$34.19	$35.03	$35.94	$36.83	$37.76	$38.69	$39.68	$40.68		Hourly	12/26/2026
50122177	Senior Office Specialist-Confidential	6	CONF671A	$35.94	$36.84	$37.76	$38.73	$39.70	$40.72	$41.70	$42.74	$43.84		Hourly	12/26/2026
50139846	Senior Operations Management System Specialist Closed Classification	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50125952	Senior Organization Effectiveness Specialist	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50085328	Senior Park Maintenance Worker	12	IBEW814A	$43.39										Hourly	12/26/2026
50052090	Senior Physical Network Specialist Closed Classification	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50052093	Senior Power Contracts Specialist	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
61000075	Senior Power Generation Civil Engineer	12	PAS0070O	$156,000.00									$206,606.40	Annual	10/3/2026
61000075	Senior Power Generation Civil Engineer	12	PAS0070O	$162,240.00									$214,864.00	Annual	12/26/2026
61000046	Senior Power Generation Electrical Engineer	12	PAS0070O	$162,240.00									$214,864.00	Annual	12/26/2026
50118825	Senior Power Generation Mechanical Engineer	12	PAS0070O	$156,000.00									$206,606.40	Annual	10/3/2026
50118825	Senior Power Generation Mechanical Engineer	12	PAS0070O	$162,240.00									$214,864.00	Annual	12/26/2026
50136253	Senior Power Operations Engineer	12	PAS0070O	$162,240.00									$214,864.00	Annual	12/26/2026
50052094	Senior Power System Analyst	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50154603	Senior Power System Operator	12	IBEW990A	$115.50										Hourly	12/26/2026
50052091	Senior Press Operator	6	OSE0714A	$41.47	$42.51	$43.52	$44.63	$45.78	$46.93	$48.09	$49.27	$50.54		Hourly	12/26/2026
50086475	Senior Procurement Specialist	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50095464	Senior Product Services Coordinator	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
61000008	Senior Productivity Analyst	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50052092	Senior Project Manager	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
50088003	Senior Protection Engineer	12	PAS0070O	$162,240.00									$214,864.00	Annual	12/26/2026
50051902	Senior Public Information Specialist	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50052097	Senior Rate Analyst	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
61000031	Senior Reliability Risk Consultant	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
61000057	Senior Resource Optimization Specialist	12	PAS0067O	$145,392.00									$192,504.00	Annual	4/4/2026
61000057	Senior Resource Optimization Specialist	12	PAS0067O	$151,216.00									$200,200.00	Annual	12/26/2026
50052098	Senior Resource Planning Analyst	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50098850	Senior Revenue Analyst	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50087904	Senior Risk Management Analyst	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50089612	Senior Security Administrator	12	PAS0064O	$140,379.20									$185,931.20	Annual	12/26/2026
50168121	Senior Social Media Specialist	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50052070	Senior Software Quality Assurance Specialist	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50052100	Senior Staff Secretary To Board Office Confidential	6	CONF667A	$35.43	$36.35	$37.24	$38.13	$39.11	$40.08	$41.06	$42.11	$43.16		Hourly	12/26/2026
50089955	Senior Staff Secretary-Confidential	6	CONF667A	$35.43	$36.35	$37.24	$38.13	$39.11	$40.08	$41.06	$42.11	$43.16		Hourly	12/26/2026
50160570	Senior Strategic Business Planner	12	PAS0066O	$147,492.80									$195,332.80	Annual	12/26/2026
61000021	Senior Substation Engineer	12	PAS0070O	$162,240.00									$214,864.00	Annual	12/26/2026
50099177	Senior Survey Engineering Technician-Chief of Party	6	OSE0740A	$47.06	$48.25	$49.41	$50.68	$51.91	$53.25	$54.58	$55.99	$57.35		Hourly	12/26/2026
50092752	Senior Survey Engineering Technician-Office Survey	6	OSE0735A	$45.92	$47.06	$48.25	$49.46	$50.71	$52.00	$53.30	$54.60	$56.02		Hourly	12/26/2026
50052103	Senior Telecommunications Engineer	12	PAS0070O	$162,240.00									$214,864.00	Annual	12/26/2026
50052107	Senior Telecommunications Technician	12	IBEW939D	$81.35										Hourly	12/26/2026
50154498	Senior Telephone Technician	12	IBEW922G	$71.57										Hourly	12/26/2026
50100561	Senior Telephone Technician Closed Classification	12	IBEW939B	$79.75										Hourly	12/26/2026
61000017	Senior Time and Attendance Specialist	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50052109	Senior Tool Repairer	12	IBEW901A	$65.31										Hourly	12/26/2026
50052108	Senior Transmission Planning Engineer	12	PAS0070O	$162,240.00									$214,864.00	Annual	12/26/2026
50052114	Senior Troubleshooter	12	IBEW976D	$109.92										Hourly	12/26/2026
50163133	Senior User Experience Specialist	12	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50154166	Senior Vehicle Mechanic	12	IBEW874B	$63.16										Hourly	12/26/2026
50154167	Senior Vehicle Mechanic with class A	12	IBEW874D	$64.31										Hourly	12/26/2026
50154168	Senior Vehicle Mechanic with hazmat	12	IBEW874E	$64.43										Hourly	12/26/2026
50051927	Service Dispatcher	6	OSE0705A	$39.59	$40.61	$41.61	$42.62	$43.72	$44.84	$45.93	$47.06	$48.26		Hourly	12/26/2026
50167601	Shift Power System Operator Apprentice	12	IBEW980B	$76.46	$80.39	$84.31	$88.23	$92.16	$96.08	$100.00	$103.92	$107.84	$111.76	Hourly	12/26/2026
50167434	Shift Power System Operator Journey	12	IBEW986B	$117.65										Hourly	12/26/2026
50154602	Shift Senior Power System Operator	12	IBEW990B	$123.59										Hourly	12/26/2026
50051684	Site Safety Coordinator	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50166436	SMUD Cares Program Manager	12	PAS0056B	$115,232.00									$160,388.80	Annual	12/26/2026
50168118	Social Media Specialist	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50051751	Software Quality Assurance Specialist	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50165227	Space and Move Management Specialist	12	PAS0043O	$83,657.60									$110,801.60	Annual	12/26/2026
50051940	Special Assistant to Board of Directors	N/	PAS0059O	$124,072.00									$164,382.40	Annual	12/26/2026
50051928	Staff Secretary	6	OSE0655A	$30.97	$31.79	$32.53	$33.38	$34.20	$35.03	$35.88	$36.77	$37.72		Hourly	12/26/2026
50086677	Staff Secretary Confidential	6	CONF655A	$33.43	$34.28	$35.13	$35.98	$36.88	$37.81	$38.77	$39.74	$40.70		Hourly	12/26/2026
50151393	Station Recorder Closed Classification	12	IBEW872I	$57.75										Hourly	12/26/2026
50052118	Station Recorder Closed Classification	12	IBEW861C	$36.96	$38.65	$49.80	$51.93	$55.17						Hourly	12/26/2026
50162807	Stem Cooperative Organization Student Assistant	N/	OSE0550A	$25.53	$26.17	$26.81	$27.48	$28.16	$28.88	$29.59	$30.32	$31.10		Hourly	12/26/2026
50051657	Stem Student Assistant	N/	OSE0550A	$25.53	$26.17	$26.81	$27.48	$28.16	$28.88	$29.59	$30.32	$31.10		Hourly	12/26/2026
50160145	Strategic Account Advisor I	F	PAS0045O	$87,859.20									$116,355.20	Annual	12/26/2026
50160202	Strategic Account Advisor II	12	PAS0054O	$109,678.40									$145,246.40	Annual	12/26/2026
50160192	Strategic Account Advisor III	12	PAS0056C	$115,232.00									$164,382.40	Annual	12/26/2026
50051626	Strategic Business Planner I	12	PAS0056O	$115,232.00									$152,651.20	Annual	12/26/2026
50052044	Strategic Business Planner II	12	PAS0062O	$133,619.20									$176,945.60	Annual	12/26/2026
50052119	Student Staff Assistant	N/	OSE0549A	$20.68	$21.19	$21.72	$22.27	$22.81	$23.38	$23.97	$24.59	$25.18		Hourly	12/26/2026
50170857	Student Staff Assistant Confidential	N/	CONF549A	$21.19	$21.70	$22.26	$22.81	$23.39	$23.96	$24.56	$25.18	$25.82		Hourly	12/26/2026
50137994	Substation Assets Supervisor	12	PAS0062I	$128,481.60									$236,433.60	Annual	12/13/2025
50137994	Substation Assets Supervisor	12	PAS0062I	$133,619.20									$245,897.60	Annual	12/26/2026
50091428	Substation Construction Foreman/Woman	12	IBEW945A	$93.30										Hourly	12/26/2026
50091429	Substation Construction Foreman/Woman with class A	12	IBEW942E	$94.45										Hourly	12/26/2026

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

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50091430	Substation Construction Foreman/Woman with hazmat	12	IBEW945X	$94.57									Hourly	12/26/2026
61000006	Substation Electrical Inspector	12	IBEW940A	$88.88									Hourly	12/26/2026
50051929	Substation Foreman/Woman,Light	12	IBEW940A	$88.88									Hourly	12/26/2026
50051930	Substation Foreman/Woman,Light with class A	12	IBEW940B	$90.03									Hourly	12/26/2026
50051931	Substation Foreman/Woman,Light with hazmat	12	IBEW940C	$90.15									Hourly	12/26/2026
50165789	Substation Maintenance Worker I	12	IBEW861A	$45.27	$47.54								Hourly	12/26/2026
50125721	Substation Maintenance Worker II	12	IBEW861B	$49.90	$52.40	$55.01	$57.75						Hourly	12/26/2026
50051932	Substation SubForeman/Woman	12	IBEW936D	$83.64									Hourly	12/26/2026
50051933	Substation Subforeman/Woman with class A	12	IBEW936E	$84.79									Hourly	12/26/2026
50051934	Substation Subforeman/Woman with hazmat	12	IBEW936F	$84.91									Hourly	12/26/2026
50091625	Superintendent Project Development and Engineering	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50051957	Supervising Accounting Tech	12	PAS0047O	$92,352.00								$122,241.60	Annual	12/26/2026
50165907	Supervising Administrative Analyst I	F	PAS0041O	$79,622.40								$105,435.20	Annual	12/26/2026
50165911	Supervising Administrative Analyst II	12	PAS0049O	$96,948.80								$128,481.60	Annual	12/26/2026
50165909	Supervising Administrative Analyst III	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50051972	Supervising Customer Representative	12	PAS0049O	$96,948.80								$128,481.60	Annual	12/26/2026
50051973	Supervising Customer Services Field Representative	12	PAS0052B	$104,436.80								$145,246.40	Annual	12/26/2026
50166563	Supervising Human Resources Analyst	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50135199	Supervising Paralegal	12	PAS0047O	$92,352.00								$122,241.60	Annual	12/26/2026
50150056	Supervising Procurement Specialist Closed Classification	12	PAS0059A	$124,072.00								$168,521.60	Annual	12/26/2026
50052015	Supervising Resource Planner	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50130191	Supervisor Business Technology Resources & Planning	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50129649	Supervisor Apprenticeship & Operations Training	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50163093	Supervisor Budget Office	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50090727	Supervisor Business Process Support	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
61000055	Supervisor Change Management	12	PAS0066O	$141,814.40								$187,824.00	Annual	4/4/2026
61000055	Supervisor Change Management	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
61000044	Supervisor Commodity Risk Management	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50124592	Supervisor Construction Management Inspection	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
61000061	Supervisor Customer Field Investigations	12	PAS0059O	$119,308.80								$158,059.20	Annual	12/13/2025
61000061	Supervisor Customer Field Investigations	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50051994	Supervisor Data Management	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50126020	Supervisor Distribution Services New Business	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50051852	Supervisor Distribution System Operations-Field Operation	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50162517	Supervisor Energy Management System	12	PAS0069B	$158,787.20								$221,000.00	Annual	12/26/2026
50160221	Supervisor Energy Trading & Contracts	12	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50160265	Supervisor Engineering	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50158442	Supervisor Environmental, Health & Safety Services	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50051981	Supervisor Facilities & Maintenance	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50162321	Supervisor Field Metering	12	PAS0066O	$141,814.40								$187,824.00	Annual	12/13/2025
50162321	Supervisor Field Metering	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50051697	Supervisor Fleet Operations	12	PAS0065O	$137,820.80								$182,582.40	Annual	10/3/2026
50051697	Supervisor Fleet Operations	12	PAS0065O	$143,332.80								$189,883.20	Annual	12/26/2026
50094154	Supervisor Health & Safety Services Closed Classification	12	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026
50051729	Supervisor Hydro License Implementation	12	PAS0072O	$164,382.40								$217,796.80	Annual	10/3/2026
50051729	Supervisor Hydro License Implementation	12	PAS0072O	$170,955.20								$226,512.00	Annual	12/26/2026
50051990	Supervisor Image Production Postal Service & Administrative	12	PAS0052C	$104,436.80								$148,886.40	Annual	12/26/2026
50136695	Supervisor Load Research and Forecasting	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50091651	Supervisor Maintenance Engineering	12	PAS0073O	$174,678.40								$231,337.60	Annual	12/26/2026
50083477	Supervisor Material Planning & Coordination	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
61000066	Supervisor Occupational Health & Safety	12	PAS0066O	$141,814.40								$187,824.00	Annual	12/13/2025
61000066	Supervisor Occupational Health & Safety	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50116025	Supervisor Operations & Availability	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50052007	Supervisor Operations Scheduling & Productivity	12	PAS0062O	$128,481.60								$170,144.00	Annual	12/13/2025
50052007	Supervisor Operations Scheduling & Productivity	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
61000050	Supervisor Organizational Effectiveness	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50163671	Supervisor Program Delivery	12	PAS0064O	$140,379.20								$185,931.20	Annual	12/26/2026
50160902	Supervisor Project Management Office	12	PAS0067O	$151,216.00								$200,200.00	Annual	12/26/2026
50052012	Supervisor Rates	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50052014	Supervisor Real Estate Services	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50160146	Supervisor Strategic Account Management	12	PAS0062D	$133,619.20								$195,353.60	Annual	12/26/2026
50052021	Supervisor Survey	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50051925	Supervisor Threat Management and Corporation Security Operations	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026
50126182	Supervisor Transmission and Distribution Line Maintenance	12	PAS0069O	$158,787.20								$210,308.80	Annual	12/26/2026
50128766	Supervisor, Emerging Technologies	12	PAS0066O	$147,492.80								$195,332.80	Annual	12/26/2026
50099720	Supplier Diversity Supervisor	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50164529	Support Center Supervisor	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50092750	Survey Engineering Technician Journey	6	OSE0714A	$41.47	$42.51	$43.52	$44.63	$45.78	$46.93	$48.09	$49.27	$50.54	Hourly	12/26/2026
50170412	Sustainable Community Partnership Specialist I	F	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50170327	Sustainable Community Partnership Specialist II	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50170328	Sustainable Community Partnership Specialist III	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50091953	Systems Protection and Control	12	PAS0071O	$166,774.40								$221,000.00	Annual	12/26/2026
50052124	Technical Writer Entry Level	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026
50154313	Telecommunications Technician Apprentice	48	IBEW845A	$44.73	$48.87	$52.98	$57.12	$61.25	$65.37				Hourly	12/26/2026
50083255	Telecommunications Technician Apprentice Closed Classification	48	IBEW921A	$49.85	$54.46	$59.08	$63.62	$68.24	$72.85				Hourly	12/26/2026
50052125	Telecommunications Technician Closed Classification	12	IBEW928I	$76.67									Hourly	12/26/2026
50154499	Telecommunications Technician I	12	IBEW915C	$68.81									Hourly	12/26/2026
50161055	Telecommunications Technician II	12	IBEW928I	$76.67									Hourly	12/26/2026
50154625	Telephone Technician	12	IBEW915A	$67.46									Hourly	12/26/2026
50154626	Telephone Technician Apprentice	36	IBEW845B	$43.85	$47.91	$51.95	$56.00	$60.05	$64.09				Hourly	12/26/2026
61000041	Threat Management Analyst	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50052131	Tool Repairer	12	IBEW874G	$52.23	$53.92	$55.87	$58.62						Hourly	12/26/2026
50052132	Tool Repairer with class A	12	IBEW874M	$53.38	$55.07	$57.02	$59.77						Hourly	12/26/2026
50052133	Tool Repairer with hazmat	12	IBEW874Z	$53.50	$55.19	$57.14	$59.89						Hourly	12/26/2026
50086933	Tool Room Foreman/Woman	12	IBEW936A	$76.94									Hourly	12/26/2026
50092673	Trade Show Coordinator	6	OSE0743A	$48.02	$49.18	$50.43	$51.70	$52.96	$54.31	$55.67	$57.06	$58.50	Hourly	12/26/2026
50111034	Training & Compliance Coordinator	12	PAS0052O	$104,436.80								$138,320.00	Annual	12/26/2026

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

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50160075	Training Coordinator	12	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50140030	Transmission and Distribution Line Construction Consultant	12	PAS0066C	$147,492.80								$210,308.80	Annual	12/26/2026
50151305	Transmission and Distribution Supervisor Projects	12	PAS0062U	$133,619.20								$203,465.60	Annual	12/26/2026
50052134	Troubleshooter	12	IBEW941R	$97.06									Hourly	12/26/2026
50093281	Troubleshooter with class A	12	IBEW941D	$98.21									Hourly	12/26/2026
50163132	User Experience Specialist Entry Level	F	PAS0045O	$87,859.20								$116,355.20	Annual	12/26/2026
50092219	User Experience Specialist Journey	12	PAS0054O	$109,678.40								$145,246.40	Annual	12/26/2026
50151422	Utility Assistant	12	IBEW785A	$22.12	$25.30								Hourly	12/26/2026
50083807	Utility Compliance Specialist	12	IBEW828H	$37.92	$39.65	$42.68	$45.61	$48.84					Hourly	12/26/2026
50151322	Utility Compliance Specialist Closed Classification	12	IBEW872L	$62.08									Hourly	12/26/2026
50166507	Utility Compliance Specialist II	12	IBEW919J	$51.36									Hourly	12/26/2026
50052154	Utility Crew Foreman/Woman with hazmat	12	IBEW888X	$62.78									Hourly	12/26/2026
61000037	Utility Service Field Investigator I	6	OSE0735A	$45.92	$47.06	$48.25	$49.46	$50.71	$52.00	$53.30	$54.60	$56.02	Hourly	12/26/2026
61000038	Utility Service Field Investigator II	6	OSE0745B	$48.25	$49.41	$50.68	$51.91	$53.25	$54.58	$55.98	$57.34	$58.81	Hourly	12/26/2026
61000039	Utility Service Field Investigator III	6	OSE0755A	$50.43	$51.70	$52.96	$54.31	$55.67	$57.06	$58.50	$59.97	$61.45	Hourly	12/26/2026
50052155	Utility Worker I	12	IBEW802G	$36.11	$37.76	$39.41	$41.05						Hourly	12/26/2026
50052156	Utility Worker I with class A	12	IBEW802L	$37.26	$38.91	$40.56	$42.20						Hourly	12/26/2026
50052157	Utility Worker I with hazmat	12	IBEW802X	$37.38	$39.03	$40.68	$42.32						Hourly	12/26/2026
50163854	Utility Worker II	12	IBEW814A	$43.39									Hourly	12/26/2026
50116120	Utility Worker III	12	IBEW816H	$38.29	$39.81	$41.54	$43.23	$45.08					Hourly	12/26/2026
50154631	Vegetation Management Specialist with class A	12	IBEW878H	$60.46									Hourly	12/26/2026
50150005	Vegetation Management Specialist With class A Closed Classification	12	IBEW901L	$66.46									Hourly	12/26/2026
50052146	Vegetation Management Supervisor I	12	PAS0056O	$115,232.00								$152,651.20	Annual	12/26/2026
50162373	Vegetation Management Supervisor II	12	PAS0059O	$124,072.00								$164,382.40	Annual	12/26/2026
50154627	Vegetation Work Planner	12	IBEW878G	$59.31									Hourly	12/26/2026
50052143	Vegetation Work Planner Closed Classification	12	IBEW901A	$65.31									Hourly	12/26/2026
50154628	Vegetation Work Planner with class A	12	IBEW878H	$60.46									Hourly	12/26/2026
50052144	Vegetation Work Planner with class A Closed Classification	12	IBEW901L	$66.46									Hourly	12/26/2026
50154630	Vegetation Work Planner with hazmat	12	IBEW878J	$60.58									Hourly	12/26/2026
50052145	Vegetation Work Planner with hazmat Closed Classification	12	IBEW901X	$66.58									Hourly	12/26/2026
50052158	Vehicle Attendant	12	IBEW816G	$39.63	$41.29	$43.14	$44.94	$46.88					Hourly	12/26/2026
50083257	Vehicle Attendant with class A	12	IBEW817B	$40.78	$42.44	$44.29	$46.09	$48.03					Hourly	12/26/2026
50052159	Vehicle Attendant with hazmat	12	IBEW817X	$40.90	$42.56	$44.41	$46.21	$48.15					Hourly	12/26/2026
50099030	Vehicle Maintenance Aide	12	IBEW790A	$29.03	$35.84								Hourly	12/26/2026
50052164	Vehicle Maintenance Aide with class A	12	IBEW790L	$30.18	$36.99								Hourly	12/26/2026
50052165	Vehicle Maintenance Aide with hazmat	12	IBEW790X	$30.30	$37.11								Hourly	12/26/2026
50154169	Vehicle Mechanic	12	IBEW858A	$59.36									Hourly	12/26/2026
50154049	Vehicle Mechanic Apprentice with hazmat	48	IBEW851D	$39.86	$42.39	$44.96	$47.50	$50.04	$52.58	$55.14	$57.67		Hourly	12/26/2026
50168478	Vehicle Mechanic Welder	12	IBEW851I	$62.28									Hourly	12/26/2026
50154213	Vehicle Mechanic Welder Apprentice with class A	48	IBEW851F	$41.39	$44.04	$46.77	$49.50	$52.24	$54.93	$57.64	$60.33		Hourly	12/26/2026
50154214	Vehicle Mechanic Welder Apprentice with hazmat	48	IBEW851K	$41.43	$44.08	$46.82	$49.53	$52.24	$54.96	$57.67	$60.36		Hourly	12/26/2026
50154218	Vehicle Mechanic Welder with class A	12	IBEW874A	$63.43									Hourly	12/26/2026
50154219	Vehicle Mechanic Welder with hazmat	12	IBEW872H	$63.55									Hourly	12/26/2026
50154225	Vehicle Mechanic with class A	12	IBEW858D	$60.51									Hourly	12/26/2026
50154240	Vehicle Mechanic with hazmat	12	IBEW858K	$60.63									Hourly	12/26/2026
50052168	Vehicle Parts Clerk	6	OSE0680B	$35.03	$35.88	$36.77	$37.72	$38.67	$39.59	$40.61	$41.62	$42.63	Hourly	12/26/2026
50161540	Warehouse Operations Supervisor	12	PAS0062O	$133,619.20								$176,945.60	Annual	12/26/2026

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

DRAFT

Sacramento Municipal Utility District
2027 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	$ 3.12	6%	*6%		4%	12/26/2026
Special Assignment Pay	3rd Shift Differential Pay	$ 4.15	8%	*8%		6%	12/26/2026
Special Assignment Pay	4th Shift Diff Pay - R.S.	$ 5.19	8%	*8%		8%	12/26/2026
Special Assignment Pay	PSOA 2nd Shift Differential Pay				8%		12/26/2026
Special Assignment Pay	Dbltm 4th Shift Diff	2X + $5.19	2X + 8%	*2X + 8%	2X + 8%	0	12/26/2026
Special Assignment Pay	Instructor/Training Officer				8%		12/26/2026
Special Assignment Pay	Mutual Aid		2X				12/26/2026
Statutory Items	DT Incentive Ernngs	2X	2X	*2X	2X		12/26/2026
Incentive Pay	Employer Paid Member Contributions	0.00%	0.00%	1.75%	0.00%	1.75%	12/26/2026
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		12/26/2026
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS	**	**	**	**	**	12/26/2026
Statutory Items	Overtime Incentive Ernngs	2X	2X	*1.5X	2X		12/26/2026
Statutory Items	PERS Uniform Allowance	Up to $1,559 / yr	Up to $2,078 / yr	Up to $2,078 / yr			12/26/2026
Special Assignment Pay	Relief Shift Differential	$ 5.19	***8%	*8%	8%	8%	12/26/2026
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS			*1.5X + 6%			12/26/2026
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS			*1.5X + 8%			12/26/2026
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS			*1.5X + 8%			12/26/2026
Statutory Items	Sch Holiday Dbl Time	2X	2X	*2X	2X		12/26/2026
Statutory Items	Sch Holiday Work	2X	2X	*1.5X	2X		12/26/2026
Statutory Items	Sch Holiday Worked - PAS			*1.5X			12/26/2026
Special Assignment Pay	Schd Hol DT Shft 2 Diff	2X + $3.12	2X + 6%	*2X + 6%	2X + 8%		12/26/2026
Special Assignment Pay	Schd Hol DT Shft 3 Diff	2X + $4.15	2X + 8%	*2X + 8%	2X + 8%		12/26/2026
Special Assignment Pay	Schd Hol DT Shft 4 Diff	2X + $5.19	2X + 8%	*2X + 8%	2X + 8%		12/26/2026
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff	2X + $3.12	2X + 6%	*1.5X + 6%	2X + 8%		12/26/2026
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff	2X + $4.15	2X + 8%	*1.5X + 8%	2X + 8%		12/26/2026
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff	2X + $5.19	2X + 8%	*1.5X + 8%	2X + 8%		12/26/2026
Premium Pay	WOC DT Incentive	2X	2X		2X	2X	12/26/2026
Premium Pay	WOC Hol Special	2X	2X		2X	2X	12/26/2026
Premium Pay	WOC OT Incentive	2X	2X		2X	1.5X	12/26/2026
Premium Pay	WOC Reg	1X	1X		1X	1X	12/26/2026
Special Assignment Pay	Temporary Upgrade 2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	12/26/2026
Special Assignment Pay	Temporary Upgrade 5%	5%	5%	5%	5%	5%	12/26/2026
Special Assignment Pay	Temporary Upgrade 7.5%	7.50%	7.50%	7.50%	7.50%	7.50%	12/26/2026
Special Assignment Pay	Temporary Upgrade 10%	10%	10%	10%	10%	10%	12/26/2026
Short Term Incentives - Exec	STI			11%			12/26/2026
Short Term Incentives - Dir	STI			6%			12/26/2026
Individual Performance Award	Pay for Performance Award			0 - 9%			12/26/2026
Incentive Pay	Off-Salary-Schedule Pay						12/26/2026

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.

2

Northern California Energy Authority (NCEA)

SSS No. CFO 26-012	**NCEA COMMISSION AGENDA ITEM** **NORTHERN CALIFORNIA ENERGY AUTHORITY** **STAFFING SUMMARY SHEET**	Committee Meeting & Date Finance &Audit – 11/17/26 Board Meeting Date December 10, 2026

TO		TO	
1.	Jennifer Restivo	6.	
2.	Michelle Kirby	7.	
3.	Jose Bodipo-Memba	8.	
4.	Jon Olson	9.	**Legal**
5.		10.	**CEO & General Manager**

Consent Calendar	x	**Yes**		**No** *If no, schedule a dry run presentation.*	**Budgeted**	x	**Yes**		**No** *(If no, explain in Cost/Budgeted section.)*

FROM (IPR)	DEPARTMENT	MAIL STOP	EXT.	DATE SENT
Jillian Rich	Enterprise Strategy and Planning	B356	6454	10/27/26

NARRATIVE:

Requested Action: Approve the 2027 Northern California Energy Authority (NCEA) Budget.

Summary: NCEA is a Joint Powers Authority (JPA), Northern California Energy Authority, formed with SMUD and Sacramento Municipal Utility District Financing Authority (SFA) in 2018. The Authority issued bonds and used the proceeds to enter into a commodity prepayment agreement with J Aron and Company for a 30-year supply of natural gas or electricity, with a mandatory put date of August 1, 2030. The Authority has also entered into a Commodity Supply Contract with SMUD that provides for the sale of all the gas or electricity to SMUD. SMUD's 2027 Budget Commodity line item includes the cost of the natural gas to be purchased from NCEA. NCEA will use proceeds from the natural gas sales to SMUD to pay for interest and principal on the NCEA bonds.

Board Policy: *(Number & Title)* Strategic Direction SD-3, Access to Credit Markets, and Strategic Direction SD-4, Reliability. The NCEA budget will support SD-3 and SD-4 by providing a reliable and discounted supply of natural gas for SMUD's thermal generating plants. The 2027 Budget provides for the payment of interest, principal, and trustee fees on the NCEA bonds, and other administrative costs.

Benefits: Approval of the 2027 NCEA Budget meets the requirements of the Municipal Utility District (MUD) Act and will authorize bond interest, trustee fee and other administrative payments within the limits prescribed.

Cost/Budgeted: Approval of the 2027 NCEA Budget Resolution will authorize debt service and administrative payments within the limit prescribed.

Alternatives: Approval of a budget is required before January 1, 2027, or the Northern California Energy Authority will not have authority to carry out gas transactions nor make required debt service payments.

Affected Parties: Budget Office, Accounting, Treasury, Power Generation, and Legal

Coordination: Budget Office, Accounting, Treasury, Power Generation, and Legal

Presenter: Michelle Kirby, Interim Chief Financial Officer

Additional Links:

SUBJECT	ITEM NO. ***(FOR LEGAL USE ONLY)***
Northern California Energy Authority (NCEA) 2027 Proposed Budget	

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

DRAFT

RESOLUTION NO. _____

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

Section 1. This resolution may be referred to as the 2027 Northern California Energy Authority (NCEA or Authority) Budget Resolution.

Section 2. There is hereby appropriated from the NCEA Debt Service Fund sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority's programs for the period January 1, 2027, through December 31, 2027.

Interest Expense	$	26,369,025
Bond Principal	$	5,085,000
Administrative & General	$	136,832

Section 3. Demands against the Authority may be paid without the prior specific approval of this Commission if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer and General Manager of the Authority, or her designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer and General Manager, or her designee, authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

Section 4. There shall be deemed added to the Debt Service (Interest Expense, Bond Principal) and Administrative & General line items a 20% contingency.

Section 5. The Chief Executive Officer and General Manager, or her designee, is authorized to make future changes to the **Budget** that, in her prudent judgment: (a) further the primary purpose of the **Budget**; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized **Budget** amounts and applicable contingencies.

Northern California Gas Authority Number 1 (NCGA1)

SSS No. CFO 26-013	**NCGA1 COMMISSION AGENDA ITEM** **NORTHERN CALIFORNIA GAS AUTHORITY NUMBER 1** **STAFFING SUMMARY SHEET**	Committee Meeting & Date Finance & Audit – 11/17/26 Board Meeting Date December 10, 2026

TO		TO	
1.	Jennifer Restivo	6.	
2.	Michelle Kirby	7.	
3.	Jose Bodipo-Memba	8.	
4.	Jon Olson	9.	**Legal**
5.		10.	**CEO & General Manager**

Consent Calendar	X	**Yes**		**No** *If no, schedule a dry run presentation.*	**Budgeted**	X	**Yes**		**No** *(If no, explain in Cost/Budgeted section.)*

FROM (IPR)	DEPARTMENT	MAIL STOP	EXT.	DATE SENT
Jillian Rich	Enterprise Strategy and Planning	B356	6454	10/27/26

NARRATIVE:

Requested Action: Approve the 2027 Northern California Gas Authority Number 1 (NCGA1) Budget.

Summary: NCGA1 is a Joint Powers Authority (JPA) between SMUD and Sacramento Municipal Utility District Financing Authority (SFA) formed in 2007. The Authority issued bonds and used the proceeds to enter into a prepayment agreement with Morgan Stanley Capital Group, Inc. for a 20-year supply of a fixed quantity of natural gas. The Authority has also entered into a Gas Supply Contract with SMUD that provides for the sale of all the gas to SMUD. SMUD's 2027 Budget Commodity line item includes the cost of the natural gas to be purchased from NCGA1, and this is the source of funds to be used to pay interest and principal on the NCGA1 bonds.

Board Policy: *(Number & Title)* The 2027 Budget provides for the payment of interest, principal, and trustee fees on the NCGA1 bonds and other administrative costs and indirectly supports the Board's Strategic Direction SD-3, Access to Credit Markets, and Strategic Direction SD-4, Reliability, by providing a reliable supply of natural gas for SMUD's thermal generating plants.

Benefits: Approval of the 2027 NCGA1 Budget meets the requirements of the Municipal Utility District (MUD) Act and will authorize bond interest, principal, trustee fee, and other administrative payments within the limits prescribed.

Cost/Budgeted: Approval of the 2027 NCGA1 Budget Resolution will authorize debt service and administrative payments within the limit prescribed.

Alternatives: Approval of a budget is required before January 1, 2027, or the Joint Powers Authority would not have authority to make required debt service payments.

Affected Parties: Budget Office, Accounting, Treasury, Power Generation, and Legal

Coordination: Budget Office, Accounting, Treasury, Power Generation, and Legal

Presenter: Michelle Kirby, Interim Chief Financial Officer

Additional Links:

SUBJECT	ITEM NO. ***(FOR LEGAL USE ONLY)***
Northern California Gas Authority Number 1 (NCGA1) 2027 Proposed Budget	

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

DRAFT

RESOLUTION NO. _____

BE IT RESOLVED BY THE COMMISSIONERS OF THE NORTHERN CALIFORNIA GAS AUTHORITY NUMBER 1:

Section 1. This resolution may be referred to as the 2027 Northern California Gas Authority Number 1 (NCGA1 or Authority) Budget Resolution.

Section 2. There is hereby appropriated from the NCGA1 Debt Service Fund sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority's programs for the period January 1, 2027, through December 31, 2027.

Interest Expense	$	749,434
Bond Principal	$	34,825,000
Administrative & General	$	142,084

Section 3. Demands against the Authority may be paid without the prior specific approval of this Commission if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer and General Manager of the Authority, or her designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer and General Manager, or her designee, authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the

business affairs of the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

Section 4. There shall be deemed added to the Debt Service (Interest Expense, Bond Principal) and Administrative & General line items a 20% contingency.

Section 5. The Chief Executive Officer and General Manager, or her designee, is authorized to make future changes to the **Budget** that, in her prudent judgment: (a) further the primary purpose of the **Budget**; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized **Budget** amounts and applicable contingencies.

3

SSS No. CFO 26-015	**BOARD AGENDA ITEM** **STAFFING SUMMARY SHEET**	Committee Meeting & Date Finance & Audit – 11/17/26 Board Meeting Date November 19, 2026

TO		TO	
1.	Michelle Kirby	6.	
2.	Jon Olson		
3.	Jose Bodipo-Memba	8.	
4.		9.	**Legal**
5.		10.	**CEO & General Manager**

Consent Calendar	X	**Yes**		**No** *If no, schedule a dry run presentation.*	**Budgeted**	X	**Yes**		**No** *(If no, explain in Cost/Budgeted section.)*

FROM (IPR)	DEPARTMENT	MAIL STOP	EXT.	DATE SENT
George Vaughn	Accounting	B352	7403	11/4/26

NARRATIVE:

Requested Action: Authorize SMUD's Accountant to defer recognition of certain expenses and revenues related to the following items:

a. The annual net Pension and net Other Post-Employment benefits (OPEB) liability in order to match such expenditures in the appropriate accounting period for rate-making purposes; and

b. To defer up to $20 million of 2026 operating revenues for future unexpected increases in Commodity expenditures through 2031, in order to match such expenditures in the appropriate accounting period for rate-making purposes.

Summary: Pursuant to Governmental Accounting Standards Board (GASB) codification section Re10 Regulated Operations, staff is recommending that the Board authorize the following Regulatory Accounting treatments:

a. Governmental Accounting Standards Board (GASB) 68 regarding Pension accounting and GASB 75 regarding OPEB accounting requires SMUD to record non-cash accounting journal entries for certain annual changes in the actuarial valuation in the net Pension and OPEB liabilities. These changes may have significant negative or positive financial impacts on SMUD's financial statements. Deferring all changes related to GASB 68 and 75 net Pension and OPEB liability as a regulatory asset or liability will minimize these financial impacts in the future and match revenue requirements with Pension and OPEB expenses. The regulatory asset or liability will be amortized over 10 years.

b. To defer up to $20 million in 2026 operating revenues to increase the existing Commodity Stabilization Fund. The Commodity Stabilization Fund was established with Board authorization in 2024 and has a balance of $60 million. This proposed deferral would increase it up to as high as $80 million to mitigate commodity cost fluctuation through 2031. The purpose of this fund is to mitigate the impact to rate payers of future upward changes in commodity costs, which can fluctuate significantly.

Board Policy: *(Number & Title)* Strategic Direction SD-2, Competitive Rates; Strategic Direction SD-3, Access to Credit Markets

Benefits: The Pension/OPEB regulatory treatment will stabilize our annual Net Income and result in less volatility and uncertainty in budgeting and financial results. The $20 million revenue deferral to Commodity Stabilization fund will help to mitigate future potential commodity cost fluctuations that could result in emergency rate increases.

Cost/Budgeted: N/A

Alternatives: Record non-cash accounting journal entries for changes related to Pension and OPEB liabilities as required by GASB 68 and GASB 75. When significant financial impacts occur in the future that lead to a net loss or gain, this could lead to impacts to SMUD rate payers. If we do not defer $20 million of revenue to the Commodity Stabilization Fund, the alternative is to recognize the revenue in 2026, which will keep 2026 Net Income well above plan while reducing flexibility in future years to mitigate commodity cost.

Affected Parties:	Accounting, Budget, Treasury
Coordination:	Accounting, Budget, Treasury
Presenter:	George Vaughn, Interim Director of Accounting and Controller

Additional Links:

SUBJECT		ITEM NO. ***(FOR LEGAL USE ONLY)***
	Regulatory Treatment of Pension/OPEB Expense and Year-End Deferral of 2026 Operating Revenues	

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

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.	Jon Olson	6.	
2.	Jose Bodipo-Memba	7.	
3.	Michelle Kirby	8.	
4.		9.	**Legal**
5.		10.	**CEO & General Manager**

Consent Calendar		**Yes**	X	**No** *If no, schedule a dry run presentation.*	**Budgeted**	X	**Yes**		**No** *(If no, explain in Cost/Budgeted section.)*

FROM (IPR)	DEPARTMENT	MAIL STOP	EXT.	DATE SENT
Marythony Sohl / Crystal Henderson	Board Office	B304	5424	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: *(Number & Title)* 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.

Benefits: Having an agendized opportunity to summarize the Board's requests and suggestions that arise during the committee meeting will help clarify 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	ITEM NO. ***(FOR LEGAL USE ONLY)***
Summary of Committee Direction – Finance & Audit Committee	

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.