

2019 SMUD Salary Schedule

Effective 12/22/18

Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Pay Type	Effective Date
ACCOUNTANT (E)	12	PAS0043O	\$ 5,518									\$ 7,310	Monthly	12/22/2018
ACCOUNTANT (J)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ACCOUNTING TECH	6	OSE0680A	\$ 4,665	\$ 4,784	\$ 4,904	\$ 5,024	\$ 5,152	\$ 5,282	\$ 5,413	\$ 5,553	\$ 5,694		Monthly	12/22/2018
ACCOUNTING TECH 1/	6	OSE0685*	\$ 4,763	\$ 4,883	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659	\$ 5,806		Monthly	12/22/2018
ADMIN SUPVR	12	PAS0043O	\$ 5,518									\$ 7,310	Monthly	12/22/2018
APPRENT & OPS TRAINING MGR	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
ART DIRECTOR	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
ASSET SUPVR-BUS OPERS	12	PAS0062H	\$ 8,815									\$ 14,222	Monthly	12/22/2018
ASSIST ENGINEER	12	PAS0041O	\$ 5,253									\$ 6,955	Monthly	12/22/2018
ASSIST SUPT POWER GENERATION	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
ASSOC BUS TECH ANALYST (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
ASSOC CIVIL ENGR (E)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ASSOC CIVIL ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC DESKTOP SUPPORT SPCLST	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
ASSOC DISTRIB DESIGN ENGR (E)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ASSOC DISTRIB DESIGN ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC DISTRIB SYS ENGR (E)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ASSOC DISTRIB SYS ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC ELECTRICAL ENGR (E)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ASSOC ELECTRICAL ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC EMS ENGR (E)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ASSOC EMS ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC ENTERPRISE TECH ANALYST (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
ASSOC ENTERPRISE TECH DEV (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
ASSOC I&C ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC MECHANICAL ENGR (E)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ASSOC MECHANICAL ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC PROTECTION ENGR (E)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ASSOC PROTECTION ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC PWR OPS ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC TELECOMM ENGR (E)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ASSOC TELECOMM ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASSOC TRNSMSN PLNG ENGR (E)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ASSOC TRNSMSN PLNG ENGR (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ASST GENERAL MANAGER	N/	EXE001E	\$ 21,333									\$ 31,501	Monthly	12/22/2018
ASST SUPVR,TELECOM O&M	12	PAS0059C	\$ 8,185									\$ 11,673	Monthly	12/22/2018
ATTORNEY (E)	N/	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
ATTORNEY (J)	N/	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
BODY-FENDER MECH	12	IBEW884*	\$ 47.12										Hourly	12/22/2018
BUSINESS DEVELOP MGR (CUST SALES)	N/	PAS0069B	\$ 10,476									\$ 14,580	Monthly	12/22/2018
BUSINESS PARTNER	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
BUSINESS PLANNING ANALYST (E)	12	PAS0043B	\$ 5,518									\$ 7,676	Monthly	12/22/2018
BUSINESS PLANNING ANALYST (J)	12	PAS0052B	\$ 6,890									\$ 9,583	Monthly	12/22/2018
BUSINESS PLANNING COORD	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018

Attachment A

* Prob period of N/ denotes Non-civil service classification

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Effective 12/22/18

Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Pay Type	Effective Date
BUSINESS TECH ANALYST	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
BUSINESS TECH PROGRAM MANAGER	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
BUSINESS UNIT PLANNING COORD	12	PAS0062B	\$ 8,815									\$ 12,266	Monthly	12/22/2018
CABLE LOCATOR	12	IBEW873G	\$ 40.50	\$ 41.36	\$ 42.52	\$ 43.61	\$ 44.43						Hourly	12/22/2018
CABLE LOCATOR W/CL A	12	IBEW873M	\$ 41.50	\$ 42.36	\$ 43.52	\$ 44.60	\$ 45.42						Hourly	12/22/2018
CABLE LOCATOR W/HAZ	12	IBEW873X	\$ 41.61	\$ 42.47	\$ 43.63	\$ 44.72	\$ 45.54						Hourly	12/22/2018
CABLE SPLC CONSTR FRMN/WM	12	IBEW941C	\$ 64.49										Hourly	12/22/2018
CABLE SPLC/ELEC	12	IBEW923*	\$ 55.67										Hourly	12/22/2018
CABLE SPLC/ELEC APPR	54	IBEW909A	\$ 36.20	\$ 38.26	\$ 43.39	\$ 42.44	\$ 44.55	\$ 46.64	\$ 48.69	\$ 50.80	\$ 52.87		Hourly	12/22/2018
CABLE SPLC/ELEC APPR W/CL A	54	IBEW909B	\$ 37.20	\$ 39.26	\$ 41.35	\$ 43.44	\$ 45.55	\$ 47.64	\$ 49.69	\$ 51.80	\$ 53.87		Hourly	12/22/2018
CABLE SPLC/ELEC APPR W/HAZ	54	IBEW909C	\$ 37.32	\$ 39.38	\$ 41.47	\$ 43.56	\$ 45.67	\$ 47.76	\$ 49.81	\$ 51.92	\$ 53.99		Hourly	12/22/2018
CABLE SPLC/ELEC FR,LT	12	IBEW942*	\$ 62.72										Hourly	12/22/2018
CABLE SPLC/ELEC FR,LT W/CL A	12	IBEW942L	\$ 63.72										Hourly	12/22/2018
CABLE SPLC/ELEC SUBFRMN/WM	12	IBEW937D	\$ 59.95										Hourly	12/22/2018
CABLE SPLC/ELEC W/CL A	12	IBEW923L	\$ 56.67										Hourly	12/22/2018
CALIBRATION TECH	12	IBEW925*	\$ 55.98										Hourly	12/22/2018
CHIEF CUSTOMER OFFICER	N/	EXECU01E	\$ 21,333									\$ 31,501	Monthly	12/22/2018
CHIEF ENERGY DELIVERY OFFICER	N/	EXECU01E	\$ 21,333									\$ 31,501	Monthly	12/22/2018
CHIEF EXECUTIVE OFFICER & GM	N/	EXECU03E	\$ 35,619									\$ 54,167	Monthly	12/22/2018
CHIEF FINANCIAL OFFICER	N/	EXECU01E	\$ 21,333									\$ 31,501	Monthly	12/22/2018
CHIEF GRID STRATEGY & OPS OFFICER	N/	EXECU01E	\$ 21,333									\$ 31,501	Monthly	12/22/2018
CHIEF INFORMATION OFFICER	N/	EXECU01E	\$ 21,333									\$ 31,501	Monthly	12/22/2018
CHIEF LEGAL OFFICER	N/	EXECU01E	\$ 21,333									\$ 31,501	Monthly	12/22/2018
CHIEF WORKFORCE OFFICER	N/	EXECU01E	\$ 21,333									\$ 31,501	Monthly	12/22/2018
CIP COMPLIANCE SPCLST I	12	PAS0049O	\$ 6,396									\$ 8,476	Monthly	12/22/2018
CIP COMPLIANCE SPCLST II	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
CIP COMPLIANCE SPCLST III	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
CIVIL MAINT FRMN/WN, LT	12	IBEW937*	\$ 59.08										Hourly	12/22/2018
CIVIL MAINT FRMN/WN, LT W/CL A	12	IBEW937L	\$ 60.08										Hourly	12/22/2018
CIVIL MAINT FRMN/WN, LT W/HAZ	12	IBEW937X	\$ 60.20										Hourly	12/22/2018
CLAIMS ADMINISTRATOR (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
CLAIMS ADMINISTRATOR (J)	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
COMBUST TURBINE FRMN/WN	12	IBEW945*	\$ 62.90										Hourly	12/22/2018
COMBUST TURBINE TECH	12	IBEW917*	\$ 54.04										Hourly	12/22/2018
COMMUNITY ENGAGEMENT EVENTS SUPVR	N/	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
COMMUNITY ENGAGEMENT REP	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
COMPUTER OPERS SPCLST (E)	6	OSE0680*	\$ 4,648	\$ 4,763	\$ 4,883	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659		Monthly	12/22/2018
COMPUTER OPERS SPCLST (J)	6	OSE0720B	\$ 5,659	\$ 5,806	\$ 6,098	\$ 6,098	\$ 6,250	\$ 6,406	\$ 6,561	\$ 6,727	\$ 6,893		Monthly	12/22/2018
CONSTR CONTRACT ANALYST (E)	12	PAS0043O	\$ 5,518									\$ 7,310	Monthly	12/22/2018
CONSTR CONTRACT ANALYST (J)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
CONSTR MGMT INSPCTR I	12	OSE0740*	\$ 6,250	\$ 6,406	\$ 6,561	\$ 6,727	\$ 6,893	\$ 7,072	\$ 7,246	\$ 7,433	\$ 7,614		Monthly	12/22/2018
CONSTR MGMT INSPCTR II	12	OSE0770*	\$ 7,348	\$ 7,531	\$ 7,998	\$ 7,908	\$ 8,111	\$ 8,309	\$ 8,522	\$ 8,731	\$ 8,953		Monthly	12/22/2018
CONSTR MGMT INSPCTR III	12	OSE0772*	\$ 7,717	\$ 7,905	\$ 9,049	\$ 8,304	\$ 8,518	\$ 8,725	\$ 8,948	\$ 9,168	\$ 9,401		Monthly	12/22/2018
CONSULTING ENGR II	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018

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COORD,ECONOMIC DEV	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
COORD,EDUC RELATIONS	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
COORD,ELEC TRANS PRJCTS	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
COORD,ENERGY & TECH CENTER	12	PAS0059C	\$ 8,185									\$ 11,673	Monthly	12/22/2018
COST SCHEDULE SPCLST (E)	12	PAS0043O	\$ 5,518									\$ 7,310	Monthly	12/22/2018
COST SCHEDULE SPCLST (J)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
CRAFTS HELPER	12	IBEW828G	\$ 27.66	\$ 28.93	\$ 31.15	\$ 33.27	\$ 35.63						Hourly	12/22/2018
CRAFTS HELPER W/CL A	12	IBEW828L	\$ 28.66	\$ 29.93	\$ 32.15	\$ 34.27	\$ 36.63						Hourly	12/22/2018
CRAFTS HELPER W/HAZ	12	IBEW828X	\$ 28.78	\$ 30.05	\$ 32.27	\$ 34.39	\$ 36.75						Hourly	12/22/2018
CUST SERVICES SUPERVISOR	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
CUST SVC REP I	6	OSE0641*	\$ 4,396	\$ 4,508	\$ 4,619	\$ 4,736	\$ 4,853						Monthly	12/22/2018
CUST SVC REP II	6	OSE0680A	\$ 4,665	\$ 4,784	\$ 4,904	\$ 5,024	\$ 5,152	\$ 5,282	\$ 5,413	\$ 5,553	\$ 5,694		Monthly	12/22/2018
CUST SVCS ASSISTANT	12	PAS0043O	\$ 5,518									\$ 7,310	Monthly	12/22/2018
CUST SVCS FIELD REP	6	OSE0725*	\$ 5,806	\$ 5,951	\$ 6,098	\$ 6,250	\$ 6,406	\$ 6,561	\$ 6,727	\$ 6,893	\$ 7,072		Monthly	12/22/2018
CUSTODIAN 1/	12	IBEW800G	\$ 27.23	\$ 28.46	\$ 29.75	\$ 31.14							Hourly	12/22/2018
DATA BASE ADMIN	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
DATA CENTER OPS SPCLST	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
DEPUTY GENERAL COUNSEL	N/	MGR0085G	\$ 15,370									\$ 21,404	Monthly	12/22/2018
DESIGN & STANDARDS SPCLST	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
DESKTOP SUPPORT SPCLST	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
DIR,ACCOUNTING & CONTROLLER	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,ADVANCED ENERGY SOLUTIONS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,AUDIT SERVICES	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,CCA DEV	N/	MGR0085G	\$ 15,370									\$ 21,404	Monthly	12/22/2018
DIR,COMMERCIAL DEVELOPMENT	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,CUSTOMER OPERATIONS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,DISTRIBUTED ENERGY STRATEGY	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,DISTRIBUTION OPS MAINT	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,ENERGY TRADING & CONTRACTS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,ENVIRONMENTAL & REAL ESTATE SERVI	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,FAC & SECURITY OPS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,GRID ASSETS STRATEGIC SVCS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,GRID OPERATIONS	N/	MGR0085G	\$ 15,370									\$ 21,404	Monthly	12/22/2018
DIR,GRID PLANNING	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,HUMAN RESOURCES,DIVERSITY & INCLS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,IT OPERATIONS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,IT PROJECTS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,IT SECURITY	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,IT STRATEGY & GOVERNANCE	N/	MGR0085G	\$ 15,370									\$ 21,404	Monthly	12/22/2018
DIR,LINE ASSETS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,MARKETING & CORP COMMUNICATION	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,ORG CAPABILITY & EFFECTIVENESS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,PLANNING, PRICING & ENTERPRISE PERI	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,POWER GENERATION	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018

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DIR,PROCUREMENT, WHSE & FLEET	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,RELIABILITY COMPLIANCE & COORD	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,RESEARCH & DEVELOPMENT	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,RESOURCE PLAN,COMM RISK & SETTLE	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,RETAIL PRODUCT DELIVERY & SALES	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,SUBST, TELECOMM & METERING ASSETS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,SUSTAIN COMM PROGS	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DIR,TREASURY & TREASURER	N/	MGR0080G	\$ 13,582									\$ 18,919	Monthly	12/22/2018
DISTRBUTN SYS SPCLST	12	PAS0066A	\$ 9,731									\$ 13,208	Monthly	12/22/2018
DISTRBUTN SYSTEM OPER I	12	IBEW887J	\$ 47.59	\$ 48.78	\$ 56.74	\$ 51.34	\$ 52.63	\$ 53.98	\$ 55.35	\$ 56.83	\$ 58.27		Hourly	12/22/2018
DISTRBUTN SYSTEM OPER I 1/	12	IBEW969A	\$ 55.59	\$ 56.99	\$ 69.19	\$ 59.99	\$ 61.48	\$ 63.08	\$ 64.66	\$ 66.38	\$ 68.08		Hourly	12/22/2018
DISTRBUTN SYSTEM OPER II	12	IBEW945N	\$ 62.04										Hourly	12/22/2018
DISTRBUTN SYSTEM OPER II 1/	12	IBEW977*	\$ 72.51										Hourly	12/22/2018
DISTRIBUTION LINE DESIGN SUPVR	12	PAS0062T	\$ 8,815									\$ 12,889	Monthly	12/22/2018
DOC RECORDS SPCLST I	6	OSE0615*	\$ 3,360	\$ 3,443	\$ 3,530	\$ 3,615	\$ 3,704	\$ 3,803	\$ 3,895	\$ 3,992	\$ 4,093		Monthly	12/22/2018
DOC RECORDS SPCLST II	6	OSE0634*	\$ 3,685	\$ 3,776	\$ 3,972	\$ 3,970	\$ 4,069	\$ 4,176	\$ 4,279	\$ 4,388	\$ 4,497		Monthly	12/22/2018
DOC RECORDS SPCLST II-CONF	6	CONF634*	\$ 4,040	\$ 4,139	\$ 4,264	\$ 4,349	\$ 4,459	\$ 4,567	\$ 4,688	\$ 4,802	\$ 4,927		Monthly	12/22/2018
DRAFTING TECH	6	OSE0716*	\$ 5,513	\$ 5,652	\$ 5,902	\$ 5,939	\$ 6,087	\$ 6,238	\$ 6,395	\$ 6,557	\$ 6,722		Monthly	12/22/2018
DRAFTING TECH ASST	6	OSE0680A	\$ 4,665	\$ 4,784	\$ 4,944	\$ 5,024	\$ 5,152	\$ 5,282	\$ 5,413	\$ 5,553	\$ 5,694		Monthly	12/22/2018
ECONOMIC DEVELOPMENT REP	N/	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
EDUCATION SPCLST	6	OSE0750*	\$ 6,561	\$ 6,727	\$ 6,893	\$ 7,072	\$ 7,246	\$ 7,433	\$ 7,614	\$ 7,807	\$ 7,998		Monthly	12/22/2018
ELEC FRMN/WM, LT	12	IBEW941*	\$ 61.41										Hourly	12/22/2018
ELEC FRMN/WM, LT W/CL A	12	IBEW941L	\$ 62.41										Hourly	12/22/2018
ELEC FRMN/WM, LT W/HAZ	12	IBEW941X	\$ 62.53										Hourly	12/22/2018
ELECTRICAL FIELD CONSULTANT	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
ELECTRICAL TECH	12	IBEW937A	\$ 59.86										Hourly	12/22/2018
ELECTRICAL TECH APPR	48	IBEW928B	\$ 38.87	\$ 41.17	\$ 50.02	\$ 45.64	\$ 47.90	\$ 50.17	\$ 52.37	\$ 54.63	\$ 56.87		Hourly	12/22/2018
ELECTRICAL TECH APPR W/HAZ	48	IBEW928C	\$ 39.99	\$ 42.29	\$ 44.51	\$ 46.76	\$ 49.02	\$ 51.29	\$ 53.49	\$ 55.75	\$ 57.99		Hourly	12/22/2018
ELECTRICAL TECH FRMN/WN W/CL A	12	IBEW970M	\$ 69.50										Hourly	12/22/2018
ELECTRICAL TECH FRMN/WN W/HAZ	12	IBEW970N	\$ 69.62										Hourly	12/22/2018
ELECTRICAL TECH FRMN/WN, LT	12	IBEW970A	\$ 68.49										Hourly	12/22/2018
ELECTRICAL TECH FRMN/WN, LT OC	12	IBEW970O	\$ 69.82										Hourly	12/22/2018
ELECTRICAL TECH SUBFRMN/WM	12	IBEW941C	\$ 64.49										Hourly	12/22/2018
ELECTRICAL TEST & REPAIR SPCLST	12	IBEW939A	\$ 62.58										Hourly	12/22/2018
ELECTRICIAN	12	IBEW916*	\$ 54.05										Hourly	12/22/2018
ELECTRICIAN APPR	48	IBEW880*	\$ 34.88	\$ 37.20	\$ 39.47	\$ 41.76	\$ 44.08	\$ 46.37	\$ 48.64	\$ 50.96			Hourly	12/22/2018
ELECTRICIAN APPR W/CL A	48	IBEW880L	\$ 35.88	\$ 38.20	\$ 40.47	\$ 42.76	\$ 45.08	\$ 47.37	\$ 49.64	\$ 51.96			Hourly	12/22/2018
ELECTRICIAN APPR W/HAZ	48	IBEW880X	\$ 36.00	\$ 38.32	\$ 40.59	\$ 42.88	\$ 45.20	\$ 47.49	\$ 49.76	\$ 52.08			Hourly	12/22/2018
ELECTRICIAN W/CL A	12	IBEW916L	\$ 54.66										Hourly	12/22/2018
ELECTRICIAN W/HAZ	12	IBEW916X	\$ 54.78										Hourly	12/22/2018
EMERG PREP SPEC II	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
EMERG PREP SPEC III	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
END USER COMPUTING ANALYST	12	PAS0039O	\$ 5,000									\$ 6,630	Monthly	12/22/2018
ENERGY ADVISOR (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018

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Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Pay Type	Effective Date
ENERGY ADVISOR (J)	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
ENERGY COORD-SPECIAL PROJ	12	PAS00710	\$ 11,003									\$ 14,580	Monthly	12/22/2018
ENERGY SPECIALIST (E)	6	OSE0725*	\$ 5,806	\$ 5,951	\$ 6,098	\$ 6,250	\$ 6,406	\$ 6,561	\$ 6,727	\$ 6,893	\$ 7,072		Monthly	12/22/2018
ENERGY SPECIALIST (J)	6	OSE0753*	\$ 6,697	\$ 6,864	\$ 7,031	\$ 7,209	\$ 7,390	\$ 7,569	\$ 7,761	\$ 7,957	\$ 8,151		Monthly	12/22/2018
ENERGY TRADING SPCLST (E)	12	PAS00430	\$ 5,518									\$ 7,310	Monthly	12/22/2018
ENERGY TRADING SPCLST (I)	12	PAS00520	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ENERGY TRADING SPCLST (J)	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
ENGINEERING DES I	12	OSE0711*	\$ 5,392	\$ 5,525	\$ 5,663	\$ 5,806	\$ 5,951	\$ 6,098	\$ 6,251	\$ 6,406	\$ 6,566		Monthly	12/22/2018
ENGINEERING DES II	12	OSE0745A	\$ 6,406	\$ 6,566	\$ 6,728	\$ 6,898	\$ 7,072	\$ 7,246	\$ 7,427	\$ 7,614	\$ 7,804		Monthly	12/22/2018
ENGINEERING DES III	12	OSE0770A	\$ 7,614	\$ 7,804	\$ 7,998	\$ 8,200	\$ 8,404	\$ 8,614	\$ 8,830	\$ 9,049	\$ 9,276		Monthly	12/22/2018
ENGINEERING DES IV	12	OSE0780*	\$ 8,614	\$ 8,830	\$ 9,049	\$ 9,276	\$ 9,507	\$ 9,745	\$ 9,987	\$ 10,238	\$ 10,495		Monthly	12/22/2018
ENGINEERING SPCLST	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
ENGINEERING TECH (E)	12	OSE0677*	\$ 5,054	\$ 5,180	\$ 5,309	\$ 5,443	\$ 5,580						Monthly	12/22/2018
ENGINEERING TECH (J)	12	OSE0714*	\$ 5,505	\$ 5,643	\$ 5,780	\$ 5,927	\$ 6,075	\$ 6,227	\$ 6,385	\$ 6,540	\$ 6,708		Monthly	12/22/2018
ENTERPRISE APPLICATION ADMIN (E)	12	PAS00520	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ENTERPRISE APPLICATION ADMIN (J)	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ENTERPRISE OPERATIONS ANALYST	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
ENTERPRISE PERF PLNG COORD (E)	12	PAS00450	\$ 5,798									\$ 7,676	Monthly	12/22/2018
ENTERPRISE PERF PLNG COORD (J)	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
ENTERPRISE RECORDS ANALYST (E)	12	PAS00430	\$ 5,518									\$ 7,310	Monthly	12/22/2018
ENTERPRISE RECORDS ANALYST (J)	12	PAS00520	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ENTERPRISE RISK COORD	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
ENTERPRISE TECH ANALYST	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ENTERPRISE TECH ANALYST (I)	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
ENTERPRISE TECH DEVELOPER	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ENTERPRISE TECH DEVELOPER (I)	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
ENTERPRISE TECH INFRA SPCLST (E)	12	PAS00450	\$ 5,798									\$ 7,676	Monthly	12/22/2018
ENTERPRISE TECH INFRA SPCLST (I)	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
ENTERPRISE TECH INFRA SPCLST (J)	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
ENV,HLTH&SFTY SPCLST I	12	PAS00490	\$ 6,396									\$ 8,476	Monthly	12/22/2018
ENV,HLTH&SFTY SPCLST II	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
ENV,HLTH&SFTY SPCLST III	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
EQUIP OPER	12	IBEW858*	\$ 42.04										Hourly	12/22/2018
EQUIP OPR W/CL A	12	IBEW864*	\$ 43.04										Hourly	12/22/2018
EQUIP OPR W/HAZ	12	IBEW864X	\$ 43.16										Hourly	12/22/2018
EQUIP TESTING REP	6	OSE0735*	\$ 6,098	\$ 6,250	\$ 6,406	\$ 6,561	\$ 6,727	\$ 6,893	\$ 7,072	\$ 7,246	\$ 7,433		Monthly	12/22/2018
EQUIP TESTING REP ASST	6	OSE0695*	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659	\$ 5,806	\$ 5,951	\$ 6,098		Monthly	12/22/2018
EXECUTIVE ADVISOR	N/	EXEUC01E	\$ 21,333									\$ 31,501	Monthly	12/22/2018
EXECUTIVE ASSISTANT (EO)	N/	PAS00450	\$ 5,798									\$ 7,676	Monthly	12/22/2018
EXECUTIVE ASSISTANT (PARALEGAL)	N/	PAS00470	\$ 6,092									\$ 8,065	Monthly	12/22/2018
FAC STATIONARY ENG APPR	12	IBEW851J	\$ 28.52	\$ 30.18	\$ 31.80	\$ 33.46	\$ 35.09	\$ 36.75	\$ 38.40	\$ 40.04	\$ 41.70		Hourly	12/22/2018
FAC STATIONARY ENG APPR 1/	12	IBEW879F	\$ 33.56	\$ 35.52	\$ 37.43	\$ 39.39	\$ 41.31	\$ 43.25	\$ 45.20	\$ 47.12	\$ 49.07		Hourly	12/22/2018
FAC STATIONARY ENG FMN/WN LT	12	IBEW937*	\$ 59.08										Hourly	12/22/2018
FAC STATIONARY ENG I	12	IBEW872G	\$ 43.89										Hourly	12/22/2018

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FAC STATIONARY ENG II	12	IBEW908*	\$ 51.65										Hourly	12/22/2018
FACILITIES BLDG & GRNDS SUPVR	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
FACILITIES CRAFT SUPVR	12	PAS0062B	\$ 8,815									\$ 12,266	Monthly	12/22/2018
FACILITIES CUSTODIAN	12	IBEW792*	\$ 21.21	\$ 22.82	\$ 24.65	\$ 26.54							Hourly	12/22/2018
FACILITIES ELEC FRMN/WN,LT	12	IBEW941*	\$ 61.41										Hourly	12/22/2018
FACILITIES ELEC FRMN/WN,LT W/CL A	12	IBEW941L	\$ 62.41										Hourly	12/22/2018
FAULT LOCATOR	12	IBEW941R	\$ 62.54										Hourly	12/22/2018
FAULT LOCATOR W/CL A	12	IBEW941D	\$ 63.54										Hourly	12/22/2018
FIELD SUPPORT TECH W/CL A	12	IBEW888C	\$ 44.64	\$ 45.76	\$ 46.92	\$ 48.06							Hourly	12/22/2018
FINANCIAL ANALYST (E)	12	PAS0043O	\$ 5,518									\$ 7,310	Monthly	12/22/2018
FINANCIAL ANALYST (J)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
FINANCING SPCLST	12	PAS0049O	\$ 6,396									\$ 8,476	Monthly	12/22/2018
FIRE PROTECTION & LOSS CONTROL SPCLST	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
FLEET ASSET COORD	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
FLEET MAINTENANCE SCHEDULER	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
FLEET MAINTENANCE SUPVR	12	PAS0056C	\$ 7,602									\$ 10,846	Monthly	12/22/2018
FORMS ASSISTANT	6	OSE0660*	\$ 4,219	\$ 4,320	\$ 4,524	\$ 4,539	\$ 4,648	\$ 4,763	\$ 4,883	\$ 5,007	\$ 5,134		Monthly	12/22/2018
FORMS TECH	6	OSE0670*	\$ 4,430	\$ 4,539	\$ 4,648	\$ 4,763	\$ 4,883	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392		Monthly	12/22/2018
GARDENER	12	IBEW877J	\$ 32.26	\$ 33.08	\$ 33.77								Hourly	12/22/2018
GARDENER 1/	12	IBEW848G	\$ 37.72	\$ 38.68	\$ 39.47								Hourly	12/22/2018
GARDENER W/CL A	12	IBEW877K	\$ 33.26	\$ 34.08	\$ 34.77								Hourly	12/22/2018
GARDENER W/CL A 1/	12	IBEW848L	\$ 38.72	\$ 39.68	\$ 40.47								Hourly	12/22/2018
GARDENER W/HAZ	12	IBEW877L	\$ 33.38	\$ 34.20	\$ 34.89								Hourly	12/22/2018
GARDENER W/HAZ 1/	12	IBEW848X	\$ 38.84	\$ 39.80	\$ 40.59								Hourly	12/22/2018
GAS CONTROL TECH	12	IBEW924*	\$ 55.84										Hourly	12/22/2018
GAS CONTROL TECH (E)	12	IBEW912E	\$ 36.39	\$ 38.78	\$ 41.19	\$ 43.58	\$ 46.00	\$ 48.38	\$ 50.79	\$ 53.18			Hourly	12/22/2018
GAS CONTROL TECH W/CL A	12	IBEW924L	\$ 56.84										Hourly	12/22/2018
GAS PIPELINE FIELDPERSON	12	IBEW873G	\$ 40.50	\$ 41.36	\$ 42.52	\$ 43.61	\$ 44.43						Hourly	12/22/2018
GENERATION DES I	12	OSE0711*	\$ 5,392	\$ 5,525	\$ 5,676	\$ 5,806	\$ 5,951	\$ 6,098	\$ 6,251	\$ 6,406	\$ 6,566		Monthly	12/22/2018
GENERATION DES II	12	OSE0745A	\$ 6,406	\$ 6,566	\$ 6,727	\$ 6,898	\$ 7,072	\$ 7,246	\$ 7,427	\$ 7,614	\$ 7,804		Monthly	12/22/2018
GENERATION DES III	12	OSE0770A	\$ 7,614	\$ 7,804	\$ 8,105	\$ 8,200	\$ 8,404	\$ 8,614	\$ 8,830	\$ 9,049	\$ 9,276		Monthly	12/22/2018
GENERATION DES IV	12	OSE0780*	\$ 8,614	\$ 8,830	\$ 9,049	\$ 9,276	\$ 9,507	\$ 9,745	\$ 9,987	\$ 10,238	\$ 10,495		Monthly	12/22/2018
GIS DATA ANALYST	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
GIS DATA TECH (E)	6	OSE0705*	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659	\$ 5,806	\$ 5,951	\$ 6,098	\$ 6,250	\$ 6,406		Monthly	12/22/2018
GIS DATA TECH (J)	6	OSE0736*	\$ 6,213	\$ 6,365	\$ 6,561	\$ 6,692	\$ 6,860	\$ 7,024	\$ 7,205	\$ 7,384	\$ 7,564		Monthly	12/22/2018
GOVERNMENT AFFRS REP I	12	PAS0047O	\$ 6,092									\$ 8,065	Monthly	12/22/2018
GOVERNMENT AFFRS REP II	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
GOVERNMENT AFFRS REP III	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
GRADUATE INTERN	N/	PAS0041O	\$ 5,253									\$ 6,955	Monthly	12/22/2018
GRANTS ADMIN	12	PAS0056C	\$ 7,602									\$ 10,846	Monthly	12/22/2018
GRAPHIC ARTIST	6	OSE0699*	\$ 5,078	\$ 5,209	\$ 5,392	\$ 5,479	\$ 5,614	\$ 5,764	\$ 5,909	\$ 6,062	\$ 6,213		Monthly	12/22/2018
HAZ WASTE FRMN/WN, LT	12	IBEW912*	\$ 52.89										Hourly	12/22/2018
HAZ WASTE FRMN/WN, LT W/CL A	12	IBEW915*	\$ 53.92										Hourly	12/22/2018
HAZ WASTE FRMN-WN, LT W/HAZ	12	IBEW915X	\$ 54.05										Hourly	12/22/2018

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HAZARD WASTE TECH	12	IBEW874H	\$ 27.19	\$ 28.42	\$ 38.20	\$ 38.71	\$ 39.98	\$ 41.26	\$ 42.75	\$ 44.87			Hourly	12/22/2018
HAZARD WASTE TECH OC	12	IBEW886*	\$ 47.18										Hourly	12/22/2018
HAZARD WASTE TECH W/CL A	12	IBEW878A	\$ 45.90										Hourly	12/22/2018
HAZARD WASTE TECH W/HAZ	12	IBEW878X	\$ 46.01										Hourly	12/22/2018
HEAD GARDENER	12	IBEW919D	\$ 36.35										Hourly	12/22/2018
HEAD GARDENER 1/	12	IBEW863*	\$ 42.50										Hourly	12/22/2018
HEAD GARDENER W/CL A	12	IBEW919F	\$ 37.35										Hourly	12/22/2018
HEAD GARDENER W/CL A 1/	12	IBEW863L	\$ 43.50										Hourly	12/22/2018
HEAD GARDENER W/HAZ	12	IBEW919G	\$ 37.47										Hourly	12/22/2018
HEAD GARDENER W/HAZ 1/	12	IBEW863X	\$ 43.62										Hourly	12/22/2018
HELP DESK SPCLST	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
HELP DESK SPCLST 1/	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
HIGH VOLTAGE TEST TECH	12	IBEW921*	\$ 55.18										Hourly	12/22/2018
HUMAN RESOURCES ANALYST (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
HUMAN RESOURCES ANALYST (J)	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
HUMAN RESOURCES TECH-CONF	6	CONF702*	\$ 5,398	\$ 5,532	\$ 5,715	\$ 5,823	\$ 5,972	\$ 6,122	\$ 6,281	\$ 6,440	\$ 6,606		Monthly	12/22/2018
HVY DUTY EQ OP	12	IBEW893*	\$ 49.22										Hourly	12/22/2018
HVY DUTY EQ OP APPR	48	IBEW877*	\$ 31.99	\$ 34.08	\$ 36.21	\$ 38.31	\$ 40.40	\$ 42.52	\$ 44.62	\$ 46.74			Hourly	12/22/2018
HVY DUTY EQ OP FRMN/WN, LT	12	IBEW922L	\$ 56.29										Hourly	12/22/2018
HVY DUTY EQ OP FRMN/WN, LT OC	12	IBEW937*	\$ 59.08										Hourly	12/22/2018
HVY DUTY EQ OP FRMN/WN, LT W/CL A	12	IBEW923A	\$ 57.29										Hourly	12/22/2018
HVY DUTY EQ OP FRMN/WN, LT W/HAZ	12	IBEW923B	\$ 57.41										Hourly	12/22/2018
HVY DUTY EQ OP W/CL A	12	IBEW898*	\$ 50.22										Hourly	12/22/2018
HVY DUTY EQ OP W/HAZ	12	IBEW898X	\$ 50.34										Hourly	12/22/2018
HYD ELEC FRMN/WN, LT OC	12	IBEW941C	\$ 64.49										Hourly	12/22/2018
HYD ELEC FRMN/WN, LT W/HAZ	12	IBEW941X	\$ 62.53										Hourly	12/22/2018
HYD ELEC FRMN/WN,LT	12	IBEW941*	\$ 61.41										Hourly	12/22/2018
HYD ELEC FRMN/WN,LT W/CL A	12	IBEW941L	\$ 62.41										Hourly	12/22/2018
HYD ELEC OP FRMN/WM,LT	12	IBEW945*	\$ 62.90										Hourly	12/22/2018
HYD FLD TECH FRMN/WN, LT OC	12	IBEW938A	\$ 60.91										Hourly	12/22/2018
HYD FLD TECH FRMN/WN,LT	12	IBEW927B	\$ 56.87										Hourly	12/22/2018
HYD FLD TECH FRMN/WN,LT W/CLA	12	IBEW927C	\$ 57.90										Hourly	12/22/2018
HYD FLD TECH FRMN/WN,LT W/HAZ	12	IBEW927D	\$ 57.98										Hourly	12/22/2018
HYD MECH FRMN/WN, LT OC	12	IBEW939A	\$ 62.58										Hourly	12/22/2018
HYD MECH FRMN/WN,LT	12	IBEW937*	\$ 59.08										Hourly	12/22/2018
HYD MECH FRMN/WN,LT W/CL A	12	IBEW937L	\$ 60.08										Hourly	12/22/2018
HYD MECH FRMN/WN,LT W/HAZ	12	IBEW937X	\$ 60.20										Hourly	12/22/2018
HYD OPER	12	IBEW917C	\$ 52.51										Hourly	12/22/2018
HYD OPER 1/	12	IBEW927F	\$ 57.18										Hourly	12/22/2018
HYD OPER APPR	12	IBEW820B	\$ 34.14	\$ 36.39	\$ 38.64	\$ 40.88	\$ 43.15	\$ 45.38	\$ 47.64	\$ 49.89			Hourly	12/22/2018
HYD OPER APPR 1/	48	IBEW919A	\$ 37.18	\$ 39.63	\$ 42.06	\$ 44.52	\$ 46.98	\$ 49.41	\$ 51.87	\$ 54.31			Hourly	12/22/2018
HYD OPER APPR W/CL A	12	IBEW820C	\$ 35.14	\$ 37.39	\$ 39.64	\$ 41.88	\$ 44.15	\$ 46.38	\$ 48.64	\$ 50.89			Hourly	12/22/2018
HYD OPER APPR W/CL A 1/	48	IBEW919B	\$ 38.18	\$ 40.63	\$ 43.06	\$ 45.52	\$ 47.98	\$ 50.41	\$ 52.87	\$ 55.31			Hourly	12/22/2018
HYD OPER APPR W/HAZ	12	IBEW919H	\$ 35.26	\$ 37.51	\$ 39.76	\$ 42.00	\$ 44.27	\$ 46.50	\$ 48.76	\$ 51.01			Hourly	12/22/2018

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HYD OPER APPR W/HAZ 1/	48	IBEW919C	\$ 38.30	\$ 40.75	\$ 43.18	\$ 45.64	\$ 48.10	\$ 50.53	\$ 52.99	\$ 55.43			Hourly	12/22/2018
HYD OPER FRMN/WN	12	IBEW941A	\$ 62.81										Hourly	12/22/2018
HYD OPER FRMN/WN 1/	12	IBEW970*	\$ 68.37										Hourly	12/22/2018
HYD OPER FRMN/WN W/CL A	12	IBEW941G	\$ 63.81										Hourly	12/22/2018
HYD OPER FRMN/WN W/CL A 1/	12	IBEW970L	\$ 69.37										Hourly	12/22/2018
HYD OPER W/CL A	12	IBEW928A	\$ 53.51										Hourly	12/22/2018
HYD OVERHAUL FRMN/WM	12	IBEW945*	\$ 62.90										Hourly	12/22/2018
HYD STATIONARY ENGINEER APPR	12	IBEW851J	\$ 28.52	\$ 30.18	\$ 37.43	\$ 33.46	\$ 35.09	\$ 36.75	\$ 38.40	\$ 40.04	\$ 41.70		Hourly	12/22/2018
HYD STATIONARY ENGINEER I	12	IBEW872G	\$ 43.89										Hourly	12/22/2018
HYD STATIONARY ENGINEER II	12	IBEW908*	\$ 51.65										Hourly	12/22/2018
HYD STATIONARY ENGINEER SUBFRMN/WN	12	IBEW922*	\$ 55.60										Hourly	12/22/2018
HYD STATIONARY ENGR FRMN/WN LT	12	IBEW937*	\$ 59.08										Hourly	12/22/2018
HYD STATIONARY ENGR II W/CL C-HAZ	12	IBEW908K	\$ 51.72										Hourly	12/22/2018
HYD STATIONARY ENGR II W/HAZ	12	IBEW908X	\$ 52.77										Hourly	12/22/2018
HYDROGRAPHER (E)	12	PAS0047O	\$ 6,092									\$ 8,065	Monthly	12/22/2018
HYDROGRAPHER (J)	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
HYDROGRAPHY FIELD TECH	12	IBEW895*	\$ 30.19	\$ 31.48	\$ 42.43	\$ 42.98	\$ 44.33	\$ 45.75	\$ 47.44	\$ 49.66			Hourly	12/22/2018
HYDROGRAPHY FIELD TECH W/CL A	12	IBEW903C	\$ 31.18	\$ 32.48	\$ 43.42	\$ 43.98	\$ 45.33	\$ 46.75	\$ 48.44	\$ 50.66			Hourly	12/22/2018
HYDROGRAPHY FIELD TECH W/HAZ	12	IBEW903Y	\$ 31.30	\$ 32.59	\$ 43.54	\$ 44.10	\$ 45.43	\$ 46.86	\$ 48.55	\$ 50.77			Hourly	12/22/2018
HYDROGRAPHY SPCLST	12	OSE0750*	\$ 6,561	\$ 6,727	\$ 6,893	\$ 7,072	\$ 7,246	\$ 7,433	\$ 7,614	\$ 7,807	\$ 7,998		Monthly	12/22/2018
I/T AUDITOR	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
I/T PROC/CNTRCT SPCLST	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
I/T PROJECT MGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
I/T SUPVR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
I/T TECHNICIAN	6	OSE0680*	\$ 4,648	\$ 4,763	\$ 4,883	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659		Monthly	12/22/2018
INSTRUCTOR	12	IBEW938A	\$ 60.91										Hourly	12/22/2018
INSURANCE PROGRAM MANAGER	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
INTERNAL AUDITOR (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
INTERNAL AUDITOR (J)	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
INVENTORY TECH	6	OSE0695*	\$ 5,007	\$ 5,134	\$ 5,338	\$ 5,392	\$ 5,526	\$ 5,659	\$ 5,806	\$ 5,951	\$ 6,098		Monthly	12/22/2018
IPPS SPCLST I	6	OSE0646*	\$ 4,005	\$ 4,108	\$ 4,229	\$ 4,318	\$ 4,425	\$ 4,533	\$ 4,648	\$ 4,767	\$ 4,889		Monthly	12/22/2018
IPPS SPCLST II	6	OSE0657*	\$ 4,141	\$ 4,248	\$ 4,430	\$ 4,465	\$ 4,579	\$ 4,693	\$ 4,810	\$ 4,929	\$ 5,054		Monthly	12/22/2018
IPPS SPCLST III	6	OSE0670*	\$ 4,430	\$ 4,539	\$ 4,648	\$ 4,763	\$ 4,883	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392		Monthly	12/22/2018
IVR COORD	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
LABOR RELATIONS ANALYST (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
LABOR RELATIONS ANALYST (J)	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
LAND AGENT - A	6	OSE0725A	\$ 4,539	\$ 4,647	\$ 4,763	\$ 4,883							Monthly	12/22/2018
LAND AGENT - B	6	OSE0725B	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659					Monthly	12/22/2018
LAND AGENT - C	6	OSE0725C	\$ 5,806	\$ 5,951	\$ 6,349	\$ 6,250	\$ 6,406	\$ 6,561	\$ 6,727	\$ 6,893	\$ 7,072		Monthly	12/22/2018
LAND SPCLST (E)	12	PAS0043O	\$ 5,518									\$ 7,310	Monthly	12/22/2018
LAND SPCLST (J)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
LAND SURVEYOR	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
LAW CLERK	N/	SECU300*	\$ 5,031	\$ 5,153	\$ 5,284								Monthly	12/22/2018
LEAD DIST SYS OPER	12	IBEW941C	\$ 64.49										Hourly	12/22/2018

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LEAD DIST SYS OPER 1/	12	IBEW992*	\$ 75.44										Hourly	12/22/2018
LEAD OFFICE TECH	6	OSE0688*	\$ 4,871	\$ 4,992	\$ 5,125	\$ 5,246	\$ 5,376	\$ 5,511	\$ 5,651	\$ 5,791	\$ 5,938		Monthly	12/22/2018
LEAD OFFICE TECH-CONF	6	CONF688*	\$ 5,253	\$ 5,384	\$ 5,526	\$ 5,660	\$ 5,801	\$ 5,946	\$ 6,099	\$ 6,246	\$ 6,406		Monthly	12/22/2018
LEAD TOOL REPAIRER	12	IBEW901*	\$ 50.03										Hourly	12/22/2018
LEAD UTILITY COMPLIANCE SPECIALIST	12	IBEW828K	\$ 40.62										Hourly	12/22/2018
LEAD VEHICLE MECH	12	IBEW888D	\$ 46.68										Hourly	12/22/2018
LEAD VEHICLE MECH 1/	12	IBEW904*	\$ 50.97										Hourly	12/22/2018
LEAD VEHICLE MECH W/CL A	12	IBEW888F	\$ 47.68										Hourly	12/22/2018
LEAD VEHICLE MECH W/CL A 1/	12	IBEW909*	\$ 51.97										Hourly	12/22/2018
LEAD VEHICLE MECH W/HAZ	12	IBEW888H	\$ 47.80										Hourly	12/22/2018
LEAD VEHICLE MECH W/HAZ (FP)	12	IBEW904*	\$ 50.94										Hourly	12/22/2018
LEAD VEHICLE MECH W/HAZ (FP) 1/	12	IBEW922A	\$ 55.56										Hourly	12/22/2018
LEAD VEHICLE MECH W/HAZ 1/	12	IBEW909X	\$ 52.09										Hourly	12/22/2018
LEARNING & DEV SPCLST (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
LEARNING & DEV SPCLST (J)	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
LEGAL ASSISTANT-CONF	6	CONF706*	\$ 5,615	\$ 5,753	\$ 5,951	\$ 6,056	\$ 6,210	\$ 6,367	\$ 6,534	\$ 6,698	\$ 6,870		Monthly	12/22/2018
LEGISLATIVE & REGULATORY COORDINATOR	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
LEGISLATIVE & REGULATORY PROG MGR	N/	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
LINE CONST FRMN/WN	12	IBEW976*	\$ 70.82										Hourly	12/22/2018
LINE CONST FRMN/WN W/CL A	12	IBEW976C	\$ 71.82										Hourly	12/22/2018
LINE CONST FRMN/WN W/HAZ	12	IBEW976X	\$ 71.94										Hourly	12/22/2018
LINE EQUIP OPER ASST 1/	12	IBEW872*	\$ 44.25										Hourly	12/22/2018
LINE EQUIP OPER ASST 1//	12	IBEW872L	\$ 45.30										Hourly	12/22/2018
LINE EQUIP OPER ASST W/CLA	12	IBEW795*	\$ 25.04	\$ 26.10	\$ 28.04	\$ 29.90	\$ 31.98						Hourly	12/22/2018
LINE EQUIP OPER ASST W/CLA 1/	12	IBEW830L	\$ 29.77	\$ 31.06	\$ 33.37	\$ 35.60	\$ 38.00						Hourly	12/22/2018
LINE EQUIP OPER W/CL A 1/	12	IBEW898*	\$ 50.22										Hourly	12/22/2018
LINE EQUIP OPER W/CLA	12	IBEW862D	\$ 42.25										Hourly	12/22/2018
LINE EQUIP OPER W/HAZ	12	IBEW862E	\$ 42.33										Hourly	12/22/2018
LINE EQUIP OPER W/HAZ 1/	12	IBEW898X	\$ 50.34										Hourly	12/22/2018
LINE FRMN/WN LT	12	IBEW965R	\$ 66.54										Hourly	12/22/2018
LINE FRMN/WN LT W/CL A	12	IBEW965C	\$ 67.54										Hourly	12/22/2018
LINE INSPECTOR I	12	IBEW933*	\$ 58.56										Hourly	12/22/2018
LINE INSPECTOR II	12	IBEW941R	\$ 62.54										Hourly	12/22/2018
LINE INSPECTOR W/CL A I	12	IBEW933C	\$ 59.56										Hourly	12/22/2018
LINE INSPECTOR W/CL A II	12	IBEW941D	\$ 63.54										Hourly	12/22/2018
LINE SUBFRMN/WN	12	IBEW941R	\$ 62.54										Hourly	12/22/2018
LINE SUBFRMN/WN W/CL A	12	IBEW941D	\$ 63.54										Hourly	12/22/2018
LINEMN/WN W/HAZ	12	IBEW933X	\$ 59.68										Hourly	12/22/2018
LINEMN/WN	12	IBEW933*	\$ 58.56										Hourly	12/22/2018
LINEMN/WN W/CL A	12	IBEW933C	\$ 59.56										Hourly	12/22/2018
LINEMN/WN W/HELI	12	IBEW933Y	\$ 61.50										Hourly	12/22/2018
LINEMN/WN-APPR	48	IBEW922R	\$ 38.07	\$ 40.58	\$ 43.08	\$ 45.60	\$ 48.08	\$ 50.61	\$ 53.13	\$ 55.63			Hourly	12/22/2018
LINEMN/WN-APPR W/CL A	48	IBEW922C	\$ 39.07	\$ 41.58	\$ 44.08	\$ 46.60	\$ 49.08	\$ 51.61	\$ 54.13	\$ 56.63			Hourly	12/22/2018
LINEMN/WN-APPR W/HAZ	48	IBEW922Z	\$ 39.19	\$ 41.70	\$ 44.20	\$ 46.72	\$ 49.20	\$ 51.73	\$ 54.25	\$ 56.75			Hourly	12/22/2018

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MAINT CARPENTER	12	IBEW865*	\$ 43.14										Hourly	12/22/2018
MAINT CARPENTER 1/	12	IBEW908*	\$ 51.65										Hourly	12/22/2018
MAINT CARPENTER APPR	48	IBEW851E	\$ 28.04	\$ 29.66	\$ 32.41	\$ 32.91	\$ 34.50	\$ 36.13	\$ 37.76	\$ 39.37	\$ 41.00		Hourly	12/22/2018
MAINT CARPENTER APPR 1/	48	IBEW879F	\$ 33.56	\$ 35.52	\$ 40.35	\$ 39.39	\$ 41.31	\$ 43.25	\$ 45.20	\$ 47.12	\$ 49.07		Hourly	12/22/2018
MAINT CARPENTER FRMN/WN LT	12	IBEW901K	\$ 49.36										Hourly	12/22/2018
MAINT CARPENTER FRMN/WN, LT 1/	12	IBEW937*	\$ 59.08										Hourly	12/22/2018
MAINT CARPENTER SUBFRMN/WN	12	IBEW887D	\$ 46.44										Hourly	12/22/2018
MAINT CARPENTER SUBFRMN/WN 1/	12	IBEW922*	\$ 55.60										Hourly	12/22/2018
MAINT CARPENTER W/ CL A 1/	12	IBEW908L	\$ 52.65										Hourly	12/22/2018
MAINT CARPENTER W/CL A	12	IBEW872D	\$ 44.89										Hourly	12/22/2018
MAINT PLANNER GEN SVC	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
MAINT PLANNER PWR PROD	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
MAINT PLANNER SUBS/TELE	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
MAINT PLANNER T&D LINE ASSETS	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
MANAGEMENT ANALYST (E)	12	PAS0041O	\$ 5,253									\$ 6,955	Monthly	12/22/2018
MANAGEMENT ANALYST (J)	12	PAS0049O	\$ 6,396									\$ 8,476	Monthly	12/22/2018
MAPPER	6	OSE0685*	\$ 4,763	\$ 4,883	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659	\$ 5,806		Monthly	12/22/2018
MARKET RESEARCH SPCLST	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
MARKET RESEARCH SUPVR	12	PAS0062B	\$ 8,815									\$ 12,266	Monthly	12/22/2018
MARKET RISK SPCLST (J)	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
MARKETING SPCLST I	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
MARKETING SPCLST II	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
MARKETING SPCLST SUPVR	12	PAS0059C	\$ 8,185									\$ 11,673	Monthly	12/22/2018
MATERIAL PARTS CLERK	6	OSE0680*	\$ 4,648	\$ 4,763	\$ 4,883	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659		Monthly	12/22/2018
MATERIAL PLANNER/COORD	12	PAS0049O	\$ 6,396									\$ 8,476	Monthly	12/22/2018
MATERIAL SPCLST I	12	IBEW793*	\$ 23.09	\$ 26.62	\$ 30.17	\$ 33.72							Hourly	12/22/2018
MATERIAL SPCLST I 1/	12	IBEW851*	\$ 27.58	\$ 31.80	\$ 36.04	\$ 40.29							Hourly	12/22/2018
MATERIAL SPCLST I W/CL A	12	IBEW793A	\$ 24.09	\$ 27.62	\$ 31.17	\$ 34.72							Hourly	12/22/2018
MATERIAL SPCLST I W/CL A 1/	12	IBEW851C	\$ 28.58	\$ 32.80	\$ 37.04	\$ 41.29							Hourly	12/22/2018
MATERIAL SPCLST I W/CR	12	IBEW793C	\$ 24.69	\$ 28.22	\$ 31.77	\$ 35.32							Hourly	12/22/2018
MATERIAL SPCLST I W/CR & CL A	12	IBEW793D	\$ 25.69	\$ 29.22	\$ 32.77	\$ 36.32							Hourly	12/22/2018
MATERIAL SPCLST I W/CR & CL A 1/	12	IBEW851A	\$ 30.18	\$ 34.40	\$ 38.64	\$ 42.89							Hourly	12/22/2018
MATERIAL SPCLST I W/CR & HAZ	12	IBEW793E	\$ 25.81	\$ 29.34	\$ 32.89	\$ 36.44							Hourly	12/22/2018
MATERIAL SPCLST I W/CR & HAZ 1/	12	IBEW851B	\$ 30.30	\$ 34.52	\$ 38.76	\$ 43.01							Hourly	12/22/2018
MATERIAL SPCLST I W/CR 1/	12	IBEW851Y	\$ 29.18	\$ 33.40	\$ 37.64	\$ 41.89							Hourly	12/22/2018
MATERIAL SPCLST I W/HAZ	12	IBEW793B	\$ 24.21	\$ 27.74	\$ 31.29	\$ 34.84							Hourly	12/22/2018
MATERIAL SPCLST I W/HAZ 1/	12	IBEW851H	\$ 28.70	\$ 32.92	\$ 37.16	\$ 41.41							Hourly	12/22/2018
MATERIAL SPCLST II	12	IBEW912D	\$ 35.49										Hourly	12/22/2018
MATERIAL SPCLST II 1/	12	IBEW862*	\$ 42.40										Hourly	12/22/2018
MATERIAL SPCLST II W/CL A	12	IBEW912F	\$ 36.49										Hourly	12/22/2018
MATERIAL SPCLST II W/CL A 1/	12	IBEW862C	\$ 43.40										Hourly	12/22/2018
MATERIAL SPCLST II W/CR	12	IBEW912L	\$ 37.09										Hourly	12/22/2018
MATERIAL SPCLST II W/CR & CL A	12	IBEW912P	\$ 38.09										Hourly	12/22/2018
MATERIAL SPCLST II W/CR & CL A 1/	12	IBEW862A	\$ 45.01										Hourly	12/22/2018

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MATERIAL SPCLST II W/CR & HAZ	12	IBEW912R	\$ 38.21										Hourly	12/22/2018
MATERIAL SPCLST II W/CR & HAZ 1/	12	IBEW862B	\$ 45.13										Hourly	12/22/2018
MATERIAL SPCLST II W/CR 1/	12	IBEW862L	\$ 44.01										Hourly	12/22/2018
MATERIAL SPCLST II W/HAZ	12	IBEW912H	\$ 36.61										Hourly	12/22/2018
MATERIAL SPCLST II W/HAZ 1/	12	IBEW862X	\$ 43.52										Hourly	12/22/2018
MATERIAL SPCLST III	12	IBEW928D	\$ 38.75										Hourly	12/22/2018
MATERIAL SPCLST III 1/	12	IBEW878L	\$ 46.31										Hourly	12/22/2018
MATERIAL SPCLST III W/CL A	12	IBEW928G	\$ 39.75										Hourly	12/22/2018
MATERIAL SPCLST III W/CL A 1/	12	IBEW879A	\$ 47.31										Hourly	12/22/2018
MATERIAL SPCLST III W/CR	12	IBEW928J	\$ 40.35										Hourly	12/22/2018
MATERIAL SPCLST III W/CR & CL A	12	IBEW928L	\$ 41.35										Hourly	12/22/2018
MATERIAL SPCLST III W/CR & CL A 1/	12	IBEW879D	\$ 48.97										Hourly	12/22/2018
MATERIAL SPCLST III W/CR & HAZ	12	IBEW928M	\$ 41.47										Hourly	12/22/2018
MATERIAL SPCLST III W/CR & HAZ 1/	12	IBEW898A	\$ 49.03										Hourly	12/22/2018
MATERIAL SPCLST III W/CR 1/	12	IBEW879C	\$ 47.97										Hourly	12/22/2018
MATERIAL SPCLST III W/HAZ	12	IBEW928H	\$ 39.87										Hourly	12/22/2018
MATERIAL SPCLST III W/HAZ 1/	12	IBEW879B	\$ 47.42										Hourly	12/22/2018
MATERIAL SPCLST IV	12	IBEW858B	\$ 41.18										Hourly	12/22/2018
MATERIAL SPCLST IV 1/	12	IBEW893*	\$ 49.22										Hourly	12/22/2018
MATERIAL SPCLST IV W/CL A	12	IBEW858H	\$ 42.18										Hourly	12/22/2018
MATERIAL SPCLST IV W/CL A 1/	12	IBEW898*	\$ 50.22										Hourly	12/22/2018
MATERIAL SPCLST IV W/CR	12	IBEW858M	\$ 42.78										Hourly	12/22/2018
MATERIAL SPCLST IV W/CR & CL A	12	IBEW858N	\$ 43.78										Hourly	12/22/2018
MATERIAL SPCLST IV W/CR & CL A 1/	12	IBEW893A	\$ 51.82										Hourly	12/22/2018
MATERIAL SPCLST IV W/CR & HAZ	12	IBEW858P	\$ 43.90										Hourly	12/22/2018
MATERIAL SPCLST IV W/CR & HAZ 1/	12	IBEW893E	\$ 51.94										Hourly	12/22/2018
MATERIAL SPCLST IV W/CR 1/	12	IBEW893D	\$ 50.82										Hourly	12/22/2018
MATERIAL SPCLST IV W/HAZ	12	IBEW858J	\$ 42.30										Hourly	12/22/2018
MATERIAL SPCLST IV W/HAZ 1/	12	IBEW898X	\$ 50.34										Hourly	12/22/2018
MECHANIC	12	IBEW865*	\$ 43.14										Hourly	12/22/2018
MECHANIC 1/	12	IBEW884*	\$ 47.12										Hourly	12/22/2018
MECHANIC W/CL A 1/	12	IBEW888*	\$ 48.12										Hourly	12/22/2018
MECHANIC W/HAZ	12	IBEW865D	\$ 44.26										Hourly	12/22/2018
MECHANIC W/HAZ 1/	12	IBEW888X	\$ 48.23										Hourly	12/22/2018
MECHANICAL FRMN/WM,LT	12	IBEW921G	\$ 54.10										Hourly	12/22/2018
MECHANICAL FRMN/WM,LT 1/	12	IBEW937*	\$ 59.08										Hourly	12/22/2018
METER & SERVICE DESIGNER	6	OSE0711A	\$ 5,392	\$ 5,525	\$ 5,663	\$ 5,806	\$ 5,951						Monthly	12/22/2018
METER TECH	12	IBEW925*	\$ 55.98										Hourly	12/22/2018
METER TECH APPR	48	IBEW912E	\$ 36.39	\$ 38.78	\$ 41.19	\$ 43.58	\$ 46.00	\$ 48.38	\$ 50.79	\$ 53.18			Hourly	12/22/2018
MGR, OP TECH & NTKW ENGRNG	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,ACCOUNT MGMT & SALES	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,ACCOUNTING & ASST CNTRLR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,AR&DGT	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,AUDITING	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018

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MGR,BUDGET OFFICE & RATES	12	PAS0072C	\$ 11,280									\$ 16,093	Monthly	12/22/2018
MGR,CIVIL ENGINEERING	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,COMMODITY SETTLEMENT & LOAD FOR	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,COMMUNITY DEV OUTREACH & ED	N/	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,CORP COMMUNICATIONS	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,CORP LEARNING & DEVELOPMENT	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,CUSTOMER DELIVERY	12	PAS0067O	\$ 9,975									\$ 13,208	Monthly	12/22/2018
MGR,CUSTOMER EXPERIENCE STRATEGY	12	PAS0066B	\$ 9,731									\$ 13,538	Monthly	12/22/2018
MGR,CUSTOMER OPERATIONS	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
MGR,CUSTOMER VALUE, PERF & PROJECTS	12	PAS0064C	\$ 9,261									\$ 13,208	Monthly	12/22/2018
MGR,DG INTERCONNECTIONS	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,DIGITAL & UX	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
MGR,DIST SYS ENGINEERING	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,DIST SYSTEM OPERATIONS	12	PAS0072T	\$ 11,280									\$ 16,490	Monthly	12/22/2018
MGR,DISTRIBUTED ENERGY STRATEGY	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,DISTRIBUTION PLANNING	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,ECON DEV & PARTNERSHIP	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,ELECTRIC DESIGN & STANDARDS	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,ELECTRIC TRANS	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,EMERGING TECHNOLOGY	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
MGR,EMPLOYEE RELATIONS	N/	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,ENERGY MGMT SYSTEM	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,ENERGY TRADING & CONTRACTS	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,ENGINEERING	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,ENTERPRISE PERFORMANCE	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,ENVIRONMENTAL REG	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,EXECUTIVE OFFICE	N/	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
MGR,FACILITIES MGMT	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,FIELD METERING	12	PAS0062B	\$ 8,815									\$ 12,266	Monthly	12/22/2018
MGR,FINANCE & TREASURY	12	PAS0066C	\$ 9,731									\$ 13,876	Monthly	12/22/2018
MGR,FINANCE & TREASURY	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,FLEET OPS	12	PAS0062D	\$ 8,815									\$ 12,889	Monthly	12/22/2018
MGR,FRCSTG& ECON ANALYSIS	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,GAS PIPELINE ASSETS	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
MGR,GEN MAINTENANCE	12	PAS0069C	\$ 10,476									\$ 14,944	Monthly	12/22/2018
MGR,GRID PLANNING	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,HYDRO GEN ASSETS	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,INFORMATION SECURITY	12	PAS0066C	\$ 9,731									\$ 13,876	Monthly	12/22/2018
MGR,INFORMATION TECHNOLOGY	12	PAS0066C	\$ 9,731									\$ 13,876	Monthly	12/22/2018
MGR,IT STRATEGY, PLANNING & GOVERNAN	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,LINE DESIGN	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,MARKET RESEARCH	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
MGR,OCC HEALTH & SAFETY	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,OPERATIONAL TRAINING CENTER	N/	PAS0066U	\$ 9,731									\$ 14,944	Monthly	12/22/2018

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Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Pay Type	Effective Date
MGR,OPERATIONS RISK & COMPLIANCE	N/	PAS0072B	\$ 11,280									\$ 15,701	Monthly	12/22/2018
MGR,ORGANIZATION EFFECTIVENESS	N/	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,OT NETWORK ENGINEERING	N/	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,POW SYS OPERS	12	PAS0072T	\$ 11,280									\$ 16,490	Monthly	12/22/2018
MGR,POWER OPS ENGRG	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,POWER OPS TRNG	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,PROGRAM DELIVERY 1/	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,PROJECT DEV AND RENEWABLE GEN	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,PROJECT MGMT OFC	12	PAS0067O	\$ 9,975									\$ 13,208	Monthly	12/22/2018
MGR,RANCHO SECO ASSETS	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,RATES ADMIN	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,REAL ESTATE SERVICES	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
MGR,RENEWABLE GEN ASSETS	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
MGR,SECURITY OPERATIONS	N/	PAS0062D	\$ 8,815									\$ 12,889	Monthly	12/22/2018
MGR,SUBSTATION ENGINEERING	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,SUBSTN MAINT	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
MGR,SUPPLY CHAIN	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,SYSTEM PROTECTION & CONTROL	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,T&D LINE CONSTR & MAINT	12	PAS0072T	\$ 11,280									\$ 16,490	Monthly	12/22/2018
MGR,T&D MAINTENANCE PLANNING	12	PAS0072O	\$ 11,280									\$ 14,944	Monthly	12/22/2018
MGR,TALENT MANAGEMENT	N/	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,TELECOMMUNICATION O&M	12	PAS0066C	\$ 9,731									\$ 13,876	Monthly	12/22/2018
MGR,TELECOMMUNICATIONS	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,THERM GEN ASSETS	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
MGR,TOTAL REWARDS	N/	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
MGR,VEGETATION MGMT	12	PAS0069C	\$ 10,476									\$ 14,944	Monthly	12/22/2018
MGR,WAREHOUSE OPERATIONS	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
NETWORK ENGINEER OT (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
NETWORK ENGINEER OT (J)	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
NTWK CABLE FRMN/WN, LT	12	IBEW941*	\$ 61.41										Hourly	12/22/2018
NTWK ELEC FRMN/WN,LT	12	IBEW941*	\$ 61.41										Hourly	12/22/2018
NTWK ELEC FRMN/WN,LT W/HAZ	12	IBEW941X	\$ 62.53										Hourly	12/22/2018
OFFICE ASST	6	OSE0548*	\$ 2,151	\$ 2,216	\$ 2,284	\$ 2,350	\$ 2,418	\$ 2,492					Monthly	12/22/2018
OFFICE SPCLST I	6	OSE0615*	\$ 3,360	\$ 3,443	\$ 3,559	\$ 3,615	\$ 3,704	\$ 3,803	\$ 3,895	\$ 3,992	\$ 4,093		Monthly	12/22/2018
OFFICE SPCLST II	6	OSE0647*	\$ 4,024	\$ 4,126	\$ 4,243	\$ 4,335	\$ 4,443	\$ 4,554	\$ 4,672	\$ 4,787	\$ 4,909		Monthly	12/22/2018
OFFICE SPCLST II-CONF	6	CONF647*	\$ 4,338	\$ 4,446	\$ 4,562	\$ 4,674	\$ 4,791	\$ 4,910	\$ 5,034	\$ 5,159	\$ 5,289		Monthly	12/22/2018
OFFICE TECH	6	OSE0672*	\$ 4,460	\$ 4,574	\$ 4,855	\$ 4,805	\$ 4,919	\$ 5,049	\$ 5,169	\$ 5,300	\$ 5,433		Monthly	12/22/2018
OFFICE TECH-CONF	6	CONF672*	\$ 4,878	\$ 4,996	\$ 5,254	\$ 5,253	\$ 5,433	\$ 5,524	\$ 5,662	\$ 5,801	\$ 5,946		Monthly	12/22/2018
OMS SPCLST 1/	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
OPERS SUPPORT SUPVR	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
ORGANIZATION EFFECTIVENESS SPCLST (E)	12	PAS0047O	\$ 6,092									\$ 8,065	Monthly	12/22/2018
ORGANIZATION EFFECTIVENESS SPCLST (J)	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
OUTREACH SPEC-ET	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
PARALEGAL-CONF	6	CONF735*	\$ 6,042	\$ 6,192	\$ 6,406	\$ 6,506	\$ 6,669	\$ 6,835	\$ 7,006	\$ 7,185	\$ 7,360		Monthly	12/22/2018

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PHYSICAL NTKW SPCLST 1/	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
PHYSICAL SECURITY PROGRAM MGR	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
PLANT MECH	12	IBEW908*	\$ 51.65										Hourly	12/22/2018
PLANT MECH APPR	48	IBEW879E	\$ 33.56	\$ 35.79	\$ 38.00	\$ 40.22	\$ 42.43	\$ 44.63	\$ 46.85	\$ 49.07			Hourly	12/22/2018
PLANT MECH APPR W/CL A	48	IBEW879H	\$ 34.56	\$ 36.79	\$ 39.00	\$ 41.22	\$ 43.42	\$ 45.63	\$ 47.85	\$ 50.07			Hourly	12/22/2018
PLANT MECH APPR W/HAZ	48	IBEW874X	\$ 34.68	\$ 36.91	\$ 39.12	\$ 41.34	\$ 43.55	\$ 45.75	\$ 47.97	\$ 50.19			Hourly	12/22/2018
PLANT MECH W/CL A	12	IBEW908L	\$ 52.65										Hourly	12/22/2018
PLANT MECH W/HAZ	12	IBEW908X	\$ 52.77										Hourly	12/22/2018
PLANT MECH WELDER	12	IBEW920*	\$ 54.89										Hourly	12/22/2018
POWER CONTRACTS SPCLST (E)	12	PAS0049O	\$ 6,396									\$ 8,476	Monthly	12/22/2018
POWER CONTRACTS SPCLST (I)	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
POWER CONTRACTS SPCLST (J)	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
POWER GEN ASSET SUPVR	12	PAS0062T	\$ 8,815									\$ 12,889	Monthly	12/22/2018
POWER QUALITY TECH	6	OSE0760*	\$ 6,893	\$ 7,072	\$ 7,719	\$ 7,433	\$ 7,614	\$ 7,807	\$ 7,998	\$ 8,201	\$ 8,406		Monthly	12/22/2018
POWER SYS ANALYST (E)	12	PAS0047O	\$ 6,092									\$ 8,065	Monthly	12/22/2018
POWER SYS ANALYST(J)	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
POWER SYS OPER INSTRUCTOR I	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
POWER SYS OPER INSTRUCTOR II	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRE-APPR LINEMN/WN	30	IBEW830*	\$ 28.73	\$ 30.03	\$ 32.34	\$ 34.57	\$ 36.96						Hourly	12/22/2018
PRE-APPR LINEMN/WN W/CL A	30	IBEW830L	\$ 29.73	\$ 31.03	\$ 33.34	\$ 35.57	\$ 37.96						Hourly	12/22/2018
PRE-APPR LINEMN/WN W/HAZ	30	IBEW830X	\$ 29.85	\$ 31.15	\$ 33.46	\$ 35.69	\$ 38.08						Hourly	12/22/2018
PRESS OPERATOR	6	OSE0685*	\$ 4,763	\$ 4,883	\$ 5,013	\$ 5,134	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659	\$ 5,806		Monthly	12/22/2018
PRIN ARCHITECT	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN CIVIL ENGR	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN DISTRIB DESIGN ENGR	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN DISTRIB SYS ENGR	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN ELECTRICAL ENGR	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN EMS ENGR	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN ENERGY ADVISOR	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
PRIN ENERGY TRADING SPCLST	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN ENGINEER	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN ENGINEERING TECH	12	OSE0755*	\$ 6,695	\$ 6,863	\$ 7,246	\$ 7,211	\$ 7,391	\$ 7,574	\$ 7,766	\$ 7,962	\$ 8,159		Monthly	12/22/2018
PRIN ENTERPRISE TECH ANALYST	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PRIN ENTERPRISE TECH DEV	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PRIN FINANCIAL ACCOUNTANT	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
PRIN FINANCIAL ANALYST	12	PAS0066C	\$ 9,731									\$ 13,876	Monthly	12/22/2018
PRIN I&C ENGR	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN MARKET ANALYST	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PRIN MARKET RESEARCH SPCLST	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
PRIN MARKET RISK SPCLST	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PRIN MECHANICAL ENGR	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN OMS SPCLST 1/	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN PLANT ACCOUNTANT	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
PRIN POWER CONTRACT SPCLST	12	PAS0069O	\$ 10,476									\$ 13,876	Monthly	12/22/2018

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PRIN POWER OPS ENGR	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN POWER SYS ANALYST	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PRIN PROTECTION ENGR	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN RATE ANALYST	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
PRIN REGIONAL MARKET ANALYST	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PRIN TELECOMM ENGR	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PRIN TRNSMSN PLNG ENGR	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PROCESS COORD-CUST INTERCONNECTION	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PROCUREMENT SPCLST (E)	12	PAS00430	\$ 5,518									\$ 7,310	Monthly	12/22/2018
PROCUREMENT SPCLST (J)	12	PAS00520	\$ 6,890									\$ 9,124	Monthly	12/22/2018
PROCUREMENT SUPVR	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
PRODUCT SVCS COORD	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
PRODUCT SVCS SPCLST	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
PRODUCTIVITY ANALYST (E)	12	PAS00430	\$ 5,518									\$ 7,310	Monthly	12/22/2018
PRODUCTIVITY ANALYST (J)	12	PAS00520	\$ 6,890									\$ 9,124	Monthly	12/22/2018
PROG MGR,DATA GOVERNANCE	12	PAS0062D	\$ 8,815									\$ 12,889	Monthly	12/22/2018
PROG MGR,BUSINESS CONTINUITY	12	PAS00640	\$ 9,261									\$ 12,266	Monthly	12/22/2018
PROG MGR,ENTERPRISE RECORDS	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
PROG MGR,VEG MGMT	12	PAS0059C	\$ 8,185									\$ 11,673	Monthly	12/22/2018
PROGRAM MGR,CIP	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PROGRAM MGR,ECON DEV & PARTNER	N/	PAS00720	\$ 11,280									\$ 14,944	Monthly	12/22/2018
PROGRAM MGR,EE & C R	12	PAS00710	\$ 11,003									\$ 14,580	Monthly	12/22/2018
PROGRAM MGR,INFORMATION SECURITY	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PROGRAM MGR,LOCAL GOVT	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PROGRAM MGR,OP-EX	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
PROGRAM MGR,REG COMP	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PROGRAM MGR,SYS OPS & RELIAB	12	PAS00720	\$ 11,280									\$ 14,944	Monthly	12/22/2018
PROJECT DEV MANAGER	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
PROJECT INTEGRATION MGR	12	PAS00710	\$ 11,003									\$ 14,580	Monthly	12/22/2018
PROJECT MANAGER I	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
PROJECT MANAGER II	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
PUBLIC INFO SPCLST I	12	PAS00450	\$ 5,798									\$ 7,676	Monthly	12/22/2018
PUBLIC INFO SPCLST II	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
QUALITY AUDITOR (J)	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
RATE ANALYST (E)	12	PAS00450	\$ 5,798									\$ 7,676	Monthly	12/22/2018
RATE ANALYST (J)	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
RATE/PRICING ADVISOR	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
REGULATORY COMPLIANCE ANALYST (E)	12	PAS00450	\$ 5,798									\$ 7,676	Monthly	12/22/2018
REGULATORY COMPLIANCE ANALYST (J)	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
REGULATORY COORDINATOR GENERATION	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
RELAY SPCLST	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
RELIABILITY COMPLIANCE MANAGER	N/	PAS00720	\$ 11,280									\$ 14,944	Monthly	12/22/2018
RETAIL PARTNER COORD	12	PAS00540	\$ 7,236									\$ 9,583	Monthly	12/22/2018
REVENUE ANALYST (E)	12	PAS00430	\$ 5,518									\$ 7,310	Monthly	12/22/2018

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REVENUE ANALYST (J)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
REVENUE PROTECTION REP(IBEW)	12	IBEW873N	\$ 40.20	\$ 41.44	\$ 42.93	\$ 44.96							Hourly	12/22/2018
REVENUE PROTECTION REP(IBEW) 1/	12	IBEW903A	\$ 45.25	\$ 46.69	\$ 48.35	\$ 50.62							Hourly	12/22/2018
RISK MGMT ANALYST (J)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
SAFETY COORD	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SAFETY&LOSS PREVNTN SPCLST (E)	12	PAS0041O	\$ 5,253									\$ 6,955	Monthly	12/22/2018
SAFETY&LOSS PREVNTN SPCLST (J)	12	PAS0049O	\$ 6,396									\$ 8,476	Monthly	12/22/2018
SCHEDULING TECH	6	OSE0670*	\$ 4,430	\$ 4,539	\$ 4,649	\$ 4,763	\$ 4,883	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392		Monthly	12/22/2018
SECRETARY	6	OSE0637*	\$ 3,777	\$ 3,877	\$ 4,211	\$ 4,071	\$ 4,177	\$ 4,280	\$ 4,390	\$ 4,500	\$ 4,612		Monthly	12/22/2018
SECURITY ADMIN	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SECURITY OFFICER I	6	SECU220*	\$ 3,394	\$ 3,485	\$ 3,876	\$ 3,659	\$ 3,752	\$ 3,844	\$ 3,940	\$ 4,035	\$ 4,140		Monthly	12/22/2018
SECURITY OFFICER II	6	SECU245*	\$ 4,308	\$ 4,415	\$ 4,556	\$ 4,638	\$ 4,755	\$ 4,876	\$ 4,993	\$ 5,121	\$ 5,249		Monthly	12/22/2018
SECURITY OPERATIONS DISPATCHER	6	SECU248L	\$ 4,616	\$ 4,735	\$ 4,883	\$ 4,978	\$ 5,103	\$ 5,234	\$ 5,366	\$ 5,506	\$ 5,645		Monthly	12/22/2018
SECURITY OPERATIONS SUPERVISOR	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
SECURITY SPECIALIST	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
SERVICE DISPATCHER	6	OSE0705*	\$ 5,254	\$ 5,392	\$ 5,663	\$ 5,659	\$ 5,806	\$ 5,951	\$ 6,098	\$ 6,250	\$ 6,406		Monthly	12/22/2018
SHIFT POWER SYS OPER (E)	12	IBEW901D	\$ 48.90	\$ 50.14	\$ 51.38	\$ 52.69	\$ 53.98						Hourly	12/22/2018
SHIFT POWER SYS OPER (E) 1/	12	IBEW955*	\$ 59.63	\$ 61.12	\$ 62.65	\$ 64.24	\$ 65.82						Hourly	12/22/2018
SHIFT POWER SYS OPER I	12	IBEW921D	\$ 53.98	\$ 55.33	\$ 56.74	\$ 58.16	\$ 59.62	\$ 61.09	\$ 62.62	\$ 64.21	\$ 65.79		Hourly	12/22/2018
SHIFT POWER SYS OPER I	12	IBEW921D	\$ 53.98	\$ 55.33	\$ 58.46	\$ 58.16	\$ 59.62	\$ 61.09	\$ 62.62	\$ 64.21	\$ 65.79		Hourly	12/22/2018
SHIFT POWER SYS OPER I 1/	12	IBEW980*	\$ 65.82	\$ 67.46	\$ 69.19	\$ 70.91	\$ 72.69	\$ 74.51	\$ 76.36	\$ 78.29	\$ 80.25		Hourly	12/22/2018
SHIFT POWER SYS OPER I 1/	12	IBEW980*	\$ 65.82	\$ 67.46	\$ 2,881.71	\$ 70.91	\$ 72.69	\$ 74.51	\$ 76.36	\$ 78.29	\$ 80.25		Hourly	12/22/2018
SHIFT POWER SYS OPER II	12	IBEW976A	\$ 69.08										Hourly	12/22/2018
SHIFT POWER SYS OPER II 1/	12	IBEW986*	\$ 84.23										Hourly	12/22/2018
SMALL BUS & ECON DEV REP I	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
SMALL BUS & ECON DEV REP II	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
SMALL BUS & ECON DEV REP III	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SMALL BUS & ECON DEV SUPVR	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SOFTWARE QUALITY ASSURANCE SPCLST	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
SPAC ADVISOR	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
SPACE & MOVE MGMT SPCLST	12	PAS0043O	\$ 5,518									\$ 7,310	Monthly	12/22/2018
SPCL ASST TO BOARD OF DIR	N/	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR ACCOUNTANT	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR ADMIN ASST	N/	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
SR ADMIN SUPVR	12	PAS0049O	\$ 6,396									\$ 8,476	Monthly	12/22/2018
SR ARCHITECT	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR ATTORNEY	N/	PAS0072Z	\$ 11,280									\$ 18,657	Monthly	12/22/2018
SR BUS TECH ANALYST	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR CABLE LOCATOR	12	IBEW888L	\$ 47.94										Hourly	12/22/2018
SR CABLE LOCATOR W/CL A	12	IBEW888N	\$ 48.94										Hourly	12/22/2018
SR CALIBRATION TECH	12	IBEW937A	\$ 59.86										Hourly	12/22/2018
SR CIVIL ENGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR CLAIMS ADMIN	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR COMPUTER H/W SUP SPCLST 1/	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018

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Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Pay Type	Effective Date
SR CONSTR CONTRACT ANALYS	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR COST SCHEDULE SPCLST	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
SR CUST SVCS FIELD REP	6	OSE0745*	\$ 6,406	\$ 6,561	\$ 6,893	\$ 6,893	\$ 7,072	\$ 7,246	\$ 7,433	\$ 7,614	\$ 7,807		Monthly	12/22/2018
SR CUST SVCS REP	6	OSE0700*	\$ 5,134	\$ 5,254	\$ 5,524	\$ 5,526	\$ 5,659	\$ 5,806	\$ 5,951	\$ 6,098	\$ 6,250		Monthly	12/22/2018
SR CUSTODIAN	12	IBEW814*	\$ 33.24										Hourly	12/22/2018
SR DATA CTR OPS SPCLST	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
SR DB ADMIN	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SR DESIGNER/DRAFTER	6	OSE0735*	\$ 6,098	\$ 6,250	\$ 6,406	\$ 6,561	\$ 6,727	\$ 6,893	\$ 7,072	\$ 7,246	\$ 7,433		Monthly	12/22/2018
SR DESKTOP SUPPORT SPCLST	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR DISTRIB DESIGN ENGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR DISTRIB SYS ENGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR DISTRIBUTION SYSTEM OPERATOR	12	IBEW950*	\$ 65.15										Hourly	12/22/2018
SR DISTRIBUTION SYSTEM OPERATOR 1/	12	IBEW984*	\$ 79.75										Hourly	12/22/2018
SR DOC RECORDS SPCLST	6	OSE0650*	\$ 4,056	\$ 4,157	\$ 4,320	\$ 4,367	\$ 4,482	\$ 4,593	\$ 4,708	\$ 4,826	\$ 4,946		Monthly	12/22/2018
SR DOC RECORDS SPCLST-CONF	6	CONF650*	\$ 4,443	\$ 4,553	\$ 4,689	\$ 4,786	\$ 4,905	\$ 5,030	\$ 5,154	\$ 5,284	\$ 5,418		Monthly	12/22/2018
SR ELECTRICAL ENGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR ELECTRICAL TECH	12	IBEW960*	\$ 66.18										Hourly	12/22/2018
SR EMS ENGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR END USER COMPUTING ANALYST	12	PAS0047O	\$ 6,092									\$ 8,065	Monthly	12/22/2018
SR ENERGY ADVISOR	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR ENERGY TRADING SPCLST	12	PAS0067O	\$ 9,975									\$ 13,208	Monthly	12/22/2018
SR ENGINEERING TECH	6	OSE0735A	\$ 6,097	\$ 6,250	\$ 6,406	\$ 6,567	\$ 6,732	\$ 6,900	\$ 7,076	\$ 7,250	\$ 7,438		Monthly	12/22/2018
SR ENTERPRISE APPLICATION ADMIN	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SR ENTERPRISE PERF PLAN COORD	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR ENTERPRISE RECORDS ANALYST	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR ENTERPRISE TECH ANALYST	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SR ENTERPRISE TECH DEV	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SR ENTERPRISE TECH INFRA SPCLST	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SR FINANCIAL ANALYST	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR FINANCIAL ANALYST BDGT OFF	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR FIRE PROTECTION ENGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR GIS DATA ANALYST	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR GIS DATA TECH	6	OSE0750*	\$ 6,561	\$ 6,727	\$ 7,032	\$ 7,072	\$ 7,246	\$ 7,433	\$ 7,614	\$ 7,807	\$ 7,998		Monthly	12/22/2018
SR GRAPHIC ARTIST	6	OSE0720*	\$ 5,659	\$ 5,806	\$ 5,951	\$ 6,098	\$ 6,250	\$ 6,406	\$ 6,561	\$ 6,727	\$ 6,893		Monthly	12/22/2018
SR HIGH VOLTAGE TEST TECH	12	IBEW941*	\$ 61.41										Hourly	12/22/2018
SR HUMAN RESOURCES ANALYST	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR HYD OPER	12	IBEW931A	\$ 56.74										Hourly	12/22/2018
SR HYD OPER 1/	12	IBEW941B	\$ 61.76										Hourly	12/22/2018
SR I&C ENGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR I/T APPLIC DEVELOPER 1/	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR I/T AUDITOR	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SR I/T PROC/CNTRCT SPCLST	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR I/T SYSTEMS ANALYST 1/	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR INTERNAL AUDITOR	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018

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SR LABOR RELATIONS ANALYST	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR LAND SPCLST	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR LEARNING & DEV SPCLST	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR LINE INSPECTOR	12	IBEW965R	\$ 66.54										Hourly	12/22/2018
SR MAPPER	6	OSE0713*	\$ 5,440	\$ 5,578	\$ 5,780	\$ 5,857	\$ 6,004	\$ 6,155	\$ 6,304	\$ 6,464	\$ 6,625		Monthly	12/22/2018
SR MARKET ANALYST	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SR MARKET RESEARCH SPCLST	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR MARKET RISK SPCLST	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SR MARKETING SPCLST	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR MATERIAL PLANNER/COORD	12	PAS00520	\$ 6,890									\$ 9,124	Monthly	12/22/2018
SR MECHANICAL ENGR	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR METER TECH	12	IBEW937A	\$ 59.86										Hourly	12/22/2018
SR NTWK ENGR OT	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR OFFICE SPCLST	6	OSE0671*	\$ 4,426	\$ 4,538	\$ 4,665	\$ 4,769	\$ 4,890	\$ 5,013	\$ 5,137	\$ 5,267	\$ 5,399		Monthly	12/22/2018
SR OFFICE SPCLST-CONF	6	CONF671*	\$ 4,770	\$ 4,891	\$ 5,118	\$ 5,142	\$ 5,271	\$ 5,403	\$ 5,534	\$ 5,675	\$ 5,817		Monthly	12/22/2018
SR OMS SPCLST 1/	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR ORGANIZATION EFFECTIVENESS SPCLST	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SR PARK MAINT WORKER	12	IBEW814*	\$ 33.24										Hourly	12/22/2018
SR PHYSICAL NTWK SPCLST 1/	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR POWER CONTRACTS SPCLST	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR POWER OPERATIONS ENGR	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR POWER SYS OPER SHIFT	12	IBEW991*	\$ 72.55										Hourly	12/22/2018
SR POWER SYS OPER SHIFT 1/	12	IBEW990*	\$ 88.47										Hourly	12/22/2018
SR POWER SYSTEM ANALYST	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SR POWER SYSTEM OPERATOR	12	IBEW991*	\$ 72.55										Hourly	12/22/2018
SR POWER SYSTEM OPERATOR 1/	12	IBEW990*	\$ 88.47										Hourly	12/22/2018
SR PRESS OPERATOR	6	OSE0714*	\$ 5,505	\$ 5,643	\$ 5,780	\$ 5,927	\$ 6,075	\$ 6,227	\$ 6,385	\$ 6,540	\$ 6,708		Monthly	12/22/2018
SR PROCUREMENT SPCLST	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR PRODUCT SVCS COORD	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SR PROJECT MANAGER	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR PROTECTION ENGR	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR PUBLIC INFO SPCLST	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR RATE ANALYST	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR REVENUE ANALYST	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR RISK MANAGEMENT ANALYST	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR SECURITY ADMIN	12	PAS00640	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SR SOFTWARE QUALITY ASSURANCE SPCLST	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR STAFF SECRETARY	6	OSE0667*	\$ 4,342	\$ 4,449	\$ 4,648	\$ 4,676	\$ 4,791	\$ 4,913	\$ 5,037	\$ 5,165	\$ 5,293		Monthly	12/22/2018
SR STAFF SECRETARY-CONF	6	CONF667*	\$ 4,705	\$ 4,825	\$ 4,944	\$ 5,063	\$ 5,191	\$ 5,322	\$ 5,452	\$ 5,590	\$ 5,727		Monthly	12/22/2018
SR STAFF SECY TO BD OFF-CONF	6	CONF667*	\$ 4,705	\$ 4,825	\$ 5,007	\$ 5,063	\$ 5,191	\$ 5,322	\$ 5,452	\$ 5,590	\$ 5,727		Monthly	12/22/2018
SR STRATEGIC BUSINESS PLANNER	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR SUPPLIER DIVERSITY ANALYST	12	PAS00560	\$ 7,602									\$ 10,072	Monthly	12/22/2018
SR SURV ENGRG TECH-COP	6	OSE0740*	\$ 6,250	\$ 6,406	\$ 6,695	\$ 6,727	\$ 6,893	\$ 7,072	\$ 7,246	\$ 7,433	\$ 7,614		Monthly	12/22/2018
SR SURV ENGRG TECH-OFF	6	OSE0735A	\$ 6,097	\$ 6,250	\$ 6,527	\$ 6,567	\$ 6,732	\$ 6,900	\$ 7,076	\$ 7,250	\$ 7,438		Monthly	12/22/2018

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SR TELECOMM ENGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR TELECOMM TECH	12	IBEW939*	\$ 61.09										Hourly	12/22/2018
SR TELEPHONE TECH	12	IBEW922G	\$ 54.83										Hourly	12/22/2018
SR TELEPHONE TECH 1/	12	IBEW939*	\$ 61.09										Hourly	12/22/2018
SR TOOL REPAIRER	12	IBEW922*	\$ 55.60										Hourly	12/22/2018
SR TRNSMSN PLNG ENGR	12	PAS0066O	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SR TROUBLESHOOTER	12	IBEW976*	\$ 70.82										Hourly	12/22/2018
SR UX SPCLST	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SR VEHICLE MECH	12	IBEW874B	\$ 43.78										Hourly	12/22/2018
SR VEHICLE MECH 1/	12	IBEW887*	\$ 47.80										Hourly	12/22/2018
SR VEHICLE MECH W/CL A	12	IBEW874D	\$ 44.78										Hourly	12/22/2018
SR VEHICLE MECH W/CL A 1/	12	IBEW887L	\$ 48.80										Hourly	12/22/2018
SR VEHICLE MECH W/HAZ	12	IBEW874E	\$ 44.90										Hourly	12/22/2018
SR VEHICLE MECH W/HAZ 1/	12	IBEW887X	\$ 48.92										Hourly	12/22/2018
STAFF SECRETARY	6	OSE0655*	\$ 4,111	\$ 4,219	\$ 4,355	\$ 4,430	\$ 4,539	\$ 4,648	\$ 4,763	\$ 4,883	\$ 5,007		Monthly	12/22/2018
STAFF SECRETARY-CONF	6	CONF655*	\$ 4,439	\$ 4,551	\$ 4,670	\$ 4,776	\$ 4,894	\$ 5,019	\$ 5,145	\$ 5,274	\$ 5,402		Monthly	12/22/2018
STATION RECORDER 1/	12	IBEW872*	\$ 44.25										Hourly	12/22/2018
STATION RECORDER 1//	12	IBEW861*	\$ 28.31	\$ 29.62	\$ 38.16	\$ 39.79	\$ 42.26						Hourly	12/22/2018
STEM CO-OP STUDENT ASST	N/	OSE0550*	\$ 3,388	\$ 3,472	\$ 3,559	\$ 3,648	\$ 3,739	\$ 3,833	\$ 3,928	\$ 4,026	\$ 4,127		Monthly	12/22/2018
STEM STUDENT ASST	N/	OSE0550*	\$ 3,388	\$ 3,472	\$ 3,573	\$ 3,648	\$ 3,739	\$ 3,833	\$ 3,928	\$ 4,026	\$ 4,127		Monthly	12/22/2018
STRATEGIC ACCOUNT ADVISOR I	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
STRATEGIC ACCOUNT ADVISOR II	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
STRATEGIC ACCOUNT ADVISOR III	12	PAS0056C	\$ 7,602									\$ 10,846	Monthly	12/22/2018
STRATEGIC ACCOUNT ADVISOR IV 1/	12	PAS0064O	\$ 9,261									\$ 12,266	Monthly	12/22/2018
STRATEGIC BUSINESS PLANNER I	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
STRATEGIC BUSINESS PLANNER II	12	PAS0062O	\$ 8,815									\$ 11,673	Monthly	12/22/2018
STUDENT STAFF ASST	N/	OSE0549*	\$ 2,742	\$ 2,811	\$ 3,530	\$ 2,954	\$ 3,027	\$ 3,104	\$ 3,181	\$ 3,262	\$ 3,342		Monthly	12/22/2018
SUBSTATION MAINT WORKER I	12	IBEW861A	\$ 36.42	\$ 38.23	\$ 40.14								Hourly	12/22/2018
SUBSTATION MAINT WORKER II	12	IBEW861B	\$ 40.14	\$ 42.15	\$ 44.25								Hourly	12/22/2018
SUBSTATN ASSETS SUPVR	12	PAS0062T	\$ 8,815									\$ 12,889	Monthly	12/22/2018
SUBSTATN CONSTR FRMN/W/M	12	IBEW945*	\$ 62.90										Hourly	12/22/2018
SUBSTATN CONSTR FRMN/W/M W/CL A	12	IBEW945L	\$ 63.90										Hourly	12/22/2018
SUBSTATN CONSTR FRMN/W/M W/HAZ	12	IBEW945X	\$ 64.02										Hourly	12/22/2018
SUBSTATN FRMN/WN,LT	12	IBEW941*	\$ 61.41										Hourly	12/22/2018
SUBSTATN FRMN/WN,LT W/CL A	12	IBEW941L	\$ 62.41										Hourly	12/22/2018
SUBSTATN FRMN/WN,LT W/HAZ	12	IBEW941X	\$ 62.53										Hourly	12/22/2018
SUBSTATN SUBFRMN/WN	12	IBEW927K	\$ 57.78										Hourly	12/22/2018
SUBSTATN SUBFRMN/WN W/CL A	12	IBEW927E	\$ 58.78										Hourly	12/22/2018
SUBSTATN SUBFRMN/WN W/HAZ	12	IBEW927H	\$ 58.89										Hourly	12/22/2018
SUPP DIVERSITY ADVOCATE (E)	12	PAS0043O	\$ 5,518									\$ 7,310	Monthly	12/22/2018
SUPP DIVERSITY ADVOCATE (J)	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
SUPPORT CENTER SUPVR	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SUPT PROJECT DEV & ENGRG	12	PAS0071O	\$ 11,003									\$ 14,580	Monthly	12/22/2018
SUPVG ACCOUNTING TECH	12	PAS0047O	\$ 6,092									\$ 8,065	Monthly	12/22/2018

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SUPVG ADMIN ANALYST I	12	PAS00410	\$ 5,253									\$ 6,955	Monthly	12/22/2018
SUPVG ADMIN ANALYST II	12	PAS00490	\$ 6,396									\$ 8,476	Monthly	12/22/2018
SUPVG ADMIN ANALYST III	12	PAS00520	\$ 6,890									\$ 9,124	Monthly	12/22/2018
SUPVG CUST SVC FIELD REP	12	PAS0052B	\$ 6,890									\$ 9,583	Monthly	12/22/2018
SUPVG CUSTOMER REP	12	PAS00490	\$ 6,396									\$ 8,476	Monthly	12/22/2018
SUPVG PARALEGAL	12	PAS00470	\$ 6,092									\$ 8,065	Monthly	12/22/2018
SUPVG PROCUREMENT SPECIALIST 1/	12	PAS0059A	\$ 8,185									\$ 11,116	Monthly	12/22/2018
SUPVR,BT RESOURCES & PLNG	12	PAS00710	\$ 11,003									\$ 14,580	Monthly	12/22/2018
SUPVR,BUDGET OFFICE	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SUPVR,BUSINESS PROCESS SUPPORT	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SUPVR,COMMODITY SETTLEMENTS	12	PAS0066B	\$ 9,731									\$ 13,538	Monthly	12/22/2018
SUPVR,CONSTRUCTION MGMT INSPECTION	12	PAS00640	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SUPVR,DATA MANAGEMENT	12	PAS00640	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SUPVR,DIST SV NEW BUSINESS	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
SUPVR,DIST SYS OPS-FLD OP	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
SUPVR,EE EMERG TECH	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SUPVR,ENERGY MGMT SYS	12	PAS0069B	\$ 10,476									\$ 14,580	Monthly	12/22/2018
SUPVR,ENERGY TRADING & CONTRACTS	12	PAS00720	\$ 11,280									\$ 14,944	Monthly	12/22/2018
SUPVR,ENGINEERING	12	PAS00710	\$ 11,003									\$ 14,580	Monthly	12/22/2018
SUPVR,ENV,HLTH&SFTY SVCS	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SUPVR,FACILITIES & MAINT	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
SUPVR,FIELD METERING	12	PAS0059B	\$ 8,185									\$ 11,395	Monthly	12/22/2018
SUPVR,FLEET OPS	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SUPVR,GIS	12	PAS00640	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SUPVR,HLTH & SFTY SVCS	12	PAS0066C	\$ 9,731									\$ 13,876	Monthly	12/22/2018
SUPVR,HYDRO LICENSE IMPLEMENTATION	12	PAS00660	\$ 9,731									\$ 12,889	Monthly	12/22/2018
SUPVR,IPPS & ADMIN	12	PAS0052C	\$ 6,890									\$ 9,823	Monthly	12/22/2018
SUPVR,LOAD RESEARCH & FORECASTING	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
SUPVR,MAINT ENGRG	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
SUPVR,MATERIAL PLANNING & COORDINATIO	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SUPVR,OPER & AVAIL	12	PAS00710	\$ 11,003									\$ 14,580	Monthly	12/22/2018
SUPVR,OPS SCHEDULING & PRODUCTIVITY	12	PAS00590	\$ 8,185									\$ 10,846	Monthly	12/22/2018
SUPVR,RATES	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
SUPVR,REAL ESTATE SVCS	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SUPVR,SEGMENT DELIVERY	12	PAS00640	\$ 9,261									\$ 12,266	Monthly	12/22/2018
SUPVR,STRATEGIC ACCOUNT MANAGEMENT	12	PAS0062D	\$ 8,815									\$ 12,889	Monthly	12/22/2018
SUPVR,SURVEY	12	PAS00620	\$ 8,815									\$ 11,673	Monthly	12/22/2018
SUPVR,T&D LINE MAINT	12	PAS00690	\$ 10,476									\$ 13,876	Monthly	12/22/2018
SURVEY ENGRG TECH (J)	6	OSE0714*	\$ 5,505	\$ 5,643	\$ 5,792	\$ 5,927	\$ 6,075	\$ 6,227	\$ 6,385	\$ 6,540	\$ 6,708		Monthly	12/22/2018
SYSTEM OPERATIONS & TRNG MANAGER	N/	PAS0072T	\$ 11,280									\$ 16,490	Monthly	12/22/2018
T&D LINE ASSETS SUPVR-PROJECTS	12	PAS0062U	\$ 8,815									\$ 13,424	Monthly	12/22/2018
T&D LINE CONSTR CONSULTANT	12	PAS0066C	\$ 9,731									\$ 13,876	Monthly	12/22/2018
TECHNICAL WRITER I	12	PAS00520	\$ 6,890									\$ 9,124	Monthly	12/22/2018
TELECOMM TECH 1/	12	IBEW928*	\$ 57.59										Hourly	12/22/2018

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TELECOMM TECH APPR	12	IBEW845A	\$ 33.59	\$ 36.70	\$ 39.80	\$ 42.91	\$ 46.00	\$ 49.09					Hourly	12/22/2018
TELECOMM TECH APPR 1/	48	IBEW921A	\$ 37.43	\$ 40.89	\$ 44.37	\$ 47.79	\$ 51.25	\$ 54.71					Hourly	12/22/2018
TELECOMM TECH I	12	IBEW915A	\$ 51.68										Hourly	12/22/2018
TELECOMM TECH II	12	IBEW928*	\$ 57.59										Hourly	12/22/2018
TELEPHONE TECH	12	IBEW915A	\$ 51.68										Hourly	12/22/2018
TELEPHONE TECH 1/	12	IBEW928*	\$ 57.59										Hourly	12/22/2018
TELEPHONE TECH APPR	12	IBEW845A	\$ 33.59	\$ 36.70	\$ 39.80	\$ 42.91	\$ 46.00	\$ 49.09					Hourly	12/22/2018
TELEPHONE TECH APPR 1/	36	IBEW921A	\$ 37.43	\$ 40.89	\$ 44.37	\$ 47.79	\$ 51.25	\$ 54.71					Hourly	12/22/2018
TOOL REPAIRER	12	IBEW874G	\$ 40.02	\$ 41.30	\$ 42.79	\$ 44.90							Hourly	12/22/2018
TOOL REPAIRER W/CL A	12	IBEW874M	\$ 41.02	\$ 42.30	\$ 43.79	\$ 45.90							Hourly	12/22/2018
TOOL REPAIRER W/HAZ	12	IBEW874Z	\$ 41.14	\$ 42.42	\$ 43.91	\$ 46.02							Hourly	12/22/2018
TOOL ROOM FRMN/WN	12	IBEW936*	\$ 58.94										Hourly	12/22/2018
TRADE SHOW COORD	6	OSE0743*	\$ 6,375	\$ 6,530	\$ 6,728	\$ 6,863	\$ 7,031	\$ 7,211	\$ 7,391	\$ 7,574	\$ 7,766		Monthly	12/22/2018
TRAINING & COMPLIANCE COORD	12	PAS0052O	\$ 6,890									\$ 9,124	Monthly	12/22/2018
TRAINING COORDINATOR	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
TROUBLESHOOTER	12	IBEW941R	\$ 62.54										Hourly	12/22/2018
TROUBLESHOOTER W/CL A	12	IBEW941D	\$ 63.54										Hourly	12/22/2018
UTILITY ASSISTANT	12	IBEW785*	\$ 16.95	\$ 19.38									Hourly	12/22/2018
UTILITY COMPLIANCE SPECIALIST	12	IBEW828G	\$ 27.66	\$ 28.93	\$ 31.15	\$ 33.27	\$ 35.63						Hourly	12/22/2018
UTILITY COMPLIANCE SPECIALIST 1/	12	IBEW872*	\$ 44.25										Hourly	12/22/2018
UTILITY COMPLIANCE SPECIALIST 1//	12	IBEW872L	\$ 45.30										Hourly	12/22/2018
UTILITY COMPLIANCE SPECIALIST II	12	IBEW919G	\$ 37.47										Hourly	12/22/2018
UTILITY CREW FRMN/WN W/HAZ	12	IBEW888X	\$ 48.23										Hourly	12/22/2018
UTILITY WORKER I	12	IBEW802G	\$ 27.66	\$ 28.93	\$ 30.19	\$ 31.45							Hourly	12/22/2018
UTILITY WORKER II	12	IBEW814*	\$ 33.24										Hourly	12/22/2018
UTILITY WORKER III	12	IBEW816H	\$ 29.34	\$ 30.50	\$ 31.82	\$ 33.11	\$ 34.54						Hourly	12/22/2018
UTILITY WORKER W/CL A	12	IBEW802L	\$ 28.66	\$ 29.93	\$ 31.19	\$ 32.45							Hourly	12/22/2018
UTILITY WORKER W/HAZ	12	IBEW802X	\$ 28.78	\$ 30.05	\$ 31.31	\$ 32.57							Hourly	12/22/2018
UX SPCLST (E)	12	PAS0045O	\$ 5,798									\$ 7,676	Monthly	12/22/2018
UX SPCLST (J)	12	PAS0054O	\$ 7,236									\$ 9,583	Monthly	12/22/2018
VEGETATION MANAGEMENT SPCLST W/CL A	12	IBEW878H	\$ 46.43										Hourly	12/22/2018
VEGETATION MANAGEMENT SPCLST WCL A	12	IBEW901L	\$ 51.03										Hourly	12/22/2018
VEGETATION MANAGEMENT SUPVR I	12	PAS0056O	\$ 7,602									\$ 10,072	Monthly	12/22/2018
VEGETATION MANAGEMENT SUPVR II	12	PAS0059O	\$ 8,185									\$ 10,846	Monthly	12/22/2018
VEGETATION WORK PLANNER	12	IBEW878G	\$ 45.43										Hourly	12/22/2018
VEGETATION WORK PLANNER 1/	12	IBEW901*	\$ 50.03										Hourly	12/22/2018
VEGETATION WORK PLANNER W/CL A	12	IBEW878H	\$ 46.43										Hourly	12/22/2018
VEGETATION WORK PLANNER W/CL A 1/	12	IBEW901L	\$ 51.03										Hourly	12/22/2018
VEGETATION WORK PLANNER W/HAZ	12	IBEW878J	\$ 46.54										Hourly	12/22/2018
VEGETATION WORK PLANNER W/HAZ 1/	12	IBEW901X	\$ 51.15										Hourly	12/22/2018
VEHICLE ATTENDANT	12	IBEW816G	\$ 28.56	\$ 29.77	\$ 31.11	\$ 32.40	\$ 33.80						Hourly	12/22/2018
VEHICLE ATTENDANT W/CL A	12	IBEW817*	\$ 29.56	\$ 30.77	\$ 32.11	\$ 33.40	\$ 34.80						Hourly	12/22/2018
VEHICLE ATTENDANT W/HAZ	12	IBEW817X	\$ 29.68	\$ 30.89	\$ 32.23	\$ 33.52	\$ 34.92						Hourly	12/22/2018
VEHICLE MAINT AIDE	12	IBEW790*	\$ 20.36	\$ 25.12									Hourly	12/22/2018

* Prob period of N/ denotes Non-civil service classification

2019 SMUD Salary Schedule

Effective 12/22/18

Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Pay Type	Effective Date
VEHICLE MAINT AIDE W/CL A	12	IBEW790L	\$ 21.36	\$ 26.12									Hourly	12/22/2018
VEHICLE MAINT AIDE W/HAZ	12	IBEW790X	\$ 21.48	\$ 26.24									Hourly	12/22/2018
VEHICLE MECH	12	IBEW858A	\$ 41.11										Hourly	12/22/2018
VEHICLE MECH 1/	12	IBEW874*	\$ 44.90										Hourly	12/22/2018
VEHICLE MECH APPR W/HAZ	48	IBEW851D	\$ 27.41	\$ 29.23	\$ 31.01	\$ 32.80	\$ 34.60	\$ 36.38	\$ 38.21	\$ 39.97			Hourly	12/22/2018
VEHICLE MECH APPR W/HAZ 1/	48	IBEW866X	\$ 30.32	\$ 32.25	\$ 34.18	\$ 36.10	\$ 38.02	\$ 39.94	\$ 41.88	\$ 43.80			Hourly	12/22/2018
VEHICLE MECH W/CL A	12	IBEW858D	\$ 42.11										Hourly	12/22/2018
VEHICLE MECH W/CL A 1/	12	IBEW878A	\$ 45.90										Hourly	12/22/2018
VEHICLE MECH W/HAZ	12	IBEW858K	\$ 42.23										Hourly	12/22/2018
VEHICLE MECH W/HAZ 1/	12	IBEW878X	\$ 46.01										Hourly	12/22/2018
VEHICLE MECH WELDER APPR W/A	12	IBEW851F	\$ 28.63	\$ 30.54	\$ 31.80	\$ 34.26	\$ 36.18	\$ 38.04	\$ 39.93	\$ 41.83			Hourly	12/22/2018
VEHICLE MECH WELDER APPR W/A 1/	48	IBEW888A	\$ 31.41	\$ 33.42	\$ 35.49	\$ 37.55	\$ 39.62	\$ 41.66	\$ 43.72	\$ 45.75			Hourly	12/22/2018
VEHICLE MECH WELDER APPR W/HAZ	12	IBEW851K	\$ 28.72	\$ 30.63	\$ 32.49	\$ 34.35	\$ 36.26	\$ 38.12	\$ 40.00	\$ 41.90			Hourly	12/22/2018
VEHICLE MECH WELDER APPR W/HAZ 1/	48	IBEW888B	\$ 31.50	\$ 33.51	\$ 35.57	\$ 37.63	\$ 39.69	\$ 41.74	\$ 43.80	\$ 45.84			Hourly	12/22/2018
VEHICLE MECH WELDER W/CL A	12	IBEW874A	\$ 43.97										Hourly	12/22/2018
VEHICLE MECH WELDER W/CL A 1/	12	IBEW888*	\$ 48.12										Hourly	12/22/2018
VEHICLE MECH WELDER W/HAZ	12	IBEW872H	\$ 44.09										Hourly	12/22/2018
VEHICLE MECH WELDER W/HAZ 1/	12	IBEW888X	\$ 48.23										Hourly	12/22/2018
VEHICLE PARTS CLERK	6	OSE0680*	\$ 4,648	\$ 4,763	\$ 4,904	\$ 5,007	\$ 5,134	\$ 5,254	\$ 5,392	\$ 5,526	\$ 5,659		Monthly	12/22/2018
WAREHOUSE OPS COORD	12	PAS0054C	\$ 7,236									\$ 10,319	Monthly	12/22/2018

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