

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Top Step
Electrical Supervisor	-	-	-	-	-	-	-	5,979
Senior Electric Line Worker	-	-	-	-	-	-	-	5,694
Electrical Line Worker	-	-	-	-	-	-	-	5,423
Apprentice Line Worker	3,254	3,525	3,796	4,067	4,339	4,610	4,881	-
Customer Service Technician	2,990	3,140	3,297	3,462	3,635	-	-	-

Incentives and other additional pay**Class B Drivers License** - Effective 7-1-2005

Included in the base pay for Electric Supervisor, Senior Electric Line Worker, Electric Line Worker & Apprentice Line Worker

Customer Service Technician	150	157	165	173	182	-	-	-
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Bilingual Pay - Effective 7-1-2005

Electric Supervisor	-	-	-	-	-	-	-	299
Senior Electric Line Worker	-	-	-	-	-	-	-	285
Electric Line Worker	-	-	-	-	-	-	-	271
Apprentice Line Worker	163	176	190	203	217	230	244	-
Customer Service Technician	150	157	165	173	182	-	-	-

Rubber Glove Certificate - Effective date undetermined as of 9-13-05

Electric Supervisor	-	-	-	-	-	-	-	359
Senior Electric Line Worker	-	-	-	-	-	-	-	342
Electric Line Worker	-	-	-	-	-	-	-	325
Apprentice Line Worker	195	212	228	244	260	277	293	-

Longevity - effective 7-1-20051% at 10 years of service

Electric Supervisor	-	-	-	-	-	-	-	60
Senior Electric Line Worker	-	-	-	-	-	-	-	57
Electric Line Worker	-	-	-	-	-	-	-	54
Apprentice Line Worker	33	35	38	41	43	46	49	-
Customer Service Technician	30	31	33	35	36	-	-	-

2% at 15 years of service

Electric Supervisor	-	-	-	-	-	-	-	120
Senior Electric Line Worker	-	-	-	-	-	-	-	114
Electric Line Worker	-	-	-	-	-	-	-	108
Apprentice Line Worker	65	71	76	81	87	92	98	-
Customer Service Technician	60	63	66	69	73	-	-	-

3% at 20 years of service

Electric Supervisor	-	-	-	-	-	-	-	179
Senior Electric Line Worker	-	-	-	-	-	-	-	171
Electric Line Worker	-	-	-	-	-	-	-	163
Apprentice Line Worker	98	106	114	122	130	138	146	-
Customer Service Technician	90	94	99	104	109	-	-	-

Exhibit A

Electric 7-1-05 - 12-31-05