

EXHIBIT A

NORTHERN CALIFORNIA POWER AGENCY					
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO WAGE SCHEDULE					
HOURLY RATE BASIS					
WAGE INCREASE PERCENT (A)		(D) 3.25%		(D) 3.25%	
		Hourly Rate			
CLASSIFICATION	PROGRESSION	2005	2006	2007	2008
Electrician - Apprentice	Start	\$25.84	\$26.68	\$27.55	\$28.51
	End 6 months	26.10	26.95	27.83	28.80
	End 12 months	26.88	27.75	28.65	29.65
	End 18 months	27.44	28.33	29.25	30.27
	End 24 months	29.15	30.10	31.08	32.17
	End 30 months	29.98	30.95	31.96	33.08
Electrician		33.50	34.59	35.71	36.96
Electrician / Instrument & Control Tech B		34.51	35.63	36.79	38.08
Helper - consists of:	Start	18.56	19.16	19.78	20.47
	Electrical Maintenance	20.90	21.58	22.28	23.06
	Instrument Maintenance	23.25	24.01	24.79	25.66
	Maintenance	25.59	26.42	27.28	28.23
	Materials				
Mechanical Maintenance					
Instrument & Control Technician "A"		36.51	37.70	38.93	40.29
Instrument & Control Technician "A" / Operator		37.24	38.45	39.70	41.09
Instrument & Control Technician "B" - Apprentice	Start	25.83	26.67	27.54	28.50
	End 6 months	26.11	26.96	27.84	28.81
	End 12 months	26.90	27.77	28.67	29.67
	End 18 months	27.45	28.34	29.26	30.28
	End 24 months	29.18	30.13	31.11	32.20
	End 30 months	29.98	30.95	31.96	33.08
Instrument & Control Technician "B"		33.50	34.59	35.71	36.96
Instrument & Control Technician "B" (Upgrade) (C)		34.48	36.15	37.32	38.63
Instrument & Control Technician "B" / Electrician		34.51	35.63	36.79	38.08
Lead Person: Mechanical		35.90	37.07	38.27	39.61
Lead Person: Instrument & Control Technician "A"		36.98	38.18	39.42	40.80
Lead Person: Instrument & Control Technician "A" / Operator			38.95	40.22	41.63
Lead Person, Purchasing and Stores		33.58	34.67	35.80	37.05

- Note:
- (A) Effective pay period beginning 1/22/06 and remains in effect thru first pay period in 2009.
 - (B) All Relief Operators to receive the appropriate rate of the designated top step operator wage, plus \$24.00/week.
 - (C) Where there is an A & B position a B upgrade has been added which is the half way point of the two positions.
Anyone in a "B" position, fully qualified for the "A" position, they are promoted when they become qualified.
 - (D) A 1% pick up of CalPERS by Agency contributed 2006 & 2007.
 - (E) New hires not qualified for Broadband may be started at 3% less.

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NORTHERN CALIFORNIA POWER AGENCY INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO WAGE SCHEDULE HOURLY RATE BASIS					
WAGE INCREASE PERCENT (A)		(D) 3.25%	(D) 3.25%	3.50%	
CLASSIFICATION	PROGRESSION	Hourly Rate			
		2005	2006	2007	2008
Machinist - Apprentice	Start	\$25.84	\$26.68	\$27.55	\$28.51
	End 6 months	26.10	26.95	27.83	28.80
	End 12 months	26.88	27.75	28.65	29.65
	End 18 months	27.44	28.33	29.25	30.27
	End 24 months	29.15	30.10	31.08	32.17
	End 30 months	29.98	30.95	31.96	33.08
Machinist		33.50	34.59	35.71	36.96
Mechanic, Automotive		33.50	34.59	35.71	36.96
Mechanic, Automotive / Machinist		34.51	35.63	36.79	38.08
Mechanic, Plant "A"		33.50	34.59	35.71	36.96
Mechanic, Plant "A" / Machinist or Welder or Rigger		34.51	35.63	36.79	38.08
Mechanic, Steam Field		33.50	34.59	35.71	36.96
Mechanic, Steam Field / Welder		34.51	35.63	36.79	38.08
Mechanic, Steam Field / Welder/Operator		35.20	36.34	37.52	38.83
Mechanic, Plant "B"		32.00	33.04	34.11	35.30
Mechanic, Plant "B" (Upgrade) (C)		32.75	33.82	34.91	36.13
Operator, Assistant Control	Start	24.07	24.85	25.66	26.56
	End 6 months	24.60	25.40	26.23	27.15
	End 12 months	25.59	26.42	27.28	28.23
	End 18 months	26.48	27.34	28.23	29.22
	End 24 months	27.27	28.16	29.08	30.10
	End 30 months	28.26	29.18	30.13	31.18
	End 36 months	29.44	30.40	31.39	32.49
Operator, Control		35.41	36.56	37.75	39.07
Operator, Senior Control		36.99	38.19	39.43	40.81
Operator, Senior Control (Relief) (B)		37.59	38.79	40.03	41.41
Operator Technician	Start	35.41	36.56	37.75	39.07
	End of 18 months training	36.12	37.29	38.50	39.85

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Anyone in a "B" position, fully qualified for the "A" position, they are promoted when they become qualified.
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WAGE INCREASE PERCENT (A)		(D) 3.25%	(D) 3.25%	3.50%	
CLASSIFICATION	PROGRESSION	Hourly Rate			
		2005	2006	2007	2008
Stationkeeper		\$33.50	\$34.59	\$35.71	\$36.96
Storekeeper	Start	26.05	26.90	27.77	28.74
	End 6 months	27.76	28.66	29.59	30.63
	End 12 months	29.52	30.48	31.47	32.57
	End 18 months	31.33	32.35	33.40	34.57
Storekeeper / Machanic, Plant "A"		34.51	35.63	36.79	38.08
Technician, Chemical	Start	27.27	28.16	29.08	30.10
	End 6 months	30.22	31.20	32.21	33.34
	End 12 months	32.67	33.73	34.83	36.05
Technician, Chemical / Performance		33.65	34.74	35.87	37.13
Truck Driver / Materials	Start	22.58	23.31	24.07	24.91
	End 6 months	24.07	24.85	25.66	26.56
	End 12 months	25.59	26.42	27.28	28.23
Welder, Certified		33.50	34.59	35.71	36.96

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CLASSIFICATIONS - C.T. 1 & 2	PROGRESSION	Hourly Rate			
		2005	2006	2007	2008
Electrical Technician / Operator		\$36.85	\$38.05	\$39.29	\$40.67
Helper - consists of:	Start	18.56	19.16	19.78	20.47
Electrical Maintenance	End 6 months	20.90	21.58	22.28	23.06
Instrument Maintenance	End 12 months	23.25	24.01	24.79	25.66
Maintenance	End 18 months	25.59	26.42	27.28	28.23
Materials					
Mechanical Maintenance					
Instrument & Control Technican / Operator		36.85	38.05	39.29	40.67
Lead Technician		38.68	39.94	41.24	42.68
Mechanic, Plant "A"		33.50	34.59	35.71	36.96
Mechanic, Plant "A" / Operator Technician		35.20	36.34	37.52	38.83
Mechanic, Plant "B"		32.00	33.04	34.11	35.30
Mechanic, Plant "B" (Upgrade) (C)		32.75	33.82	34.91	36.13
Operator Technician	Start	35.41	36.56	37.75	39.07
	End of 18 months training	36.12	37.29	38.50	39.85
Operator Technician (Relief) (B)	Start	36.01	37.16	38.35	39.67
	End of 18 months training	36.72	37.89	39.10	40.45
Storekeeper	Start	26.05	26.90	27.77	28.74
	End 6 months	27.76	28.66	29.59	30.63
	End 12 months	29.52	30.48	31.47	32.57
	End 18 months	31.33	32.35	33.40	34.57

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