

**EXHIBIT F**

PACIFIC GAS & ELECTRIC COMPANY  
 STANDARD WAGE RATES - FIVE WEEK/ FORTY-HOUR WORKWEEK BASIS  
*Effective January 1, 2009 through December 31, 2010*  
 CLERICAL AND OFFICE CLASSIFICATIONS - WEEKLY  
 REPRESENTED BY LOCAL UNION NO. 1245 OF  
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
2641 Senior Service Representative II			
2723 Senior Operating Clerk II			
2642 Senior Accounting Clerk II			
2761 Senior Service Representative-Steno II (PIO)			
2645 Senior Operating Clerk-Steno II (PIO)			
2763 Senior Accounting Clerk-Steno II (PIO)			
2765 Senior Service Representative-Typist II			
2646 Senior Operating Clerk-Typist II			
2767 Senior Accounting Clerk-Typist II			
2801 <i>Senior Operating Clerk I-II</i>			
2802 <i>Senior Operating Clerk Typist I-II</i>			
	Start	33.66	34.92
	End 6 Mo	34.38	35.67
	End 1 Yr	35.12	36.44
	End 18 Mo	35.86	37.20
2650 Senior Service Representative I			
2789 Senior Operating Clerk I			
2788 Senior Accounting Clerk I			
2653 Senior Service Rep.-Steno I (PIO)			
2654 Senior Operating Clerk-Steno I (PIO)			

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
2797 Senior Accounting Clerk-(PIO)			
2811 Senior Service Representative-Typist I			
2655 Senior Operating Clerk-Typist I			
2813 Senior. Accounting Clerk-Typist I			
2586 Senior Service Planning Clerk I			
	Start	32.55	33.77
	End 6 Mo	33.11	34.35
	End 1 Yr	33.66	34.92
2660 Service Representative			
2661 Accounting Clerk			
2662 Operating Clerk			
2663 Service Representative-Steno (PIO)			
2664 Operating Clerk - Steno (PIO)			
2665 Accounting Clerk-Steno (PIO)			
2666 Service Representative-Typist			
2667 Operating Clerk-Typist			
2873 Accounting Clerk-Typist			
2697 Machine Operator			
2587 Service Planning Clerk (PIO)			
2769 Service Representative & Meter Reader			
2703 E&P Operating Clerk (PIO)			
	Start	24.57	25.49
	End 6 Mo	26.01	26.99
	End 1 Yr	27.44	28.47
	End 18 Mo	28.24	29.30
	End 2 Yr	29.05	30.14
	End 30 Mo	29.85	30.97
	End 3 Yr	30.65	31.80
	End 42 Mo	31.45	32.63
	End 4 Yr	32.55	33.77

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
2697 Machine Operators designated as trainers receive 5% upgrade pay.			
2675	Utility Clerk - Customer Services, Marketing		
2676	Utility Clerk - Operating		
2677	Utility Clerk - Accounting		
2679	Utility Clerk-Steno - Customer Services, Marketing (PIO)		
2680	Utility Clerk-Steno - Operating (PIO)		
2681	Utility Clerk-Steno - Accounting (PIO)		
2683	Utility Clerk-Typist - Customer Services, Marketing		
2684	Utility Clerk-Typist - Operating		
2685	Utility Clerk-Typist - Accounting		
2689	Utility Machine Operator		
2588	Utility Clerk - Service Planning (PIO)		
	Start	14.37	14.91
	End 6 Mo	15.39	15.97
	End 1 Yr	16.54	17.16
	End 18 Mo	18.23	18.91
	End 2 Yr	19.92	20.67
	End 30 Mo	21.61	22.42
	End 3 Yr	22.38	23.22
	End 42 Mo	23.13	24.00
	End 4 Yr	24.57	25.49

Hiring rates for the above classifications are based on experience and limited to wage progressions Start through End 30 Mo.

The above rates apply to employees hired 10-1-88 and after.

2675 Utility Clerk - Customer Services, Marketing  
2676 Utility Clerk - Operating

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
2677 Utility Clerk - Accounting			
2679 Utility Clerk-Steno - Customer Services, Marketing (PIO)			
2680 Utility Clerk-Steno - Operating (PIO)			
2681 Utility Clerk-Steno - Accounting (PIO)			
2683 Utility Clerk-Typist - Customer Services, Marketing			
2684 Utility Clerk-Typist - Operating			
2685 Utility Clerk-Typist - Accounting			
2689 Utility Machine Operator			
	Start	14.37	14.91
	End 6 Mo	15.39	15.97
	End 1 Yr	16.54	17.16
	End 18 Mo	18.23	18.91
	End 2 Yr	19.92	20.67
	End 30 Mo	21.61	22.42
	End 3 Yr	22.38	23.22
	End 42 Mo	23.13	24.00
	End 4 Yr	24.57	25.49

Hiring rates for the above classifications are based on experience and limited to wage progressions Start through End 30 Mo.

The above rates apply to employees hired 1-1-83 through 9-30-88.

2675 Utility Clerk - Customer Services, Marketing  
 2676 Utility Clerk - Operating  
 2677 Utility Clerk - Accounting  
 2679 Utility Clerk-Steno - Customer Services, Marketing (PIO)  
 2680 Utility Clerk-Steno - Operating (PIO)  
 2681 Utility Clerk-Steno - Accounting (PIO)  
 2683 Utility Clerk-Typist - Customer Services, Marketing

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u>	<u>1/1/2010</u>
		Hourly	Hourly

2684 Utility Clerk-Typist - Operating  
 2685 Utility Clerk-Typist - Accounting  
 2689 Utility Machine Operator

Start  
 End 6 Mo  
 End 1 Yr  
 End 18 Mo  
 End 2 Yr  
 End 30 Mo

Hiring rates for the above classifications are based on experience and limited to wage progressions Start through End 30 Mo.

The above rates apply to employees hired 12-31-82 and before.

2805 Machine Operator B (PIO)  
 2880 Clerk D - Customer Services, Marketing  
 2881 Clerk D - Operating  
 2882 Clerk D - Comptroller  
 2885 Clerk-Steno D - Customer Services, Marketing (PIO)  
 2886 Clerk-Steno D - Operating (PIO)  
 2887 Clerk-Steno D - Comptroller (PIO)  
 2890 Clerk-Typist D - Customer Services, Marketing  
 2891 Clerk-Typist D - Operating  
 2892 Clerk-Typist D - Comptroller

Start	20.10	20.85
End 6 Mo	20.84	21.62
End 1 Yr	21.61	22.42
End 18 Mo	22.38	23.22
End 2 Yr	23.13	24.00
End 30 Mo	24.57	25.49

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
	End 3 Yr	26.01	26.99
	End 42 Mo	27.44	28.47

The above rates apply to employees hired 1-1-76 through 1-31-80.

2805 Machine Operator B (PIO)			
2880 Clerk D - Customer Services, Marketing			
2881 Clerk D - Operating			
2882 Clerk D - Comptroller			
2885 Clerk-Steno D - Customer Services, Marketing (PIO)			
2886 Clerk-Steno D - Operating (PIO)			
2887 Clerk-Steno D - Comptroller (PIO)			
2890 Clerk-Typist D - Customer Services, Marketing			
2891 Clerk-Typist D - Operating			
2892 Clerk-Typist D - Comptroller			
	End 3 Yr		
	End 42 Mo		
	End 4 Yr		
	End 54 Mo		

The above rates apply to employees hired 12-31-75 and before.

2760 Credit Representative	Start	30.13	31.26
2770 Credit Representative and Meter Reader	End 6 Mo	32.31	33.52
	End 1 Yr	33.24	34.49
2772 Meter Reader and Utility Clerk			
(Hired 10-1-88 and after)	Start	20.67	21.45
	End 6 Mo	23.20	24.07

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
	End 1 Yr	25.73	26.69
	End 18 Mo	28.26	29.32
	End 2 Yr	29.12	30.21
	End 30 Mo	29.99	31.11
2772 Meter Reader and Utility Clerk (Hired 1-1-83 through 9-30-88)	Start		
	End 6 Mo		
	End 1 Yr		
	End 18 Mo		
	End 2 Yr		
2772 Meter Reader and Utility Clerk (Hired 12-31-82 and before)	Start		
	End 6 Mo		
	End 1 Yr		
	End 18 Mo		
	End 2 Yr		
2773 Mail Clerk Driver (General Office, Building Department)	Start	29.07	30.16
	End 6 Mo	29.92	31.04
2807 Data Entry Operator (Hired 10-1-88 and after)	Start	16.54	17.16
	End 6 Mo	18.23	18.91
	End 1 Yr	19.92	20.67
	End 18 Mo	21.61	22.42
	End 2 Yr	22.38	23.22
	End 30 Mo	23.13	24.00
	End 3 Yr	24.57	25.49

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
	End 42 Mo	26.01	26.99
	End 4 Yr	27.44	28.47
	End 54 Mo	28.24	29.30
	End 5 Yr	29.05	30.14
	End 66 Mo	29.85	30.97
	End 6 Yr	30.65	31.80
	End 78 Mo	31.45	32.63

Hiring rate for Data Entry Operator based on experience and limited to wage progression Start through End 2 Yr.

2807 Data Entry Operator  
(Hired 1-1-83 through 9-30-88)

- Start
- End 6 Mo
- End 1 Yr
- End 18 Mo
- End 2 Yr
- End 30 Mo
- End 3 Yr
- End 42 Mo
- End 4 Yr
- End 54 Mo
- End 5 Yr
- End 66 Mo
- End 6 Yr

Hiring rate for Data Entry Operator based on experience and limited to wage progression Start

2807 Data Entry Operator

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly

(Hired 12-31-82 and before)	Start		
	End 6 Mo		
	End 1 Yr		
	End 18 Mo		
	End 2 Yr		
	End 30 Mo		
	End 3 Yr		
	End 42 Mo		
	End 4 Yr		
	End 54 Mo		
	End 5 Yr		
	End 66 Mo		
	End 6 Yr		

Hiring rate for Data Entry Operator based on experience and limited to wage progression Start through End 2 Yr.

2808 Lead Data Entry Operator	Start	31.45	32.63
	End 6 Mo	32.16	33.37
	End 1 Yr	32.90	34.13
	End 18 Mo	33.66	34.92
	End 2 Yr	34.38	35.67
2879 Sr Computer Operator	Start	35.12	36.44
	End 6 Mo	35.86	37.20
2779 Computer Operator I-A (Incumbents Only)		36.17	37.53

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
Applies to Incumbent Computer Console Operators who were at the 540.75 wage rate on 6-30-82. (See Letter Agreement 82-80-PGE)			
2878 Computer Operator I	Start	31.45	32.63
	End 6 Mo	32.16	33.37
	End 1 Yr	32.90	34.13
	End 18 Mo	33.66	34.92
	End 2 Yr	34.38	35.67
End 2 Yr wage progression considered as top rate for bidding purposes.			
2877 Computer Operator II	Start	26.01	26.99
	End 6 Mo	27.44	28.47
	End 1 Yr	28.24	29.30
	End 18 Mo	29.05	30.14
	End 2 Yr	29.85	30.97
	End 30 Mo	30.65	31.80
Computer Operator II at End 30 Mo wage progression will automatically progress to next higher classification after six months at top rate of classification and successful completion of appropriate training course.			
2875			
Computer Operator III (Hired 10-1-88 and after)	Start	16.54	17.16
	End 6 Mo	18.23	18.91
	End 1 Yr	19.92	20.67
	End 18 Mo	21.61	22.42

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
	End 2 Yr	22.38	23.22
	End 30 Mo	23.13	24.00
	End 3 Yr	24.57	25.49

Hiring rate for Computer Operator III based on experience and limited to wage progression Start through End 2 Yr.

Computer Operator III at End 3 Yr wage progression will automatically progress to next higher classification after six months at top rate of classification and successful completion of appropriate training course.

End 30 Mo wage progression considered top rate of pay for Computer Operator III.

2875 Computer Operator III  
(Hired 1-1-83 through 9-30-88)

- Start
- End 6 Mo
- End 1 Yr
- End 18 Mo
- End 2 Yr
- End 30 Mo

Hiring rate for Computer Operator III based on experience and limited to Wage Progression Start through End 2 Yr.

Computer Operator III at End 30 Mo wage progression will automatically progress to next higher classification after six months at top rate of classification and successful completion of appropriate training course.

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly

End 30 Mo wage progression considered top rate of pay for Computer Operator III.

2875 Computer Operator III (Hired 12-31-82 and before)	Start End 6 Mo End 1 Yr End 18 Mo End 2 Yr End 30 Mo
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Hiring rate for Computer Operator III based on experience and limited to wage progression Start through End 2 Yr.

Computer Operator III at End 30 Mo wage progression will automatically progress to next higher classification after six months at top rate of classification and successful completion of appropriate training course.

End 30 Mo wage progression considered top rate of pay for Computer Operator III.

2876 Computer Operator III-A	26.01	26.990
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Classification & Wage rate for personnel who transfer or bid into classification from wage rate greater than 30-month step

2731 Word Processing Operator -  
Customer Services, Marketing

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
(Hired 10-1-88 and after)			
2732 Word Processing Operator - Operating (Hired 10-1-88 and after)			
2733 Word Processing Operator - Accounting (Hired 10-1-88 and after)			
	Start	16.54	17.16
	End 6 Mo	18.23	18.91
	End 1 Yr	19.92	20.67
	End 18 Mo	21.61	22.42
	End 2 Yr	22.38	23.22
	End 30 Mo	23.13	24.00
	End 3 Yr	24.57	25.49
	End 42 Mo	26.01	26.99
	End 4 Yr	27.44	28.47
	End 54 Mo	28.24	29.30

Hiring Rate for Word Processing Operator based on experience and limited to wage progression Start through End 2 Yr.

2731 Word Processing Operator -  
Customer Services, Marketing)  
(Hired 1-1-83 through 9-30-88)

2732 Word Processing Operator -  
Operating (Hired 1-1-83 through 9-  
30-88)

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly

2733 Word Processing Operator -  
Accounting (Hired 1-1-83 through  
9-30-88)

- Start
- End 6 Mo
- End 1 Yr
- End 18 Mo
- End 2 Yr
- End 30 Mo
- End 3 Yr
- End 42 Mo
- End 4 Yr

Hiring rate for Word Processing Operator based on  
experience and limited to wage progression Start  
through End 2 Yr.

2731 Word Processing Operator -  
Customer Services, Marketing  
(Hired 12-31-82 and before)

2732 Word Processing Operator -  
Operating (Hired 12-31-82 and before)

2733 Word Processing Operator -  
Accounting (Hired 12-31-82 and before)

- Start
- End 6 Mo
- End 1 Yr
- End 18 Mo

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
<p>End 2 Yr End 30 Mo End 3 Yr End 42 Mo End 4 Yr</p> <p>Hiring rate for Word Processing Operator based on experience and limited to wage progression Start through End 2 Yr.</p>			
4906 Reprographics Job Coordinator	Start	32.55	33.77
	End 6 Mo	33.21	34.46
	End 1 Yr	33.88	35.15
	End 18 Mo	34.43	35.72
	End 2 Yr	35.12	36.44
7003 Senior Reprographics Operator	Start	31.15	32.32
	End 6 Mo	31.73	32.92
	End 1 Yr	32.64	33.86
	End 18 Mo	33.44	34.69
	End 2 Yr	34.38	35.67
7004 Reprographics Operator A	Start	27.64	28.68
	End 6 Mo	28.83	29.91
	End 1 Yr	29.38	30.48
	End 18 Mo	29.96	31.08
	End 2 Yr	30.53	31.67
	End 30 Mo	31.15	32.32
	End 3 Yr	31.73	32.92

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly
7005 Reprographics Operator B (Hired 10-1-88 and after)	Start	19.21	19.93
	End 6 Mo	21.24	22.04
	End 1 Yr	23.27	24.14
	End 18 Mo	25.28	26.23
	End 2 Yr	25.75	26.72
	End 30 Mo	26.22	27.20
	End 3 Yr	26.68	27.68
	End 42 Mo	27.16	28.18
	End 4 Yr	27.64	28.68
7005 Reprographics Operator B (Hired 1-1-83 through 9-30-88)	Start		
	End 6 Mo		
	End 1 Yr		
	End 18 Mo		
	End 2 Yr		
	End 30 Mo		
	End 3 Yr		
	End 42 Mo		
7005 Reprographics Operator B (Hired 12-31-82 and before)	Start		
	End 6 Mo		
	End 1 Yr		
	End 18 Mo		
	End 2 Yr		

CLASSIFICATION	PROGRESSION	RATES EFFECTIVE	
		<u>1/1/2009</u> Hourly	<u>1/1/2010</u> Hourly

	End 30 Mo		
	End 3 Yr		
	End 42 Mo		