

PLUMAS SIERRA R.E.C. EXHIBIT "A" (Effective July 1, 2011)

General Wage Increase 1.0%

LINE DEPARTMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Top Rate	Rub.Glve
General Foreman (paid \$2.00 above Line Working Foreman)								\$ 47.09	\$ 49.92
Line Working Foreman (paid 10% above Lineman)								\$ 45.09	\$ 47.80
Troubleman								\$ 41.56	\$ 44.06
Lineman								\$ 40.99	\$ 43.44
Professional Timber Faller (added 7/1/03)								\$ 36.79	
Mechanic/Groundman	\$ 26.51	\$ 27.23	\$ 28.36	\$ 29.08	\$ 30.53	\$ 32.36	\$ 34.22	\$ 36.79	
Apprentice Lineman	\$ 26.51	\$ 27.23	\$ 28.36	\$ 29.08	\$ 30.53	\$ 32.36	\$ 33.33	\$ 36.04	
Apprentice Lineman Rubber Glove Rate				\$ 30.82	\$ 32.36	\$ 34.30	\$ 35.33	\$ 38.20	
Groundman	\$ 22.00	\$ 23.49						\$ 25.65	
Warehouse Person	\$ 22.27	\$ 23.76						\$ 25.67	
GENERATION DEPARTMENT									
Plant Operator (added 11/1/09)	\$ 38.62	\$ 40.43	\$ 42.25					\$ 44.06	
METERING DEPARTMENT									
Meter Technician/Foreman (paid 10% above Meterman)								\$ 40.47	
Meter Technician								\$ 37.52	
Meterman								\$ 36.79	
Apprentice Meterman	\$ 26.51	\$ 27.23	\$ 28.36	\$ 29.08	\$ 30.53	\$ 32.36	\$ 34.22	\$ 34.82	
Meter Reader-Collector	\$ 24.84	\$ 25.07	\$ 26.00	\$ 26.95				\$ 28.35	
Helper	\$ 20.71	\$ 21.54	\$ 22.43					\$ 23.30	
INFORMATION TECHNOLOGY									
SCADA Operator	\$ 36.89	\$ 38.94						\$ 40.99	
Installer	\$ 23.06	\$ 25.07	\$ 26.00	\$ 26.95				\$ 28.35	
Internet Technician	\$ 23.06	\$ 25.07	\$ 26.00	\$ 26.95				\$ 28.35	
CLERICAL DEPARTMENT (Includes Electric and PST)									
Senior Work Order Clerk (Electric)*	\$ 26.10	\$ 26.92	\$ 28.13	\$ 28.68	\$ 30.13			\$ 31.96	
Senior Work Order Clerk*	\$ 26.10	\$ 26.92	\$ 28.13	\$ 28.68	\$ 30.13			\$ 31.96	
Work Order Clerk	\$ 20.04	\$ 20.63	\$ 21.22	\$ 21.85	\$ 22.40	\$ 23.00		\$ 23.77	
Work Order Clerk/Accounting Aide I	\$ 20.04	\$ 20.63	\$ 21.22	\$ 21.85	\$ 22.40	\$ 23.00		\$ 23.77	
Accounting Aide I	\$ 19.31	\$ 19.89	\$ 20.47	\$ 21.06	\$ 21.61	\$ 22.62		\$ 23.28	
Customer Service Representative Foreperson								\$ 26.59	
Customer Service Representative	\$ 15.57	\$ 16.74	\$ 18.19	\$ 19.53	\$ 20.83	\$ 22.62		\$ 23.28	

*No longer open to bidding

Clerical Job duties will be specific to the sub department they are assigned.

All Clerical Lead positions will be paid 10% above their existing wage rate while doing those duties.

The Cooperative may hire Interns to assist Bargaining Unit Personnel not to exceed 600 hours in a 12 month period.

PLUMAS SIERRA R.E.C. EXHIBIT "A" (Effective July 1, 2012)

General Wage Increase 2.75%

LINE DEPARTMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Top Rate	Rub.Glve
General Foreman (paid \$2.00 above Line Working Foreman)								\$ 48.33	\$ 51.23
Line Working Foreman (paid 10% above Lineman)								\$ 46.33	\$ 49.11
Troubleman								\$ 42.70	\$ 45.27
Lineman								\$ 42.12	\$ 44.64
Professional Timber Faller (added 7/1/03)								\$ 37.80	
Mechanic/Groundman	\$ 27.24	\$ 27.98	\$ 29.14	\$ 29.88	\$ 31.37	\$ 33.25	\$ 35.16	\$ 37.80	
Apprentice Lineman	\$ 27.24	\$ 27.98	\$ 29.14	\$ 29.88	\$ 31.37	\$ 33.25	\$ 34.25	\$ 37.03	
Apprentice Lineman Rubber Glove Rate				\$ 31.67	\$ 33.25	\$ 35.25	\$ 36.31	\$ 39.25	
Groundman	\$ 22.61	\$ 24.14						\$ 26.36	
Warehouse Person	\$ 22.88	\$ 24.41						\$ 26.38	
GENERATION DEPARTMENT									
Plant Operator (added 11/1/09)	\$ 39.68	\$ 41.54	\$ 43.41					\$ 45.27	
METERING DEPARTMENT									
Meter Technician/Foreman (paid 10% above Meterman)								\$ 41.58	
Meter Technician								\$ 38.55	
Meterman								\$ 37.80	
Apprentice Meterman	\$ 27.24	\$ 27.98	\$ 29.14	\$ 29.88	\$ 31.37	\$ 33.25	\$ 35.16	\$ 35.78	
Meter Reader-Collector	\$ 25.52	\$ 25.76	\$ 26.72	\$ 27.69				\$ 29.13	
Helper	\$ 21.28	\$ 22.13	\$ 23.05					\$ 23.94	
INFORMATION TECHNOLOGY									
SCADA Operator	\$ 37.90	\$ 40.01						\$ 42.12	
Installer	\$ 23.69	\$ 25.76	\$ 26.72	\$ 27.69				\$ 29.13	
Internet Technician	\$ 23.69	\$ 25.76	\$ 26.72	\$ 27.69				\$ 29.13	
CLERICAL DEPARTMENT (Includes Electric and PST)									
Senior Work Order Clerk (Electric)*	\$ 26.82	\$ 27.66	\$ 28.90	\$ 29.47	\$ 30.96			\$ 32.84	
Senior Work Order Clerk*	\$ 26.82	\$ 27.66	\$ 28.90	\$ 29.47	\$ 30.96			\$ 32.84	
Work Order Clerk	\$ 20.59	\$ 21.20	\$ 21.80	\$ 22.45	\$ 23.02	\$ 23.63		\$ 24.42	
Work Order Clerk/Accounting Aide I	\$ 20.59	\$ 21.20	\$ 21.80	\$ 22.45	\$ 23.02	\$ 23.63		\$ 24.42	
Accounting Aide I	\$ 19.84	\$ 20.44	\$ 21.03	\$ 21.64	\$ 22.20	\$ 23.24		\$ 23.92	
Customer Service Representative Foreperson								\$ 27.32	
Customer Service Representative	\$ 16.00	\$ 17.20	\$ 18.69	\$ 20.07	\$ 21.40	\$ 23.24		\$ 23.92	

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