

SACRAMENTO MUNICIPAL UTILITY DISTRICT PAY SCHEDULE

| Job Title | Pay Scale Group | Step 1 (Min) | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 (Max) | Pay Type | Effective Date |
|--------------------------------|-----------------|--------------|----------|----------|----------|----------|----------|----------|----------|--------------|----------|----------------|
| BLDG MAINT FRMN/WN,LT | IBEW908D | \$ 42.48 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT FRMN/WN,LT 1/ | IBEW937* | \$ 49.99 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT FRMN/WN,LT OC | IBEW939A | \$ 52.95 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT MECH | IBEW872G | \$ 37.13 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT MECH 1/ | IBEW908* | \$ 43.70 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT MECH APPR | IBEW851J | \$ 24.13 | \$ 25.53 | \$ 26.91 | \$ 28.31 | \$ 29.69 | \$ 31.09 | \$ 32.49 | \$ 33.88 | \$ 35.28 | Hourly | 12/29/2012 |
| BLDG MAINT MECH APPR 1/ | IBEW879F | \$ 28.40 | \$ 30.05 | \$ 31.67 | \$ 33.32 | \$ 34.95 | \$ 36.59 | \$ 38.24 | \$ 39.87 | \$ 41.52 | Hourly | 12/29/2012 |
| BLDG MAINT MECH APPR W/CL A | IBEW851M | \$ 24.81 | \$ 26.21 | \$ 27.59 | \$ 28.99 | \$ 30.37 | \$ 31.77 | \$ 33.17 | \$ 34.56 | \$ 35.96 | Hourly | 12/29/2012 |
| BLDG MAINT MECH APPR W/CL A 1/ | IBEW879G | \$ 29.08 | \$ 30.73 | \$ 32.35 | \$ 34.00 | \$ 35.63 | \$ 37.27 | \$ 38.92 | \$ 40.55 | \$ 42.20 | Hourly | 12/29/2012 |
| BLDG MAINT MECH W/CL A | IBEW872D | \$ 37.81 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT MECH W/CL A 1/ | IBEW908L | \$ 44.38 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT MECH W/HAZ | IBEW872E | \$ 37.92 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT MECH W/HAZ 1/ | IBEW908X | \$ 44.49 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT SBFMN/WN | IBEW888K | \$ 39.96 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT SBFMN/WN 1/ | IBEW922* | \$ 47.04 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT SBFMN/WN W/CL A | IBEW888P | \$ 40.64 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT SBFMN/WN W/CL A 1/ | IBEW922N | \$ 47.72 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT SBFMN/WN W/HAZ | IBEW888Q | \$ 40.75 | | | | | | | | | Hourly | 12/29/2012 |
| BLDG MAINT SBFMN/WN W/HAZ 1/ | IBEW922X | \$ 47.83 | | | | | | | | | Hourly | 12/29/2012 |
| BODY-FENDER MECH | IBEW884* | \$ 39.87 | | | | | | | | | Hourly | 12/29/2012 |
| CABLE LOCATOR | IBEW873G | \$ 34.27 | \$ 34.99 | \$ 35.98 | \$ 36.90 | \$ 37.59 | | | | | Hourly | 12/29/2012 |
| CABLE LOCATOR W/CL A | IBEW873M | \$ 34.95 | \$ 35.67 | \$ 36.66 | \$ 37.58 | \$ 38.27 | | | | | Hourly | 12/29/2012 |
| CABLE LOCATOR W/HAZ | IBEW873X | \$ 35.06 | \$ 35.78 | \$ 36.77 | \$ 37.69 | \$ 38.38 | | | | | Hourly | 12/29/2012 |
| CABLE SPLC/ELEC | IBEW923* | \$ 47.10 | | | | | | | | | Hourly | 12/29/2012 |
| CABLE SPLC/ELEC APPR | IBEW909A | \$ 30.63 | \$ 32.38 | \$ 34.14 | \$ 35.90 | \$ 37.69 | \$ 39.46 | \$ 41.21 | \$ 42.98 | \$ 44.74 | Hourly | 12/29/2012 |
| CABLE SPLC/ELEC APPR W/CL A | IBEW909B | \$ 31.31 | \$ 33.06 | \$ 34.82 | \$ 36.58 | \$ 38.37 | \$ 40.14 | \$ 41.89 | \$ 43.66 | \$ 45.42 | Hourly | 12/29/2012 |
| CABLE SPLC/ELEC APPR W/HAZ | IBEW909C | \$ 31.42 | \$ 33.17 | \$ 34.93 | \$ 36.69 | \$ 38.48 | \$ 40.25 | \$ 42.00 | \$ 43.77 | \$ 45.53 | Hourly | 12/29/2012 |
| CABLE SPLC/ELEC FR,LT | IBEW942* | \$ 53.06 | | | | | | | | | Hourly | 12/29/2012 |
| CABLE SPLC/ELEC FR,LT W/CL A | IBEW942L | \$ 53.74 | | | | | | | | | Hourly | 12/29/2012 |
| CABLE SPLC/ELEC W/CL A | IBEW923L | \$ 47.78 | | | | | | | | | Hourly | 12/29/2012 |
| CALIBRATION TECH | IBEW925* | \$ 47.37 | | | | | | | | | Hourly | 12/29/2012 |
| CIVIL MAINT FRMN/WN, LT | IBEW937* | \$ 49.99 | | | | | | | | | Hourly | 12/29/2012 |
| CIVIL MAINT FRMN/WN, LT W/CL A | IBEW937L | \$ 50.67 | | | | | | | | | Hourly | 12/29/2012 |
| CIVIL MAINT FRMN/WN, LT W/HAZ | IBEW937X | \$ 50.78 | | | | | | | | | Hourly | 12/29/2012 |
| COMBUST TURBINE FRMN/WN | IBEW945* | \$ 53.23 | | | | | | | | | Hourly | 12/29/2012 |
| COMBUST TURBINE TECH | IBEW917* | \$ 45.73 | | | | | | | | | Hourly | 12/29/2012 |
| CRAFTS HELPER | IBEW828G | \$ 23.41 | \$ 24.48 | \$ 26.36 | \$ 28.16 | \$ 30.15 | | | | | Hourly | 12/29/2012 |

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|-----------------------------------|-----------------|--------------|----------|----------|----------|----------|----------|----------|----------|--------------|----------|----------------|
| CRAFTS HELPER W/CL A | IBEW828L | \$ 24.09 | \$ 25.16 | \$ 27.04 | \$ 28.84 | \$ 30.83 | | | | | Hourly | 12/29/2012 |
| CRAFTS HELPER W/HAZ | IBEW828X | \$ 24.20 | \$ 25.27 | \$ 27.15 | \$ 28.95 | \$ 30.94 | | | | | Hourly | 12/29/2012 |
| CUSTODIAN 1/ | IBEW800G | \$ 23.04 | \$ 24.07 | \$ 25.17 | \$ 26.35 | | | | | | Hourly | 12/29/2012 |
| DISTRBUTN SYSTEM OPER I | IBEW887J | \$ 40.25 | \$ 41.27 | \$ 42.33 | \$ 43.44 | \$ 44.53 | \$ 45.67 | \$ 46.83 | \$ 48.08 | \$ 49.30 | Hourly | 12/29/2012 |
| DISTRBUTN SYSTEM OPER I 1/ | IBEW969A | \$ 47.03 | \$ 48.22 | \$ 49.46 | \$ 50.75 | \$ 52.02 | \$ 53.36 | \$ 54.71 | \$ 56.17 | \$ 57.61 | Hourly | 12/29/2012 |
| DISTRBUTN SYSTEM OPER II | IBEW945N | \$ 52.50 | | | | | | | | | Hourly | 12/29/2012 |
| DISTRBUTN SYSTEM OPER II 1/ | IBEW977* | \$ 61.34 | | | | | | | | | Hourly | 12/29/2012 |
| ELEC FRMN/WM, LT | IBEW941* | \$ 51.96 | | | | | | | | | Hourly | 12/29/2012 |
| ELEC FRMN/WM, LT W/CL A | IBEW941L | \$ 52.64 | | | | | | | | | Hourly | 12/29/2012 |
| ELEC FRMN/WM, LT W/HAZ | IBEW941X | \$ 52.75 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICAL TECH | IBEW937A | \$ 50.65 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICAL TECH APPR | IBEW928B | \$ 32.90 | \$ 34.83 | \$ 36.71 | \$ 38.61 | \$ 40.52 | \$ 42.44 | \$ 44.31 | \$ 46.23 | \$ 48.12 | Hourly | 12/29/2012 |
| ELECTRICAL TECH APPR W/HAZ | IBEW928C | \$ 33.69 | \$ 35.62 | \$ 37.50 | \$ 39.40 | \$ 41.31 | \$ 43.23 | \$ 45.10 | \$ 47.02 | \$ 48.91 | Hourly | 12/29/2012 |
| ELECTRICAL TECH FRMN/WN W/CL A | IBEW970M | \$ 58.63 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICAL TECH FRMN/WN W/HAZ | IBEW970N | \$ 58.74 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICAL TECH FRMN/WN, LT | IBEW970A | \$ 57.95 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICAL TECH FRMN/WN, LT OC | IBEW970O | \$ 59.08 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICAL TECH SUBFRMN/WM | IBEW941C | \$ 54.56 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICAL TEST & REPAIR SPCLST | IBEW939A | \$ 52.95 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICIAN | IBEW916* | \$ 45.40 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICIAN APPR | IBEW880* | \$ 29.51 | \$ 31.47 | \$ 33.40 | \$ 35.34 | \$ 37.29 | \$ 39.24 | \$ 41.16 | \$ 43.12 | | Hourly | 12/29/2012 |
| ELECTRICIAN APPR W/CL A | IBEW880L | \$ 30.19 | \$ 32.15 | \$ 34.08 | \$ 36.02 | \$ 37.97 | \$ 39.92 | \$ 41.84 | \$ 43.80 | | Hourly | 12/29/2012 |
| ELECTRICIAN APPR W/HAZ | IBEW880X | \$ 30.30 | \$ 32.26 | \$ 34.19 | \$ 36.13 | \$ 38.08 | \$ 40.03 | \$ 41.95 | \$ 43.91 | | Hourly | 12/29/2012 |
| ELECTRICIAN W/CL A | IBEW916L | \$ 46.08 | | | | | | | | | Hourly | 12/29/2012 |
| ELECTRICIAN W/HAZ | IBEW916X | \$ 46.19 | | | | | | | | | Hourly | 12/29/2012 |
| EQUIP OPER | IBEW858* | \$ 35.57 | | | | | | | | | Hourly | 12/29/2012 |
| EQUIP OPR W/CL A | IBEW864* | \$ 36.25 | | | | | | | | | Hourly | 12/29/2012 |
| EQUIP OPR W/HAZ | IBEW864X | \$ 36.36 | | | | | | | | | Hourly | 12/29/2012 |
| FACILITIES CUSTODIAN | IBEW792* | \$ 17.94 | \$ 19.31 | \$ 20.86 | \$ 22.44 | | | | | | Hourly | 12/29/2012 |
| FACILITIES ELEC FRMN/WN,LT | IBEW941* | \$ 51.96 | | | | | | | | | Hourly | 12/29/2012 |
| FACILITIES ELEC FRMN/WN,LT W/CL A | IBEW941L | \$ 52.64 | | | | | | | | | Hourly | 12/29/2012 |
| FAULT LOCATOR | IBEW941R | \$ 52.91 | | | | | | | | | Hourly | 12/29/2012 |
| FAULT LOCATOR W/CL A | IBEW941D | \$ 53.59 | | | | | | | | | Hourly | 12/29/2012 |
| FIELD SUPPORT TECH W/CL A | IBEW888C | \$ 37.58 | \$ 38.53 | \$ 39.49 | \$ 40.48 | | | | | | Hourly | 12/29/2012 |
| GARAGE ATTENDANT 1/ | IBEW845G | \$ 29.10 | \$ 29.79 | \$ 30.43 | \$ 31.82 | \$ 32.78 | | | | | Hourly | 12/29/2012 |
| GARAGE ATTENDANT 1/ W/CL A | IBEW847* | \$ 29.78 | \$ 30.47 | \$ 31.11 | \$ 32.50 | \$ 33.46 | | | | | Hourly | 12/29/2012 |
| GARAGE ATTENDANT 1/ W/HAZ | IBEW847X | \$ 29.89 | \$ 30.58 | \$ 31.22 | \$ 32.61 | \$ 33.57 | | | | | Hourly | 12/29/2012 |

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|----------------------------------|-----------------|--------------|----------|----------|----------|----------|----------|----------|----------|--------------|----------|----------------|
| GARDENER | IBEW877J | \$ 27.29 | \$ 27.98 | \$ 28.57 | | | | | | | Hourly | 12/29/2012 |
| GARDENER 1/ | IBEW848G | \$ 31.91 | \$ 32.72 | \$ 33.40 | | | | | | | Hourly | 12/29/2012 |
| GARDENER W/CL A | IBEW877K | \$ 27.97 | \$ 28.66 | \$ 29.25 | | | | | | | Hourly | 12/29/2012 |
| GARDENER W/CL A 1/ | IBEW848L | \$ 32.59 | \$ 33.40 | \$ 34.08 | | | | | | | Hourly | 12/29/2012 |
| GARDENER W/HAZ | IBEW877L | \$ 28.08 | \$ 28.77 | \$ 29.36 | | | | | | | Hourly | 12/29/2012 |
| GARDENER W/HAZ 1/ | IBEW848X | \$ 32.70 | \$ 33.51 | \$ 34.19 | | | | | | | Hourly | 12/29/2012 |
| GAS CONTROL TECH | IBEW924* | \$ 47.25 | | | | | | | | | Hourly | 12/29/2012 |
| GAS CONTROL TECH (E) | IBEW912E | \$ 30.78 | \$ 32.81 | \$ 34.85 | \$ 36.87 | \$ 38.92 | \$ 40.94 | \$ 42.97 | \$ 45.00 | | Hourly | 12/29/2012 |
| GAS CONTROL TECH W/CL A | IBEW924L | \$ 47.93 | | | | | | | | | Hourly | 12/29/2012 |
| GAS PIPELINE FIELDPERSON | IBEW873G | \$ 34.27 | \$ 34.99 | \$ 35.98 | \$ 36.90 | \$ 37.59 | | | | | Hourly | 12/29/2012 |
| HAZ WASTE FRMN/WN, LT | IBEW912* | \$ 44.78 | | | | | | | | | Hourly | 12/29/2012 |
| HAZ WASTE FRMN/WN, LT W/CL A | IBEW915* | \$ 45.46 | | | | | | | | | Hourly | 12/29/2012 |
| HAZ WASTE FRMN-WN,LT W/HAZ | IBEW915X | \$ 45.57 | | | | | | | | | Hourly | 12/29/2012 |
| HAZARD WASTE TECH | IBEW874H | \$ 23.04 | \$ 24.07 | \$ 32.35 | \$ 32.78 | \$ 33.86 | \$ 34.94 | \$ 36.20 | \$ 37.99 | | Hourly | 12/29/2012 |
| HAZARD WASTE TECH OC | IBEW886* | \$ 39.95 | | | | | | | | | Hourly | 12/29/2012 |
| HAZARD WASTE TECH W/CL A | IBEW878* | \$ 38.57 | | | | | | | | | Hourly | 12/29/2012 |
| HAZARD WASTE TECH W/HAZ | IBEW878X | \$ 38.78 | | | | | | | | | Hourly | 12/29/2012 |
| HEAD GARDENER | IBEW919D | \$ 30.75 | | | | | | | | | Hourly | 12/29/2012 |
| HEAD GARDENER 1/ | IBEW863* | \$ 35.96 | | | | | | | | | Hourly | 12/29/2012 |
| HEAD GARDENER W/CL A | IBEW919F | \$ 31.43 | | | | | | | | | Hourly | 12/29/2012 |
| HEAD GARDENER W/CL A 1/ | IBEW863L | \$ 36.64 | | | | | | | | | Hourly | 12/29/2012 |
| HEAD GARDENER W/HAZ | IBEW919G | \$ 31.54 | | | | | | | | | Hourly | 12/29/2012 |
| HEAD GARDENER W/HAZ 1/ | IBEW863X | \$ 36.75 | | | | | | | | | Hourly | 12/29/2012 |
| HIGH VOLTAGE TEST TECH | IBEW921* | \$ 46.69 | | | | | | | | | Hourly | 12/29/2012 |
| HVY DUTY EQ OP | IBEW893* | \$ 41.64 | | | | | | | | | Hourly | 12/29/2012 |
| HVY DUTY EQ OP APPR | IBEW877* | \$ 27.07 | \$ 28.84 | \$ 30.64 | \$ 32.41 | \$ 34.19 | \$ 35.98 | \$ 37.75 | \$ 39.54 | | Hourly | 12/29/2012 |
| HVY DUTY EQ OP FRMN/WN, LT | IBEW922L | \$ 47.63 | | | | | | | | | Hourly | 12/29/2012 |
| HVY DUTY EQ OP FRMN/WN, LT OC | IBEW937* | \$ 49.99 | | | | | | | | | Hourly | 12/29/2012 |
| HVY DUTY EQ OP FRMN/WN, LT W/HAZ | IBEW923B | \$ 48.42 | | | | | | | | | Hourly | 12/29/2012 |
| HVY DUTY EQ OP FRMN/WN,LT W/CL A | IBEW923A | \$ 48.31 | | | | | | | | | Hourly | 12/29/2012 |
| HVY DUTY EQ OP W/CL A | IBEW898* | \$ 42.32 | | | | | | | | | Hourly | 12/29/2012 |
| HVY DUTY EQ OP W/HAZ | IBEW898X | \$ 42.43 | | | | | | | | | Hourly | 12/29/2012 |
| HYD ELEC FRMN/WN, LT OC | IBEW941C | \$ 54.56 | | | | | | | | | Hourly | 12/29/2012 |
| HYD ELEC FRMN/WN, LT W/HAZ | IBEW941X | \$ 52.75 | | | | | | | | | Hourly | 12/29/2012 |
| HYD ELEC FRMN/WN,LT | IBEW941* | \$ 51.96 | | | | | | | | | Hourly | 12/29/2012 |
| HYD ELEC FRMN/WN,LT W/CL A | IBEW941L | \$ 52.64 | | | | | | | | | Hourly | 12/29/2012 |
| HYD ELEC OP FRMN/WN,LT | IBEW945* | \$ 53.23 | | | | | | | | | Hourly | 12/29/2012 |

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|-------------------------------|-----------------|--------------|----------|----------|----------|----------|----------|----------|----------|--------------|----------|----------------|
| HYD FLD TECH FRMN/WN, LT OC | IBEW938A | \$ 51.53 | | | | | | | | | Hourly | 12/29/2012 |
| HYD FLD TECH FRMN/WN,LT | IBEW927B | \$ 48.12 | | | | | | | | | Hourly | 12/29/2012 |
| HYD FLD TECH FRMN/WN,LT W/CLA | IBEW927C | \$ 48.80 | | | | | | | | | Hourly | 12/29/2012 |
| HYD FLD TECH FRMN/WN,LT W/HAZ | IBEW927D | \$ 48.91 | | | | | | | | | Hourly | 12/29/2012 |
| HYD MECH FRMN/WN, LT OC | IBEW939A | \$ 52.95 | | | | | | | | | Hourly | 12/29/2012 |
| HYD MECH FRMN/WN,LT | IBEW937* | \$ 49.99 | | | | | | | | | Hourly | 12/29/2012 |
| HYD MECH FRMN/WN,LT W/CL A | IBEW937L | \$ 50.67 | | | | | | | | | Hourly | 12/29/2012 |
| HYD MECH FRMN/WN,LT W/HAZ | IBEW937X | \$ 50.78 | | | | | | | | | Hourly | 12/29/2012 |
| HYD OPER | IBEW917C | \$ 44.43 | | | | | | | | | Hourly | 12/29/2012 |
| HYD OPER 1/ | IBEW927F | \$ 48.38 | | | | | | | | | Hourly | 12/29/2012 |
| HYD OPER APPR | IBEW820B | \$ 28.89 | \$ 30.78 | \$ 32.69 | \$ 34.59 | \$ 36.51 | \$ 38.39 | \$ 40.30 | \$ 42.21 | | Hourly | 12/29/2012 |
| HYD OPER APPR 1/ | IBEW919A | \$ 31.46 | \$ 33.52 | \$ 35.59 | \$ 37.67 | \$ 39.75 | \$ 41.80 | \$ 43.88 | \$ 45.96 | | Hourly | 12/29/2012 |
| HYD OPER APPR W/CL A | IBEW820C | \$ 29.57 | \$ 31.46 | \$ 33.37 | \$ 35.27 | \$ 37.19 | \$ 39.07 | \$ 40.98 | \$ 42.89 | | Hourly | 12/29/2012 |
| HYD OPER APPR W/CL A 1/ | IBEW919B | \$ 32.14 | \$ 34.20 | \$ 36.27 | \$ 38.35 | \$ 40.43 | \$ 42.48 | \$ 44.56 | \$ 46.64 | | Hourly | 12/29/2012 |
| HYD OPER APPR W/HAZ | IBEW919H | \$ 29.68 | \$ 31.56 | \$ 33.48 | \$ 35.38 | \$ 37.30 | \$ 39.18 | \$ 41.09 | \$ 43.00 | | Hourly | 12/29/2012 |
| HYD OPER APPR W/HAZ 1/ | IBEW919C | \$ 32.25 | \$ 34.31 | \$ 36.38 | \$ 38.46 | \$ 40.54 | \$ 42.59 | \$ 44.67 | \$ 46.75 | | Hourly | 12/29/2012 |
| HYD OPER FRMN/WN | IBEW941A | \$ 53.14 | | | | | | | | | Hourly | 12/29/2012 |
| HYD OPER FRMN/WN 1/ | IBEW970* | \$ 57.85 | | | | | | | | | Hourly | 12/29/2012 |
| HYD OPER FRMN/WN W/ CL A | IBEW941G | \$ 53.82 | | | | | | | | | Hourly | 12/29/2012 |
| HYD OPER FRMN/WN W/ CL A 1/ | IBEW970L | \$ 58.53 | | | | | | | | | Hourly | 12/29/2012 |
| HYD OPER W/CL A | IBEW928A | \$ 49.06 | | | | | | | | | Hourly | 12/29/2012 |
| HYD OVERHAUL FRMN/WN | IBEW945* | \$ 53.23 | | | | | | | | | Hourly | 12/29/2012 |
| HYDROGRAPHY FIELD TECH | IBEW895* | \$ 25.54 | \$ 26.64 | \$ 35.89 | \$ 36.37 | \$ 37.50 | \$ 38.72 | \$ 40.15 | \$ 42.01 | | Hourly | 12/29/2012 |
| HYDROGRAPHY FIELD TECH W/CL A | IBEW903C | \$ 26.22 | \$ 27.32 | \$ 36.57 | \$ 37.05 | \$ 38.18 | \$ 39.40 | \$ 40.83 | \$ 42.69 | | Hourly | 12/29/2012 |
| HYDROGRAPHY FIELD TECH W/HAZ | IBEW903Y | \$ 26.33 | \$ 27.43 | \$ 36.68 | \$ 37.16 | \$ 38.29 | \$ 39.51 | \$ 40.94 | \$ 42.80 | | Hourly | 12/29/2012 |
| I&C TECH | IBEW925* | \$ 47.37 | | | | | | | | | Hourly | 12/29/2012 |
| I&C TECH APPR | IBEW912B | \$ 30.76 | \$ 32.56 | \$ 34.35 | \$ 36.11 | \$ 37.89 | \$ 39.67 | \$ 41.44 | \$ 43.21 | \$ 45.00 | Hourly | 12/29/2012 |
| INSTRUCTOR | IBEW938A | \$ 51.53 | | | | | | | | | Hourly | 12/29/2012 |
| LEAD CUSTODIAN | IBEW838* | \$ 31.71 | | | | | | | | | Hourly | 12/29/2012 |
| LEAD TOOL REPAIRER | IBEW901* | \$ 42.34 | | | | | | | | | Hourly | 12/29/2012 |
| LEAD VEHICLE MECH | IBEW888D | \$ 39.49 | | | | | | | | | Hourly | 12/29/2012 |
| LEAD VEHICLE MECH 1/ | IBEW904* | \$ 43.13 | | | | | | | | | Hourly | 12/29/2012 |
| LEAD VEHICLE MECH W/CL A | IBEW888F | \$ 40.17 | | | | | | | | | Hourly | 12/29/2012 |
| LEAD VEHICLE MECH W/CL A 1/ | IBEW909* | \$ 43.81 | | | | | | | | | Hourly | 12/29/2012 |
| LEAD VEHICLE MECH W/HAZ | IBEW888H | \$ 40.28 | | | | | | | | | Hourly | 12/29/2012 |
| LEAD VEHICLE MECH W/HAZ 1/ | IBEW909X | \$ 43.92 | | | | | | | | | Hourly | 12/29/2012 |
| LINE CONST FRMN/WN | IBEW976* | \$ 59.92 | | | | | | | | | Hourly | 12/29/2012 |

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| LINE CONST FRMN/WN W/CL A | IBEW976C | \$ 60.60 | | | | | | | | | Hourly | 12/29/2012 |
| LINE CONST FRMN/WN W/HAZ | IBEW976X | \$ 60.71 | | | | | | | | | Hourly | 12/29/2012 |
| LINE EQUIP OPER ASST 1/ | IBEW872* | \$ 37.44 | | | | | | | | | Hourly | 12/29/2012 |
| LINE EQUIP OPER ASST 1// | IBEW872L | \$ 38.12 | | | | | | | | | Hourly | 12/29/2012 |
| LINE EQUIP OPER ASST W/CL A | IBEW795* | \$ 20.98 | \$ 21.89 | \$ 23.53 | \$ 25.10 | \$ 26.86 | | | | | Hourly | 12/29/2012 |
| LINE EQUIP OPER ASST W/CLA 1/ | IBEW830L | \$ 24.99 | \$ 26.09 | \$ 28.05 | \$ 29.93 | \$ 31.96 | | | | | Hourly | 12/29/2012 |
| LINE EQUIP OPER W/CL A | IBEW862D | \$ 35.55 | | | | | | | | | Hourly | 12/29/2012 |
| LINE EQUIP OPER W/CL A 1/ | IBEW898* | \$ 42.32 | | | | | | | | | Hourly | 12/29/2012 |
| LINE EQUIP OPER W/HAZ | IBEW862E | \$ 35.62 | | | | | | | | | Hourly | 12/29/2012 |
| LINE EQUIP OPER W/HAZ 1/ | IBEW898X | \$ 42.43 | | | | | | | | | Hourly | 12/29/2012 |
| LINE FRMN/WN LT | IBEW965R | \$ 56.30 | | | | | | | | | Hourly | 12/29/2012 |
| LINE FRMN/WN LT W/CL A | IBEW965C | \$ 56.98 | | | | | | | | | Hourly | 12/29/2012 |
| LINE INSPECTOR I | IBEW887M | \$ 40.39 | | | | | | | | | Hourly | 12/29/2012 |
| LINE INSPECTOR I 1/ | IBEW933* | \$ 49.55 | | | | | | | | | Hourly | 12/29/2012 |
| LINE INSPECTOR II | IBEW908H | \$ 43.12 | | | | | | | | | Hourly | 12/29/2012 |
| LINE INSPECTOR II 1/ | IBEW941R | \$ 52.91 | | | | | | | | | Hourly | 12/29/2012 |
| LINE INSPECTOR W/CL A II | IBEW908K | \$ 43.80 | | | | | | | | | Hourly | 12/29/2012 |
| LINE INSPECTOR W/CL A II 1/ | IBEW941D | \$ 53.59 | | | | | | | | | Hourly | 12/29/2012 |
| LINE SUBFRMN/WN | IBEW941R | \$ 52.91 | | | | | | | | | Hourly | 12/29/2012 |
| LINE SUBFRMN/WN W/CL A | IBEW941D | \$ 53.59 | | | | | | | | | Hourly | 12/29/2012 |
| LINEMAN/WN W/HELI | IBEW933Y | \$ 52.03 | | | | | | | | | Hourly | 12/29/2012 |
| LINEMN/WM W/HAZ | IBEW933X | \$ 50.34 | | | | | | | | | Hourly | 12/29/2012 |
| LINEMN/WN | IBEW933* | \$ 49.55 | | | | | | | | | Hourly | 12/29/2012 |
| LINEMN/WN W/CL A | IBEW933C | \$ 50.23 | | | | | | | | | Hourly | 12/29/2012 |
| LINEMN/WN-APPR | IBEW922R | \$ 32.21 | \$ 34.34 | \$ 36.45 | \$ 38.57 | \$ 40.69 | \$ 42.82 | \$ 44.95 | \$ 47.07 | | Hourly | 12/29/2012 |
| LINEMN/WN-APPR W/CL A | IBEW922C | \$ 32.89 | \$ 35.02 | \$ 37.13 | \$ 39.25 | \$ 41.37 | \$ 43.50 | \$ 45.63 | \$ 47.75 | | Hourly | 12/29/2012 |
| LINEMN/WN-APPR W/HAZ | IBEW922Z | \$ 33.00 | \$ 35.13 | \$ 37.24 | \$ 39.36 | \$ 41.48 | \$ 43.61 | \$ 45.74 | \$ 47.86 | | Hourly | 12/29/2012 |
| MAINT CARPENTER | IBEW865* | \$ 36.50 | | | | | | | | | Hourly | 12/29/2012 |
| MAINT CARPENTER 1/ | IBEW908* | \$ 43.70 | | | | | | | | | Hourly | 12/29/2012 |
| MAINT CARPENTER APPR | IBEW851E | \$ 23.73 | \$ 25.10 | \$ 26.46 | \$ 27.84 | \$ 29.19 | \$ 30.57 | \$ 31.95 | \$ 33.30 | \$ 34.69 | Hourly | 12/29/2012 |
| MAINT CARPENTER APPR 1/ | IBEW879F | \$ 28.40 | \$ 30.05 | \$ 31.67 | \$ 33.32 | \$ 34.95 | \$ 36.59 | \$ 38.24 | \$ 39.87 | \$ 41.52 | Hourly | 12/29/2012 |
| MAINT CARPENTER FRMN/WN, LT | IBEW901K | \$ 41.76 | | | | | | | | | Hourly | 12/29/2012 |
| MAINT CARPENTER FRMN/WN, LT 1/ | IBEW937* | \$ 49.99 | | | | | | | | | Hourly | 12/29/2012 |
| MAINT CARPENTER SUBFRMN/WN | IBEW887D | \$ 39.29 | | | | | | | | | Hourly | 12/29/2012 |
| MAINT CARPENTER SUBFRMN/WN 1/ | IBEW922* | \$ 47.04 | | | | | | | | | Hourly | 12/29/2012 |
| MAINT CARPENTER W/ CL A | IBEW908L | \$ 44.38 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I | IBEW793* | \$ 19.53 | \$ 22.52 | \$ 25.52 | \$ 28.53 | | | | | | Hourly | 12/29/2012 |

SACRAMENTO MUNICIPAL UTILITY DISTRICT PAY SCHEDULE

| Job Title | Pay Scale Group | Step 1 (Min) | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 (Max) | Pay Type | Effective Date |
|------------------------------------|-----------------|--------------|----------|----------|----------|--------|--------|--------|--------|--------------|----------|----------------|
| MATERIAL SPCLST I 1/ | IBEW851* | \$ 23.33 | \$ 26.91 | \$ 30.49 | \$ 34.08 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/CL A | IBEW793A | \$ 20.21 | \$ 23.20 | \$ 26.20 | \$ 29.21 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/CL A 1/ | IBEW851C | \$ 24.01 | \$ 27.59 | \$ 31.17 | \$ 34.76 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/CR | IBEW793C | \$ 20.84 | \$ 24.03 | \$ 27.22 | \$ 30.44 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/CR & CL A | IBEW793D | \$ 21.52 | \$ 24.71 | \$ 27.90 | \$ 31.12 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/CR & CL A 1/ | IBEW851A | \$ 25.58 | \$ 29.40 | \$ 33.21 | \$ 37.06 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/CR & HAZ | IBEW793E | \$ 21.63 | \$ 24.82 | \$ 28.01 | \$ 31.23 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/CR & HAZ 1/ | IBEW851B | \$ 25.69 | \$ 29.51 | \$ 33.32 | \$ 37.17 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/CR 1/ | IBEW851Y | \$ 24.90 | \$ 28.72 | \$ 32.53 | \$ 36.38 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/HAZ | IBEW793B | \$ 20.32 | \$ 23.31 | \$ 26.31 | \$ 29.32 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST I W/HAZ 1/ | IBEW851H | \$ 24.12 | \$ 27.70 | \$ 31.28 | \$ 34.87 | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II | IBEW912D | \$ 30.02 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II 1/ | IBEW862* | \$ 35.88 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/CL A | IBEW912F | \$ 30.70 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/CL A 1/ | IBEW862C | \$ 36.56 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/CR | IBEW912L | \$ 32.04 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/CR & CL A | IBEW912P | \$ 32.72 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/CR & CL A 1/ | IBEW862A | \$ 38.97 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/CR & HAZ | IBEW912R | \$ 32.83 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/CR & HAZ 1/ | IBEW862B | \$ 39.08 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/CR 1/ | IBEW862L | \$ 38.29 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/HAZ | IBEW912H | \$ 30.81 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST II W/HAZ 1/ | IBEW862X | \$ 36.67 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III | IBEW928D | \$ 32.78 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III 1/ | IBEW878L | \$ 39.18 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/CL A | IBEW928G | \$ 33.46 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/CL A 1/ | IBEW879A | \$ 39.86 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/CR | IBEW928J | \$ 34.77 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/CR & CL A | IBEW928L | \$ 35.45 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/CR & CL A 1/ | IBEW879D | \$ 42.23 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/CR & HAZ | IBEW928M | \$ 35.56 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/CR & HAZ 1/ | IBEW898A | \$ 42.34 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/CR 1/ | IBEW879C | \$ 41.55 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/HAZ | IBEW928H | \$ 33.57 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST III W/HAZ 1/ | IBEW879B | \$ 39.97 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV | IBEW858B | \$ 34.84 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV 1/ | IBEW893* | \$ 41.64 | | | | | | | | | Hourly | 12/29/2012 |

SACRAMENTO MUNICIPAL UTILITY DISTRICT PAY SCHEDULE

| Job Title | Pay Scale Group | Step 1 (Min) | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 (Max) | Pay Type | Effective Date |
|-----------------------------------|-----------------|--------------|----------|----------|----------|----------|----------|----------|----------|--------------|----------|----------------|
| MATERIAL SPCLST IV W/CL A | IBEW858H | \$ 35.52 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV W/CL A 1/ | IBEW898* | \$ 42.32 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV W/CR | IBEW858M | \$ 36.85 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV W/CR & CL A | IBEW858N | \$ 37.53 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV W/CR & CL A 1/ | IBEW893A | \$ 44.71 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV W/CR & HAZ | IBEW858P | \$ 37.64 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV W/CR & HAZ 1/ | IBEW893E | \$ 44.82 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV W/CR 1/ | IBEW893D | \$ 44.03 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV W/HAZ | IBEW858J | \$ 35.63 | | | | | | | | | Hourly | 12/29/2012 |
| MATERIAL SPCLST IV W/HAZ 1/ | IBEW898X | \$ 42.43 | | | | | | | | | Hourly | 12/29/2012 |
| MECHANIC | IBEW865* | \$ 36.50 | | | | | | | | | Hourly | 12/29/2012 |
| MECHANIC 1/ | IBEW884* | \$ 39.87 | | | | | | | | | Hourly | 12/29/2012 |
| MECHANIC W/CL A | IBEW865B | \$ 37.18 | | | | | | | | | Hourly | 12/29/2012 |
| MECHANIC W/CL A 1/ | IBEW888* | \$ 40.55 | | | | | | | | | Hourly | 12/29/2012 |
| MECHANIC W/HAZ | IBEW865D | \$ 37.29 | | | | | | | | | Hourly | 12/29/2012 |
| MECHANIC W/HAZ 1/ | IBEW888X | \$ 40.66 | | | | | | | | | Hourly | 12/29/2012 |
| MECHANICAL FRMN/W/M,LT | IBEW921G | \$ 45.77 | | | | | | | | | Hourly | 12/29/2012 |
| MECHANICAL FRMN/W/M,LT 1/ | IBEW937* | \$ 49.99 | | | | | | | | | Hourly | 12/29/2012 |
| METER INSTALLER | IBEW843* | \$ 31.66 | \$ 32.44 | | | | | | | | Hourly | 12/29/2012 |
| METER INSTALLER - QEW | IBEW912E | \$ 30.78 | \$ 32.81 | \$ 34.85 | \$ 36.87 | \$ 38.92 | \$ 40.94 | \$ 42.97 | \$ 45.00 | | Hourly | 12/29/2012 |
| METER TECH | IBEW925* | \$ 47.37 | | | | | | | | | Hourly | 12/29/2012 |
| METER TECH APPR | IBEW912E | \$ 30.78 | \$ 32.81 | \$ 34.85 | \$ 36.87 | \$ 38.92 | \$ 40.94 | \$ 42.97 | \$ 45.00 | | Hourly | 12/29/2012 |
| METER TESTER | IBEW820* | \$ 29.57 | | | | | | | | | Hourly | 12/29/2012 |
| NTWK CABLE FRMN/W/N, LT | IBEW941* | \$ 51.96 | | | | | | | | | Hourly | 12/29/2012 |
| NTWK ELEC FRMN/W/N,LT | IBEW941* | \$ 51.96 | | | | | | | | | Hourly | 12/29/2012 |
| NTWK ELEC FRMN/W/N,LT W/HAZ | IBEW941X | \$ 52.75 | | | | | | | | | Hourly | 12/29/2012 |
| NTWK ELEC SUBFRMN/W/N | IBEW927D | \$ 48.91 | | | | | | | | | Hourly | 12/29/2012 |
| PARK MAINT WORKER | IBEW800G | \$ 23.04 | \$ 24.07 | \$ 25.17 | \$ 26.35 | | | | | | Hourly | 12/29/2012 |
| PLANT MECH | IBEW908* | \$ 43.70 | | | | | | | | | Hourly | 12/29/2012 |
| PLANT MECH APPR | IBEW879E | \$ 28.40 | \$ 30.28 | \$ 32.15 | \$ 34.02 | \$ 35.89 | \$ 37.76 | \$ 39.64 | \$ 41.52 | | Hourly | 12/29/2012 |
| PLANT MECH APPR W/CL A | IBEW879H | \$ 29.08 | \$ 30.96 | \$ 32.83 | \$ 34.70 | \$ 36.57 | \$ 38.44 | \$ 40.32 | \$ 42.20 | | Hourly | 12/29/2012 |
| PLANT MECH APPR W/HAZ | IBEW874X | \$ 29.19 | \$ 31.07 | \$ 32.94 | \$ 34.81 | \$ 36.68 | \$ 38.55 | \$ 40.43 | \$ 42.31 | | Hourly | 12/29/2012 |
| PLANT MECH W/CL A | IBEW908L | \$ 44.38 | | | | | | | | | Hourly | 12/29/2012 |
| PLANT MECH W/HAZ | IBEW908X | \$ 44.49 | | | | | | | | | Hourly | 12/29/2012 |
| PLANT MECH WELDER | IBEW920* | \$ 46.44 | | | | | | | | | Hourly | 12/29/2012 |
| POWER SYS OPER (E) | IBEW901D | \$ 41.37 | \$ 42.41 | \$ 43.47 | \$ 44.58 | \$ 45.67 | | | | | Hourly | 12/29/2012 |
| POWER SYS OPER (E) 1/ | IBEW955* | \$ 50.45 | \$ 51.72 | \$ 53.01 | \$ 54.36 | \$ 55.70 | | | | | Hourly | 12/29/2012 |

SACRAMENTO MUNICIPAL UTILITY DISTRICT PAY SCHEDULE

| Job Title | Pay Scale Group | Step 1 (Min) | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 (Max) | Pay Type | Effective Date |
|---------------------------------|-----------------|--------------|----------|----------|----------|----------|----------|----------|----------|--------------|----------|----------------|
| POWER SYS OPER I | IBEW921D | \$ 45.67 | \$ 46.81 | \$ 48.00 | \$ 49.21 | \$ 50.44 | \$ 51.69 | \$ 52.98 | \$ 54.33 | \$ 55.67 | Hourly | 12/29/2012 |
| POWER SYS OPER I 1/ | IBEW980* | \$ 55.70 | \$ 57.08 | \$ 58.54 | \$ 60.00 | \$ 61.51 | \$ 63.04 | \$ 64.61 | \$ 66.25 | \$ 67.89 | Hourly | 12/29/2012 |
| POWER SYS OPER II | IBEW976A | \$ 58.45 | | | | | | | | | Hourly | 12/29/2012 |
| POWER SYS OPER II 1/ | IBEW986* | \$ 71.27 | | | | | | | | | Hourly | 12/29/2012 |
| POWER SYS OPER-IN-TRNG | IBEW903B | \$ 25.37 | \$ 26.00 | \$ 26.46 | \$ 27.33 | \$ 28.01 | \$ 28.71 | \$ 29.43 | \$ 30.16 | | Hourly | 12/29/2012 |
| POWER SYS OPER-IN-TRNG 1/ | IBEW868* | \$ 30.93 | \$ 31.71 | \$ 32.26 | \$ 33.32 | \$ 34.16 | \$ 35.01 | \$ 35.89 | \$ 36.78 | | Hourly | 12/29/2012 |
| PRE-APPR LINEMN/WN | IBEW830* | \$ 24.31 | \$ 25.41 | \$ 27.37 | \$ 29.25 | \$ 31.28 | | | | | Hourly | 12/29/2012 |
| PRE-APPR LINEMN/WN W/CL A | IBEW830L | \$ 24.99 | \$ 26.09 | \$ 28.05 | \$ 29.93 | \$ 31.96 | | | | | Hourly | 12/29/2012 |
| PRE-APPR LINEMN/WN W/HAZ | IBEW830X | \$ 25.10 | \$ 26.20 | \$ 28.16 | \$ 30.04 | \$ 32.07 | | | | | Hourly | 12/29/2012 |
| REVENUE PROTECTION REP(IBEW) | IBEW873N | \$ 34.00 | \$ 35.07 | \$ 36.32 | \$ 38.03 | | | | | | Hourly | 12/29/2012 |
| REVENUE PROTECTION REP(IBEW) 1/ | IBEW903A | \$ 38.29 | \$ 39.50 | \$ 40.91 | \$ 42.83 | | | | | | Hourly | 12/29/2012 |
| SHIFT SR POWER SYSTEM OPER | IBEW991* | \$ 61.38 | | | | | | | | | Hourly | 12/29/2012 |
| SHIFT SR POWER SYSTEM OPER 1/ | IBEW990* | \$ 74.85 | | | | | | | | | Hourly | 12/29/2012 |
| SR CABLE LOCATOR | IBEW888L | \$ 40.55 | | | | | | | | | Hourly | 12/29/2012 |
| SR CABLE LOCATOR W/CL A | IBEW888N | \$ 41.23 | | | | | | | | | Hourly | 12/29/2012 |
| SR CALIBRATION TECH | IBEW937A | \$ 50.65 | | | | | | | | | Hourly | 12/29/2012 |
| SR CUSTODIAN | IBEW814* | \$ 28.13 | | | | | | | | | Hourly | 12/29/2012 |
| SR DECOMM TECH | IBEW937O | \$ 50.71 | | | | | | | | | Hourly | 12/29/2012 |
| SR ELECTRICAL TECH | IBEW960* | \$ 56.00 | | | | | | | | | Hourly | 12/29/2012 |
| SR HYD OPER | IBEW931A | \$ 48.00 | | | | | | | | | Hourly | 12/29/2012 |
| SR HYD OPER 1/ | IBEW941B | \$ 52.26 | | | | | | | | | Hourly | 12/29/2012 |
| SR LINE INSPECTOR | IBEW922* | \$ 45.89 | | | | | | | | | Hourly | 12/29/2012 |
| SR LINE INSPECTOR 1/ | IBEW965R | \$ 56.30 | | | | | | | | | Hourly | 12/29/2012 |
| SR METER TECH | IBEW937A | \$ 50.65 | | | | | | | | | Hourly | 12/29/2012 |
| SR PARK MAINT WORKER | IBEW814* | \$ 28.13 | | | | | | | | | Hourly | 12/29/2012 |
| SR POWER SYSTEM OPERATOR | IBEW991* | \$ 61.38 | | | | | | | | | Hourly | 12/29/2012 |
| SR POWER SYSTEM OPERATOR 1/ | IBEW990* | \$ 74.85 | | | | | | | | | Hourly | 12/29/2012 |
| SR RADWASTE HANDLER | IBEW884* | \$ 39.87 | | | | | | | | | Hourly | 12/29/2012 |
| SR TELECOMM TECH | IBEW922G | \$ 46.38 | | | | | | | | | Hourly | 12/29/2012 |
| SR TELECOMM TECH 1/ | IBEW939* | \$ 51.69 | | | | | | | | | Hourly | 12/29/2012 |
| SR TELEPHONE TECH | IBEW922G | \$ 46.38 | | | | | | | | | Hourly | 12/29/2012 |
| SR TELEPHONE TECH 1/ | IBEW939* | \$ 51.69 | | | | | | | | | Hourly | 12/29/2012 |
| SR TOOL REPAIRER | IBEW922* | \$ 47.04 | | | | | | | | | Hourly | 12/29/2012 |
| SR TROUBLESHOOTER | IBEW965R | \$ 56.30 | | | | | | | | | Hourly | 12/29/2012 |
| SR UTILITY WORKER | IBEW817* | \$ 24.74 | \$ 25.80 | \$ 26.93 | \$ 28.01 | \$ 29.22 | | | | | Hourly | 12/29/2012 |
| SR VEHICLE MECH | IBEW874B | \$ 37.04 | | | | | | | | | Hourly | 12/29/2012 |
| SR VEHICLE MECH 1/ | IBEW887* | \$ 40.46 | | | | | | | | | Hourly | 12/29/2012 |

SACRAMENTO MUNICIPAL UTILITY DISTRICT PAY SCHEDULE

| Job Title | Pay Scale Group | Step 1 (Min) | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 (Max) | Pay Type | Effective Date |
|--------------------------------|-----------------|--------------|----------|----------|----------|----------|----------|--------|--------|--------------|----------|----------------|
| SR VEHICLE MECH W/CL A | IBEW874D | \$ 37.72 | | | | | | | | | Hourly | 12/29/2012 |
| SR VEHICLE MECH W/CL A 1/ | IBEW887L | \$ 41.14 | | | | | | | | | Hourly | 12/29/2012 |
| SR VEHICLE MECH W/HAZ | IBEW874E | \$ 37.83 | | | | | | | | | Hourly | 12/29/2012 |
| SR VEHICLE MECH W/HAZ 1/ | IBEW887X | \$ 41.25 | | | | | | | | | Hourly | 12/29/2012 |
| STATION RECORDER | IBEW861* | \$ 23.95 | \$ 25.06 | \$ 32.28 | \$ 33.67 | \$ 35.75 | | | | | Hourly | 12/29/2012 |
| STATION RECORDER 1/ | IBEW872* | \$ 37.44 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN CONSTR FRMN/WM | IBEW945* | \$ 53.23 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN CONSTR FRMN/WM W/CL A | IBEW945L | \$ 53.91 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN CONSTR FRMN/WM W/HAZ | IBEW945X | \$ 54.02 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN FRMN/WN,LT | IBEW941* | \$ 51.96 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN FRMN/WN,LT W/CL A | IBEW941L | \$ 52.64 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN FRMN/WN,LT W/HAZ | IBEW941X | \$ 52.75 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN SUBFRMN/WN | IBEW927D | \$ 48.91 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN SUBFRMN/WN W/CL A | IBEW927E | \$ 49.59 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN SUBFRMN/WN W/HAZ | IBEW927H | \$ 49.70 | | | | | | | | | Hourly | 12/29/2012 |
| SUBSTATN TECHNICIAN | IBEW828G | \$ 23.41 | \$ 24.48 | \$ 26.36 | \$ 28.16 | \$ 30.15 | | | | | Hourly | 12/29/2012 |
| TELECOMM TECH | IBEW915A | \$ 43.73 | | | | | | | | | Hourly | 12/29/2012 |
| TELECOMM TECH 1/ | IBEW928* | \$ 48.73 | | | | | | | | | Hourly | 12/29/2012 |
| TELECOMM TECH APPR | IBEW845A | \$ 28.42 | \$ 31.05 | \$ 33.68 | \$ 36.30 | \$ 38.92 | \$ 41.53 | | | | Hourly | 12/29/2012 |
| TELECOMM TECH APPR 1/ | IBEW921A | \$ 31.67 | \$ 34.60 | \$ 37.54 | \$ 40.45 | \$ 43.37 | \$ 46.29 | | | | Hourly | 12/29/2012 |
| TELEPHONE TECH | IBEW915A | \$ 43.73 | | | | | | | | | Hourly | 12/29/2012 |
| TELEPHONE TECH 1/ | IBEW928* | \$ 48.73 | | | | | | | | | Hourly | 12/29/2012 |
| TELEPHONE TECH APPR | IBEW845A | \$ 28.42 | \$ 31.05 | \$ 33.68 | \$ 36.30 | \$ 38.92 | \$ 41.53 | | | | Hourly | 12/29/2012 |
| TELEPHONE TECH APPR 1/ | IBEW921A | \$ 31.67 | \$ 34.60 | \$ 37.54 | \$ 40.45 | \$ 43.37 | \$ 46.29 | | | | Hourly | 12/29/2012 |
| TOOL REPAIRER | IBEW874G | \$ 33.86 | \$ 34.94 | \$ 36.20 | \$ 37.99 | | | | | | Hourly | 12/29/2012 |
| TOOL REPAIRER W/CL A | IBEW874M | \$ 34.54 | \$ 35.62 | \$ 36.88 | \$ 38.67 | | | | | | Hourly | 12/29/2012 |
| TOOL REPAIRER W/HAZ | IBEW874Z | \$ 34.65 | \$ 35.73 | \$ 36.99 | \$ 38.78 | | | | | | Hourly | 12/29/2012 |
| TOOL ROOM FRMN/WN | IBEW936* | \$ 49.87 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER I | IBEW851G | \$ 24.32 | \$ 26.59 | \$ 28.83 | \$ 31.07 | \$ 33.32 | \$ 35.57 | | | | Hourly | 12/29/2012 |
| TREE TRIMMER I W/CL A | IBEW851L | \$ 25.00 | \$ 27.27 | \$ 29.51 | \$ 31.75 | \$ 34.00 | \$ 36.25 | | | | Hourly | 12/29/2012 |
| TREE TRIMMER I W/HAZ | IBEW851X | \$ 25.11 | \$ 27.38 | \$ 29.62 | \$ 31.86 | \$ 34.11 | \$ 36.36 | | | | Hourly | 12/29/2012 |
| TREE TRIMMER II | IBEW872* | \$ 37.44 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER II W/CL A | IBEW872L | \$ 38.12 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER II W/HAZ | IBEW872X | \$ 38.23 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER III | IBEW878* | \$ 38.57 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER III W/CL A | IBEW878O | \$ 39.25 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER III W/HAZ | IBEW878D | \$ 39.36 | | | | | | | | | Hourly | 12/29/2012 |

SACRAMENTO MUNICIPAL UTILITY DISTRICT PAY SCHEDULE

| Job Title | Pay Scale Group | Step 1 (Min) | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 (Max) | Pay Type | Effective Date |
|-------------------------------------|-----------------|--------------|----------|----------|----------|----------|----------|----------|----------|--------------|----------|----------------|
| TREE TRIMMER IV | IBEW901* | \$ 42.34 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER IV W/CL A | IBEW901L | \$ 43.02 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER IV W/HAZ | IBEW901X | \$ 43.13 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER PLANNER | IBEW878G | \$ 38.44 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER PLANNER 1/ | IBEW901* | \$ 42.34 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER PLANNER W/CL A | IBEW878H | \$ 39.12 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER PLANNER W/CL A 1/ | IBEW901L | \$ 43.02 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER PLANNER W/HAZ | IBEW878J | \$ 39.23 | | | | | | | | | Hourly | 12/29/2012 |
| TREE TRIMMER PLANNER W/HAZ 1/ | IBEW901X | \$ 43.13 | | | | | | | | | Hourly | 12/29/2012 |
| TROUBLESHOOTER | IBEW941R | \$ 52.91 | | | | | | | | | Hourly | 12/29/2012 |
| TROUBLESHOOTER W/CL A | IBEW941D | \$ 53.59 | | | | | | | | | Hourly | 12/29/2012 |
| UTILITY ASSISTANT | IBEW785* | \$ 14.35 | \$ 16.40 | | | | | | | | Hourly | 12/29/2012 |
| UTILITY COMPLIANCE SPECIALIST | IBEW828G | \$ 23.41 | \$ 24.48 | \$ 26.36 | \$ 28.16 | \$ 30.15 | | | | | Hourly | 12/29/2012 |
| UTILITY COMPLIANCE SPECIALIST 1/ | IBEW872* | \$ 37.44 | | | | | | | | | Hourly | 12/29/2012 |
| UTILITY COMPLIANCE SPECIALIST 1// | IBEW872L | \$ 38.12 | | | | | | | | | Hourly | 12/29/2012 |
| UTILITY CREW FRMN/WN W/HAZ | IBEW888X | \$ 40.66 | | | | | | | | | Hourly | 12/29/2012 |
| UTILITY WORKER | IBEW802G | \$ 23.41 | \$ 24.48 | \$ 25.54 | \$ 26.61 | | | | | | Hourly | 12/29/2012 |
| UTILITY WORKER W/CL A | IBEW802L | \$ 24.09 | \$ 25.16 | \$ 26.22 | \$ 27.29 | | | | | | Hourly | 12/29/2012 |
| UTILITY WORKER W/HAZ | IBEW802X | \$ 24.20 | \$ 25.27 | \$ 26.33 | \$ 27.40 | | | | | | Hourly | 12/29/2012 |
| VEGETATION MANAGEMENT SPECIALIST | IBEW878G | \$ 38.44 | | | | | | | | | Hourly | 12/29/2012 |
| VEGETATION MGMT SPECIALIST WCL A | IBEW878H | \$ 39.12 | | | | | | | | | Hourly | 12/29/2012 |
| VEGETATION MGMT SPECIALIST WCL A 1/ | IBEW901L | \$ 43.02 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE ATTENDANT | IBEW816G | \$ 24.17 | \$ 25.19 | \$ 26.32 | \$ 27.42 | \$ 28.60 | | | | | Hourly | 12/29/2012 |
| VEHICLE ATTENDANT W/CL A | IBEW817A | \$ 24.85 | \$ 25.87 | \$ 27.00 | \$ 28.10 | \$ 29.28 | | | | | Hourly | 12/29/2012 |
| VEHICLE ATTENDANT W/HAZ | IBEW817X | \$ 24.96 | \$ 25.98 | \$ 27.11 | \$ 28.21 | \$ 29.39 | | | | | Hourly | 12/29/2012 |
| VEHICLE MAINT AIDE | IBEW790* | \$ 17.23 | \$ 21.26 | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MAINT AIDE W/CL A | IBEW790L | \$ 17.91 | \$ 21.94 | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MAINT AIDE W/HAZ | IBEW790X | \$ 18.02 | \$ 22.05 | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH | IBEW858A | \$ 34.78 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH 1/ | IBEW874* | \$ 37.99 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH APPR W/HAZ | IBEW851D | \$ 23.02 | \$ 24.55 | \$ 26.06 | \$ 27.58 | \$ 29.11 | \$ 30.61 | \$ 32.16 | \$ 33.65 | | Hourly | 12/29/2012 |
| VEHICLE MECH APPR W/HAZ 1/ | IBEW866X | \$ 25.48 | \$ 27.11 | \$ 28.74 | \$ 30.37 | \$ 32.00 | \$ 33.63 | \$ 35.26 | \$ 36.89 | | Hourly | 12/29/2012 |
| VEHICLE MECH W/CL A | IBEW858D | \$ 35.46 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH W/CL A 1/ | IBEW878* | \$ 38.67 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH W/HAZ | IBEW858K | \$ 35.57 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH W/HAZ 1/ | IBEW878X | \$ 38.78 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH WELDER APPR W/CL A | IBEW851F | \$ 24.09 | \$ 25.67 | \$ 27.27 | \$ 28.85 | \$ 30.46 | \$ 32.04 | \$ 33.63 | \$ 35.21 | | Hourly | 12/29/2012 |

SACRAMENTO MUNICIPAL UTILITY DISTRICT PAY SCHEDULE

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|------------------------------------|-----------------|--------------|----------|----------|----------|----------|----------|----------|----------|--------------|----------|----------------|
| VEHICLE MECH WELDER APPR W/CL A 1/ | IBEW888A | \$ 15.66 | \$ 28.07 | \$ 29.82 | \$ 31.56 | \$ 33.31 | \$ 35.03 | \$ 36.78 | \$ 38.50 | | Hourly | 12/29/2012 |
| VEHICLE MECH WELDER APPR W/HAZ | IBEW851K | \$ 24.13 | \$ 25.73 | \$ 27.32 | \$ 28.89 | \$ 30.50 | \$ 32.08 | \$ 33.68 | \$ 35.28 | | Hourly | 12/29/2012 |
| VEHICLE MECH WELDER APPR W/HAZ 1/ | IBEW888B | \$ 24.24 | \$ 25.84 | \$ 27.43 | \$ 29.00 | \$ 30.61 | \$ 32.19 | \$ 33.79 | \$ 35.39 | | Hourly | 12/29/2012 |
| VEHICLE MECH WELDER W/CL A | IBEW874A | \$ 37.05 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH WELDER W/CL A 1/ | IBEW888* | \$ 40.55 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH WELDER W/HAZ | IBEW872H | \$ 37.13 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE MECH WELDER W/HAZ 1/ | IBEW888X | \$ 40.66 | | | | | | | | | Hourly | 12/29/2012 |
| VEHICLE WASHER | IBEW780* | \$ 11.73 | \$ 12.97 | \$ 13.81 | | | | | | | Hourly | 12/29/2012 |