

Supplementary Labor Agreement No. 3
Bureau of Reclamation, Mid-Pacific Region
U. S. Department of the Interior
and
Local 1245, International Brotherhood of Electrical Workers

Basic hourly rates are applicable to Mid-Pacific Region, Bureau of Reclamation employees operating and maintaining the Central Valley Project or engaged in related operations in the same general area. Agreement on a 4-year wage schedule was reached on 10/21/08. The wages for 2009-2012 were negotiated based on prevailing wage data. The wage increases are effective the first full pay period of each month/calendar year as shown on the following table. Relief workers are 105% of their respective crafts. Residents are 105% of their base craft. Senior Control Operator is 112.5% of Control Operator. Helpers are 73% of their respective crafts. Irrigation System Mechanic Maintenance Operator is 105% of the ISM Helper.

Pay Plan	Occupational Code	Position Title	Hourly Rate	3.75%	3.6%	3%
			Effective 1/4/2009	Hourly Rate Effective 1/3/2010	Hourly Rate Effective 1/2/2011	Hourly Rate Effective 1/1/2012
BB	4749	Building Repairman	\$32.35	\$33.56	\$34.77	\$35.81
BB	2604	Communications & Instrumentation Mechanic	\$41.19	\$42.73	\$44.27	\$45.60
BB	2604	C&I Mechanic, Resident	\$43.25	\$44.87	\$46.48	\$47.88
BB	5407	Control Operator	\$39.15	\$40.62	\$42.08	\$43.34
BB	5407	Control Operator, Relief	\$41.11	\$42.65	\$44.18	\$45.51
BB	5407	Control Operator, Senior	\$44.04	\$45.70	\$47.34	\$48.76
BB	5407	Control Relief Operator, Senior	\$46.24	\$47.99	\$49.71	\$51.20
BB	5725	Crane Operator	\$30.56	\$31.70	\$32.84	\$33.83
BB	2810	Electrician (Power System)	\$39.15	\$40.62	\$42.08	\$43.34
BB	2810	Electrician, Helper	\$28.58	\$29.65	\$30.72	\$31.64
BB	2810	Electrician (Power System) Resident	\$41.11	\$42.65	\$44.18	\$45.51
BB	5803	Equipment Mechanic	\$32.32	\$33.53	\$34.74	\$35.78
BB	5803	Equipment Mechanic, Helper	\$23.59	\$24.48	\$25.36	\$26.12
BB	5001	Equipment Operator (Fish Facility)	\$23.82	\$24.71	\$25.60	\$26.37
BB	5001	Equipment Operator Relief (Fish Facility)	\$25.01	\$25.95	\$26.88	\$27.69
BB	5407	Hydro System Controller 1	\$49.55	\$51.45	\$53.34	\$54.97
BB	5407	Hydro System Controller	\$50.55	\$52.45	\$54.34	\$55.97
BB	5407	Hydro System Controller 1, Relief	\$52.03	\$54.02	\$56.01	\$57.72

NCAO Control Operators no longer receive \$1.00 over journey level rate, per MOU 5/7/08.

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BB	5407	Hydro System Controller, Relief/Scheduler	\$53.08	\$55.07	\$57.06	\$58.77
BB	5318	Irrigation Systems Mechanic	\$35.94	\$37.29	\$38.63	\$39.79
BB	5318	Irrigation Systems Mechanic Helper	\$26.24	\$27.22	\$28.20	\$29.05
BB	5318	Irrigation System Mechanic Maintenance Operator	\$27.55	\$28.58	\$29.61	\$30.50
BB	3502	Laborer	\$17.94	\$18.61	\$19.28	\$19.86
BB	4749	Maintenance Worker	\$25.99	\$26.96	\$27.93	\$28.77
BB	5716	Mobile Power Equipment Operator	\$30.10	\$31.23	\$32.35	\$33.32
BB	5716	Mobile Power Equipment Operator, Helper	\$21.97	\$22.80	\$23.62	\$24.32
BB	4102	Painter	\$33.86	\$35.13	\$36.39	\$37.48
BB	5352	Plant Mechanic	\$39.15	\$40.62	\$42.08	\$43.34
BB	5352	Plant Mechanic Helper	\$28.58	\$29.65	\$30.72	\$31.64
BB	5352	Plant Mechanic, Resident	\$41.11	\$42.65	\$44.18	\$45.51
BB	5703	Truck Driver, Heavy Duty	\$27.12	\$28.14	\$29.15	\$30.02
BB	5409	Water Treatment Plant Operator	\$29.49	\$30.60	\$31.70	\$32.65

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JOB LEADER POSITIONS

Effective 9/17/95 position titles changed from "Foreman 1" to "Job Leader" in accordance with the agreement between Mid-Pacific Region, Bureau of Reclamation and IBEW Local 1245. The wage is 108% of the principal craft led.

BL	4749	Building Repairman Job Leader	\$34.94	\$36.24	\$37.55	\$38.67
BL	2604	C&I Mechanic Job Leader	\$44.49	\$46.15	\$47.81	\$49.25
	2604	C&I Mechanic, Resident Job Leader (NM only)	\$46.71	\$48.46	\$50.20	\$51.71
BL	2810	Electrician (Power System) Job Leader	\$42.28	\$43.87	\$45.45	\$46.81
BL	2810	Electrician (PS) Resident Job Leader (NM only)	\$44.40	\$46.06	\$47.71	\$49.15
BL	5001	Equipment Operator (Fish Facility) Job Leader	\$25.73	\$26.69	\$27.65	\$28.48
BL	5407	Hydro System Controller Job Leader	\$54.59	\$56.65	\$58.69	\$60.45
BL	5318	Irrigation Systems Mechanic Job Leader	\$38.82	\$40.27	\$41.72	\$42.97
BL	4749	Maintenance Worker Job Leader	\$28.07	\$29.12	\$30.16	\$31.07
BL	4102	Painter Job Leader	\$36.57	\$37.94	\$39.30	\$40.48
BL	5352	Plant Mechanic Job Leader	\$42.28	\$43.87	\$45.45	\$46.81
BL	5352	Plant Mechanic, Resident Job Leader (NM only)	\$44.40	\$46.06	\$47.71	\$49.15

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TEAM LEADER POSITIONS

An employee designated as Acting Team Leader will receive the same rate of pay as the regular Team Leader. The wage is 118% of the highest paid craft lead excluding relief differential. (amended 02/11/04)

BL	4749	Civil Maintenance Team Leader (NM only)	\$38.17	\$39.60	\$41.03	\$42.26
BL	4749	Civil Maintenance Team Leader (CCAO only)	\$38.17	\$39.60	\$41.03	\$42.26
BL	4749	Civil Maintenance Team Leader (NCAO only)	\$39.95	\$41.45	\$42.94	\$44.23
BL	2604	C&I Mechanic Team Leader	\$48.60	\$50.42	\$52.24	\$53.81
BL	2604	C&I Mechanic Resident Team Leader (NM only)	\$51.04	\$52.95	\$54.85	\$56.50
BL	2810	Electrician (Power System) Team Leader	\$46.20	\$47.93	\$49.65	\$51.14
BL	2810	Electrician (PS) Resident Team Leader (NM only)	\$48.51	\$50.33	\$52.14	\$53.70
BL	5001	**Equipment Operator (Fish Facility) Team Leader	\$38.17	\$39.60	\$41.03	\$42.26
BL	5407	Hydro System Controller Team Leader	\$59.65	\$61.89	\$64.12	\$66.04
BL	5318	Irrigation Systems Mechanic Team Leader	\$42.41	\$44.00	\$45.58	\$46.95
BL	4749	**Maintenance Worker Team Leader (Red Bluff only)	\$46.20	\$47.93	\$49.65	\$51.14
BL		Multi Craft Team Leader (NM only)*	\$48.60	\$50.42	\$52.24	\$53.81
BL		Multi Craft Resident Team Leader (NM only)*	\$51.04	\$52.95	\$54.85	\$56.50
BL	5407	Operations Team Leader	\$51.97	\$53.93	\$55.86	\$57.54
BL	5352	Plant Mechanic Team Leader	\$46.20	\$47.93	\$49.65	\$51.14
BL	5352	Plant Mechanic, Resident Team Leader (NM only)	\$48.51	\$50.33	\$52.13	\$53.70

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APPRENTICE WAGE RATES						
BB	2604	Apprentice, C&I Mechanic				
BB		1st six months is 62.5% of journey level rate	\$25.74	\$26.71	\$27.67	\$28.50
BB		2nd six months is 65%	\$26.77	\$27.77	\$28.78	\$29.64
BB		3rd six months is 67.5%	\$27.80	\$28.84	\$29.88	\$30.78
BB		4th six months is 70%	\$28.83	\$29.91	\$30.99	\$31.92
BB		5th six months is 72.5%	\$29.86	\$30.98	\$32.10	\$33.06
BB		6th six months is 75%	\$30.89	\$32.05	\$33.20	\$34.20
BB		7th six months is 77.5%	\$31.92	\$33.12	\$34.31	\$35.34
BB		8th six months is 80%	\$32.95	\$34.18	\$35.42	\$36.48
BB		9th six months is 85%	\$35.01	\$36.32	\$37.63	\$38.76
BB		10th six months is 90%	\$37.07	\$38.46	\$39.84	\$41.04

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BB	2810	Apprentice, Electrician						
BB	3414	Apprentice, Machinist						
BB	5318	Apprentice, Irrigation Systems Mechanic						
BB	5352	Apprentice, Plant Mechanic						
BB	5407	Apprentice, Control Operator						
BB		1st six months is 67.5% of journey level rate	\$26.43	\$27.42	\$28.40	\$29.25		
BB		2nd six months is 70.5%	\$27.60	\$28.64	\$29.67	\$30.55		
BB		3rd six months is 72.5%	\$28.38	\$29.45	\$30.51	\$31.42		
BB		4th six months is 75%	\$29.36	\$30.47	\$31.56	\$32.51		
BB		5th six months is 77.5%	\$30.34	\$31.48	\$32.61	\$33.59		
BB		6th six months is 80%	\$31.32	\$32.50	\$33.66	\$34.67		
BB		7th six months is 85%	\$33.28	\$34.53	\$35.77	\$36.84		
BB		8th six months is 90%	\$35.24	\$36.56	\$37.87	\$39.01		

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BB	4102	Apprentice, Painter						
BB		1st six months is 75% of journey level rate	\$25.40	\$26.35	\$27.29	\$28.11		
BB		2nd six months is 78%	\$26.41	\$27.40	\$28.38	\$29.23		
BB		3rd six months is 81%	\$27.43	\$28.46	\$29.48	\$30.36		
BB		4th six months is 84%	\$28.44	\$29.51	\$30.57	\$31.48		
BB		5th six months is 87%	\$29.46	\$30.56	\$31.66	\$32.61		
BB		6th six months is 90%	\$30.47	\$31.62	\$32.75	\$33.73		
BB	5803	Apprentice, Equipment Mechanic						
BB		1st six months is 67.5% of journey level rate	\$21.82	\$22.63	\$23.45	\$24.15		
BB		2nd six months is 70.5%	\$22.79	\$23.64	\$24.49	\$25.22		
BB		3rd six months is 72.5%	\$23.43	\$24.31	\$25.19	\$25.94		
BB		4th six months is 75%	\$24.24	\$25.15	\$26.06	\$26.84		
BB		5th six months is 77.5%	\$25.05	\$25.99	\$26.92	\$27.73		
BB		6th six months is 80%	\$25.86	\$26.82	\$27.79	\$28.62		
BB		7th six months is 85%	\$27.47	\$28.50	\$29.53	\$30.41		
BB		8th six months is 90%	\$29.09	\$30.18	\$31.27	\$32.20		