

**OUTSIDE FACILITIES UNIT  
EXHIBIT A  
JOB CLASSIFICATIONS AND MINIMUM HOURLY RATES OF PAY**

	1/1/2009	1/1/2010	1/1/2011
Percent of Working Foreman	110.00%	110.00%	110.00%
General Foreman	\$ 42.48	\$ 44.18	\$ 45.95
Percent of Journeyman	110.00%	110.00%	110.00%
Line Working/Substation Foreman	\$ 38.62	\$ 40.17	\$ 41.77
Percent Increase	4.00%	4.00%	4.00%
Journeyman Lineman/Meter Tech	\$ 35.11	\$ 36.51	\$ 37.98
Apprentice Lineman	4.00%	4.00%	4.00%
Start (Step 1)	\$ 21.07	\$ 21.91	\$ 22.79
6 Months (Step 2)	\$ 22.12	\$ 23.01	\$ 23.93
12 Months (Step 3)	\$ 23.17	\$ 24.10	\$ 25.06
18 Months (Step 4)	\$ 23.88	\$ 24.83	\$ 25.83
24 Months (Step 5)	\$ 25.28	\$ 26.29	\$ 27.35
30 Months (Step 6)	\$ 27.04	\$ 28.12	\$ 29.25
36 Months (Step 7)	\$ 28.44	\$ 29.58	\$ 30.77
42 Months (Step 8)	\$ 30.54	\$ 31.77	\$ 33.04
48 Months	\$ 35.11	\$ 36.51	\$ 37.98
Percent Increase	4.00%	4.00%	4.00%
Mechanic	\$ 29.69	\$ 30.88	\$ 32.11
Warehouseman	7.00%	4.00%	4.00%
Start	\$ 20.13	\$ 20.93	\$ 21.77
6 Months	\$ 21.79	\$ 22.66	\$ 23.56
12 Months	\$ 23.01	\$ 23.93	\$ 24.88
18 Months	\$ 23.91	\$ 24.87	\$ 25.87
24 Months	\$ 26.74	\$ 27.81	\$ 28.92
Meter Reader & Laborer	4.00%	4.00%	4.00%
Start	\$ 15.52	\$ 16.14	\$ 16.78
6 Months	\$ 17.49	\$ 18.19	\$ 18.92
12 Months	\$ 19.50	\$ 20.28	\$ 21.09
18 Months	\$ 21.49	\$ 22.35	\$ 23.24
24 Months	\$ 23.49	\$ 24.43	\$ 25.41
Engineer Technician	4.00%	4.00%	4.00%
Start	\$ 19.94	\$ 20.73	\$ 21.56
6 Months	\$ 21.43	\$ 22.29	\$ 23.18
12 Months	\$ 22.93	\$ 23.85	\$ 24.80
18 Months	\$ 24.44	\$ 25.42	\$ 26.43
24 Months	\$ 25.93	\$ 26.96	\$ 28.04
30 Months	\$ 27.39	\$ 28.49	\$ 29.63

Draftsman		4.00%		4.00%		4.00%
Start	\$	17.23	\$	17.92	\$	18.64
6 Months	\$	18.55	\$	19.30	\$	20.07
12 Months	\$	19.84	\$	20.64	\$	21.46
18 Months	\$	21.13	\$	21.98	\$	22.86
24 Months	\$	22.42	\$	23.32	\$	24.25
30 Months	\$	23.78	\$	24.74	\$	25.73
		4.00%		4.00%		4.00%
Working Electricians Foreman	\$	35.11	\$	36.51	\$	37.98
		4.00%		4.00%		4.00%
Percent of Journeyman		4.00%		4.00%		4.00%
Journeyman Electricians	\$	34.27	\$	35.64	\$	37.06
		4.00%		4.00%		4.00%
Percent Increase		4.00%		4.00%		4.00%
Lead Electricians	\$	32.36	\$	33.66	\$	35.01
		4.00%		4.00%		4.00%
Electricians		4.00%		4.00%		4.00%
Start (Step 1)	\$	17.76	\$	18.47	\$	19.21
6 Months (Step 2)	\$	18.66	\$	19.40	\$	20.18
12 Months (Step 3)	\$	19.67	\$	20.45	\$	21.27
18 Months (Step 4)	\$	20.12	\$	20.93	\$	21.77
24 Months (Step 5)	\$	21.29	\$	22.14	\$	23.03
30 Months (Step 6)	\$	22.80	\$	23.71	\$	24.66
36 Months (Step 7)	\$	25.76	\$	26.79	\$	27.86