

| <u>SAP Job</u> |                  | <u>Legacy</u>                           |                    | <u>2012</u> |               | <u>2013</u> |                | <u>2014</u> |                |       |
|----------------|------------------|---|--------------------|-------------|---------------|-------------|----------------|-------------|----------------|-------|
| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                             | <u>Progression</u> | <u>Rate</u> | <u>Rate+</u>  | <u>Rate</u> | <u>CDL Pay</u> | <u>Rate</u> | <u>CDL Pay</u> |       |
|                |                  |   |                    |             | <u>(\$29)</u> |             | <u>(\$30)</u>  |             | <u>(\$31)</u>  |       |
| Title 200      | 50010376         | Apprentice Cable Splicer                | 2281               | 00          | 34.42         | 34.71       | 35.37          | 35.67       | 36.34          | 36.65 |
| Title 200      | 50010376         | Apprentice Cable Splicer                | 2281               | 06          | 35.18         | 35.47       | 36.15          | 36.45       | 37.14          | 37.45 |
| Title 200      | 50010376         | Apprentice Cable Splicer                | 2281               | 12          | 37.39         | 37.68       | 38.42          | 38.72       | 39.48          | 39.79 |
| Title 200      | 50010376         | Apprentice Cable Splicer                | 2281               | 18          | 38.39         | 38.68       | 39.45          | 39.75       | 40.53          | 40.84 |
| Title 200      | 50010376         | Apprentice Cable Splicer                | 2281               | 24          | 39.46         | 39.75       | 40.55          | 40.85       | 41.67          | 41.98 |
| Title 200      | 50010376         | Apprentice Cable Splicer                | 2281               | 30          | 40.43         | 40.72       | 41.54          | 41.84       | 42.68          | 42.99 |
| Title 200      | 50010155         | Apprentice Electrician-Electric & Hydro | 0481               | 00          | 33.10         | 33.39       | 34.01          | 34.31       | 34.95          | 35.26 |
| Title 200      | 50010155         | Apprentice Electrician-Electric & Hydro | 0481               | 06          | 33.43         | 33.72       | 34.35          | 34.65       | 35.29          | 35.60 |
| Title 200      | 50010155         | Apprentice Electrician-Electric & Hydro | 0481               | 12          | 34.42         | 34.71       | 35.37          | 35.67       | 36.34          | 36.65 |
| Title 200      | 50010155         | Apprentice Electrician-Electric & Hydro | 0481               | 18          | 35.18         | 35.47       | 36.15          | 36.45       | 37.14          | 37.45 |
| Title 200      | 50010155         | Apprentice Electrician-Electric & Hydro | 0481               | 24          | 37.39         | 37.68       | 38.42          | 38.72       | 39.48          | 39.79 |
| Title 200      | 50010155         | Apprentice Electrician-Electric & Hydro | 0481               | 30          | 38.39         | 38.68       | 39.45          | 39.75       | 40.53          | 40.84 |
| Title 200      | 50010168         | Apprentice Fitter                       | 0561               | 00          | 33.72         | 34.01       | 34.65          | 34.95       | 35.60          | 35.91 |
| Title 200      | 50010168         | Apprentice Fitter                       | 0561               | 06          | 34.08         | 34.37       | 35.02          | 35.32       | 35.98          | 36.29 |
| Title 200      | 50010168         | Apprentice Fitter                       | 0561               | 12          | 35.09         | 35.38       | 36.05          | 36.35       | 37.04          | 37.35 |
| Title 200      | 50010168         | Apprentice Fitter                       | 0561               | 18          | 35.85         | 36.14       | 36.84          | 37.14       | 37.85          | 38.16 |
| Title 200      | 50010168         | Apprentice Fitter                       | 0561               | 24          | 36.65         | 36.94       | 37.66          | 37.96       | 38.70          | 39.01 |
| Title 200      | 50010245         | Apprentice Lineman                      | 1101               | 00          | 33.10         | 33.39       | 34.01          | 34.31       | 34.95          | 35.26 |
| Title 200      | 50010245         | Apprentice Lineman                      | 1101               | 06          | 33.43         | 33.72       | 34.35          | 34.65       | 35.29          | 35.60 |
| Title 200      | 50010245         | Apprentice Lineman                      | 1101               | 12          | 34.42         | 34.71       | 35.37          | 35.67       | 36.34          | 36.65 |
| Title 200      | 50010245         | Apprentice Lineman                      | 1101               | 18          | 35.18         | 35.47       | 36.15          | 36.45       | 37.14          | 37.45 |
| Title 200      | 50010245         | Apprentice Lineman                      | 1101               | 24          | 37.39         | 37.68       | 38.42          | 38.72       | 39.48          | 39.79 |
| Title 200      | 50010245         | Apprentice Lineman                      | 1101               | 30          | 38.39         | 38.68       | 39.45          | 39.75       | 40.53          | 40.84 |
| Title 200      | 50010260         | Apprentice Lineman - Transmission       | 1188               | 00          | 34.75         | 35.04       | 35.71          | 36.01       | 36.69          | 37.00 |
| Title 200      | 50010260         | Apprentice Lineman - Transmission       | 1188               | 06          | 35.70         | 35.99       | 36.68          | 36.98       | 37.69          | 38.00 |
| Title 200      | 50010260         | Apprentice Lineman - Transmission       | 1188               | 12          | 36.95         | 37.24       | 37.97          | 38.27       | 39.01          | 39.32 |
| Title 200      | 50010260         | Apprentice Lineman - Transmission       | 1188               | 18          | 38.01         | 38.30       | 39.06          | 39.36       | 40.13          | 40.44 |
| Title 200      | 50010260         | Apprentice Lineman - Transmission       | 1188               | 24          | 39.26         | 39.55       | 40.34          | 40.64       | 41.45          | 41.76 |

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|----------------|------------------|--------------------------------------|--------------------|-------------|---------------|-------------|----------------|-------------|----------------|-------|
| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                          | <u>Progression</u> | <u>Rate</u> | <u>Rate+</u>  | <u>Rate</u> | <u>CDL Pay</u> | <u>Rate</u> | <u>CDL Pay</u> |       |
|                |                  |                                      |                    |             | <u>(\$29)</u> |             | <u>(\$30)</u>  |             | <u>(\$31)</u>  |       |
| Title 200      | 50010260         | Apprentice Lineman - Transmission    | 1188               | 30          | 40.28         | 40.57       | 41.39          | 41.69       | 42.53          | 42.84 |
| Title 200      | 50010360         | Apprentice Water System Repairperson | 2067               | 00          | 33.10         | 33.39       | 34.01          | 34.31       | 34.95          | 35.26 |
| Title 200      | 50010360         | Apprentice Water System Repairperson | 2067               | 06          | 33.42         | 33.71       | 34.34          | 34.64       | 35.28          | 35.59 |
| Title 200      | 50010360         | Apprentice Water System Repairperson | 2067               | 12          | 34.42         | 34.71       | 35.37          | 35.67       | 36.34          | 36.65 |
| Title 200      | 50010360         | Apprentice Water System Repairperson | 2067               | 18          | 35.18         | 35.47       | 36.15          | 36.45       | 37.14          | 37.45 |
| Title 200      | 50010360         | Apprentice Water System Repairperson | 2067               | 24          | 36.46         | 36.75       | 37.46          | 37.76       | 38.49          | 38.80 |
| Title 200      | 50010360         | Apprentice Water System Repairperson | 2067               | 30          | 37.39         | 37.68       | 38.42          | 38.72       | 39.48          | 39.79 |
| Title 200      | 50010375         | Cable Splicer                        | 2280               | S           | 44.81         | 45.10       | 46.04          | 46.34       | 47.31          | 47.62 |
| Title 200      | 50010227         | Compliance Inspector                 | 0998               | S           | 48.92         | 49.21       | 50.27          | 50.57       | 51.65          | 51.96 |
| Title 200      | 50010228         | Compliance Inspector - Underground   | 0999               | S           | 44.81         | 45.10       | 46.04          | 46.34       | 47.31          | 47.62 |
| Title 200      | 50010317         | Crane Operator                       | 1594               | S           | 39.13         | 39.42       | 40.21          | 40.51       | 41.32          | 41.63 |
| Title 200      | 50010191         | Electric Crew Foreman                | 0740               | 00          | 51.18         | 51.47       | 52.59          | 52.89       | 54.04          | 54.35 |
| Title 200      | 50010191         | Electric Crew Foreman                | 0740               | 12          | 52.42         | 52.71       | 53.86          | 54.16       | 55.34          | 55.65 |
| Title 200      | 50010193         | Electric Crew Foreman - Transmission | 0746               | 00          | 53.80         | 54.09       | 55.28          | 55.58       | 56.80          | 57.11 |
| Title 200      | 50010193         | Electric Crew Foreman - Transmission | 0746               | 12          | 55.05         | 55.34       | 56.56          | 56.86       | 58.12          | 58.43 |
| Title 200      | 50010194         | Electric Maintenance Crew Leader     | 0750               | 00          | 45.30         | 45.59       | 46.55          | 46.85       | 47.83          | 48.14 |
| Title 200      | 50010194         | Electric Maintenance Crew Leader     | 0750               | 12          | 46.40         | 46.69       | 47.68          | 47.98       | 48.99          | 49.30 |
| Title 200      | 50010242         | Electric Transm & Dsbn Assistant     | 1096               | 00          | 23.76         | 24.05       | 24.41          | 24.71       | 25.08          | 25.39 |
| Title 200      | 50010242         | Electric Transm & Dsbn Assistant     | 1096               | 06          | 27.78         | 28.07       | 28.54          | 28.84       | 29.32          | 29.63 |
| Title 200      | 50010242         | Electric Transm & Dsbn Assistant     | 1096               | 12          | 31.77         | 32.06       | 32.64          | 32.94       | 33.54          | 33.85 |
| Title 200      | 50010242         | Electric Transm & Dsbn Assistant     | 1096               | 18          | 35.78         | 36.07       | 36.76          | 37.06       | 37.77          | 38.08 |
| Title 200      | 50010149         | Electrician - Electric & Hydro       | 0467               | S           | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50070742         | Electrician - Switching              | 0494               | S           | 45.46         | 45.75       | 46.71          | 47.01       | 47.99          | 48.30 |
| Title 200      | 50202594         | Engine Analyst                       | 1422               | S           | 45.06         | 45.35       | 46.30          | 46.60       | 47.57          | 47.88 |
| Title 200      | 50010273         | Equipment Mechanic                   | 1255               | S           | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010276         | Equipment Mechanic - DCPP            | 1259               | 00          | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010276         | Equipment Mechanic - DCPP            | 1259               | 12          | 45.46         | 45.75       | 46.71          | 47.01       | 47.99          | 48.30 |
| Title 200      | 50010276         | Equipment Mechanic - DCPP            | 1259               | 24          | 46.32         | 46.61       | 47.59          | 47.89       | 48.90          | 49.21 |

Attachment to L/A 12-32

| <u>SAP Job</u> |                  | <u>Legacy</u>                        |                    | <u>2012</u> |               | <u>2013</u> |                | <u>2014</u> |                |       |
|----------------|------------------|--------------------------------------|--------------------|-------------|---------------|-------------|----------------|-------------|----------------|-------|
| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                          | <u>Progression</u> | <u>Rate</u> | <u>Rate+</u>  | <u>Rate</u> | <u>CDL Pay</u> | <u>Rate</u> | <u>CDL Pay</u> |       |
|                |                  |                                      |                    |             | <u>(\$29)</u> |             | <u>(\$30)</u>  |             | <u>(\$31)</u>  |       |
| Title 200      | 50010276         | Equipment Mechanic - DCPP            | 1259               | 36          | 47.61         | 47.90       | 48.92          | 49.22       | 50.27          | 50.58 |
| Title 200      | 50010320         | Equipment Operator - Gas             | 1645               | S           | 39.35         | 39.64       | 40.43          | 40.73       | 41.54          | 41.85 |
| Title 200      | 50010147         | Field Clerk - Electric Transm & Dsbn | 0458               | S           | 36.71         | 37.00       | 37.72          | 38.02       | 38.76          | 39.07 |
| Title 200      | 50010161         | Fieldperson                          | 0524               | 00          | 33.72         | 34.01       | 34.65          | 34.95       | 35.60          | 35.91 |
| Title 200      | 50010161         | Fieldperson                          | 0524               | 06          | 34.08         | 34.37       | 35.02          | 35.32       | 35.98          | 36.29 |
| Title 200      | 50010161         | Fieldperson                          | 0524               | 12          | 35.09         | 35.38       | 36.05          | 36.35       | 37.04          | 37.35 |
| Title 200      | 50010161         | Fieldperson                          | 0524               | 18          | 36.16         | 36.45       | 37.15          | 37.45       | 38.17          | 38.48 |
| Title 200      | 50010161         | Fieldperson                          | 0524               | 24          | 36.65         | 36.94       | 37.66          | 37.96       | 38.70          | 39.01 |
| Title 200      | 50010167         | Fitter                               | 0560               | S           | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010169         | Fitter - Arc                         | 0562               | S           | 44.25         | 44.54       | 45.47          | 45.77       | 46.72          | 47.03 |
| Title 200      | 50010186         | Garage Subforeman                    | 0730               | S           | 45.30         | 45.59       | 46.55          | 46.85       | 47.83          | 48.14 |
| Title 200      | 50010210         | Garageman                            | 0880               | 00          | 23.76         | 24.05       | 24.41          | 24.71       | 25.08          | 25.39 |
| Title 200      | 50010210         | Garageman                            | 0880               | 06          | 26.75         | 27.04       | 27.49          | 27.79       | 28.25          | 28.56 |
| Title 200      | 50010210         | Garageman                            | 0880               | 12          | 29.76         | 30.05       | 30.58          | 30.88       | 31.42          | 31.73 |
| Title 200      | 50010210         | Garageman                            | 0880               | 18          | 32.75         | 33.04       | 33.65          | 33.95       | 34.58          | 34.89 |
| Title 200      | 50010210         | Garageman                            | 0880               | 24          | 33.43         | 33.72       | 34.35          | 34.65       | 35.29          | 35.60 |
| Title 200      | 50010413         | Gas Control Technician - Division    | 2410               | S           | 45.84         | 46.13       | 47.10          | 47.40       | 48.40          | 48.71 |
| Title 200      | 50010427         | Gas Control Technician - GSM         | 2435               | S           | 45.84         | 46.13       | 47.10          | 47.40       | 48.40          | 48.71 |
| Title 200      | 50010175         | Gas Crew Leader Non-Welding          | 0641               | S           | 45.30         | 45.59       | 46.55          | 46.85       | 47.83          | 48.14 |
| Title 200      | 50010174         | Gas Crew Leader Welding              | 0640               | 00          | 45.30         | 45.59       | 46.55          | 46.85       | 47.83          | 48.14 |
| Title 200      | 50010174         | Gas Crew Leader Welding              | 0640               | 12          | 46.40         | 46.69       | 47.68          | 47.98       | 48.99          | 49.30 |
| Title 200      | 50010283         | Gas Mechanic                         | 1300               | S           | 46.40         | 46.69       | 47.68          | 47.98       | 48.99          | 49.30 |
| Title 200      | 50010322         | Heavy Equipment Operator             | 1650               | S           | 39.89         | 40.18       | 40.99          | 41.29       | 42.12          | 42.43 |
| Title 200      | 50010144         | Lead Driver                          | 0433               | S           | 39.13         | 39.42       | 40.21          | 40.51       | 41.32          | 41.63 |
| Title 200      | 50010244         | Lineman                              | 1100               | S           | 48.92         | 49.21       | 50.27          | 50.57       | 51.65          | 51.96 |
| Title 200      | 50010241         | Lineman - Transmission               | 1094               | S           | 51.38         | 51.67       | 52.79          | 53.09       | 54.24          | 54.55 |
| Title 200      | 50315043         | M&C Coordinator - Electric           | 1005               | 00          | 48.92         | 49.21       | 50.27          | 50.57       | 51.65          | 51.96 |
| Title 200      | 50315043         | M&C Coordinator - Electric           | 1005               | 12          | 51.18         | 51.47       | 52.59          | 52.89       | 54.04          | 54.35 |

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| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                            | <u>Progression</u> | <u>Rate</u> | <u>Rate+</u>  | <u>Rate</u> | <u>CDL Pay</u> | <u>Rate</u> | <u>CDL Pay</u> |       |
|                |                  |  |                    |             | <u>(\$29)</u> |             | <u>(\$30)</u>  |             | <u>(\$31)</u>  |       |
| Title 200      | 50315042         | M&C Coordinator - Gas                  | 1004               | 00          | 46.40         | 46.69       | 47.68          | 47.98       | 48.99          | 49.30 |
| Title 200      | 50315042         | M&C Coordinator - Gas                  | 1004               | 12          | 48.64         | 48.93       | 49.98          | 50.28       | 51.35          | 51.66 |
| Title 200      | 50315041         | M&C Coordinator - Gas Transmission     | 1008               | 00          | 46.40         | 46.69       | 47.68          | 47.98       | 48.99          | 49.30 |
| Title 200      | 50315041         | M&C Coordinator - Gas Transmission     | 1008               | 12          | 48.64         | 48.93       | 49.98          | 50.28       | 51.35          | 51.66 |
| Title 200      | 50010197         | Maintenance Subforeman - DCPD          | 0755               | 00          | 49.76         | 50.05       | 51.13          | 51.43       | 52.54          | 52.85 |
| Title 200      | 50010197         | Maintenance Subforeman - DCPD          | 0755               | 12          | 51.04         | 51.33       | 52.44          | 52.74       | 53.88          | 54.19 |
| Title 200      | 50010298         | Mechanic - Welder                      | 1440               | S           | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010232         | Meteorological Instrumentperson        | 1036               | S           | 41.34         | 41.63       | 42.48          | 42.78       | 43.65          | 43.96 |
| Title 200      | 50010378         | Night Cable Splicer                    | 2283               | 00          | 45.50         | 45.79       | 46.75          | 47.05       | 48.04          | 48.35 |
| Title 200      | 50010378         | Night Cable Splicer                    | 2283               | 06          | 46.40         | 46.69       | 47.68          | 47.98       | 48.99          | 49.30 |
| Title 200      | 50010243         | Night Electric Transm & Dsbn Assistant | 1098               | 00          | 24.30         | 24.59       | 24.97          | 25.27       | 25.66          | 25.97 |
| Title 200      | 50010243         | Night Electric Transm & Dsbn Assistant | 1098               | 06          | 29.16         | 29.45       | 29.96          | 30.26       | 30.78          | 31.09 |
| Title 200      | 50010243         | Night Electric Transm & Dsbn Assistant | 1098               | 12          | 32.47         | 32.76       | 33.36          | 33.66       | 34.28          | 34.59 |
| Title 200      | 50010243         | Night Electric Transm & Dsbn Assistant | 1098               | 18          | 36.55         | 36.84       | 37.56          | 37.86       | 38.59          | 38.90 |
| Title 200      | 50368698         | Pre-Apprentice Lineman                 | 1114               | 00          | 23.76         | 24.05       | 24.41          | 24.71       | 25.08          | 25.39 |
| Title 200      | 50368698         | Pre-Apprentice Lineman                 | 1114               | 06          | 27.78         | 28.07       | 28.54          | 28.84       | 29.32          | 29.63 |
| Title 200      | 50010324         | Transm & Dsbn Equipment Opr - Transm   | 1662               | 00          | 39.58         | 39.87       | 40.67          | 40.97       | 41.79          | 42.10 |
| Title 200      | 50010324         | Transm & Dsbn Equipment Opr - Transm   | 1662               | 06          | 41.11         | 41.40       | 42.24          | 42.54       | 43.40          | 43.71 |
| Title 200      | 50010323         | Transmission & Distribution Equip Opr  | 1660               | 00          | 37.70         | 37.99       | 38.74          | 39.04       | 39.81          | 40.12 |
| Title 200      | 50010323         | Transmission & Distribution Equip Opr  | 1660               | 06          | 39.13         | 39.42       | 40.21          | 40.51       | 41.32          | 41.63 |
| Title 200      | 50010294         | Transmission Mechanic                  | 1406               | S           | 41.61         | 41.90       | 42.75          | 43.05       | 43.93          | 44.24 |
| Title 200      | 50010431         | Transmission Troubleman                | 2535               | S           | 52.37         | 52.66       | 53.81          | 54.11       | 55.29          | 55.60 |
| Title 200      | 50010258         | Traveling Machinist - Diablo Canyon    | 1146               | 00          | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010258         | Traveling Machinist - Diablo Canyon    | 1146               | 12          | 45.46         | 45.75       | 46.71          | 47.01       | 47.99          | 48.30 |
| Title 200      | 50010258         | Traveling Machinist - Diablo Canyon    | 1146               | 24          | 46.32         | 46.61       | 47.59          | 47.89       | 48.90          | 49.21 |
| Title 200      | 50010258         | Traveling Machinist - Diablo Canyon    | 1146               | 36          | 47.61         | 47.90       | 48.92          | 49.22       | 50.27          | 50.58 |
| Title 200      | 50010370         | Traveling Mechanic-Rigger - DCPD       | 2174               | 00          | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010370         | Traveling Mechanic-Rigger - DCPD       | 2174               | 12          | 45.46         | 45.75       | 46.71          | 47.01       | 47.99          | 48.30 |

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| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                             | <u>Progression</u> | <u>Rate</u> | <u>Rate+</u>  | <u>Rate</u> | <u>CDL Pay</u> | <u>Rate</u> | <u>CDL Pay</u> |       |
|                |                  |   |                    |             | <u>(\$29)</u> |             | <u>(\$30)</u>  |             | <u>(\$31)</u>  |       |
| Title 200      | 50010370         | Traveling Mechanic-Rigger - DCP         | 2174               | 24          | 46.32         | 46.61       | 47.59          | 47.89       | 48.90          | 49.21 |
| Title 200      | 50010370         | Traveling Mechanic-Rigger - DCP         | 2174               | 36          | 47.61         | 47.90       | 48.92          | 49.22       | 50.27          | 50.58 |
| Title 200      | 50010432         | Troubleman                              | 2540               | S           | 49.87         | 50.16       | 51.24          | 51.54       | 52.65          | 52.96 |
| Title 200      | 50010148         | Truck Driver Heavy - Gas                | 0465               | S           | 38.42         | 38.71       | 39.48          | 39.78       | 40.57          | 40.88 |
| Title 200      | 50010380         | Unassigned Cable Splicer                | 2286               | S           | 44.81         | 45.10       | 46.04          | 46.34       | 47.31          | 47.62 |
| Title 200      | 50010156         | Unassigned Electrician - Elec & Hydro   | 0484               | S           | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010170         | Unassigned Fitter                       | 0563               | S           | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010246         | Unassigned Lineman                      | 1103               | S           | 48.92         | 49.21       | 50.27          | 50.57       | 51.65          | 51.96 |
| Title 200      | 50072958         | Unassigned Transmission Mechanic        | 1414               | S           | 41.61         | 41.90       | 42.75          | 43.05       | 43.93          | 44.24 |
| Title 200      | 50010371         | Unassigned Traveling Mech-Rigger - DCP  | 2176               | 00          | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010371         | Unassigned Traveling Mech-Rigger - DCP  | 2176               | 12          | 45.46         | 45.75       | 46.71          | 47.01       | 47.99          | 48.30 |
| Title 200      | 50010371         | Unassigned Traveling Mech-Rigger - DCP  | 2176               | 24          | 46.32         | 46.61       | 47.59          | 47.89       | 48.90          | 49.21 |
| Title 200      | 50010371         | Unassigned Traveling Mech-Rigger - DCP  | 2176               | 36          | 47.61         | 47.90       | 48.92          | 49.22       | 50.27          | 50.58 |
| Title 200      | 50010361         | Unassigned Water System Repairperson    | 2068               | S           | 40.68         | 40.97       | 41.80          | 42.10       | 42.95          | 43.26 |
| Title 200      | 50010188         | Underground Constr Crew Frmn - Electric | 0737               | 00          | 51.18         | 51.47       | 52.59          | 52.89       | 54.04          | 54.35 |
| Title 200      | 50010188         | Underground Constr Crew Frmn - Electric | 0737               | 12          | 52.42         | 52.71       | 53.86          | 54.16       | 55.34          | 55.65 |
| Title 200      | 50010189         | Underground Constr Crew Frmn - Gas      | 0738               | 00          | 46.31         | 46.60       | 47.58          | 47.88       | 48.89          | 49.20 |
| Title 200      | 50010189         | Underground Constr Crew Frmn - Gas      | 0738               | 12          | 48.64         | 48.93       | 49.98          | 50.28       | 51.35          | 51.66 |
| Title 200      | 50010234         | Underground Constr Journeyman - Elec    | 1077               | S           | 48.92         | 49.21       | 50.27          | 50.57       | 51.65          | 51.96 |
| Title 200      | 50010235         | Underground Constr Journeyman - Gas     | 1078               | S           | 45.37         | 45.66       | 46.62          | 46.92       | 47.90          | 48.21 |
| Title 200      | 50010271         | Utility Equipment Mechanic - Auberry    | 1252               | S           | 43.29         | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 200      | 50010272         | Utility Equipment Mechanic - Helms      | 1253               | 00          | 45.46         | 45.75       | 46.71          | 47.01       | 47.99          | 48.30 |
| Title 200      | 50010272         | Utility Equipment Mechanic - Helms      | 1253               | 12          | 46.54         | 46.83       | 47.82          | 48.12       | 49.14          | 49.45 |
| Title 200      | 50010112         | Utility Field Clerk - Bakersfield       | 0242               | S           | 36.75         | 37.04       | 37.76          | 38.06       | 38.80          | 39.11 |
| Title 200      | 50010347         | Utility Operator - Hydro                | 1824               | 00          | 24.50         | 24.79       | 25.17          | 25.47       | 25.86          | 26.17 |
| Title 200      | 50010347         | Utility Operator - Hydro                | 1824               | 06          | 27.57         | 27.86       | 28.33          | 28.63       | 29.11          | 29.42 |
| Title 200      | 50010347         | Utility Operator - Hydro                | 1824               | 12          | 29.76         | 30.05       | 30.58          | 30.88       | 31.42          | 31.73 |
| Title 200      | 50010347         | Utility Operator - Hydro                | 1824               | 18          | 33.72         | 34.01       | 34.65          | 34.95       | 35.60          | 35.91 |

| <u>SAP Job</u> |                  | <u>Legacy</u>                      |                    | <u>2012</u> |                | <u>2013</u> |                | <u>2014</u> |                |       |
|----------------|------------------|------------------------------------|--------------------|-------------|----------------|-------------|----------------|-------------|----------------|-------|
| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                        | <u>Progression</u> | <u>2012</u> | <u>Rate+</u>   | <u>2013</u> | <u>Rate+</u>   | <u>2014</u> | <u>Rate+</u>   |       |
|                |                  |                                    |                    | <u>Rate</u> | <u>CDL Pay</u> | <u>Rate</u> | <u>CDL Pay</u> | <u>Rate</u> | <u>CDL Pay</u> |       |
|                |                  |                                    |                    |             | <u>(\$29)</u>  |             | <u>(\$30)</u>  |             | <u>(\$31)</u>  |       |
|                |                  |                                    |                    |             | <u>11/1/12</u> |             |                |             |                |       |
| Title 200      | 50010347         | Utility Operator - Hydro           | 1824               | 24          | 37.81          | 38.10       | 38.85          | 39.15       | 39.92          | 40.23 |
| Title 200      | 50010217         | Utility Worker - Gas Transm & Dsbn | 0930               | 00          | 23.76          | 24.05       | 24.41          | 24.71       | 25.08          | 25.39 |
| Title 200      | 50010217         | Utility Worker - Gas Transm & Dsbn | 0930               | 06          | 26.75          | 27.04       | 27.49          | 27.79       | 28.25          | 28.56 |
| Title 200      | 50010217         | Utility Worker - Gas Transm & Dsbn | 0930               | 12          | 29.75          | 30.04       | 30.57          | 30.87       | 31.41          | 31.72 |
| Title 200      | 50010217         | Utility Worker - Gas Transm & Dsbn | 0930               | 18          | 32.75          | 33.04       | 33.65          | 33.95       | 34.58          | 34.89 |
| Title 200      | 50010200         | Water System Crew Leader           | 0830               | S           | 43.81          | 44.10       | 45.01          | 45.31       | 46.25          | 46.56 |
| Title 200      | 50010362         | Water System Repairperson          | 2070               | S           | 40.68          | 40.97       | 41.80          | 42.10       | 42.95          | 43.26 |
| Title 200      | 50010202         | Working Foreman                    | 0845               | S           | 43.22          | 43.51       | 44.41          | 44.71       | 45.63          | 45.94 |
| Title 300      | 50010379         | Apprentice Cable Splicer - GC      | 2285               | 00          | 36.14          | 36.43       | 37.13          | 37.43       | 38.15          | 38.46 |
| Title 300      | 50010379         | Apprentice Cable Splicer - GC      | 2285               | 06          | 36.92          | 37.21       | 37.94          | 38.24       | 38.98          | 39.29 |
| Title 300      | 50010379         | Apprentice Cable Splicer - GC      | 2285               | 12          | 39.25          | 39.54       | 40.33          | 40.63       | 41.44          | 41.75 |
| Title 300      | 50010379         | Apprentice Cable Splicer - GC      | 2285               | 18          | 40.28          | 40.57       | 41.39          | 41.69       | 42.53          | 42.84 |
| Title 300      | 50010379         | Apprentice Cable Splicer - GC      | 2285               | 24          | 41.44          | 41.73       | 42.58          | 42.88       | 43.75          | 44.06 |
| Title 300      | 50010379         | Apprentice Cable Splicer - GC      | 2285               | 30          | 42.46          | 42.75       | 43.63          | 43.93       | 44.83          | 45.14 |
| Title 300      | 50010157         | Apprentice Electrician - GC        | 0488               | 00          | 34.75          | 35.04       | 35.71          | 36.01       | 36.69          | 37.00 |
| Title 300      | 50010157         | Apprentice Electrician - GC        | 0488               | 06          | 35.67          | 35.96       | 36.65          | 36.95       | 37.66          | 37.97 |
| Title 300      | 50010157         | Apprentice Electrician - GC        | 0488               | 12          | 36.95          | 37.24       | 37.97          | 38.27       | 39.01          | 39.32 |
| Title 300      | 50010157         | Apprentice Electrician - GC        | 0488               | 18          | 38.00          | 38.29       | 39.05          | 39.35       | 40.12          | 40.43 |
| Title 300      | 50010157         | Apprentice Electrician - GC        | 0488               | 24          | 39.26          | 39.55       | 40.34          | 40.64       | 41.45          | 41.76 |
| Title 300      | 50010157         | Apprentice Electrician - GC        | 0488               | 30          | 40.30          | 40.59       | 41.41          | 41.71       | 42.55          | 42.86 |
| Title 300      | 50010248         | Apprentice Lineman - GC            | 1107               | 00          | 34.75          | 35.04       | 35.71          | 36.01       | 36.69          | 37.00 |
| Title 300      | 50010248         | Apprentice Lineman - GC            | 1107               | 06          | 35.67          | 35.96       | 36.65          | 36.95       | 37.66          | 37.97 |
| Title 300      | 50010248         | Apprentice Lineman - GC            | 1107               | 12          | 36.95          | 37.24       | 37.97          | 38.27       | 39.01          | 39.32 |
| Title 300      | 50010248         | Apprentice Lineman - GC            | 1107               | 18          | 38.00          | 38.29       | 39.05          | 39.35       | 40.12          | 40.43 |
| Title 300      | 50010248         | Apprentice Lineman - GC            | 1107               | 24          | 39.26          | 39.55       | 40.34          | 40.64       | 41.45          | 41.76 |
| Title 300      | 50010248         | Apprentice Lineman - GC            | 1107               | 30          | 40.30          | 40.59       | 41.41          | 41.71       | 42.55          | 42.86 |
| Title 300      | 50010438         | Apprentice Welder - GC - Gas       | 2628               | 00          | 35.43          | 35.72       | 36.40          | 36.70       | 37.40          | 37.71 |
| Title 300      | 50010438         | Apprentice Welder - GC - Gas       | 2628               | 06          | 36.35          | 36.64       | 37.35          | 37.65       | 38.38          | 38.69 |

| <u>SAP Job</u> |                  | <u>Legacy</u>                   |                    | <u>2012</u> |                 | <u>2013</u> |                 | <u>2014</u> |                 |       |
|----------------|------------------|---------------------------------|--------------------|-------------|-----------------|-------------|-----------------|-------------|-----------------|-------|
| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                     | <u>Progression</u> | <u>2012</u> | <u>Rate+</u>    | <u>2013</u> | <u>Rate+</u>    | <u>2014</u> | <u>Rate+</u>    |       |
|                |                  |                                 |                    | <u>Rate</u> | <u>CDL Pay</u>  | <u>Rate</u> | <u>CDL Pay</u>  | <u>Rate</u> | <u>CDL Pay</u>  |       |
|                |                  |                                 |                    |             | <u>(\$ .29)</u> |             | <u>(\$ .30)</u> |             | <u>(\$ .31)</u> |       |
|                |                  |                                 |                    |             | <u>11/1/12</u>  |             |                 |             |                 |       |
| Title 300      | 50010438         | Apprentice Welder - GC - Gas    | 2628               | 12          | 37.67           | 37.96       | 38.71           | 39.01       | 39.77           | 40.08 |
| Title 300      | 50010438         | Apprentice Welder - GC - Gas    | 2628               | 18          | 38.73           | 39.02       | 39.80           | 40.10       | 40.89           | 41.20 |
| Title 300      | 50010438         | Apprentice Welder - GC - Gas    | 2628               | 24          | 40.01           | 40.30       | 41.11           | 41.41       | 42.24           | 42.55 |
| Title 300      | 50010438         | Apprentice Welder - GC - Gas    | 2628               | 30          | 41.08           | 41.37       | 42.21           | 42.51       | 43.37           | 43.68 |
| Title 300      | 50010305         | Backhoe Operator - Gas          | 1515               | 00          | 39.22           | 39.51       | 40.30           | 40.60       | 41.41           | 41.72 |
| Title 300      | 50010305         | Backhoe Operator - Gas          | 1515               | 06          | 39.97           | 40.26       | 41.07           | 41.37       | 42.20           | 42.51 |
| Title 300      | 50010305         | Backhoe Operator - Gas          | 1515               | 12          | 41.71           | 42.00       | 42.86           | 43.16       | 44.04           | 44.35 |
| Title 300      | 50010305         | Backhoe Operator - Gas          | 1515               | 18          | 42.48           | 42.77       | 43.65           | 43.95       | 44.85           | 45.16 |
| Title 300      | 50010305         | Backhoe Operator - Gas          | 1515               | 24          | 43.91           | 44.20       | 45.12           | 45.42       | 46.36           | 46.67 |
| Title 300      | 50010305         | Backhoe Operator - Gas          | 1515               | 30          | 45.51           | 45.80       | 46.76           | 47.06       | 48.05           | 48.36 |
| Title 300      | 50253876         | Backhoe Operator-Not Gas        | 1612               | 00          | 38.47           | 38.76       | 39.53           | 39.83       | 40.62           | 40.93 |
| Title 300      | 50253876         | Backhoe Operator-Not Gas        | 1612               | 06          | 39.22           | 39.51       | 40.30           | 40.60       | 41.41           | 41.72 |
| Title 300      | 50253876         | Backhoe Operator-Not Gas        | 1612               | 12          | 40.90           | 41.19       | 42.02           | 42.32       | 43.18           | 43.49 |
| Title 300      | 50253876         | Backhoe Operator-Not Gas        | 1612               | 18          | 41.68           | 41.97       | 42.83           | 43.13       | 44.01           | 44.32 |
| Title 300      | 50253876         | Backhoe Operator-Not Gas        | 1612               | 24          | 43.07           | 43.36       | 44.25           | 44.55       | 45.47           | 45.78 |
| Title 300      | 50253876         | Backhoe Operator-Not Gas        | 1612               | 30          | 44.66           | 44.95       | 45.89           | 46.19       | 47.15           | 47.46 |
| Title 300      | 50010377         | Cable Splicer - GC              | 2282               | S           | 47.04           | 47.33       | 48.33           | 48.63       | 49.66           | 49.97 |
| Title 300      | 50010096         | Carpenter A-Gas                 | 0163               | S           | 42.68           | 42.97       | 43.85           | 44.15       | 45.06           | 45.37 |
| Title 300      | 50253770         | Carpenter A-Not Gas             | 1601               | S           | 41.89           | 42.18       | 43.04           | 43.34       | 44.22           | 44.53 |
| Title 300      | 50010097         | Carpenter B-Gas                 | 0164               | S           | 40.63           | 40.92       | 41.75           | 42.05       | 42.90           | 43.21 |
| Title 300      | 50253771         | Carpenter B-Not Gas             | 1604               | S           | 39.87           | 40.16       | 40.97           | 41.27       | 42.10           | 42.41 |
| Title 300      | 50070801         | Crane Operator - Davis          | 1596               | 00          | 36.72           | 37.01       | 37.73           | 38.03       | 38.77           | 39.08 |
| Title 300      | 50070801         | Crane Operator - Davis          | 1596               | 06          | 39.43           | 39.72       | 40.51           | 40.81       | 41.62           | 41.93 |
| Title 300      | 50070801         | Crane Operator - Davis          | 1596               | 12          | 42.60           | 42.89       | 43.77           | 44.07       | 44.97           | 45.28 |
| Title 300      | 50010318         | Crane Operator - GC Field - Gas | 1597               | 00          | 39.22           | 39.51       | 40.30           | 40.60       | 41.41           | 41.72 |
| Title 300      | 50010318         | Crane Operator - GC Field - Gas | 1597               | 06          | 39.97           | 40.26       | 41.07           | 41.37       | 42.20           | 42.51 |
| Title 300      | 50010318         | Crane Operator - GC Field - Gas | 1597               | 12          | 41.71           | 42.00       | 42.86           | 43.16       | 44.04           | 44.35 |
| Title 300      | 50010318         | Crane Operator - GC Field - Gas | 1597               | 18          | 42.48           | 42.77       | 43.65           | 43.95       | 44.85           | 45.16 |

| <u>SAP Job</u> |                  | <u>Legacy</u>                     |                    | <u>2012</u> |                | <u>2013</u> |                | <u>2014</u> |                |       |
|----------------|------------------|-----------------------------------|--------------------|-------------|----------------|-------------|----------------|-------------|----------------|-------|
| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                       | <u>Progression</u> | <u>2012</u> | <u>2012</u>    | <u>2013</u> | <u>2013</u>    | <u>2014</u> | <u>2014</u>    |       |
|                |                  |                                   |                    | <u>Rate</u> | <u>Rate+</u>   | <u>Rate</u> | <u>Rate+</u>   | <u>Rate</u> | <u>Rate+</u>   |       |
|                |                  |                                   |                    |             | <u>(\$.29)</u> |             | <u>(\$.30)</u> |             | <u>(\$.31)</u> |       |
|                |                  |                                   |                    |             | <u>CDL Pay</u> |             | <u>CDL Pay</u> |             | <u>CDL Pay</u> |       |
|                |                  |                                   |                    |             | <u>11/1/12</u> |             |                |             |                |       |
| Title 300      | 50010318         | Crane Operator - GC Field - Gas   | 1597               | 24          | 43.91          | 44.20       | 45.12          | 45.42       | 46.36          | 46.67 |
| Title 300      | 50010318         | Crane Operator - GC Field - Gas   | 1597               | 30          | 45.51          | 45.80       | 46.76          | 47.06       | 48.05          | 48.36 |
| Title 300      | 50253877         | Crane Operator - GC Field-Not Gas | 1613               | 00          | 38.47          | 38.76       | 39.53          | 39.83       | 40.62          | 40.93 |
| Title 300      | 50253877         | Crane Operator - GC Field-Not Gas | 1613               | 06          | 39.22          | 39.51       | 40.30          | 40.60       | 41.41          | 41.72 |
| Title 300      | 50253877         | Crane Operator - GC Field-Not Gas | 1613               | 12          | 40.90          | 41.19       | 42.02          | 42.32       | 43.18          | 43.49 |
| Title 300      | 50253877         | Crane Operator - GC Field-Not Gas | 1613               | 18          | 41.68          | 41.97       | 42.83          | 43.13       | 44.01          | 44.32 |
| Title 300      | 50253877         | Crane Operator - GC Field-Not Gas | 1613               | 24          | 43.07          | 43.36       | 44.25          | 44.55       | 45.47          | 45.78 |
| Title 300      | 50253877         | Crane Operator - GC Field-Not Gas | 1613               | 30          | 44.66          | 44.95       | 45.89          | 46.19       | 47.15          | 47.46 |
| Title 300      | 50010140         | Driller                           | 0405               | 00          | 35.61          | 35.90       | 36.59          | 36.89       | 37.60          | 37.91 |
| Title 300      | 50010140         | Driller                           | 0405               | 06          | 36.95          | 37.24       | 37.97          | 38.27       | 39.01          | 39.32 |
| Title 300      | 50010140         | Driller                           | 0405               | 12          | 38.29          | 38.58       | 39.34          | 39.64       | 40.42          | 40.73 |
| Title 300      | 50010140         | Driller                           | 0405               | 18          | 39.63          | 39.92       | 40.72          | 41.02       | 41.84          | 42.15 |
| Title 300      | 50010140         | Driller                           | 0405               | 24          | 40.98          | 41.27       | 42.11          | 42.41       | 43.27          | 43.58 |
| Title 300      | 50010140         | Driller                           | 0405               | 30          | 42.29          | 42.58       | 43.45          | 43.75       | 44.64          | 44.95 |
| Title 300      | 50010140         | Driller                           | 0405               | 36          | 43.65          | 43.94       | 44.85          | 45.15       | 46.08          | 46.39 |
| Title 300      | 50010152         | Electrician - GC                  | 0474               | S           | 45.47          | 45.76       | 46.72          | 47.02       | 48.00          | 48.31 |
| Title 300      | 50010277         | Equipment Mechanic - GC           | 1260               | S           | 43.29          | 43.58       | 44.48          | 44.78       | 45.70          | 46.01 |
| Title 300      | 50010279         | Field Garage Mechanic A           | 1270               | S           | 45.47          | 45.76       | 46.72          | 47.02       | 48.00          | 48.31 |
| Title 300      | 50010281         | Field Garage Mechanic C           | 1276               | 00          | 34.43          | 34.72       | 35.38          | 35.68       | 36.35          | 36.66 |
| Title 300      | 50010281         | Field Garage Mechanic C           | 1276               | 06          | 35.80          | 36.09       | 36.78          | 37.08       | 37.79          | 38.10 |
| Title 300      | 50073099         | Field Garageman                   | 0885               | 00          | 27.18          | 27.47       | 27.93          | 28.23       | 28.70          | 29.01 |
| Title 300      | 50073099         | Field Garageman                   | 0885               | 06          | 30.06          | 30.35       | 30.89          | 31.19       | 31.74          | 32.05 |
| Title 300      | 50073099         | Field Garageman                   | 0885               | 12          | 35.11          | 35.40       | 36.08          | 36.38       | 37.07          | 37.38 |
| Title 300      | 50010230         | Field Mechanic Inspector          | 1006               | S           | 46.13          | 46.42       | 47.40          | 47.70       | 48.70          | 49.01 |
| Title 300      | 50010162         | Fieldperson - GC - Gas            | 0525               | 00          | 35.43          | 35.72       | 36.40          | 36.70       | 37.40          | 37.71 |
| Title 300      | 50010162         | Fieldperson - GC - Gas            | 0525               | 06          | 35.80          | 36.09       | 36.78          | 37.08       | 37.79          | 38.10 |
| Title 300      | 50010162         | Fieldperson - GC - Gas            | 0525               | 12          | 36.84          | 37.13       | 37.85          | 38.15       | 38.89          | 39.20 |
| Title 300      | 50010162         | Fieldperson - GC - Gas            | 0525               | 18          | 37.96          | 38.25       | 39.00          | 39.30       | 40.07          | 40.38 |

| <u>SAP Job</u> |                  | <u>Legacy</u>                            |                    | <u>2012</u> |               | <u>2013</u> |                | <u>2014</u> |                |       |
|----------------|------------------|--|--------------------|-------------|---------------|-------------|----------------|-------------|----------------|-------|
| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                              | <u>Progression</u> | <u>Rate</u> | <u>Rate+</u>  | <u>Rate</u> | <u>CDL Pay</u> | <u>Rate</u> | <u>CDL Pay</u> |       |
|                |                  |  |                    |             | <u>(\$29)</u> |             | <u>(\$30)</u>  |             | <u>(\$31)</u>  |       |
| Title 300      | 50010162         | Fieldperson - GC - Gas                   | 0525               | 24          | 38.50         | 38.79       | 39.56          | 39.86       | 40.65          | 40.96 |
| Title 300      | 50210150         | Fieldperson - Tower                      | 0525               | 00          | 35.43         | 35.72       | 36.40          | 36.70       | 37.40          | 37.71 |
| Title 300      | 50210150         | Fieldperson - Tower                      | 0525               | 06          | 35.80         | 36.09       | 36.78          | 37.08       | 37.79          | 38.10 |
| Title 300      | 50210150         | Fieldperson - Tower                      | 0525               | 12          | 36.84         | 37.13       | 37.85          | 38.15       | 38.89          | 39.20 |
| Title 300      | 50210150         | Fieldperson - Tower                      | 0525               | 18          | 37.96         | 38.25       | 39.00          | 39.30       | 40.07          | 40.38 |
| Title 300      | 50210150         | Fieldperson - Tower                      | 0525               | 24          | 38.50         | 38.79       | 39.56          | 39.86       | 40.65          | 40.96 |
| Title 300      | 50010208         | Garage Working Foreman                   | 0857               | S           | 45.98         | 46.27       | 47.24          | 47.54       | 48.54          | 48.85 |
| Title 300      | 50010326         | Hole Digger Operator                     | 1690               | 00          | 38.47         | 38.76       | 39.53          | 39.83       | 40.62          | 40.93 |
| Title 300      | 50010326         | Hole Digger Operator                     | 1690               | 06          | 39.22         | 39.51       | 40.30          | 40.60       | 41.41          | 41.72 |
| Title 300      | 50010326         | Hole Digger Operator                     | 1690               | 12          | 40.90         | 41.19       | 42.02          | 42.32       | 43.18          | 43.49 |
| Title 300      | 50010326         | Hole Digger Operator                     | 1690               | 18          | 41.68         | 41.97       | 42.83          | 43.13       | 44.01          | 44.32 |
| Title 300      | 50010326         | Hole Digger Operator                     | 1690               | 24          | 43.07         | 43.36       | 44.25          | 44.55       | 45.47          | 45.78 |
| Title 300      | 50010326         | Hole Digger Operator                     | 1690               | 30          | 44.66         | 44.95       | 45.89          | 46.19       | 47.15          | 47.46 |
| Title 300      | 50010173         | Labor Foreman A                          | 0630               | 00          | 37.81         | 38.10       | 38.85          | 39.15       | 39.92          | 40.23 |
| Title 300      | 50010173         | Labor Foreman A                          | 0630               | 06          | 38.59         | 38.88       | 39.65          | 39.95       | 40.74          | 41.05 |
| Title 300      | 50010173         | Labor Foreman A                          | 0630               | 12          | 39.55         | 39.84       | 40.64          | 40.94       | 41.76          | 42.07 |
| Title 300      | 50010173         | Labor Foreman A                          | 0630               | 18          | 41.11         | 41.40       | 42.24          | 42.54       | 43.40          | 43.71 |
| Title 300      | 50010247         | Lineman - GC                             | 1106               | S           | 51.38         | 51.67       | 52.79          | 53.09       | 54.24          | 54.55 |
| Title 300      | 50010231         | Mechanical Inspector                     | 1007               | S           | 44.18         | 44.47       | 45.39          | 45.69       | 46.64          | 46.95 |
| Title 300      | 50010321         | Miscellaneous Equipment Operator-Gas     | 1646               | 00          | 39.82         | 40.11       | 40.92          | 41.22       | 42.05          | 42.36 |
| Title 300      | 50010321         | Miscellaneous Equipment Operator-Gas     | 1646               | 06          | 40.84         | 41.13       | 41.96          | 42.26       | 43.11          | 43.42 |
| Title 300      | 50253878         | Miscellaneous Equipment Operator-Not Gas | 1616               | 00          | 39.06         | 39.35       | 40.13          | 40.43       | 41.23          | 41.54 |
| Title 300      | 50253878         | Miscellaneous Equipment Operator-Not Gas | 1616               | 06          | 40.08         | 40.37       | 41.18          | 41.48       | 42.31          | 42.62 |
| Title 300      | 50368700         | Pre-Apprentice Lineman - GC              | 1115               | 00          | 24.95         | 25.24       | 25.64          | 25.94       | 26.35          | 26.66 |
| Title 300      | 50368700         | Pre-Apprentice Lineman - GC              | 1115               | 06          | 29.17         | 29.46       | 29.97          | 30.27       | 30.79          | 31.10 |
| Title 300      | 50010287         | Station Mechanic                         | 1337               | 00          | 34.63         | 34.92       | 35.58          | 35.88       | 36.56          | 36.87 |
| Title 300      | 50010287         | Station Mechanic                         | 1337               | 06          | 35.67         | 35.96       | 36.65          | 36.95       | 37.66          | 37.97 |
| Title 300      | 50010287         | Station Mechanic                         | 1337               | 12          | 36.95         | 37.24       | 37.97          | 38.27       | 39.01          | 39.32 |

| <u>SAP Job</u> |                  | <u>Legacy</u>                |                    | <u>2012</u> |               | <u>2013</u> |                | <u>2014</u> |                |       |
|----------------|------------------|------------------------------|--------------------|-------------|---------------|-------------|----------------|-------------|----------------|-------|
| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                  | <u>Progression</u> | <u>Rate</u> | <u>Rate+</u>  | <u>Rate</u> | <u>CDL Pay</u> | <u>Rate</u> | <u>CDL Pay</u> |       |
|                |                  |                              |                    |             | <u>(\$29)</u> |             | <u>(\$30)</u>  |             | <u>(\$31)</u>  |       |
| Title 300      | 50010287         | Station Mechanic             | 1337               | 18          | 38.00         | 38.29       | 39.05          | 39.35       | 40.12          | 40.43 |
| Title 300      | 50010287         | Station Mechanic             | 1337               | 24          | 39.08         | 39.37       | 40.15          | 40.45       | 41.25          | 41.56 |
| Title 300      | 50010287         | Station Mechanic             | 1337               | 30          | 40.20         | 40.49       | 41.31          | 41.61       | 42.45          | 42.76 |
| Title 300      | 50010287         | Station Mechanic             | 1337               | 36          | 42.98         | 43.27       | 44.16          | 44.46       | 45.37          | 45.68 |
| Title 300      | 50010171         | Street Fitter                | 0580               | 00          | 35.10         | 35.39       | 36.07          | 36.37       | 37.06          | 37.37 |
| Title 300      | 50010171         | Street Fitter                | 0580               | 06          | 35.60         | 35.89       | 36.58          | 36.88       | 37.59          | 37.90 |
| Title 300      | 50010171         | Street Fitter                | 0580               | 12          | 36.49         | 36.78       | 37.49          | 37.79       | 38.52          | 38.83 |
| Title 300      | 50010171         | Street Fitter                | 0580               | 18          | 37.44         | 37.73       | 38.47          | 38.77       | 39.53          | 39.84 |
| Title 300      | 50010171         | Street Fitter                | 0580               | 24          | 38.26         | 38.55       | 39.31          | 39.61       | 40.39          | 40.70 |
| Title 300      | 50010171         | Street Fitter                | 0580               | 30          | 39.48         | 39.77       | 40.57          | 40.87       | 41.69          | 42.00 |
| Title 300      | 50010171         | Street Fitter                | 0580               | 36          | 41.41         | 41.70       | 42.55          | 42.85       | 43.72          | 44.03 |
| Title 300      | 50010179         | Subforeman A - Overhead      | 0650               | 00          | 53.80         | 54.09       | 55.28          | 55.58       | 56.80          | 57.11 |
| Title 300      | 50010179         | Subforeman A - Overhead      | 0650               | 06          | 55.05         | 55.34       | 56.56          | 56.86       | 58.12          | 58.43 |
| Title 300      | 50010180         | Subforeman A - Station/Hydro | 0651               | 00          | 47.60         | 47.89       | 48.91          | 49.21       | 50.26          | 50.57 |
| Title 300      | 50010180         | Subforeman A - Station/Hydro | 0651               | 06          | 48.73         | 49.02       | 50.07          | 50.37       | 51.45          | 51.76 |
| Title 300      | 50010178         | Subforeman A - Underground   | 0649               | 00          | 53.54         | 53.83       | 55.01          | 55.31       | 56.52          | 56.83 |
| Title 300      | 50010178         | Subforeman A - Underground   | 0649               | 06          | 54.80         | 55.09       | 56.31          | 56.61       | 57.86          | 58.17 |
| Title 300      | 50010181         | Subforeman B                 | 0653               | 00          | 47.13         | 47.42       | 48.43          | 48.73       | 49.76          | 50.07 |
| Title 300      | 50010181         | Subforeman B                 | 0653               | 06          | 47.60         | 47.89       | 48.91          | 49.21       | 50.26          | 50.57 |
| Title 300      | 50258203         | Tapping Technician           | 0261               | 00          | 48.53         | 48.82       | 49.86          | 50.16       | 51.23          | 51.54 |
| Title 300      | 50258203         | Tapping Technician           | 0261               | 06          | 49.68         | 49.97       | 51.05          | 51.35       | 52.45          | 52.76 |
| Title 300      | 50010351         | Tractor Operator - Gas       | 1840               | S           | 45.51         | 45.80       | 46.76          | 47.06       | 48.05          | 48.36 |
| Title 300      | 50253879         | Tractor Operator-Not Gas     | 1617               | S           | 44.66         | 44.95       | 45.89          | 46.19       | 47.15          | 47.46 |
| Title 300      | 50010223         | Utility Worker - GC          | 0947               | 00          | 25.68         | 25.97       | 26.39          | 26.69       | 27.12          | 27.43 |
| Title 300      | 50010223         | Utility Worker - GC          | 0947               | 06          | 28.12         | 28.41       | 28.89          | 29.19       | 29.68          | 29.99 |
| Title 300      | 50010223         | Utility Worker - GC          | 0947               | 12          | 30.53         | 30.82       | 31.37          | 31.67       | 32.23          | 32.54 |
| Title 300      | 50010223         | Utility Worker - GC          | 0947               | 18          | 32.94         | 33.23       | 33.85          | 34.15       | 34.78          | 35.09 |
| Title 300      | 50010223         | Utility Worker - GC          | 0947               | 24          | 34.38         | 34.67       | 35.33          | 35.63       | 36.30          | 36.61 |

| <u>SAP Job</u> |                  | <u>Legacy</u>                    |                    | <u>2012</u> |                  | <u>2013</u> |                 | <u>2014</u> |                 |       |
|----------------|------------------|----------------------------------|--------------------|-------------|------------------|-------------|-----------------|-------------|-----------------|-------|
| <u>Code</u>    | <u>Job Title</u> | <u>Code</u>                      | <u>Progression</u> | <u>Rate</u> | <u>effective</u> | <u>Rate</u> | <u>CDL Pay</u>  | <u>Rate</u> | <u>CDL Pay</u>  |       |
|                |                  |                                  |                    |             | <u>11/1/12</u>   |             | <u>(\$ .30)</u> |             | <u>(\$ .31)</u> |       |
| Title 300      | 50010435         | Welder - GC - Gas                | 2617               | S           | 46.33            | 46.62       | 47.60           | 47.90       | 48.91           | 49.22 |
| Title 300      | 50253880         | Welder - GC-Not Gas              | 1618               | S           | 45.46            | 45.75       | 46.71           | 47.01       | 47.99           | 48.30 |
| Title 300      | 50251366         | Working Foreman A - Gas T&D      | 0257               | 00          | 48.53            | 48.82       | 49.86           | 50.16       | 51.23           | 51.54 |
| Title 300      | 50251366         | Working Foreman A - Gas T&D      | 0257               | 06          | 49.68            | 49.97       | 51.05           | 51.35       | 52.45           | 52.76 |
| Title 300      | 50251365         | Working Foreman A - Non-Climbing | 0105               | 00          | 47.60            | 47.89       | 48.91           | 49.21       | 50.26           | 50.57 |
| Title 300      | 50251365         | Working Foreman A - Non-Climbing | 0105               | 06          | 48.73            | 49.02       | 50.07           | 50.37       | 51.45           | 51.76 |
| Title 300      | 50010205         | Working Foreman B - Climbing     | 0853               | 00          | 47.35            | 47.64       | 48.65           | 48.95       | 49.99           | 50.30 |
| Title 300      | 50010205         | Working Foreman B - Climbing     | 0853               | 06          | 47.84            | 48.13       | 49.16           | 49.46       | 50.51           | 50.82 |
| Title 300      | 50251368         | Working Foreman B - Gas T&D      | 0255               | 00          | 48.04            | 48.33       | 49.36           | 49.66       | 50.72           | 51.03 |
| Title 300      | 50251368         | Working Foreman B - Gas T&D      | 0255               | 06          | 48.53            | 48.82       | 49.86           | 50.16       | 51.23           | 51.54 |
| Title 300      | 50251367         | Working Foreman B - Non-Climbing | 0107               | 00          | 47.12            | 47.41       | 48.42           | 48.72       | 49.75           | 50.06 |
| Title 300      | 50251367         | Working Foreman B - Non-Climbing | 0107               | 06          | 47.60            | 47.89       | 48.91           | 49.21       | 50.26           | 50.57 |
| Title 300      | 50010206         | Working Foreman C - Gas          | 0854               | 00          | 43.00            | 43.29       | 44.18           | 44.48       | 45.39           | 45.70 |
| Title 300      | 50010206         | Working Foreman C - Gas          | 0854               | 06          | 46.84            | 47.13       | 48.13           | 48.43       | 49.45           | 49.76 |
| Title 300      | 50253775         | Working Foreman C-Not Gas        | 1608               | 00          | 42.20            | 42.49       | 43.36           | 43.66       | 44.55           | 44.86 |
| Title 300      | 50253775         | Working Foreman C-Not Gas        | 1608               | 06          | 45.96            | 46.25       | 47.22           | 47.52       | 48.52           | 48.83 |