



Jeff Delaney
Principal Negotiator
Labor Relations

2850 Shadelands Dr., #100
Walnut Creek, CA 94598

(925) 974-4168
Fax (925) 974-4289

06-06-ESC

March 20, 2006

Peggy Turner, Business Representative
Engineers and Scientists of California
Local 20, IFPTE, AFL-CIO & CLC
350 Frank H. Ogawa Plaza, 8th Floor
Oakland, CA 94612

Dear Ms. Turner:

The Company and Union have concluded negotiations for newly represented employees in the Corporate Real Estate and Technical and Land Services organizations. The agreed upon contract language for Exhibit R and job descriptions are included as attachments to this agreement.

As discussed during bargaining, the Company and Union have mutual interests in effective performance management and employee development programs. Not only are these programs essential to accomplish the Company's Transformation objectives, but they also support the professional development of our employees. The parties agree that Title 27.1, Management of the Company, provides the Company the ability to develop and implement performance and development programs and standards. Based on the Transformation efforts to better align these processes with business objectives, the Company will continue the use of management programs for goal setting, appraisal, and employee development in this unit. Pay increases will be established through collective bargaining.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: s/Jeff Delaney
Jeff Delaney
Principal Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO and CLC

 April 6 , 2006

By: s/Peggy Turner
Peggy Turner
Business Representative

Exhibit R
Land/Real Estate

For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment, the Company recognizes the Union, certified by the National Labor Relations Board in Case No 20-RC-17980, dated October 19, 2004, as the exclusive representative of employees in the classifications listed below from the Corporate Real Estate Department. Pursuant to the Settlement Agreement dated March 20, 2006, these classifications will be incorporated in the ESC Agreement pursuant to the conditions provided for in the table agreement dated March 20, 2006. Those conditions are described in the remainder of this exhibit. Unless otherwise noted, the term "employee" refers to those in classifications covered in the aforementioned NLRB certification.

Current Job Titles	Revised Job Title
Project Management Analyst	Real Estate Technical Specialist I
Project Management Analyst	Real Estate Technical Specialist II
Project Management Analyst	Senior Real Estate Technical Specialist
Land Project Specialist	GIS Analyst
Land Project Analyst, Senior	Senior GIS Analyst
Building and Land Project Specialist, Senior	GIS Application Engineer
Project Manager-CIT, Senior	GIS Application Engineer
Right of Way Agent	Right of Way Agent
Sr. Right of Way Agent	Senior Right of Way Agent
Sr. Right of Way Agent-Litigation	Senior Right of Way Agent
Sr. Land Project Specialist-Litigation	Principal Right of Way Agent
Sr. Land Project Specialist-Acquisition/Appraisal	Principal Right of Way Agent
Sr. Land Project Specialist-PDRP	Principal Right of Way Agent
Sr. Technical Assistant	Land Technical Specialist I
Assistant Land Rights Agent	Land Technical Specialist II
Land Rights Agent-SBE Desk	Senior Land Technical Specialist
Associate Transaction Specialist	Senior Real Estate Technical Specialist (PIO)
Senior Land Rights Agent-Title	Senior Land Agent
(Senior) Land Rights Agent	Senior Land Agent
Land Engineer	Project Surveyor
Sr. Land Engineer	Senior Land Surveyor
Sr. Building and Land Project Specialist	Principal Land Surveyor
Land Services Coordinator	Land Planner
Land Project Analyst	Land Planner
Land Project Specialist	Senior Land Planner
Sr. Land Project Analyst	Senior Land Planner
Sr. Land Project Specialist	Principal Land Planner

Job Descriptions

The job descriptions are shown on Attachment B. The annual wage rates effective January 1, 2006 are shown below.

Classification	Minimum	Maximum
GIS Analyst	\$60,000	\$76,760
GIS Application Engineer	\$85,349	\$93,930
Land Planner	\$71,255	\$84,734
Principal Land Planner	\$98,760	\$109,811
Principal Land Surveyor	\$98,760	\$109,811
Principal Right of Way Agent	\$84,354	\$93,717
Land Technical Specialist I	\$50,840	\$63,550
Real Estate Technical Specialist I	\$50,840	\$63,550
Land Technical Specialist II	\$56,336	\$70,420
Real Estate Technical Specialist II	\$56,336	\$70,420
Right of Way Agent	\$62,817	\$77,893
Project Surveyor	\$72,492	\$90,615
Senior GIS Analyst	\$74,130	\$86,000
Senior Land Agent	\$72,492	\$90,615
Senior Land Planner	\$80,280	\$100,818
Senior Land Surveyor	\$80,280	\$100,818
Senior Land Technical Specialist	\$61,698	\$77,120
Senior Real Estate Technical Specialist	\$61,698	\$77,120
Senior Real Estate Technical Specialist-TA (PIO)	\$61,698	\$79,219
Senior Right of Way Agent	\$73,266	\$85,198

All employees will receive a wage adjustment, equal to 3.75%, retroactive to January 1, 2006. After applying the retroactive pay adjustment, all employees will be placed in the salary range for their classification and receive either an increase to the wage rate minimum or a 5% progressive wage increase, whichever is greater. If this increase causes the employee's salary to exceed the range maximum, the employee's salary will be "grandfathered" and will continue to reside outside the range and receive annual general wage increases in accordance with the existing ESC Collective Bargaining Agreement ("Agreement"). The progressive pay increases will be effective on the first pay period after ratification. The committee expects the ratification process to be completed before April 1, 2006.

The Company will grant general wage increases of 3.75% in both January 1, 2007 and January 1, 2008 in accordance with the Agreement.

Annual progressive wage increases will be in accordance with Title 15.4 b) of the Agreement.

Certification and Registration

Employees shall be reimbursed by Company for reasonable costs incurred for activities that add to effectiveness in the current job or contribute to acquiring qualifications, including successful completion of training, for positions to which the employee could reasonably expect to advance consistent with the organization's current practice. Examples include: maintaining professional membership, earning professional certification, registration, subsequent renewals, class participation, and conference attendance. Supervisor will distribute opportunities (e.g., conference attendance, magazine subscriptions, etc.) among employees in the same classification as equally as is practicable.

Benefits

Effective May 1, 2006 or the first of the month (but no sooner than 15 workdays) following ratification, the LAND/RE employees will be converted to the bargaining unit medical, dental and vision, savings fund plan and life insurance provisions. Effective upon ratification of this agreement, the employees will be converted to the bargaining unit pension provisions. Vacation granted for 2007 and subsequent years will be in accordance with the provisions of Title 9.2.

ESC Agreement

Incorporate the LAND/RE employees into the existing ESC Collective Bargaining Agreement ("Agreement") and Benefit Agreement, with the following noted exceptions:

The attached modifications (Attachment A) to Titles 7, 8, 9, 11, 16, 17, 21, and 22 are intended to recognize the different applications to the monthly paid ("Exempt") LAND/RE employees, including their status as Exempt employees. Monthly paid employees in this unit are exempt from the provisions of the Fair Labor Standards Act.

Employees in the Land Technical Specialist I, Real Estate Technical Specialist I, Land Technical Specialist II and Real Estate Technical Specialist II classifications are classified non-exempt and are covered by the Hours and Overtime provisions of the existing Agreement.

Telecommuting and Remote Access

Telecommuting is identified as on-going performance of job responsibilities from a remote location. This option requires a work schedule be agreed upon between the employee and supervisor. Company will notify and send signed copies of any agreed to telecommuting agreements to the Union.

Remote Access is identified as occasional remote access to the Company's computer system for job related purposes such as reading and responding to e-mail messages. Time worked via remote access or telecommuting must be approved in advance by an employee's supervisor to be covered by the provisions of "Title 17--Overtime" in Attachment A of this agreement.

Implementation

A LAND/RE Implementation Committee will be established as a subcommittee of the Land Labor Management Committee to provide oversight and assist in implementation of this agreement, including issues related to the transition between benefit plans. Any issues arising from implementation of this agreement during the first 18 months following execution of this agreement shall be forwarded to this committee for consideration and resolution prior to utilization of the grievance procedure.

For all classifications covered by this Exhibit the following apply:

- For the purposes of Title 21 & 22, the employee's date of hire will be utilized for determination of the amount of service for the purpose of seniority.
- May perform the duties of a lower classification within his or her line of progression within this Exhibit only.

Title 7. Hours

Since the work hours of Exempt employees covered by this Exhibit may vary on any given day, it is expected that they may be required to work for more than eight hours on a workday or to work on a non-workday as the occasion demands. Additional time worked may be eligible for compensation as outlined by the Additional Time Worked policy in Title 17 of this Exhibit.

The provisions for overtime pay in Title 7.3 are not applicable to LAND/RE employees.

The provisions of Title 7.4 (f) shall apply to employees covered by this Exhibit.

Business travel for Exempt Land/RE employees is an integral part of their duties and may be considered as time worked and paid under the Additional Time Worked policy. However, employees are not eligible for pay for additional time worked for commuting to or from their regular headquarters. To receive payment for travel time incurred outside of normal work hours, Exempt employees must receive approval in advance from their supervisor or higher as described in Title 17 of this Exhibit.

Title 8. Holidays

The provisions for overtime pay in Title 8.5 are not applicable for Exempt employees.

Title 9. Vacations

9.16 Hourly Increments

Exempt employees shall not be charged vacation leave for increments used of less than four (4) hours.

Title 11. Sick Leave

11.6 Hourly Increments

Exempt LAND/RE employees shall be charged sick leave in four (4) hour increments, with no charge made for increments of less than four (4) hours. Once the four (4) hour threshold is met, additional sick leave will be charged in hourly increments. No deduction shall be made for an increment of less than four (4) hours from the wages of an employee who has exhausted his/her sick leave.

- Example #1: Employee is off 3 hours for a medical appointment – the employee’s sick leave account is not charged.
- Example #2: Employee is off 5 hours for medical a procedure – the employee’s sick leave account is charged for the 5 hours.

Title 16. Meals

The provisions of Title 16.2, 16.4 and 16.6 shall not be applicable to LAND/RE employees.

(a) Meals are reimbursable if required for:

- 1) a business need to host customers or guests
- 2) out of town or overnight travel
- 3) business related circumstances that prevent normal meal practice
- 4) conferences or training sessions
- 5) business meetings
- 6) group or individual recognition

Approval for reimbursement is required by an employee’s supervisor. Meals involving only PG&E employees conducting internal PG&E business or staff related meetings (i.e., items 5 and 6 above) are discouraged and are only reimbursable if approved by the employee’s Director or VP.

Employees are expected to use good judgment in selecting moderately priced meals.

- (b) Groceries or the cost of meals prepared at home are not usually eligible for reimbursement. Exceptions may include meals prepared when on extended assignment away from home and home prepared meals when hosting clients on Company business. When such meals are reimbursable, reimbursement is limited to the actual cost of food and beverages purchased and consumed, or the catering costs if applicable.

Title 17. Overtime

The following overtime provisions shall be applicable to Exempt employees covered by Exhibit R and will replace the provisions of this Title in the Agreement. Further, provisions for overtime payment contained elsewhere in the Agreement, including its exhibits or any other agreements between the parties, shall not be applicable to the Exempt employees in Land/RE unless otherwise specifically agreed upon.

Additional Time Worked for Monthly Paid ("Exempt") Employees

- a) Exempt LAND/RE employees will be eligible for compensation at the straight-time rate of pay for work beyond normal work schedules, subject to the conditions contained below:
1. Employee receives prior authorization from a supervisor, manager or director within the department to work beyond normal daily work schedule or on a non-workday to meet critical work requirements, including time worked by telecommuting or remote access or on Regular Days Off associated with Alternative Work Schedules.
 2. Employee works at least one hour beyond the normal daily work schedule, or works on a non-workday. On normal workdays, only the time beyond the initial one hour beyond the normal work schedule will be compensated. On non-workdays, all time worked will be compensated
 3. Employee is not eligible for any other type of special incentive to offset additional time worked.

Title 21 Job Bidding, Promotion and Transfer

For promotions to Senior Land Agent, Senior Land Technical Specialist, Senior Real Estate Technical Specialist, GIS Application Engineer and all Principal positions, prebid codes will be established for LAND/RE classifications as specified in Title 21. In filling those positions, the following process will be used:

- 1) The company will review the bid list to determine which employees have expressed an interest in the position. Employees must have demonstrated satisfactory performance in their current position and meet the minimum qualifications of the new position to be considered for the position.
- 2) A selection board comprised of two management and two union appointed employees will interview all interested and qualified employees. The selection board will jointly create the interview questions and will consider the employee's current performance, assessment feedback, interview information and seniority.
- 3) The selection board will evaluate the candidates against the selection criteria to determine who is most qualified. To the extent that the board cannot agree on which candidate is most qualified and the candidates possess substantially equal qualifications, the most senior candidate will be selected
- 4) All candidates will receive feedback on the results of the interview.

Title 22 Demotion and Layoff

In the event that Demotions and Layoffs are needed, the company will follow the provisions of Title 22 of the Agreement. Within the established unit, employees who meet the full requirements of the position may displace less senior employees in their reverse line of progression with service based on overall company seniority. In applying Title 22 beyond the classifications covered by this Exhibit, LAND/RE employees may not displace another less senior ESC-represented incumbent unless the LAND/RE employee has previously held that classification on a regular basis, meets all current requirements for the position, and has more ESC service than the impacted employees.

Specific Job Descriptions

Job Title: LAND TECHNICAL SPECIALIST I

Position Summary:

Input new documents into Land Rights Library (LRL) database. Ensure quality control regarding both new and old document indexing. Perform searches of land records in LRL and other databases, provide information, copies of maps, and documents to business partners.

Essential Job Functions:

1. Receive, review, code and process all incoming land documents into the LRL database and retrieval system. Also, correct old indexing and image errors in database when necessary and seek guidance from senior Land Rights staff members for remedies to documents found in fault.
2. Search LRL database and GIS database for applicable land documents and maps for requesting business partners. Use knowledge of various available resources and earlier indexing methods to locate documents. Review and weed out unnecessary documents and provide hard copies as requested.
3. Assist with Right Track database, help to process payments and manage system for periodic payment of land-related permits and licenses. Assist in issuing reports of upcoming permit expirations to appropriate supervisors. Update info in Right Track database
4. Process documents requiring recordation with the appropriate county recorders offices and assist in the management of the unit's account for payment of recording fees.
5. Assist in managing the LRL web page and database system. Identify and report computer problems to system analysts and communicate problems and corrections to Technical Services business partners who use the LRL system. File original documents into shelves at Records Center. Provide general clerical assistance as required. Provide notary services to acknowledge documents requiring PG&E's execution.

Minimum Job Qualifications:

EDUCATION: AA degree or equivalent with emphasis in real estate principles

TRAINING

LICENSES / CERTIFICATIONS: Notary Commission (desired).

PRIOR EXPERIENCE: Ability to read and understand land documents and land descriptions. Experience and understanding of California Real Estate Law, Real Estate Principles and land title

KNOWLEDGE/ABILITIES:

Job Title: REAL ESTATE TECHNICAL SPECIALIST I

Position Summary:

- Prepares Formal Job Estimates and creates specific order numbers and settlement rules as directed by Real Estate Transaction Specialist II. (RETS II)
- Assists in the day to day updating and population of the project tracking database (FRISBE). Maintain project files and central file system for Building Projects Delivery Group.
- Maintains a working knowledge of SAP Accounting System and related practices and policies issued by the Capital Accounting Department.
- Other duties as assigned by RETS II, Senior Real Estate Transaction Specialist and Supervisor.

Essential Job Functions:

1. Preparation of Formal Job Estimates for Project Managers (PMs) who manage and maintain facilities within the various Areas. Review scope of work and schedules to determine proper allocation of Company indirects and overheads. Verify and detail units of property or assets to be retired or installed to assure compliance with Capital Accounting's requirements.
2. Specific Orders – creates and maintains specific orders through the SAP system for each project. Additionally, each order created requires the detailed planning of costs by activity and cost elements.
3. Project Tracking – creates and maintains records for each project in the FRISBE database to assure current information is available for the PMs. Performs testing of enhancements within FRISBE to assure successful implementation and coordinates with programmer and counterparts to resolve any problems that may arise. Conducts individual or group training on all of the aspects of the FRISBE database as required. Also responsible for updating the database User Guide.
4. SAP Accounting System – generates ongoing reports for each project to aid the PMs on tracking project costs. Continually coordinates and downloads data from SAP into the project tracking database so that current information is readily available.
5. CRE /BPD Web Site Coordinator – update documents and other information on the Web site pertaining to the BPD group.

Minimum Job Qualifications:

EDUCATION: High School graduate with some college accounting classes.

TRAINING: SAP, MS Word, Excel

LICENSES / CERTIFICATIONS: N/A

PRIOR EXPERIENCE:

KNOWLEDGE/ABILITIES: Basic accounting practices.

Job Title: LAND TECHNICAL SPECIALIST II

Position Summary:

Acts in a lead role in managing the workload of the Land Rights Library. Manage permit payment system for payments to railroad companies, state and federal agencies. Perform searches of land records in LRL database and provide information and copies of maps/documents. Manage Recorder's Fund on a monthly basis

Essential Job Functions:

1. Perform searches of land records, determine which records affect the PG&E facilities, and provide information and copies of documents to business partners. Handle inquiries concerning land documents.
2. Ensure quality control regarding input, deletions, and corrections of land documents in the LRL database. Ensure documents are processed in a timely manner so that documents can be retrieved from any PG&E desktop
3. Consult with city, state & federal agencies to ensure timely and accurate processing of Land Right payments. Maintain Land Services permit payment & permit renewal database (Right Track). Generate quarterly reports to appropriate supervisor's to ensure permit renewals are processed in a timely manner, & respond to Director's Monthly Report.
4. Maintain contact with systems analysts to ensure LRL database is updated and in full maintenance. Communicate to business partners regarding full use of LRL database at all times to ensure that the database is fully functional.
5. Act as custodian of the PG&E Recorders Fund. Ensure that the account is funded and maintained according to company policy and accounts payable criteria. Prevent cost delays when sensitive documents are not made of record as expediently as required
6. Provide Notary Service to Technical Services and ensure company documents are stored at the Records Center for safe keeping. Generate LRL quarterly reports

Minimum Job Qualifications:

EDUCATION: AA degree or equivalent education with emphasis in real estate principles.

TRAINING:

LICENSES / CERTIFICATIONS: Notary Commission

PRIOR EXPERIENCE: Two years experience in the classification of Land Technical Specialist I

KNOWLEDGE/ABILITIES: Knowledge of Real Estate Principles and California Real Estate Law

Application

- 1) Progression to the classification of Land Technical Specialist II will occur when the employee:
 - a) has met the above requirements of the higher classification, and
 - b) has completed six months at the top wage rate or has completed at least 30 months in the previous classification on a regular basis.
 - c) has demonstrated satisfactory performance in their current position.

Job Title: REAL ESTATE TECHNICAL SPECIALIST II

Position Summary:

- Prepares Formal Job Estimates and creates order number for Project Managers (PMs) within the group. Assist PMs in tracking costs through SAP reports.
- Maintain data of within the project tracking database (FRISBE), addresses questions regarding the database and coordinates enhancement documentation for the database.
- Ensures compliance with company policy and procedures and with regulatory guidelines.
- Conducts audits of completed projects to ensure compliance issues are met.

Essential Job Functions:

1. Preparation of Formal Job Estimates for PMs who manage and maintain facilities within the various Areas. Review scope of work, schedules to determine proper allocation of Company indirects and overheads. Verify and detail units of property or assets to be retired or installed to assure compliance with Capital Accounting's requirements.
2. Specific Orders – creates and maintains specific orders through the SAP system for each project. Additionally, each order created requires the detailed planning of costs by activity and cost elements.
3. Project Tracking – creates and maintains records for each project in the FRISBE database to assure current information is available for the PMs. Performs testing of enhancements within FRISBE to assure successful implementation and coordinates with programmer and counterparts to resolve any problems that may arise. Conducts individual or group training on all of the aspects of the FRISBE database as required. Also responsible for updating the database User Guide.
4. SAP Accounting System – generates ongoing reports for each project to aid the PMs on tracking project costs. Continually coordinates and downloads data from SAP into the project tracking database so that current information is readily available.
5. Metric Measure – compiles data for various measures that have been identified to be tracked to assure compliance. Run reports from FRISBE, verify if data is correct, perform calculations based on formulas within the guideline instructions and provide results to management on a monthly basis.
6. Project File Audit – conduct audits of up to four projects per month that falls within the criteria being measured.
7. Web Site Coordinator – updates documents and other information on the Web site pertaining to the group Building Projects Delivery.

Minimum Job Qualifications:

EDUCATION: 1 year of college.

TRAINING: SAP, CMS Web Tool, MS Word, Excel, PowerPoint

LICENSES / CERTIFICATIONS: N/A

PRIOR EXPERIENCE:

KNOWLEDGE/ABILITIES: Job Estimate requirements for structures and improvements of Common Utility Plant

Application

- 1) Progression to the classification of Real Estate Technical Specialist II will occur when the employee:
 - a) has met the above requirements of the higher classification, and
 - b) has completed six months at the top wage rate or has completed at least 30 months in the previous classification on a regular basis.
 - c) has demonstrated satisfactory performance in their current position.

Job Title: SENIOR LAND TECHNICAL SPECIALIST

Position Summary:

The Senior Land Technical Specialist insures preparation of Statement of Land Change and accompanying maps to be filed with State Board of Equalization to meet quarterly reporting requirements for the reporting of any changes to the status of any company property. Prepares and submits yearly Foreign Improvement Report to Capital Accounting. Maintains databases and file maintenance for SAROS/BLI/GIS/EDMS/SAP/ Capital Accounting SBE Lists. Responds to inquiries from Land Services Offices, Capital Accounting, Tax Department and other Business Partners regarding PG&E fee parcels.

Essential Job Functions:

1. Review various land and other land rights documents for the determination of: legal description, terms and conditions, tax and other implications that affect tax reporting, and any other factors that insure accurate and proper reporting to the SBE.
2. Preparation of Statement of Land Changes on a quarterly basis: processes incoming documents, gathers appurtenant data (APN maps, location sketch and any other related drawings or maps); assign SBE Map number; review of documents; prepare and forward sketch of draft map to mapping; review and revise final map as necessary to insure accuracy of data; prepare 551 document (Statement of Land Changes) and submit to Capital Accounting with map for submission to SBE; update BLI records, input data for uploading, scan maps and upload into EDMS; maintain and file final map; forward new maps as appropriate.
3. Functional Understanding of State Publication 67GE – LDA “Instructions for Reporting State Assessed Property – Gas and Electric Companies – Lien Date 2003”.
4. Responds to inquiries regarding the status of fee property and lease hold interests.
5. Prepare yearly Foreign Improvement Report.

Minimum Job Qualifications:

EDUCATION: AA degree or equivalent education in the appropriate technical field.

TRAINING:

LICENSES / CERTIFICATIONS:

PRIOR EXPERIENCE: 2 years in the classification of Land Technical Specialist II and the demonstrated ability to perform work of a difficult nature as evidenced by the quality and quantity of work as a Technical Specialist II.

KNOWLEDGE/ABILITIES:

Filling Vacancies:

The provisions of Title 21 as described in Attachment A of Exhibit R shall govern the filling of Senior Land Technical Specialist vacancies. Selection shall be made after consideration of all the stated requirements.

Job Title: SENIOR REAL ESTATE TECHNICAL SPECIALIST

Position Summary:

- Directs the preparation of Formal Job Estimates, creation of Settlement Rules and Specific Orders in accordance with the policies and procedures issued by the Capital Accounting Department. Oversees the cost tracking methods used by the Real Estate Technical Specialists I and II (RETS I and II) to assure consistent and accurate reports are issued to the clients.
- Oversees and directs the maintenance and enhancements to the project tracking database (FRISBE).
- Coordinates annual requests for Capital and Expense budgets. On an ongoing basis, monitors, tracks and reports on the status of forecasted, budgeted and actual cost variations.
- Mentors RETS I and II.

Essential Job Functions:

1. Capital and Expense Budgets – Teams with Program Managers to identify and document specific projects to be funded through approved budget allocations. Tracks and monitors variances through the project tracking database and prepares monthly Investment Planning Reports for the Leadership Team. Assists the Supervising Business Planner in the preparation of 6 Quarter, Cycle and Spring/Fall Forecast Reports.
2. Specific Orders – creates and maintains specific orders through the SAP system for each project. Additionally, each order created requires the detailed planning of costs by activity and cost elements.
3. Project Tracking – creates and maintains records for each project in the FRISBE database to assure current information is available for the PMs. Performs testing of enhancements within FRISBE to assure successful implementation and coordinates with programmer and counterparts to resolve any problems that may arise. Oversees individual or group training on all of the aspects of the FRISBE database as required
4. SAP Accounting System – generates ongoing reports for each project to aid the Leadership Team in tracking project costs, budget allocations and commitments. Continually coordinates SAP requirements with other team members within the Project Management Office.
5. Metric Measure – compiles data for various measures that have been identified to be tracked to assure compliance. Verifies accuracy of monthly Metrics Reports prior to submittal to PMO Supervisor.
6. Project File Audit – When the RETS II is unavailable, conducts audits of up to four projects per month that fall within the Metrics criteria being tracked.
7. Web Site Coordinator – Assists with updating and creating of documents and other information on the Web site pertaining to the Building Project Delivery group.
8. Mentor and Training – Provide mentoring and training as required to the RETS I and II on an ongoing or as required basis.

Minimum Job Qualifications:

EDUCATION: BA or BS Degree or equivalent experience.

TRAINING: SAP, CMS Web Tool, MS Word, Excel, PowerPoint, Access

LICENSES / CERTIFICATIONS: N/A

PRIOR EXPERIENCE: Assoc. PM Analyst., Project Management Analyst,

KNOWLEDGE/ABILITIES: GAAP, Knowledge of Common Utility Plant Facilities, Oral and written Communications skills.

Filling Vacancies:

The provisions of Title 21 as described in Attachment A of Exhibit R shall govern the filling of Senior Real Estate Technical Specialist vacancies. Selection shall be made after consideration of all the stated requirements.

Job Title: SENIOR REAL ESTATE TECHNICAL SPECIALIST - Transaction Analyst (Present Incumbents Only)

Position Summary:

The Real Estate Transactions Team (RETT) in the Real Estate Department is responsible for planning the optimal use of PG&E's real estate assets and for managing the purchase, sale and leasing of real property to and from others. Members of RETT must possess a thorough understanding of PG&E, the Real Estate industry, the applicable portions of the PG&E-ESC contract, and be successful working in a multidisciplinary team environment. Transaction Analysts are part of a team that provides expertise to the company in the areas of real property sales. This is an entry-level position and duties would include: obtaining information (SBE, Assessors, book value, SAP order numbers, etc.) in support of ongoing sales, routing and tracking documents sent for execution, update data on web page, process proceeds from sales (checks and wire transfers), maintain and close sale files for RETT, at conclusion of transaction prepare documentation necessary to ensure proper accounting of proceeds. In addition, under supervision of Transaction Specialist, work on property sales including: position property for sale, work with other professionals to determine if a reservation of land rights is required, environmental restrictions on sale, conduct negotiations and recommend sale business points to management.

Essential Job Functions:

Transaction Support: Obtain information to support on-going sales, prepare listing agreements, monitor progress of transaction documents (appraisals, Phase 1 environmental investigations, marketing flyers, title reviews, deeds, leases, estoppel certificates, SNDA agreements and record maps), route and track documents for approval/signature, research and obtain State Board of Equalization and assessor's information, request title reviews and initiate preparation of grant deeds, obtain current property tax, assessment and book value information for specific parcels, obtain SAP order and Non-Energy Billing numbers, process checks and wire transfers in connection with transactions, coordinate all escrows, prepare surplus property declaration letters and coordinate surplus property list, maintain and update BLI and surplus property web page, assist in the preparation of CPUC Section 851 data sheets and attend bi-monthly coordination meetings with Regulatory Requirements and Law departments, prepare meeting minutes summary for bi-monthly 851 coordination meeting and distribute to RETT, file documents with the Technical Services Land Rights Library and Technical Services Tax Map Coordinator, prepare Reconciliation Letters for Capital Accounting, Law and Tax Department, track and prepare reports/responses for all RETT Metric and Compliance filings as requested, prepare requests for broker and consulting contracts, coordinate annual Land Agent update of rent role, coordinate Broker update of annual GO parking survey.

Property Sales/Acquisitions: Under direction of supervisor or senior: Negotiates terms and conditions of transaction, recommends involvement of other professional disciplines in transaction as required (e.g. Law, Land Engineering, Utility Operations, Accounting, Hydro, Governmental Relations and Environmental Services), recommends marketing strategies for surplus real estate, interviews contract real estate brokers for the listing and marketing of properties, works with Technical Services Land Rights group and Utility Operations to identify land rights to be retained in property sales.

Qualifications:

Required: General background in real estate and preparation of real estate related documents (deeds, escrow instructions, title reports/reviews, purchase and sale agreements and leases). General knowledge of PG&E accounting systems including SAP.

Recommended: Minimum three years experience in real estate sales, acquisition, leasing, valuation or real estate related engineering. Basic land surveying and mapping understanding. B.S. degree in real estate or related field or other Bachelors degree plus real estate-related experience. California Appraisal General Certification, Real Estate Brokers License or Real Estate Sales License. FMA, RPA, CFM or CCIM designation.

Job Skills: Be able to Multi-task and must work well with others.

Quality & Efficiency: Attention to detail is critical and must be flexible.

Job Title: SENIOR LAND AGENT

Position Summary:

Reviews title of both fee land and land rights for company projects as well as for those special projects as may be required by the Company, including land rights documents to insure they are legally sufficient and conform to Company policy. Provides oversight, advice, guidance, technical direction and training to lower classifications and advises PG&E management and other business partners on all matters relating to land rights, title issues, rearrangement of PG&E facilities, third party uses of company lands and easements. Responsible for preparation of contracts for review of title and oversees contract agents. May discuss title and land matters requiring higher levels of experience and expertise with private, public, or governmental bodies and agencies.

Essential Job Functions:

1. Oversight, Guidance, Technical direction and Training: Provides oversight, guidance, technical direction and training to Land Services Office (LSO) staff on complex land rights issues, uses of company lands and easements by others to ensure adherence to CPUC Code Section 851 compliance, New Customer Connection (NCC) issues and high-level technical and legal support to LSO staff, supervisors and other business partners. Ensures adequacy of land rights and conformance to CPUC tariffs regarding acquisition of land rights for NCC's. Assists in the determination of cost liability when PG&E facilities are required or requested by others. Ensures adherence to company policy regarding relocations. Collaborates in developing and implementing strategies for dealing with complex relocation projects. Oversees and ensures adherence to various master agreements with transportation agencies including the Caltrans Freeway Master Agreement as well as the Streets and Highway Code, governing the rearrangement of company facilities for highway and freeway construction. Plans and oversees the work of contract agents related to title reviews, including training and guidance.
2. Legal Research and Determination of Land Rights: Research and respond to title questions. Is familiar with the Subdivision Map Act, the Subdivision Land Act, the Professional Land Surveyors Act, various California legal codes pertaining to real property, easement law, notary law, recording law, taxation, and those portions of other codes, CPUC rules and company policies which are most frequently applied to company land rights and title matters, and consults with Law Department when appropriate.
3. Line, Title, Timber, Water and Mineral Rights Review: Completes the more difficult and complex reviews. Determines the condition of title to PG&E's fee property and facilities. Advises Business Partners which rights must be protected or terminated in connection with a proposed project. Prepares line reviews for PG&E's electric and gas transmission facilities using the Land Rights Unit's standard line review formats which include a summary of PG&E's land rights and identification of special conditions or restrictions and any gaps in the right of way.
4. Property Purchase and Sales Review:
 - Property purchase: Reviews preliminary title reports prepared by outside title companies for the parcel to be acquired. Determines if the title to be conveyed to PG&E is acceptable and prepare instructions regarding the exceptions to insurance listed in the prelim to be used by Land Acquisition in a letter to the title company. Make recommendations of action to be taken, if any, to clear title to the property as a condition to closing the transaction.
 - Property sales: Prepares a title review for the sales transactions. Involves a review of the chain of title, identification of grants out made by PG&E against the property and review of the buyer's preliminary title report prepared by a title company. Provides direction to the document writer on how title is to be conveyed. Involves a review of the historical use of the property while owned by PG&E, as well as information which must be disclosed to the prospective buyer including identification of special conditions which may affect the sale transaction.
5. Document Review: Reviews changes to Law Department approved standard documents. Provides direction and guidance to lower classifications, and assists LSO supervisors and other business partners to assure the integrity, adequacy and legal sufficiency of documents relating to land rights and conform to Company policy.
6. Represent the company: Discuss title and land matters requiring higher levels of experience and expertise with private, public, or governmental bodies and agencies beyond the scope or authority of lower classifications.

Minimum Job Qualifications:

EDUCATION: Four years of college in a technical or liberal arts curriculum or the equivalent in education and/or experience.

TRAINING:

LICENSES / CERTIFICATIONS:

PRIOR EXPERIENCE: A minimum of one year as a Land Agent and must have demonstrated the ability to perform such work as evidenced by the quality and quantity of the work product.

KNOWLEDGE/ABILITIES: Must be able to make effective oral and written presentations on title and land matters.

Filling Vacancies:

The provisions of Title 21 as described in Attachment A of Exhibit R shall govern the filling of Senior Land Agent vacancies. Selection shall be made after consideration of all the stated requirements.

Job Title: GIS ANALYST

Position Summary:

The GIS Analyst performs GIS analysis and related tasks under direction of higher classification employees.

Essential Job Functions:

1. Interact with clients to assess business needs, coordinate with outside agencies, and contractors.
2. Perform all tasks with high level of client satisfaction.
3. Develop data layers: Design and manage data acquisition processes (vector or raster), acquire and convert data from outside sources, perform topological conversion, create and maintain metadata.
4. Produce cartographic output involving sophisticated analyses.
5. Perform basic to intermediate database queries, analyses and reports.
6. Perform basic to intermediate spatial analysis utilizing existing modeling tools.
7. Assist with applications development as needed, for example, helping to define business requirements, designing sample screen views and sample reports.
8. Perform basic data administration tasks on spatial data files and spatial RDBMS.
9. Obtain and customize new GIS tools, including scripts and utilities used to facilitate personal workflow.
10. Coach other GIS employees on areas of expertise.

Minimum Job Qualifications:

EDUCATION: BA/BS in Geomatics, Geography, GIS, or related field, or the equivalent in education and/or experience.

TRAINING:

LICENSES / CERTIFICATIONS:

PRIOR EXPERIENCE: Minimum one year experience in GIS Analysis at professional level, or demonstrated skill level via testing protocol to be determined.

KNOWLEDGE/ABILITIES:

1. Proficiency in GIS analysis including data conversion, spatial query, spatial overlay, and generalization tools using ArcView 3.x and ArcGIS 9.x or equivalent GIS software.
2. Advanced understanding of map projection, GPS, data acquisition processes, metadata, and data accuracy issues.
3. Working knowledge of command line Arc/Info or equivalent software.
4. Working knowledge of raster data processing using ESRI Spatial Analyst, 3D analyst extensions of ArcGIS and GRID and TIN modules of command line Arc/Info, or equivalent software.
5. Working knowledge of GIS modeling tools including linear referencing/ dynamic segmentation, Thiessen polygons, regions, network analysis.
6. Working knowledge of relational databases, basic knowledge of SQL language, or equivalent.
7. Knowledge of Oracle Spatial, SDE geodatabase applications and tools.
8. Experience creating maps, documents, and spatial data deliverables under fast-paced deadlines, with a high level of client satisfaction.
9. Working knowledge and experience with client business and client relationships.
10. Proficiency in technical writing and basic HTML web page design.
11. Proficiency in research and problem-solving skills. Ability to provide training for clients or contractors

Job Title: SENIOR GIS ANALYST

Position Summary:

The Senior GIS Analyst performs advanced GIS analysis and related tasks under direction of higher classification employees.

Essential Job Functions:

1. Interact with clients to assess business needs, coordinate with outside agencies, market GIS services, and perform training as appropriate.
2. Perform all tasks with high level of client satisfaction.
3. Develop data layers: Design and manage data acquisition processes (vector or raster), acquire and convert data from outside sources, perform topological conversion, create and maintain metadata.
4. Produce intermediate to advanced cartographic output involving sophisticated analyses.
5. Perform intermediate to advanced database queries, analyses and reports.
6. Perform intermediate to advanced spatial analysis utilizing existing modeling tools.
7. Assist with applications development at an advanced level, for example, developing business requirement documents including preliminary layout of forms (input-output), sample reports, required algorithms pertinent to the application, and designing web-based help pages.
8. Perform intermediate to advanced data administration tasks on spatial data files and spatial RDBMS.
9. Obtain and customize new GIS tools, including scripts and utilities benefiting the GIS group.
10. Coach other GIS employees on areas of expertise.
11. Ability to perform all tasks of all lower classification GIS positions as needed.
12. Ability to manage projects with high client satisfaction and excellent communication.
13. Collaboratively direct the work of others.

Minimum Job Qualifications:

EDUCATION: BA/BS in Geomatics, Geography, GIS, or related field, or the equivalent in education and/or experience. Successful completion of two college level courses (semester or quarter) or 16 days of advanced coursework that directly applies to the skills described in the Senior GIS Analyst job description. Coursework may be taken via University Extension, through a vendor (e.g. ESRI, Oracle), or online, or equivalent. Successful presentation of a GIS topic to an internal or external audience (peer or audience review of success is documented).

TRAINING:

LICENSES / CERTIFICATIONS:

PRIOR EXPERIENCE: Minimum 30 months experience in GIS at GIS Analyst level or equivalent.

KNOWLEDGE/ABILITIES:

1. Proficiency in GIS analysis including data conversion, spatial query, spatial overlay, and generalization tools using ArcView 3.x and ArcGIS 9.x or equivalent GIS software.
2. Advanced understanding of map projection, GPS, data acquisition processes, metadata, and data accuracy issues.
3. Advanced knowledge of command line Arc/Info or equivalent software.
4. Advanced knowledge of raster data processing using ESRI Spatial Analyst, 3D analyst extensions of ArcGIS and GRID and TIN modules of command line Arc/Info, or equivalent software.
5. Advanced knowledge of GIS modeling tools including linear referencing/ dynamic segmentation, Thiessen polygons, regions, network analysis.
6. Advanced knowledge of relational databases, basic knowledge of SQL language.
7. Intermediate knowledge of Oracle Spatial, SDE geodatabase applications and tools.
8. Extensive experience creating maps, documents, and spatial data deliverables under fast-paced deadlines, with a high level of client satisfaction.
9. Experience developing, testing and supporting customized applications.
10. Working knowledge and experience with client business and client relationships.
11. Ability to evaluate outside data products.
12. Proficiency in technical writing and basic HTML web page design.
13. Proficiency in research and problem-solving skills.
14. Demonstrated excellent communication skills (written and oral).

Application:

- 1) Progression to the classification of Senior GIS Analyst will occur when the employee:
 - a) has met the above requirements of the higher classification, and
 - b) has completed six months at the top wage rate or has completed at least 30 months in the GIS Analyst position on a regular basis
 - c) has demonstrated satisfactory performance in the GIS Analyst position
 - d) has demonstrated the ability to manage time and workload for successful completion of project work.

Job Title: GIS APPLICATION ENGINEER

Position Summary:

The GIS Application Engineer performs GIS analysis, custom programming and related tasks under direction of higher classification employees.

Essential Job Functions:

1. Interact with clients to design and implement GIS solutions for client needs. Manage projects involving client accounts, with a high level of client satisfaction. Market GIS services to client organizations.
2. Develop custom GIS applications on various platforms including desktop, web-based, and mobile. This may include application design, database design, programming, testing, trouble-shooting, and client support including training as appropriate.
3. Design and develop intermediate real-time database queries, analyses and reports using spatial RDBMS, including the use of sophisticated views, automated updates, and stored procedures.
4. Design and develop spatial analysis techniques utilizing industry-standard spatial modeling tools and extensive custom programming in GIS software or spatial databases.
5. Data management: Perform administrative tasks on GIS RDBMS databases, including Oracle (Spatial) and SQL Server, or equivalent. Ensure reliability and data integrity of databases.
6. Analyze system performance, improve processes, evaluate outside data sources and software.
7. Acquire, evaluate and modify scripts for the benefit of the GIS group and its clients.
8. Ability to perform all tasks of all lower classification GIS positions as needed.
9. Ability to manage projects with high client satisfaction and excellent communication.
10. Collaboratively direct the work of others.

Minimum Job Qualifications:

EDUCATION: BA/BS in Geomatics, Geography, GIS, or related field, or the equivalent in education and/or experience. Successful completion of two college level courses (semester or quarter) or 16 days of advanced coursework in programming that directly applies to the skills described in the GIS Application Engineer job description. Coursework may be taken via University Extension, through a vendor (e.g. ESRI, Oracle), or online, or equivalent.

TRAINING:

LICENSES / CERTIFICATIONS:

PRIOR EXPERIENCE: Minimum four years experience in GIS at the Senior GIS Analyst level or equivalent.

KNOWLEDGE/ABILITIES: (The following describes the general skills needed; it is not intended to be an exhaustive list and different skill levels will be appropriate to different bands within this classification.)

1. Intermediate to advanced working knowledge in Visual Basic for ArcGIS, VBscript, Javascript for Active Server Pages, PL-SQL programming, or equivalent.
2. Intermediate to advanced working knowledge of Oracle Spatial and SDE geodatabase applications and tools, or equivalent.
3. Intermediate to advanced working knowledge of client business.
4. Advanced problem-solving and research skills. Ability to implement sophisticated geometric algorithms.
5. Intermediate to advanced working knowledge of relational databases and SQL language, or equivalent.
6. Intermediate to advanced working knowledge of GIS modeling concepts and practices including linear referencing / dynamic segmentation. Theissen polygons, regions and network analysis.

Filling Vacancies:

The provisions of Title 21 as described in Attachment A of Exhibit R shall govern the filling of GIS Application Engineer vacancies. Selection shall be made after consideration of all the stated requirements.

Job Title: RIGHT OF WAY AGENT

Position Summary:

Under direction of the unit Supervisor, the Right of Way Agent ("ROW Agent") provides support to the unit and other Land Services team members and assists in all phases of acquisition activities. The ROW Agent also negotiates the acquisition of land rights for fee title, easements, leases, and other interests required for Company utility facilities. Other duties include ordering and reviewing appraisals and title reports, providing support for condemnation actions, providing support and services for the Project Damage Assessment and Resolution Program (PDARP), providing property owner notifications, updating and inputting information into Land project tracking and estimating programs, coordinating the recordation of easements and other support functions for the Acquisition Unit.

Essential Job Functions:

Under the direction of the Supervisor, Principal, or Senior ROW Agents:

Acquisition: negotiates or assists in negotiating the acquisition of real property and property rights for Company utility facilities. Coordinates the preparation of documents for acquisition of property and land rights, generates property owner lists, provides property owner notification for survey and biological studies, construction, vegetation management, and other projects, and prepares Release to Construction letters.

Appraisal: assembles the necessary documentation required for delivery to the designated project appraiser(s). Under direct supervision, review and analyze appraisal reports.

Support for Condemnation Proceedings: provides file history and necessary information for condemnation proceedings; orders the condemnation package, and upon review and approval by senior staff, insures delivery to the appraiser and attorneys. In less complex negotiations, the ROW Agent may request initiation of condemnation actions as instructed by the Supervisor or Principal ROW Agent to ensure timely release of projects to construction.

Project Damage Assessment & Resolution: assists with or provides project damage resolution services on projects as directed in accordance with PDARP.

Real Estate/Escrow Responsibilities: responsible for: requesting checks for condemnation proceedings; monitoring the State Condemnation Fund statement and account; depositing checks with State Condemnation Fund; processing refund checks; drafting escrow instructions; ordering title reports and updates as necessary; processing payment for reports; obtaining title reviews as necessary.

Acquisition Administration: responsible for inputting information into project estimating and project tracking programs. Obtain/request project cost data and compile information as requested. Assist in preparing payment schedule spreadsheets. Track and process Land documents, process land drafts for IRS reporting by clerk and process requests for checks for payments for land rights and other expenditures.

File Management Coordination: establish job folders, obtain all necessary project specific data, prepare working file folders, prepare and maintain ownership folders containing all pertinent letters, appraisals, summaries, documents and condemnation exhibits.

Contract Administration: assist with the development of Contract Work Authorizations, Contract Change Orders, or other associated documents as requested to obtain services of contract appraisers and right of way agents.

Minimum Job Qualifications:

Education: BA/BS in related field or equivalent education and/or experience

Training: International Right of Way Association courses or equivalent (desired)

Licenses/Certifications: Notary Public – current or obtained within six (6) months of employment.

Prior Experience:

Job Title: SENIOR RIGHT OF WAY AGENT

Position Summary:

The Senior Right of Way Agent ("Sr. ROW Agent") works under the direction of the unit Supervisor and is responsible for negotiating the acquisition of all necessary land rights for Company utility facilities and takes a lead role in acquisition of land rights for major projects including, but not limited to: extensive experience with negotiating for complex land rights, including easement and fee acquisitions and contract preparation; possesses a higher level of knowledge and expertise in acquisition matters; provides support as requested by Law Department for settlement agreements or condemnation proceedings; provides direction, instruction, and work review, as necessary, to other Right of Way Agents and contractors; assists with or provides project damage assessment and resolution services in accordance with PDARP; is responsible for providing project cost estimates and schedules to both business partners and to the Land Services Project Management team.

Essential Job Functions:

Under direction of the Supervisor or Principal Right of Way Agent:

Acquisition: negotiates to acquire land rights for Company projects. Analyzes and makes recommendations to the Supervisor relating to administrative settlements. Prepares and negotiates terms and conditions for special contracts and agreements, non-standard easements and supplemental agreements with property owners. Provides input for complex feasibility studies. Participates in complex acquisitions and provides estimate of costs, and proposed schedules for major projects throughout the system. Gather and analyze market data to prepare property value analysis and develop land payment schedules. Provides direction to ROW Agents and/or contract agents regarding negotiation and acquisition of land rights. Negotiates, modifies and implements all Railroad Master Agreements or similar agreements with other agencies.

Appraisal: responsible to arrange for the appraisal of land for fee purchase and acquisition of easement rights. Prepares appraisal review documentation and complies with the accepted appraisal procedures and guidelines. Under the direction and guidance from Law Department, assist in providing value declarations for condemnation actions and related legal proceedings.

Support for Condemnation Proceedings: requests initiation of condemnation proceedings as appropriate to ensure timely release of projects to construction. Orders, reviews, approves and distributes project condemnation packages to appraisers and attorneys. Informs and advises clients of impact of condemnation proceedings on EDRO scheduling. Serve as an expert witness in condemnation proceedings and participates in pretrial and trial proceedings if requested by the Law Department.

Project Damage Assessment & Resolution: assists with or provides project damage assessment and resolution services on assigned projects in accordance with PDARP.

Contract Administration: is responsible for managing project specific acquisition related contracts, writing contract specifications, requests for proposals, and participates in selecting qualified contractors through competitive bid process. The Sr. ROW Agent also directs contract agents for assigned projects and is a liaison between clients, contractors and property owners.

Minimum Job Qualifications:

Education: BA/BS in related field or equivalent education and/or experience.

Licenses / Certifications: Notary Public; Complete all course work for International Right of Way Association SR/WA designation; California Real Estate Broker license (desired)

Prior Experience: 30 months experience in unit or equivalent.

Application

- 1) Progression to the classification of Senior Right of Way Agent will occur when the employee:
 - a) has met the above requirements of the higher classification and
 - b) has completed six months at the top wage rate or has completed at least 30 months in the previous classification on a regular basis.
 - c) has demonstrated satisfactory performance in their current position.

Job Title: PRINCIPAL RIGHT OF WAY AGENT

Position Summary:

The Principal Right of Way Agent ("Principal ROW Agent") working under the direction of the unit Supervisor, shall function in a lead role, direct, review and approve the work of lower classifications and contractors, and assume responsibility for "stalled" negotiations and for all projects requiring the highest level of experience and expertise in acquisition matters; is regarded as a technical expert for essential job functions; negotiates the acquisition of complex fee property purchases and manages the more complex land acquisition projects; will provide structured guidance and training to lower classifications.

Essential Job Functions:

Under the direction of the Supervisor:

Acquisition: Negotiates to acquire land rights for the more complex acquisition projects. Leads and/or directs lower classification agents and/or contract agents in negotiations. Negotiates special terms and conditions and resolves complex real estate problems and conducts investigations to determine appropriate action. Prepares and negotiates special contracts and agreements and oversees preparation of non-standard easements. Interprets and prepares property value analysis. Develops land payment schedules. Requests initiation of condemnation proceedings as appropriate to ensure timely release of projects to construction and may be called to serve as an expert witness in condemnation proceedings.

Appraisal: Is responsible for the Appraisal Review for fee purchases, acquisition of easements and other land rights; Prepares value declarations for condemnation and other legal proceedings. Reviews appraisals in cases where agencies are condemning PG&E or third parties are acquiring PG&E property.

Support for Condemnation Proceedings: In consultation with the Law Department, responsible for ensuring accuracy and completeness of condemnation packages submitted to appraisers and attorneys. Assists, as requested by the Law Department, in the preparation of declarations which state and confirm the necessity and land values for condemnation proceedings. Participates in pretrial and trial proceedings as requested.

Project Damage Assessment & Resolution: Provides or directs Sr. ROW Agents and ROW Agents in the provision of project damage assessment and resolution services in accordance with PDARP. May serve as the PDARP program manager and provide PDARP technical guidance and training to unit staff, other Land Services groups, project team members and/or project business partners.

Training: Develops and implements training programs and manuals for the unit as well as other Land Services employees and/or business partners.

Contract Administration: Oversee all aspects of acquisition/appraisal related contracts; write contract specifications if required, requests for proposals, and act as a liaison with Procurement and Law Departments. Helps select qualified contractors through competitive bid process. Directs contract agents for assigned projects and acts as a liaison between project business partners, contractors and property owners.

Minimum Job Qualifications:

Education: BA/BS in related field or equivalent education and/or experience

Licenses / Certifications: Notary Public; International Right of Way Association SR/WA designation or equivalent professional designation; California Real Estate Broker license (desired)

Prior Experience: 5 years of experience in unit or equivalent.

Filling Vacancies:

The provisions of Title 21 as described in Attachment A of Exhibit R shall govern the filling of Principal Right of Way Agent vacancies. Selection shall be made after consideration of all the stated requirements.

Job Title: PROJECT SURVEYOR

Position Summary:

Under the direction of Senior Staff the Project Surveyor leads a team composed of field and office Land Engineering personnel, as well as contractors to provide surveying, mapping, legal descriptions and drawings for the planning, construction and maintenance of proposed and existing company facilities. Works with engineers, planners, construction personnel, project managers and other business partners in assessing project needs. Develops and maintains work plans, schedules and cost estimates in support of these activities.

Essential Job Functions

- Support survey crews working in the field. Establish scope, responsibilities, and performance standards for specific projects.
- Provide the research required for projects, existing mapping, related land documentation, and liaison with clients.
- Coordinate the resources required to complete mapping and related land documents once the fieldwork has been completed.
- Provide technical expertise and direction to Land Technicians working in office and field environments.
- Project Coordination to include acting as a liaison between various sections within Land Services and business partners to ensure timely completion of projects.
- Provide technical guidance and ensure compliance with legal requirements and PG&E standards for surveying, mapping and land-related documents.
- Establish ongoing dialog with business partners to ensure suitability and satisfaction with Land Engineering products and services.
- Coordinate the preparation of legal descriptions, maps and exhibits required for the condemnation process.
- Establish exact alignment of new facilities with the assistance of the gas or electric engineer.

Minimum Job Qualifications:

TRAINING: Must meet the minimum requirements to sit for the California Land Surveyor's Exam (See requirements below)

LICENSES / CERTIFICATIONS: Land Surveyor in Training (LSIT)

PRIOR EXPERIENCE: Graduation from a 4 year curriculum with an emphasis in Land Surveying and 2 years of broad based progressive experience in Land Surveying including 1 year of responsible field training and 1 year responsible office training

OR

Six years broad based progressive experience in Land Surveying including 1 year of responsible field training and 1 year responsible office training

OR

Registration as a Civil Engineer with 2 years actual broad based progressive experience in Land Surveying.

Job Title: SENIOR LAND SURVEYOR

Position Summary:

Leads a team composed of field and office Land Surveying personnel, as well as contractors to provide surveying, mapping, legal descriptions and drawings for the planning, construction and maintenance of proposed and existing company facilities. Works directly with engineers, planners, construction personnel, project managers and other business partners in assessing project needs. Develops and maintains work plans, schedules and cost estimates in support of these activities. Provides direction to the Project Surveyor, Chief of Party, Land Technicians and other field and office surveying personnel. Applicants must be licensed as a California Land Surveyor or pre 1982 California Registered Civil Engineer.

Essential Job Functions

- Support survey crews working in the field. Establish scope, responsibilities, and performance standards for specific projects.
- Provide the research required for projects including existing mapping, related land documentation, and liaison with clients.
- Coordinate the resources required to complete mapping and related land documents once the fieldwork has been completed.
- Provide technical expertise and direction to Land Technicians working in office and field environments in the performance of boundary, topographic, plan & profile, settlement and other types of land surveying, mapping and data collection .
- Project Coordination to include acting as a liaison between various sections within Land Services and business partners to ensure timely completion of projects.
- Provide technical guidance and ensure compliance with legal requirements and PG&E standards for surveying, mapping and land-related documents.
- Establish ongoing dialog with business partners to ensure suitability and satisfaction with Land Engineering products and services.
- Responsible for stamping all legal descriptions and maps per local and state regulations.
- Coordinate the preparation and approval of legal descriptions, maps and exhibits (pink package) required for the condemnation process.
- Establish exact alignment of new facilities with the assistance of Transmission Engineer or Pipeline Engineer, Project Manager, Land Services Staff, environmental experts and construction personnel.
- Prepares and testifies as an Expert Witness on Land related issues

Minimum Job Qualifications:

EDUCATION: BS Degree in Surveying, Geomatics, Civil Engineering or related field (Desired)

LICENSES / CERTIFICATIONS: Licensed as a California Land Surveyor or pre 1982 California Registered Civil Engineer. (Required)

PRIOR EXPERIENCE: Project Surveyor or equivalent experience

Application

- 1) Progression to the classification of Senior Land Surveyor will occur when the employee:
 - a) has met the above requirements of the higher classification, and
 - b) has completed six months at the top wage rate or has completed at least 30 months in the previous classification on a regular basis.
 - c) has demonstrated satisfactory performance in their current position.

Job Title: PRINCIPAL LAND SURVEYOR

Position Summary:

As a top-level professional the Principal Land Surveyor works independently under minimal direction. Directs the preparation of survey engineering designs, specifies methodologies, and implements engineering surveys for the most complex, large-scale projects. Directs the activities of Senior Land Surveyors, Project Surveyors, Chief of Party and other field and office personnel, as well as contractors to provide surveying, mapping, legal descriptions and related products in support of major company projects. Works directly with planners, engineers and business partners in assessing project needs and developing plans and schedules in support of these activities. Meets and negotiates with planning departments, local, state and federal agencies to insure protection of the company's interests. Prepares and testifies as an Expert Witness on Land related issues. Candidates must be licensed as a California Land Surveyor or pre 1982 California Registered Civil Engineer.

Essential Job Functions:

- Designs layouts, prepares survey specifications, checks plans, develops solutions and devises new approaches to problems encountered.
- Prepares feasibility study of projects, including preliminary designs, estimates and cost breakdowns.
- Evaluates, selects and modifies techniques, procedures and criteria of special projects.
- Leads and provides assistance in project coordination to include teams of combined management and bargaining unit staff to provide professional and efficient service to clients of Land Engineering services.
- Provide technical expertise and direction to Land Technicians working in office and field environments in the performance of boundary, topographic, plan & profile, settlement and other types of land surveying, mapping and data collection .
- Responsible for stamping all legal descriptions and maps per local and state regulations prepared under the direction of..
- Provides the training required to maintain and improve surveying and mapping procedures.
- Provide support and direction to Project Surveyors and Senior Land Surveyors. Communicate project objectives, timelines and other goals to employees and set examples to ensure satisfaction of objectives and achievement of project goals.
- Use teamwork and consensus decision-making to accomplish highest priority work. Promote and actively engage in resource sharing with Land Engineering units in other locale within the company to ensure timely completion of project-related activities. Work in partnership with other groups within Land Projects as well as ESC to develop a highly motivated and competitive engineering workforce.
- Incorporate quality and efficiency in every aspect of Land Engineering work processes to reduce costs and improve customer service. Lead the engineering group to understand and commit to excellence in project design and completion, and personally exemplify superior customer commitment.
- Prepares and testifies as an Expert Witness on Land related issues

Minimum Job Qualifications:

EDUCATION : BS Degree in Surveying, Geomatics, Civil Engineering or related field (Desired)

TRAINING: Minimum four (4) years experience as a Senior Land Surveyor or equivalent experience

LICENSES / CERTIFICATIONS: Licensed as a California Land Surveyor or pre 1982 California Registered Civil Engineer (Required).

Filling Vacancies:

The provisions of Title 21 as described in Attachment A of Exhibit R shall govern the filling of Principal Land Surveyor vacancies. Selection shall be made after consideration of all the stated requirements.

Job Title: LAND PLANNER

Position Summary:

The Land Planner is responsible for providing land-related technical project support for the construction, operation, and maintenance of PG&E facilities. Some of those responsibilities include, but are not limited to: acquisition of routine governmental permits and ensure ESA/CESA compliance for PG&E projects; under the direction of senior staff, is responsible for the land component of regulatory filings; ensures electric transmission projects are in compliance with CPUC's G.O. 131-d, including the preparation and filing of Notices of Construction (NOC); perform routing and siting; ensure FERC license compliance; develop and monitor land-related project budgets and schedules; perform recreation facility operation and maintenance; perform property management of hydroelectric watershed lands; negotiate the acquisition of essential permits and clearances from regulatory agencies; research and analyze public records and regulatory requirements; present projects to the public via information programs or public hearings; analyze local development plans and policies for impacts to PG&E operations; provides guidance, technical direction, and legal liaison to local Land Service offices.

Essential Job Functions:

1. **Permitting/Notifications:** Obtain all permits and clearances required for the construction, operation and maintenance of PG&E's facilities. Contribute to the development of project descriptions. Coordinate cultural and ES studies for permit acquisition and work with ES to develop protection and mitigation measures. Work with revegetation contractor and Construction to implement permit conditions. Acquire permissions from landowners or coordinate with R/W Agents to negotiate for new rights. Work with Land Engineering for survey and document preparation. During and upon project completion, ensure permit conditions have been met.
2. **Regulatory Filings:** Under the direction of senior staff, may be required to; support environmental, land engineering, and acquisition teams responsible for completing land component of CPUC/CEQA compatible filings for electric and gas transmission construction projects; negotiate project scope of work with the project sponsor or project manager; prepare contract Specifications and/or Request for Proposals (RFP) to contract the performance of environmental studies, investigations, and preparation of the Proponents Environmental Assessment (PEA) for inclusion with PG&E's application to the CPUC; monitor the work of the Consultant.
3. **Review and Compliance:** Review routine gas and electric projects in regards to permitting issues and/or ESA/CESA and cultural resource compliance. As necessary, coordinate ESA/CESA studies and recommendations with ES. Review routine electric transmission projects to ensure compliance with GO 131-D, including the preparation and filing of Notice of Constructions (NOC).
4. **Routing and Siting:** Under the direction of senior staff, perform routing and siting for new/relocated PG&E gas and electric transmission facilities. Includes identification of corridors appropriate for installation of new facilities, siting of fee property acquisitions, compatibility with local land uses, engineering requirements, environmental constraints, public concerns, and development of land project schedules and cost estimates. Under the guidance of senior staff, consults with Technical Services clients such as, but not limited to, General Construction, CGT, Transmission Engineering, Transmission Planning, Hydro Generation, and Law Department to determine the appropriate level of Technical Services involvement.
5. **FERC Compliance:** Ensure compliance with FERC License conditions in all matters related to recreation, land rights and land management. This includes unauthorized uses within the FERC boundary or Hydro fee lands, boat dock management, leases and licenses, new developments, negotiations with property owners and governmental agencies. Provide recreation operation and maintenance management for improvements within the FERC boundary through contract management and coordination with Hydro. Ensure all public facilities are safe for the general public and comply with the FERC license and the recreation contract. Monitor watershed lands for the protection of significant and sensitive cultural and natural resources.
6. **Research and Analysis:** Research and analyze PG&E and public records to assess land rights, land uses, and constraints; regulatory jurisdictions; local, state, and federal permit requirements; develop strategies to mitigate public concerns regarding the construction, operation, and maintenance of PG&E facilities. Provide assistance to Real Estate Strategy relative to local approvals required for the sale or purchase of PG&E property. Extrapolation of Hydro Lands information to satisfy information requests from the Land Stewardship Council. (I thought we had agreed to remove)
7. **Land Rights:** Investigate, provide guidance, technical direction and legal liaison to LSO staff on land issues. Ensure adherence to company policy regarding development and uses within the FERC boundaries. Represent the company at public meetings regarding company policies

Minimum Job Qualifications:

EDUCATION: BA/BS with emphasis in Land Use/Environmental Planning, Recreation Management, Business or related resource field or the equivalent in education or experience.

TRAINING:

LICENSES / CERTIFICATIONS

PRIOR EXPERIENCE:

KNOWLEDGE/ABILITIES: Strong written and oral communication skills; strong team-building and facilitation skills; strong organization skills; goal oriented, ability to manage concurrent responsibilities. Applied knowledge of CEQA/NEPA and the CESA/ESA, FERC and other resource laws.

Job Title: SENIOR LAND PLANNER

Position Summary:

The Senior Land Planner is responsible for providing land-related technical project support for the construction, operation, and maintenance of PG&E facilities, typically working on projects of a more complex nature. As a senior member of multi-disciplinary project teams, the position is responsible for, but not limited to, the following: provide technical support for FERC relicensing, recreation facility operation and maintenance, perform property management of hydroelectric watershed lands, and license compliance for PG&E hydroelectric facilities; perform feasibility studies and ensure ESA/CESA compliance and cultural resource compliance for complex gas and electric projects; perform routing and siting for PG&E facilities; develop and monitor land-related project budgets and schedules; support land project teams responsible for the land component of regulatory filings; perform environmental assessments of project alternatives; negotiate the acquisition of complicated or sensitive permits and clearances from regulatory agencies; research and analyze PG&E/public records to develop strategies for the construction, operation, and maintenance of PG&E facilities; present projects to the public via information programs or public hearings; provide guidance, technical direction, and legal liaison to LSO staff on land issues; and analyze federal and state legislation and local development plans and policies for impacts on PG&E operations; monitor the work of contractors.

Essential Job Functions:

1. **Routing/Siting and Feasibility Studies:** Perform routing and siting for new/relocated gas and electric transmission facilities and fee properties. Develop alternatives for siting and locating electric and gas transmission facilities utilizing environmental and regulatory planning documentation and consultation with local planning agencies. Perform necessary studies to incorporate engineering requirements, environmental constraints, public concerns, and existing and proposed land uses into an alternative site analysis. Develop alternative site costs and schedules and assist in the evaluation of site risks including anticipated regulatory approval processes and timelines.
2. **Regulatory Filings:** Support environmental, land engineering, and acquisition teams responsible for completing land component of CPUC/CEQA compatible filings for electric and gas transmission construction projects. Negotiate project scope of work with the project sponsor or project manager. Prepare contract Specifications and/or Request for Proposals (RFP) to contract the performance of environmental studies, investigations, and preparation of the Proponents Environmental Assessment (PEA) for inclusion with PG&E's application to the CPUC. Monitor the work of the Consultant. Responsible for cost and schedule performance of land project team.
3. **Permitting/Notifications:** Obtain all discretionary permits and clearances required for the construction, operation and maintenance of PG&E's facilities. Contribute to the development of project descriptions. Coordinate cultural and ES studies for permit acquisition and work with ES to develop protection and mitigation measures. Work with revegetation contractor and construction to implement permit conditions. Acquire permissions from landowners or coordinate with R/W Agents to negotiate for new rights. Work with Land Engineering for survey and document preparation. During and upon project completion, ensure permit conditions have been met.
4. **Review and Compliance:** Review complex gas and electric projects in regards to permitting issues and/or ESA/CESA and cultural resource compliance. As necessary, coordinate ESA/CESA studies and recommendations with ES. Review complex electric transmission projects to ensure compliance with GO 131-D, including the preparation and filing of Notice of Constructions (NOC). As necessary, consults with Law Department regarding GO 131-D compliance.
5. **Research and Analysis:** Research and analyze PG&E and public records to assess land rights, land uses, and constraints, regulatory jurisdictions, and local, state, and federal permit requirements. Develop strategies to mitigate public concerns regarding the construction, operation, and maintenance of PG&E facilities. Provide assistance to Real Estate Strategy relative to local approvals required for the sale and purchase of PG&E properties.
6. **FERC Compliance:** Ensure compliance with FERC License conditions in all matters related to recreation, land rights and land management. This includes unauthorized uses within the FERC boundary or Hydro fee lands, boat dock management, leases and licenses, new developments, negotiations with property owners and governmental agencies. Provide recreation operation and maintenance management for improvements within the FERC boundary through contract management and coordination with Hydro. Ensure all public facilities are safe for the general public and comply with the FERC license and the recreation contract. Provide support over watershed lands for the protection of significant and sensitive cultural and natural resources. Represent the company at public meetings regarding company policies.

7. Relicensing: Represent the company in negotiations with governmental agencies and NGO's on FERC relicensing and Recreation Settlement Agreements. Develop and coordinate the design and construction of new or upgraded facilities as defined in the Recreation Plan. Review and comment on draft EIS on land and recreation issues. Responsible for coordinating preparation of FERC Exhibit G maps. Prepare cost estimates on land and recreation issues as proposed in the new license. Monitor work of consultants. Prepare study plans and Exhibit E, Exhibit R Recreation Resource and Land Management Reports and mitigation or enhancement plans (e.g., Transportation and Circulation Plans, Water Surface Management Plans, Shoreline Management Plans, etc.)
8. Land Rights: Investigate and provide guidance and technical direction and legal liaison to LSO staff on land issues. Ensure adherence to company policy regarding development and uses within the FERC boundaries. Represent the company at public meetings regarding company policies. Ensure adherence to company policies regarding development and uses within the FERC boundaries.
9. Miscellaneous: Consults with Technical Services clients such as, but not limited to, General Construction, CGT, Transmission Engineering, ISTS, Transmission Planning, Hydro Generation, and Law Department to determine the appropriate level of Technical Services involvement. May be required to monitor the work of contractors performing any of the job duties listed above. May perform the duties of lower classifications.

Minimum Job Qualifications:

EDUCATION: BA/BS with emphasis in Land Use/Environmental Planning, Land Surveying, Business, Recreation Management or related resource field, or the equivalent in education and/or experience. If qualifying education is not in Land/Environmental Planning the candidate shall have successfully completed the core courses for the Land Use and Environmental Planning certificate program or equivalent in content and hours of continuing education courses or seminars; or possess a certificate in Land/Environmental Planning; or have an AICP certification; or PLS License.

TRAINING:

LICENSES / CERTIFICATIONS: California PLS license, certificate from a Land Use /Environmental Planning program, or AICP certification (desired).

PRIOR EXPERIENCE: Minimum thirty months experience in Land Planning, Environmental Analysis, Resource Management or equivalent.

KNOWLEDGE/ABILITIES: Strong written and oral communication skills; strong team-building and facilitation skills; strong organization skills; goal oriented, ability to manage concurrent responsibilities. Applied knowledge of CEQA/NEPA and the CESA/ESA, FERC and other resource laws.

Application

- 1) Progression to the classification of Senior Land Planner will occur when the employee:
 - a) has met the above requirements of the higher classification, and
 - b) has completed six months at the top wage rate or has completed at least 30 months in the previous classification on a regular basis.
 - c) has demonstrated satisfactory performance in their current position.

Job Title: PRINCIPAL LAND PLANNER

Position Summary:

Assumes the lead role in performing feasibility studies, routing, siting, and completing the land component of regulatory filings required for new or relocation of existing gas and electric transmission facilities. Under the direction of management, may assume the lead role in FERC relicensing projects and the implementation of new FERC licenses for Hydro facilities. Assumes lead role in developing and monitoring land-related project budgets and schedules, acquisition of complicated or sensitive discretionary permits and clearances from regulatory agencies, and presents projects to the public via information programs or public hearings. Provides guidance and technical direction to other members of the work group and other Technical Services organizations. Provides expert analysis of federal and state legislation and local development plans and policies for impacts on PG&E operations. Provides expert witness testimony before various local, state, and federal courts or public hearings regarding sensitive and critical project and/or land-related issues.

Essential Job Functions:

1. **Routing/Siting and Feasibility Studies:** Lead role in the routing and siting for new/relocated PG&E gas and electric transmission facilities and fee properties. Assumes lead role in the development of alternatives for siting and locating electric and gas transmission facilities utilizing environmental and regulatory planning documentation and consultation with local planning agencies. Perform necessary studies to incorporate engineering requirements, environmental constraints, public concerns, and existing and proposed land uses into an alternative site analysis. Develop alternative site costs and schedules and evaluate site risks including anticipated regulatory approval processes and timelines.
2. **Regulatory Filings:** Assemble and lead environmental, land engineering, and acquisition teams responsible for completing land component of California Public Utilities Commission (CPUC) and California Environmental Quality Act (CEQA) filings for electric and gas transmission construction projects. Negotiate project scope of work with the project sponsor or project manager. Prepare contract specifications or Request for Proposals (RFP) to contract environmental studies, investigations, and preparation of the Proponents Environmental Assessment (PEA). Monitor the work of the Consultant. Coordinate the preparation of the PEA with the regulatory attorney and prepare filing on behalf of PG&E for submission to the CPUC. Conduct public meetings and participate as a witness in public hearings at the CPUC. Meet with local, state, and federal government representatives to communicate project justification. Negotiate conditions and clearances in support of the PEA and filing with the CPUC. Responsible for cost and schedule of the land project team.
3. **Permit Acquisition:** Acquire complex discretionary permits and clearances required for the construction, operation, and maintenance of PG&E's gas and electric transmission facilities. Coordinate cultural and ES studies for permit acquisition and work with ES to develop protection and mitigation measures. Negotiate permit conditions with agencies to ensure that the most cost and time effective solutions are attained for PG&E projects. Includes developing and implementing public information programs appropriate for each agency application. Secure permissions from landowners and/or coordinate with R/W Agents for the acquisition of new land rights. Coordinate survey and document preparation with Land Engineering. During construction and after project completion, ensure permit conditions have been met. Coordinate and monitor the work of contractors acquiring permits.
4. **Research and Analysis:** Research and analyze PG&E and public records to assess land uses and constraints, regulatory jurisdictions, and local, state, and federal permit requirements. Develop strategies to mitigate public concerns regarding the construction, operation, and maintenance of PG&E facilities. Provide assistance to Real Estate Strategy relative to local approvals required for the sale of PG&E properties.
5. **FERC Relicensing and Compliance:** Under the direction of management, may serve as the lead Planner for FERC relicensing efforts. Represents the company in complex negotiations with agencies and NGO's. Provides guidance and technical direction to lower classifications regarding FERC relicensing, and compliance with existing FERC License conditions related to recreation, land rights and land management. Provides support for the protection of significant and sensitive cultural and natural resources on the watershed lands. Represents the company at public meetings.

May develop and coordinate the design and construction of new or upgraded recreation facilities as defined in the FERC license Recreation Plan. Review and comment on draft EIS on land and recreation issues. Prepare cost estimates for the land and recreation components required in new FERC licenses.

6. **Expert Witness Testimony:** Represent PG&E before major customers, industry groups, local, state, and federal agencies. Provides expert witness testimony before regulatory agencies California Superior Court, and Federal Court regarding sensitive and critical project and/or land-related issues.

7. Miscellaneous: Consults with Technical Services clients such as, but not limited to, General Construction, CGT, Transmission Engineering, Transmission Planning, ISTS, Hydro Generation, and Law Department to determine the appropriate level of Technical Services involvement. May be required to provide expert guidance and technical direction and legal liaison to local Land Service Offices. May perform the duties of lower classifications.

Minimum Job Qualifications:

EDUCATION: BA/BS with emphasis in Land Use/Environmental Planning, Business, or related resource field, or the equivalent in education and/or experience.

TRAINING

LICENSES / CERTIFICATIONS: California PLS license, certificate from a Land Use/ Environmental Planning program, or AICP certification.

PRIOR EXPERIENCE: Minimum five years experience in Land Planning, Environmental Analysis, Resource Management or equivalent.

KNOWLEDGE/ABILITIES: Expert knowledge of federal and state regulatory processes, local planning & development process, CEQA/NEPA and CESA/ESA, and other resource laws.

Filling Vacancies:

The provisions of Title 21 as described in Attachment A of Exhibit R shall govern the filling of Principal Land Planner vacancies. Selection shall be made after consideration of all the stated requirements.



Jeff Delaney
Principal Negotiator
Labor Relations

2850 Shadelands Dr., 100
Walnut Creek, CA 94598
(925) 974-4168
Fax (925) 974-4289

07-03-ESC

February 12, 2007

Peggy Turner, Business Representative
Engineers and Scientists of California
Local 20, IFPTE, AFL-CIO & CLC
350 Frank H. Ogawa Plaza, 8th Floor
Oakland, CA 94612

Dear Ms. Turner:

The Company and Union have concluded negotiations for newly represented employees in the Technical and Land Services organizations. Based on the community of interest between these four employees and Corporate Real Estate unit covered by Letter Agreement 06-06 and Exhibit R of the collective bargaining agreement, the Company and Union agree to amend Exhibit R to include these employees and to use an approach similar to Exhibit R for the initial wage placement. Such agreement is based solely on the outcome of collective bargaining for this particular group.

As discussed, the parties agree to create a new classification of Principal Land Agent. The salary range and job description for the Principal Land Agent is included as Attachment 1. One employee, Mr. Al Soller, will be placed in that new position. The remaining three employees, Mary Hinegardner, John Mintz, and Joy Vandell will be placed in the Principal Land Planner classification. The 2007 wage range for Principal Land Planner is included in Attachment 1 for reference.

Upon ratification, Mr. Soller will receive a 3.75% General Wage Increase in addition to a 5% pay adjustment, consistent with the application of Letter Agreement 06-06. The three remaining employees will be placed at the minimum of the Principal Land Planner salary range. The pay increases will be consistent with Payroll practice and will be retroactive to January 1, 2007. Future progressive wage increases, beginning in 2008, will be consistent with Section 15.4 (b) (2) and will use January 1 as the employee's anniversary date.

Employees will retain their current credited service dates. The parties agree however, to use a service date consistent with Exhibit R for Applications of Title 21 (Job Bidding, Promotion, and Transfer) and Title 22 (Demotion and Layoff) for those classifications covered by Exhibit R only. The seniority date for Title 21 and Title 22 for classifications covered by Exhibit R will be based upon the April 1, 2006 ratification of Letter Agreement 06-06. As with the other Principal level positions, future placements into Principal Land Agent position will be conducted through the selection committee outlined in Exhibit R.

These employees will move to the union benefit programs effective April 1, 2007, provided that provides a minimum of 15 days after ratification. Performance standards will be developed consistent with Letter Agreement 06-06.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: s/Jeff Delaney
Jeff Delaney
Principal Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO and CLC

February 24, 2007

By: s/Peggy Turner
Peggy Turner
Senior Union Representative

Job Description

The job description is shown below. The annual wage rates effective January 1, 2007 are shown below.

Classification	Minimum	Maximum
Principal Land Planner	\$102,468	\$113,940
Principal Land Agent	\$81,432	\$101,544

Job Title: PRINCIPAL LAND AGENT**Position Summary:**

The Principal Land Agent working under the direction of the unit Supervisor, shall function in a lead role, direct, review and approve the work of lower classifications and provide guidance for “stalled” negotiations and for all projects requiring the highest level of experience and expertise in land rights matters; is regarded as a technical expert for essential job functions, provides structured guidance and training to lower classifications Reviews title of both fee land and land rights for company projects as well as for those special projects as may be required by the Company, including land rights documents to insure they are legally sufficient and conform to Company policy. Provides oversight, advice, guidance, technical direction and training to lower classifications and advises PG&E management and other business partners on all matters relating to land rights, title issues, rearrangement of PG&E facilities, third party uses of company lands and easements. Responsible for preparation of contracts for review of title and oversees contract agents. May discuss title and land rights matters requiring higher levels of experience and expertise with private, public, or governmental bodies and agencies. May provide expert witness testimony in local and state courts regarding land related matters. May act as land rights liaison to the Law Department.

Essential Job Functions:

1. Oversight, Guidance, Technical Direction and Training: Provides oversight, guidance, technical direction and training to Land Services staff on: complex land rights issues, uses of company lands and easements by others including adherence to CPUC Code Section 851, and high-level technical and legal support to Land Services staff, supervisors and other Land Services groups and business partners. Ensures adequacy of land rights and conformance to CPUC tariffs regarding acquisition of land rights for New Customer Connections (NCC's). Ensures adherence to company policy regarding relocations. Collaborates in developing and implementing strategies for dealing with complex relocation projects. Oversees and ensures adherence to various master agreements with transportation agencies including the Caltrans Freeway Master Contract as well as the Streets and Highway Code, governing the rearrangement of company facilities for highway and freeway construction. Plans and oversees the work of contract agents related to title reviews, including training and guidance.
2. Legal Research and Determination of Land Rights: Research and respond to title questions. Is familiar with the Subdivision Map Act, the Subdivided Lands Law, the Professional Land Surveyors Act, various California legal codes pertaining to real property, easement law, notary law, recording law, taxation, and those portions of other codes, CPUC rules and company policies which are most frequently applied to company land rights and title matters, and consults with Law Department when appropriate. May provide investigative support to the Company's Law Department in defense of civil claims and actions against the Company, customer generated CPUC complaints, or in support of Company actions against others.
3. Line, Title, Timber, Water and Mineral Rights Review: Completes the more difficult and complex reviews. Determines the condition of title to PG&E's fee property and facilities. Advises Business Partners which rights must be protected or terminated in connection with a proposed project. Prepares line reviews for PG&E's electric and gas transmission facilities using the Land Rights Unit's standard line review formats which include a summary of PG&E's land rights and identification of special conditions or restrictions and any gaps in the rights of way.

4. **Property Purchase and Sales Review:**
 - **Property purchase:** Reviews preliminary title reports prepared by outside title companies for the parcel to be acquired. Determines if the title to be conveyed to PG&E is acceptable and initiates appropriate action. Make recommendations of action to be taken, if any, to clear title to the property as a condition to closing the transaction.
 - **Property sales:** Prepares title reviews for sales transactions. Involves a review of the chain of title, identification of grants out made by PG&E affecting the property and review of the buyer's preliminary title report prepared by a title company. Provides direction to the document writer on how title is to be conveyed. Reviews the historical use of the property while owned by PG&E, as well as information which must be disclosed to the prospective buyer including identification of special conditions which may affect the sale transaction.
5. **Document Review:** Reviews changes to Law Department approved standard documents. Provides direction and guidance to lower classifications, and assists Land Services supervisors and other business partners to assure the integrity, adequacy and legal sufficiency of documents relating to land rights in conformance with Company policy. Reviews real estate related documents prior to management execution.
6. **Represent the Company:** Discuss title and land matters requiring higher levels of experience and expertise with private, public, or governmental bodies and agencies beyond the scope or authority of lower classifications.

Minimum Job Qualifications:

EDUCATION: Four years of college in a technical or liberal arts curriculum or the equivalent in education and/or experience.

PRIOR EXPERIENCE: A minimum of five years as a Senior Land Agent and must have demonstrated the ability to perform such work as evidenced by the quality and quantity of the work product.

KNOWLEDGE/ABILITIES: Must be able to make effective oral and written presentations on title and land matters. Must possess a working knowledge of applicable related CPUC rules and tariffs and Code of Federal Regulations. Must possess a working knowledge of local, state and federal laws and regulations concerning land and land related matters.

Filling Vacancies:

The provisions of Title 21 as described in Attachment A of Exhibit R shall govern the filling of Principal Land Agent vacancies. Selection shall be made after consideration of all the stated requirements.