

Exhibit A WAGES

STANDARD OF WAGE AND SALARY RANGES ON 40-HOUR WORKWEEK BASIS AND CODES, AND BEGINNING CLASSIFICATIONS

AS AMENDED January 1, 2016

PACIFIC GAS AND ELECTRIC COMPANY

REPRESENTED BY

ENGINEERS AND SCIENTISTS OF CALIFORNIA, LOCAL 20 IFTPE, AFL-CIO & CLC

SECOND EDITION

SAP Job Code	Pay Scale Code	CLASSIFICATIONS	PROGRESSION	RATES EFFECTIVE				
				1/1/2016	1/1/2017	1/1/2018	1/1/2019	
		Associate Distribution Engineer						
50010515	3091	Electric	Start	hourly	57.23	59.09	61.16	63.15
50010517	3093	Provisional - Electric	End 6 Months (1)	hourly	59.28	61.21	63.35	65.41
50010516	3092	Gas	End 12 Months	hourly	59.99	61.94	64.11	66.19
50010518	3094	Provisional - Gas						
		Senior Engineering Estimator						
50010525	3144	Electric	Start	hourly	43.38	44.79	46.36	47.87
50010526	3145	Gas	End 6 Months	hourly	45.89	47.38	49.04	50.63
			End 12 Months	hourly	48.10	49.66	51.40	53.07
			End 18 Months	hourly	50.33	51.97	53.79	55.54
			End 24 Months	hourly	52.54	54.25	56.15	57.97
			End 30 Months	hourly	54.47	56.24	58.21	60.10
		Senior Engineering Estimator (passed test)	Start	hourly				
50010527	3147	Electric	End 6 Months	hourly	47.05	48.58	50.28	51.91
50010528	3148	Gas	End 12 Months	hourly	49.30	50.90	52.68	54.39
			End 18 Months	hourly	51.57	53.25	55.11	56.90
			End 24 Months	hourly	53.87	55.62	57.57	59.44
			End 30 Months	hourly	55.83	57.64	59.66	61.60
		Engineering Estimator						
50010529	3150	Electric	Start	ETP Module 1 hourly	35.83	36.99	38.28	39.52
50010530	3151	Gas	End 6 Months	ETP Module 2 hourly	37.21	38.42	39.76	41.05
			End 12 Months	ETP Module 3 hourly	38.64	39.90	41.30	42.64
			End 18 Months	ETP Module 4 hourly	40.10	41.40	42.85	44.24
			End 24 Months	ETP Module 5 hourly	41.67	43.02	44.53	45.98
			End 30 Months	ETP Module 6 hourly	43.38	44.79	46.36	47.87
		Associate Distribution Engineer Local						
50115106	3623	Electric	Start	hourly	57.23	59.09	61.16	63.15
50115105	3625	Provisional - Electric	End 6 Months (1)	hourly	59.28	61.21	63.35	65.41
50115108	3624	Gas	End 12 Months	hourly	59.99	61.94	64.11	66.19
50115107	3626	Provisional - Gas						

		Senior Engineering Estimator Local							
50115109	3627	Electric	Start	hourly	43.38	44.79	46.36	47.87	
50115111	3628	Gas	End 6 Months	hourly	45.89	47.38	49.04	50.63	
			End 12 Months	hourly	48.10	49.66	51.40	53.07	
			End 18 Months	hourly	50.33	51.97	53.79	55.54	
			End 24 Months	hourly	52.54	54.25	56.15	57.97	
			End 30 Months	hourly	54.47	56.24	58.21	60.10	

		Senior Engineering Estimator (passed test) Local							
50115112	3629	Electric	Start	hourly					
50115113	3630	Gas	End 6 Months	hourly	47.05	48.58	50.28	51.91	
			End 12 Months	hourly	49.30	50.90	52.68	54.39	
			End 18 Months	hourly	51.57	53.25	55.11	56.90	
			End 24 Months	hourly	53.87	55.62	57.57	59.44	
			End 30 Months	hourly	55.83	57.64	59.66	61.60	

		Engineering Estimator Local							
50115114	3631	Electric	Start	ETP Module 1	hourly	35.83	36.99	38.28	39.52
50115115	3632	Gas	End 6 Months	ETP Module 2	hourly	37.21	38.42	39.76	41.05
			End 12 Months	ETP Module 3	hourly	38.64	39.90	41.30	42.64
			End 18 Months	ETP Module 4	hourly	40.10	41.40	42.85	44.24
			End 24 Months	ETP Module 5	hourly	41.67	43.02	44.53	45.98
			End 30 Months	ETP Module 6	hourly	43.38	44.79	46.36	47.87

(1) Maximum rate for Provisional Associate Distribution Engineer.

50073850	3563	Scheduler	Start	hourly	47.24	48.78	50.49	52.13	
			End 6 Months	hourly	48.45	50.02	51.77	53.45	
			End 12 Months	hourly	49.66	51.27	53.06	54.78	
			End 18 Months	hourly	50.91	52.56	54.40	56.17	
			End 24 Months	hourly	52.18	53.88	55.77	57.58	
			End 30 Months	hourly	53.48	55.22	57.15	59.01	

50073851	3564	Scheduler in Training	Start	hourly	41.51	42.86	44.36	45.80	
			End 3 Months	hourly	42.97	44.37	45.92	47.41	
			End 6 Months	hourly	44.40	45.84	47.44	48.98	
			End 9 Months	hourly	46.05	47.55	49.21	50.81	

DIVISION CLASSIFICATIONS

		Principal Mapping Technician							
50010539	3226	Electric	Start	hourly	51.41	53.08	54.94	56.73	
50010540	3227	Gas	End 6 Months	hourly	52.17	53.87	55.76	57.57	
			End 12 Months	hourly	52.92	54.64	56.55	58.39	

51577077	3226	Prin Mapping Tech-Elec Pass Expert Test	Start	hourly	51.41	53.08	54.94	56.73
			End 6 Months	hourly	52.17	53.87	55.76	57.57
			End 12 Months	hourly	52.92	54.64	56.55	58.39
51576990	3226	Expert Mapping Technician - Electric	Start	hourly	51.41	53.08	54.94	56.73
			End 6 Months	hourly	52.17	53.87	55.76	57.57
			End 12 Months	hourly	52.92	54.64	56.55	58.39
51641438	3226	Expert Mapping Technician - Electric-Provisional	Start	hourly	51.41	53.08	54.94	56.73
			End 6 Months	hourly	52.17	53.87	55.76	57.57
			End 12 Months	hourly	52.92	54.64	56.55	58.39
50010541	3228	Lead Mapping Technician Electric	Start	hourly	49.55	51.16	52.95	54.67
50010542	3229	Gas	End 6 Months	hourly	50.63	52.28	54.11	55.87
						0.00	0.00	0.00
51577076	3228	Lead Mapping Tech-Elec Pass Expert Test	Start	hourly	49.55	51.16	52.95	54.67
			End 6 Months	hourly	50.63	52.28	54.11	55.87
50010543 50010544	3230 3231	Senior Mapping Technician Electric Gas	Start	hourly	41.83	43.19	44.70	46.15
			End 6 Months	hourly	42.89	44.28	45.83	47.32
			End 12 Months	hourly	43.96	45.39	46.98	48.51
			End 18 Months	hourly	45.03	46.49	48.12	49.68
			End 24 Months	hourly	46.10	47.60	49.27	50.87
			End 30 Months	hourly	47.20	48.73	50.44	52.08
50010545 50010546	3232 3233	Senior Mapping Technician (passed test) Electric Gas	Start	hourly	42.88	44.27	45.82	47.31
			End 6 Months	hourly	43.96	45.39	46.98	48.51
			End 12 Months	hourly	45.06	46.52	48.15	49.71
			End 18 Months	hourly	46.15	47.65	49.32	50.92
			End 24 Months	hourly	47.26	48.80	50.51	52.15
			End 30 Months	hourly	48.39	49.96	51.71	53.39
51576995	3232	Sr. Mapping Tech-Elec Pass Expert Test	Start	hourly	42.88	44.27	45.82	47.31
			End 6 Months	hourly	43.96	45.39	46.98	48.51
			End 12 Months	hourly	45.06	46.52	48.15	49.71
			End 18 Months	hourly	46.15	47.65	49.32	50.92
			End 24 Months	hourly	47.26	48.80	50.51	52.15
			End 30 Months	hourly	48.39	49.96	51.71	53.39

			Start	hourly	29.21	30.16	31.22	32.23
50010549	3241	Mapping Technician - Electric	End 6 Months	hourly	32.06	33.10	34.26	35.37
50010550	3242	Mapping Technician - Gas	End 12 Months	hourly	34.97	36.11	37.37	38.58
			End 18 Months	hourly	37.84	39.07	40.44	41.75

			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50274876	3272	New Business Representative, Senior	46.34	57.70	47.85	59.58	49.52	61.67	51.13	63.67
50274725	3271	Industrial Power Engineer	52.58	64.13	54.29	66.21	56.19	68.53	58.02	70.76
51737178	0389	Rule 20A Program Liaison	47.15	58.73	48.68	60.64	50.38	62.76	52.02	64.80

GENERAL OFFICE CLASSIFICATIONS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50010494	2916	Senior Engineering Assistant	43.84	48.52	45.26	50.10	46.84	51.85	48.36	53.54
50010495	2917	Engineering Assistant II	41.86	43.84	43.22	45.26	44.73	46.84	46.18	48.36
50010496	2918	Engineering Assistant I	29.21	41.86	30.16	43.22	31.22	44.73	32.23	46.18
50010531	3160	Material Inspector	47.95	56.42	49.51	58.25	51.24	60.29	52.91	62.25
50072904	3162	Assistant Material Inspector	33.56	43.84	34.65	45.26	35.86	46.84	37.03	48.36
50010503	2980	Senior Design Engineer	47.45	60.09	48.99	62.04	50.70	64.21	52.35	66.30
50010504	2983	Design Engineer	32.96	54.87	34.03	56.65	35.22	58.63	36.36	60.54
50010505	3000	Senior Design Drafter	44.05	47.61	45.48	49.16	47.07	50.88	48.60	52.53
50010506	3003	Design Drafter	35.68	43.84	36.84	45.26	38.13	46.84	39.37	48.36
50010507	3004	Drafter	27.69	35.68	28.59	36.84	29.59	38.13	30.55	39.37
50010523	3129	DCPP Senior Field Design Engineer	49.83	63.11	51.45	65.16	53.25	67.44	54.98	69.63
51905803	3129	Senior Field Design Engineer	49.83	63.11	51.45	65.16	53.25	67.44	54.98	69.63
50010522	3128	DCPP Field Design Engineer	34.63	57.61	35.76	59.48	37.01	61.56	38.21	63.56
51904942	3128	Field Design Engineer	34.63	57.61	35.76	59.48	37.01	61.56	38.21	63.56
50010511	3024	Field Drafter	33.89	44.61	34.99	46.06	36.21	47.67	37.39	49.22
50010509	3021	Senior Field Drafter	44.61	49.79	46.06	51.41	47.67	53.21	49.22	54.94

APPLIED TECHNOLOGY SERVICES (ATS) CLASSIFICATIONS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50010551	3250	Senior Engineering Technician	46.47	51.87	47.98	53.56	49.66	55.43	51.27	57.23
50486757	3250	DCPP Senior Engineering Technician	46.47	51.87	47.98	53.56	49.66	55.43	51.27	57.23
50010552	3253	Engineering Technician II	41.99	46.47	43.35	47.98	44.87	49.66	46.33	51.27
50486773	3253	DCPP Engineering Technician II	41.99	46.47	43.35	47.98	44.87	49.66	46.33	51.27
50073275	3254	Engineering Technician I	32.13	41.99	33.17	43.35	34.33	44.87	35.45	46.33
50010556	3265	Technologist	51.87	58.66	53.56	60.57	55.43	62.69	57.23	64.73
50010497	2919	Senior Technical Specialist II	45.29	49.17	46.76	50.77	48.40	52.55	49.97	54.26
50073153	2920	Technical Specialist II	41.86	45.29	43.22	46.76	44.73	48.40	46.18	49.97
50073152	2921	Technical Specialist I	29.21	41.86	30.16	43.22	31.22	44.73	32.23	46.18

LAND CLASSIFICATIONS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50073036	2976	Senior Engineering Designer	47.46	60.09	49.00	62.04	50.72	64.21	52.37	66.30
50073089	2977	Engineering Designer	32.97	54.87	34.04	56.65	35.23	58.63	36.37	60.54
50010561	3315	Document Writer (PIO)	47.88	54.17	49.44	55.93	51.17	57.89	52.83	59.77
50010492	2906	Chief of Party	47.88	55.83	49.44	57.64	51.17	59.66	52.83	61.60
50010493	2909	Land Agent	51.30	55.83	52.97	57.64	54.82	59.66	56.60	61.60
50010501	2972	Lead Land Technician	51.30	54.17	52.97	55.93	54.82	57.89	56.60	59.77

					1/1/2016	1/1/2017	1/1/2018	1/1/2019
50010502	2974	Senior Land Technician	Start	hourly	40.86	42.19	43.67	45.09
			End 6 Months	hourly	43.23	44.63	46.19	47.69
			End 12 Months	hourly	45.27	46.74	48.38	49.95
			End 18 Months	hourly	47.42	48.96	50.67	52.32
			End 24 Months	hourly	49.51	51.12	52.91	54.63
			End 30 Months	hourly	51.3	52.97	54.82	56.60

			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50010500	2971	Land Technician	32.13	45.69	33.17	47.17	34.33	48.82	35.45	50.41
50010512	3033	Land Draftsman	37.35	43.84	38.56	45.26	39.91	46.84	41.21	48.36
50073176	3034	Junior Land Draftsman	31.11	37.35	32.12	38.56	33.24	39.91	34.32	41.21

MATERIALS CLASSIFICATIONS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50010548	3239	Senior Instrument Technician (PIO)	47.95	51.39	49.51	53.06	51.24	54.92	52.91	56.70
50010553	3255	Senior Insulation Tester	40.44	47.95	41.75	49.51	43.21	51.24	44.61	52.91

					1/1/2016	1/1/2017	1/1/2018	1/1/2019
50010554	3256	Insulation Tester	Start	hourly	32.83	33.90	35.09	36.23
			End 6 Months	hourly	34.45	35.57	36.81	38.01
			End 12 Months	hourly	36.05	37.22	38.52	39.77
			End 18 Months	hourly	37.65	38.87	40.23	41.54
			End 24 Months	hourly	39.28	40.56	41.98	43.34
			End 30 Months	hourly	40.87	42.20	43.68	45.10
			End 3 Yrs.	hourly	42.49	43.87	45.41	46.89

CONSTRUCTION CLASSIFICATIONS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50010510	3023	Field Draftsman	33.89	44.61	34.99	46.06	36.21	47.67	37.39	49.22
50010508	3020	Senior Field Draftsman	44.61	49.79	46.06	51.41	47.67	53.21	49.22	54.94
50010519	3100	Field Engineer	37.70	56.52	38.93	58.36	40.29	60.40	41.60	62.36
50010521	3118	Field Engineering Technician	32.76	46.13	33.82	47.63	35.00	49.30	36.14	50.90
50010520	3117	Senior Field Engineering Technician	47.71	54.39	49.26	56.16	50.98	58.13	52.64	60.02
50073067	3273	Transitman	35.10	44.79	36.24	46.25	37.51	47.87	38.73	49.43
50073105	3270	Senior Transitman	44.79	50.26	46.25	51.89	47.87	53.71	49.43	55.46

GAS SUPPLY CLASSIFICATIONS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50010524	3143	Engineering Estimator	35.83	48.53	36.99	50.11	38.28	51.86	39.52	53.55
50073037	3140	Senior Engineering Estimator	46.19	51.83	47.69	53.51	49.36	55.38	50.96	57.18

DISTRIBUTION ENGINEERING			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51874148	3910	Gas Distribution Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874178	3911	Gas Distribution Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51874307	3921	Elec Distribution Ops Engineer, Asc	5,848	9,223	6,038	9,523	6,249	9,856	6,452	10,176
51874308	3922	Elec Distribution Ops Engineer	7,073	11,295	7,303	11,662	7,559	12,070	7,805	12,462
51874309	3923	Elec Distribution Ops Engineer, Lead	9,452	12,749	9,759	13,163	10,101	13,624	10,429	14,067
51874184	3910	Electric Distribution Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874186	3911	Electric Distribution Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870

LAND/CORPORATE REAL ESTATE			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50074100	2961	Land Technical Specialist I	33.84	42.28	34.94	43.65	36.16	45.18	37.34	46.65
50074101	2962	Land Technical Specialist II	37.48	46.84	38.70	48.36	40.05	50.05	41.35	51.68
50074102	2963	Real Estate Technical Specialist I	33.84	42.28	34.94	43.65	36.16	45.18	37.34	46.65
50074103	2964	Real Estate Technical Specialist II	37.48	46.84	38.70	48.36	40.05	50.05	41.35	51.68
50074104	3601	Real Estate Technical Specialist, Senior	6,759	8,446	6,979	8,720	7,223	9,025	7,458	9,318
50073852	3602	GIS Analyst	6,570	8,405	6,784	8,678	7,021	8,982	7,249	9,274
50083020	3603	GIS Analyst, Senior	8,117	9,416	8,381	9,722	8,674	10,062	8,956	10,389
50073854	3604	GIS Application Engineer	9,798	10,782	10,116	11,132	10,470	11,522	10,810	11,896
50074105	3605	Right of Way Agent	6,879	8,531	7,103	8,808	7,352	9,116	7,591	9,412
50074106	3606	Right of Way Agent, Senior	8,023	9,330	8,284	9,633	8,574	9,970	8,853	10,294
50074107	3607	Right of Way Agent, Principal	8,921	10,775	9,211	11,125	9,533	11,514	9,843	11,888
50074108	3608	Land Technical Specialist, Senior	6,757	8,446	6,977	8,720	7,221	9,025	7,456	9,318
50074110	3610	Land Agent, Senior	7,940	9,924	8,198	10,247	8,485	10,606	8,761	10,951
50074111	3611	Project Surveyor	7,940	9,924	8,198	10,247	8,485	10,606	8,761	10,951
50074112	3612	Land Surveyor, Senior	8,790	11,039	9,076	11,398	9,394	11,797	9,699	12,180
50074113	3613	Land Surveyor, Principal	10,814	12,024	11,165	12,415	11,556	12,850	11,932	13,268
50074114	3614	Land Planner	7,805	9,279	8,059	9,581	8,341	9,916	8,612	10,238
50074115	3615	Land Planner, Senior	8,790	11,039	9,076	11,398	9,394	11,797	9,699	12,180
50074116	3616	Land Planner, Principal	10,814	12,024	11,165	12,415	11,556	12,850	11,932	13,268
50111357	3617	Land Agent, Principal	8,595	10,717	8,874	11,065	9,185	11,452	9,484	11,824
50329455	3618	Land Planning Analyst	4,914	7,522	5,074	7,766	5,252	8,038	5,423	8,299

MAINTENANCE & CONSTRUCTION (M&C)			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51874303	3910	Maintenance & Constr Engr, Asc	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874293	3911	Maintenance & Constr Engr	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51874294	3912	Maintenance & Constr Engr, Sr	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51874304	3913	Maintenance & Constr Engr, Sr Cnsltng	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51874305	3913	Maintenance & Constr Engr, Sr Advsgn	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483

NUCLEAR - DCPD			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50352680	3590	Associate Nuclear Planner - ESC	43.52	51.18	44.93	52.84	46.50	54.69	48.01	56.47
50352681	3591	Nuclear Planner - ESC	52.51	62.43	54.22	64.46	56.12	66.72	57.94	68.89
50352682	3592	Senior Nuclear Planner - ESC	62.43	65.54	64.46	67.67	66.72	70.04	68.89	72.32

PROJECT ENGINEERING			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51874278	3910	Engineer - Prj Engg, Asc	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874276	3910	Civil Engineer - Prj Engg, Asc	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874197	3911	Civil Engineer - Prj Engg	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51874193	3912	Civil Engineer - Prj Engg, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51874188	3913	Civil Engineer-Prj Engg, Sr Cnsltng	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51874200	3910	Electrical Engr-Prj Engg, Asc	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874196	3911	Electrical Engr-Prj Engg	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51874192	3912	Electrical Engr-Prj Engg, Sr	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51874187	3913	Electrical Engr-Prj Engg, Sr Cnsltng	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51874199	3910	Substation Engineer - Prj Engg, Asc	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874195	3911	Substation Engineer - Prj Engg	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51874191	3912	Substation Engineer - Prj Engg, Sr	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51874198	3910	Transm Line Engineer - Prj Engg, Asc	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874194	3911	Transm Line Engineer - Prj Engg	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51874189	3912	Transm Line Engineer - Prj Engg, Sr	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51874306	3911	Project Architect	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870

PROJECT MANAGERS AND PROJECT CONTROLS ANALYSTS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50208706	3659	Project Controls Analyst - ESC	6,104	8,137	6,302	8,401	6,523	8,695	6,735	8,978
50208709	3661	Project Controls Analyst - ESC, Sr	7,597	9,500	7,844	9,809	8,119	10,152	8,383	10,482
51731345	3878	Project Controls Analyst - ESC, Expert	8,425	10,532	8,699	10,874	9,003	11,255	9,296	11,621
51874290	3910	Project Manager - ESC, Assoc	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874291	3911	Project Manager - ESC	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51874292	3912	Project Manager - ESC, Sr	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51874295	3913	Project Manager, Sr Cnsltng-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483

ELECTRIC STANDARDS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51874283	3910	Electric Stds Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874300	3911	Electric Stds Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51874284	3912	Electric Stds Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51874285	3913	Consulting Electric Stds Engineer, Sr	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483

SUBSTATION STRATEGY IMPLEMENTATION			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51874286	3910	Substn Strategy Engineer, Assoc	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51874287	3911	Substn Strategy Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51874288	3912	Substn Strategy Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51874289	3913	Substn Strategy Engineer, Sr Cnsltng	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
SYSTEM PROTECTION ENGINEERING			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
		Critical jobs	Min	Max	Min	Max	Min	Max	Min	Max
51874279	3921	Protection Engineer, Asc	5,848	9,223	6,038	9,523	6,249	9,856	6,452	10,176
51874280	3922	Protection Engineer	7,073	11,295	7,303	11,662	7,559	12,070	7,805	12,462
51874281	3923	Protection Engineer, Sr	9,452	12,749	9,759	13,163	10,101	13,624	10,429	14,067
51874282	3924	Protection Engineer, Sr Cnsltng	10,682	13,782	11,029	14,230	11,415	14,728	11,786	15,207
NUCLEAR ENGINEERS AND QUALITY VERIFICATION			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50222824	3910	(Nuc) Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
50222853	3911	(Nuc) Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50222852	3912	(Nuc) Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50222819	3913	(Nuc) Engineer, Senior Advising	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
50222822	3913	(Nuc) Engineer, Senior Consulting	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
50222851	3914	(Nuc) Engineer, Principal	10,977	14,085	11,334	14,543	11,731	15,052	12,112	15,541
50311385	3910	(Nuc) Chemistry Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
50222821	3911	(Nuc) Chemistry Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50311384	3912	(Nuc) Chemistry Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50311812	3913	(Nuc) Chemistry Engineer, Senior Consulting	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
50478429	3914	(Nuc) Chemistry Engineer, Principal	10,977	14,085	11,334	14,543	11,731	15,052	12,112	15,541
50222823	3911	(Nuc) Instrument & Control Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50222854	3912	(Nuc) Lead ISI / NDE Specialist, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50222855	3701	(Nuc) Quality Auditor	7,495	10,757	7,739	11,107	8,010	11,496	8,270	11,870
50222856	3702	(Nuc) Quality Auditor, Senior	8,775	11,769	9,060	12,151	9,377	12,576	9,682	12,985
50458043	3910	(Nuc) Radiation Protection Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
50216526	3911	(Nuc) Radiation Protection Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50216527	3912	(Nuc) Radiation Protection Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50458044	3913	(Nuc) Radiation Protection Engineer, Senior Advising	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
50478431	3914	(Nuc) Radiation Protection Engineer, Principal	10,977	14,085	11,334	14,543	11,731	15,052	12,112	15,541

ENVIRONMENTAL SERVICES AND REMEDIATION			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50327906	3790	Aquatic Biologist, Associate	4,698	6,710	4,851	6,928	5,021	7,170	5,184	7,403
50327905	3791	Aquatic Biologist	6,194	8,775	6,395	9,060	6,619	9,377	6,834	9,682
50327907	3792	Aquatic Biologist, Senior	7,741	10,530	7,993	10,872	8,273	11,253	8,542	11,619
50327908	3796	Budget Analyst	5,502	8,031	5,681	8,292	5,880	8,582	6,071	8,861
50227114	3708	Budget Analyst, Senior	6,959	9,425	7,185	9,731	7,436	10,072	7,678	10,399
50227122	3712	Contract Administrator	5,162	7,401	5,330	7,642	5,517	7,909	5,696	8,166
50327909	3795	Contract Administrator, Senior	6,194	8,507	6,395	8,783	6,619	9,090	6,834	9,385
50327910	3793	Cultural Resource Specialist, Associate	4,460	6,371	4,605	6,578	4,766	6,808	4,921	7,029
50227123	3713	Cultural Resource Specialist	5,884	8,331	6,075	8,602	6,288	8,903	6,492	9,192
50227124	3714	Cultural Resource Specialist, Senior	7,741	10,530	7,993	10,872	8,273	11,253	8,542	11,619
50327911	3794	Cultural Resource Specialist, Senior Consulting	9,642	12,098	9,955	12,491	10,303	12,928	10,638	13,348
50327912	3797	Environmental Scientist	6,389	8,775	6,597	9,060	6,828	9,377	7,050	9,682
50327913	3798	Environmental Scientist, Senior	7,866	10,530	8,122	10,872	8,406	11,253	8,679	11,619
50327914	3799	Environmental Scientist, Senior Consulting	9,642	12,098	9,955	12,491	10,303	12,928	10,638	13,348
50227305	3720	Project Management Analyst-Environmental	5,502	8,031	5,681	8,292	5,880	8,582	6,071	8,861
50227306	3721	Project Management Analyst-Environmental, Senior	6,959	9,425	7,185	9,731	7,436	10,072	7,678	10,399
50227116	3911	Remediation Project Manager	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50227117	3912	Remediation Project Manager, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50227118	3913	Consulting Remediation Project Manager	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
50227121	3711	Scientist, Senior Consulting	9,642	12,098	9,955	12,491	10,303	12,928	10,638	13,348
50227307	3567	Technical Assistant-Environmental	24.72	30.91	25.52	31.91	26.41	33.03	27.27	34.10
50227308	3568	Technical Assistant-Environmental, Senior	30.18	37.04	31.16	38.24	32.25	39.58	33.30	40.87
50326837	3790	Terrestrial Biologist, Associate	4,698	6,710	4,851	6,928	5,021	7,170	5,184	7,403
50327916	3791	Terrestrial Biologist	6,194	8,775	6,395	9,060	6,619	9,377	6,834	9,682
50311306	3792	Terrestrial Biologist, Senior	7,741	10,530	7,993	10,872	8,273	11,253	8,542	11,619
TELECOM ENGINEERING			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50230679	3910	Telecommunications Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
50230680	3911	Telecommunications Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50230681	3912	Telecommunications Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50372615	3913	Telecommunications Engineer, Senior Advising	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
50372614	3913	Telecommunications Engineer, Senior Consulting	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483

**POWER GENERATION - HYDRO
PROFESSIONALS**

			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50216528	3670	Hydro Analyst	5,721	7,069	5,907	7,299	6,114	7,554	6,313	7,800
50262817	3777	Hydro Analyst, Senior	6,640	8,032	6,856	8,293	7,096	8,583	7,327	8,862
50216536	3678	Hydro Outage Coordinator	9,639	10,754	9,952	11,104	10,300	11,493	10,635	11,867
50216529	3671	Hydro Scheduling Consultant	7,486	9,254	7,729	9,555	8,000	9,889	8,260	10,210
50216530	3672	Hydro Scheduling Consultant, Senior	8,781	10,389	9,066	10,727	9,383	11,102	9,688	11,463
50262818	3778	Hydrographer, Associate	5,721	7,069	5,907	7,299	6,114	7,554	6,313	7,800
50216531	3673	Hydrographer	6,640	8,138	6,856	8,402	7,096	8,696	7,327	8,979
50216532	3674	Hydrographer, Senior	7,711	8,781	7,962	9,066	8,241	9,383	8,509	9,688
50262819	3779	Power Generation License Coordinator, Associate	5,354	7,069	5,528	7,299	5,721	7,554	5,907	7,800
50216533	3675	Power Generation License Coordinator	6,748	8,775	6,967	9,060	7,211	9,377	7,445	9,682
50216534	3676	Power Generation License Coordinator, Senior	7,926	10,530	8,184	10,872	8,470	11,253	8,745	11,619
50262562	3912	Power Generation License Project Manager BS Engineer, Senior (PIO)	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50262563	3911	Power Generation License Project Manager	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50262564	3912	Power Generation License Project Manager, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51790901	3902	Power Generation Maintenance Planner, Associate	6,174	7,672	6,375	7,921	6,598	8,198	6,812	8,464
50216535	3677	Power Generation Maintenance Planner	7,143	9,104	7,375	9,400	7,633	9,729	7,881	10,045
50262812	3911	Power Generation Plant Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50405464	3912	Power Generation Plant Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50216539	3910	Power Generation Project Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
50216538	3911	Power Generation Project Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50216540	3912	Power Generation Project Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50262565	3913	Power Generation Project Engineer, Senior Consultant	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
50216541	3911	Power Generation Project Manager	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50216542	3912	Power Generation Project Manager, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50216537	3679	Power Generation Project Management Analyst	5,709	8,032	5,895	8,293	6,101	8,583	6,299	8,862
50262813	3774	Power Generation Project Management Analyst, Senior	6,962	9,425	7,188	9,731	7,440	10,072	7,682	10,399
50216543	3685	Power Generation Specialist	7,498	9,372	7,742	9,677	8,013	10,016	8,273	10,342
50216544	3686	Power Generation Specialist, Senior	8,781	10,437	9,066	10,776	9,383	11,153	9,688	11,515
50264453	3776	Power Generation Specialist, Senior Consultant	9,639	11,138	9,952	11,500	10,300	11,903	10,635	12,290
50262814	3775	Power Generation Technical Assistant	24.72	30.90	25.52	31.90	26.41	33.02	27.27	34.09

50216546	3666	Power Generation Technical Assistant, Senior	29.66	37.07	30.62	38.27	31.69	39.61	32.72	40.90
NUCLEAR PROFESSIONALS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50312848	3780	(Nuc) Biologist	6,194	8,775	6,395	9,060	6,619	9,377	6,834	9,682
50229560	3726	(Nuc) Biologist, Senior	7,741	10,530	7,993	10,872	8,273	11,253	8,542	11,619
50229562	3728	(Nuc) Business Planner, Senior	6,710	9,911	6,928	10,233	7,170	10,591	7,403	10,935
50252998	3755	(Nuc) Emergency Planning Coordinator	7,226	9,652	7,461	9,966	7,722	10,315	7,973	10,650
50252974	3756	(Nuc) Emergency Planning Coordinator, Senior	8,260	10,684	8,528	11,031	8,826	11,417	9,113	11,788
50314261	3865	(Nuc) Emergency Planning Coordinator, Senior Advising	11,219	11,752	11,584	12,134	11,989	12,559	12,379	12,967
50312851	3781	(Nuc) Financial Analyst	5,162	7,950	5,330	8,208	5,517	8,495	5,696	8,771
50229563	3729	(Nuc) Financial Analyst, Senior	6,710	9,911	6,928	10,233	7,170	10,591	7,403	10,935
50381221	3837	(Nuc) Financial Analyst, Senior Advising	10,405	10,900	10,743	11,254	11,119	11,648	11,480	12,027
50229564	3730	(Nuc) Maintenance Coordinator	6,710	9,601	6,928	9,913	7,170	10,260	7,403	10,593
50312853	3782	(Nuc) Maintenance Coordinator, Senior	8,260	10,428	8,528	10,767	8,826	11,144	9,113	11,506
51614341	0002	(Nuc) Maintenance Coord, Sr Advsg-ESC	10,950	11,470	11,306	11,843	11,702	12,258	12,082	12,656
50311305	3783	(Nuc) Outage Window Manager, Senior	10,322	12,904	10,657	13,323	11,030	13,789	11,388	14,237
51722982	3257	(Nuc) Outage Window Manager, Senior Advising-ESC	10,838	14,194	11,190	14,655	11,582	15,168	11,958	15,661
50253122	3757	(Nuc) Performance Improvement Coordinator, Associate	6,194	8,260	6,395	8,528	6,619	8,826	6,834	9,113
50253123	3758	(Nuc) Performance Improvement Coordinator	7,226	9,652	7,461	9,966	7,722	10,315	7,973	10,650
50253124	3759	(Nuc) Performance Improvement Coordinator, Senior	8,260	10,580	8,528	10,924	8,826	11,306	9,113	11,673
50314271	3866	(Nuc) Performance Improvement Coordinator, Senior Advising	11,110	11,638	11,471	12,016	11,872	12,437	12,258	12,841
50312855	3786	(Nuc) Procedure Writer-Eng/OPS	7,495	10,757	7,739	11,107	8,010	11,496	8,270	11,870
50312856	3787	(Nuc) Procedure Writer-Eng/OPS, Senior	8,775	11,769	9,060	12,151	9,377	12,576	9,682	12,985
50445555	3864	(Nuc) Procedure Writer-Eng/OPS, Senior Advising	12,356	12,944	12,758	13,365	13,205	13,833	13,634	14,283
50312858	3784	(Nuc) Procedure Writer-Tech	7,271	10,434	7,507	10,773	7,770	11,150	8,023	11,512
50312859	3785	(Nuc) Procedure Writer-Tech, Senior	8,511	11,415	8,788	11,786	9,096	12,199	9,392	12,595
50381219	3836	(Nuc) Procedure Writer- Tech, Senior Advising	11,986	12,557	12,376	12,965	12,809	13,419	13,225	13,855
50253125	3760	(Nuc) Procurement Specialist, Associate	4,645	6,710	4,796	6,928	4,964	7,170	5,125	7,403
50253126	3761	(Nuc) Procurement Specialist	5,678	8,465	5,863	8,740	6,068	9,046	6,265	9,340
50253127	3762	(Nuc) Procurement Specialist, Senior	7,226	10,220	7,461	10,552	7,722	10,921	7,973	11,276
50238147	3748	(Nuc) Procurement Technical Specialist, Associate	4,748	6,916	4,902	7,141	5,074	7,391	5,239	7,631
50238148	3749	(Nuc) Procurement Technical Specialist	5,780	8,775	5,968	9,060	6,177	9,377	6,378	9,682
50238149	3750	(Nuc) Procurement Technical Specialist, Senior	7,432	10,530	7,674	10,872	7,943	11,253	8,201	11,619

51939100	3925	(Nuc) Procurement Technical Specialist, Sr. Advising	7,805	11,583	8,059	11,959	8,341	12,378	8,612	12,780
50229569	3910	(Nuc) Project Manager, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
50229568	3911	(Nuc) Project Manager	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
50229570	3912	(Nuc) Project Manager, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
50381222	3913	(Nuc) Project Manager, Senior Advising	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
50229571	3737	(Nuc) Records Analyst	5,162	7,950	5,330	8,208	5,517	8,495	5,696	8,771
50229572	3738	(Nuc) Scheduler	6,711	9,601	6,929	9,913	7,172	10,260	7,405	10,593
50229573	3739	(Nuc) Scheduler, Senior	8,260	10,428	8,528	10,767	8,826	11,144	9,113	11,506
51614338	0001	(Nuc) Scheduler, Sr Advising-ESC	10,950	11,470	11,306	11,843	11,702	12,258	12,082	12,656
50312860	3788	(Nuc) Security Coordinator	6,710	9,601	6,928	9,913	7,170	10,260	7,403	10,593
50229574	3740	(Nuc) Technical Analyst	5,162	7,950	5,330	8,208	5,517	8,495	5,696	8,771
50253128	3763	(Nuc) Work Week Manager	7,741	11,046	7,993	11,405	8,273	11,804	8,542	12,188
50312862	3789	(Nuc) Work Week Manager, Senior	9,291	12,388	9,593	12,791	9,929	13,239	10,252	13,669
50381223	3839	(Nuc) Work Week Manager, Senior Advising	13,008	13,626	13,431	14,069	13,901	14,561	14,353	15,034
DISTRIBUTION OUTAGE COORDINATORS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50245778	3751	Energy Delivery Outage Coordinator	5,970	7,712	6,164	7,963	6,380	8,242	6,587	8,510
GENERATION INTERCONNECTION			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51587857	0382	EGI Interconnection Manager - ESC, Asc	34.88	44.43	36.01	45.87	37.27	47.48	38.48	49.02
51587859	0383	EGI Interconnection Manager - ESC	46.34	57.70	47.85	59.58	49.52	61.67	51.13	63.67
51587860	0384	EGI Interconnection Manager - ESC, Sr	52.58	64.13	54.29	66.21	56.19	68.53	58.02	70.76
51587861	0372	EGI Account Representative - ESC	29.21	41.86	30.16	43.22	31.22	44.73	32.23	46.18
51587862	0385	EGI Business Analyst - ESC	31.50	43.18	32.52	44.58	33.66	46.14	34.75	47.64
51587863	0386	EGI Business Analyst - ESC, Sr	37.39	51.40	38.61	53.07	39.96	54.93	41.26	56.72
51587864	0387	EGI Contract Manager - ESC	31.50	43.18	32.52	44.58	33.66	46.14	34.75	47.64
51587865	0388	EGI Contract Manager - ESC, Sr	37.39	51.40	38.61	53.07	39.96	54.93	41.26	56.72
TRANSMISSION PLANNING			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51587866	3910	Transmission Planning Engineer, Asc-ESC	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51587867	3911	Transmission Planning Engineer-ESC	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51587868	3912	Transmission Planning Engineer, Sr-ESC	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51587869	3913	Transmission Planning Engr, Sr Cslt-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51592663	3913	Transmission Planning Eng,Sr Advsnng-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483

AUTOMATION/POWER QUALITY			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51587870	3910	Automation Engineer, Associate-ESC	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51587871	3911	Automation Engineer-ESC	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51587872	3912	Automation Engineer, Senior-ESC	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51587873	3913	Automation Engineer, Sr Consulting-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51592664	3913	Automation Engineer, Senior Advising-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51587874	3914	Automation Engineer, Principal-ESC	10,977	14,085	11,334	14,543	11,731	15,052	12,112	15,541
51587875	3910	Power Quality Engineer, Associate-ESC	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51588176	3911	Power Quality Engineer-ESC	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51588177	3912	Power Quality Engineer, Senior-ESC	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51588178	3913	Power Quality Engr, Sr Consulting-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51592666	3913	Power Quality Eng, Senior Advising-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
METER ENGINEERING			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51588179	3910	Metering Engineer, Associate-ESC	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51588180	3911	Metering Engineer-ESC	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51588181	3912	Metering Engineer, Senior-ESC	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51588182	3913	Metering Engineer, Sr Consulting-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51592667	3913	Metering Engineer, Sr Advising-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51975240	3910	Gas Metering Engineer, Associate-ESC	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51975241	3911	Gas Metering Engineer-ESC	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51975242	3912	Gas Metering Engineer, Senior-ESC	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51975243	3913	Gas Metering Engineer, Sr Consulting-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51975244	3913	Gas Metering Engineer, Sr Advising-ESC	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
TRANSMISSION OPERATIONS ENGINEERING			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
		Critical Jobs	Min	Max	Min	Max	Min	Max	Min	Max
51729049	3915	Transmission Operations Engineer, Associate	5,848	9,223	6,038	9,523	6,249	9,856	6,452	10,176
51729102	3916	Transmission Operations Engineer	7,073	11,295	7,303	11,662	7,559	12,070	7,805	12,462
51729103	3917	Transmission Operations Engineer, Senior	9,452	12,749	9,759	13,163	10,101	13,624	10,429	14,067
51729104	3918	Transmission Operations Engineer, Senior Consulting	10,682	13,782	11,029	14,230	11,415	14,728	11,786	15,207
51730775	3918	Transmission Operations Engineer, Senior Advising	10,682	13,782	11,029	14,230	11,415	14,728	11,786	15,207

SMARTMETER OPERATIONS CENTER			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51738237	3323	IT Applications Operations Analyst, Assoc-ESC	30.45	38.06	31.44	39.30	32.54	40.68	33.60	42.00
51738946	3324	IT Applications Operations Analyst-ESC	34.20	46.75	35.31	48.27	36.55	49.96	37.74	51.58
51739131	3325	IT Business Operations Analyst, Associate-ESC	28.82	36.42	29.76	37.60	30.80	38.92	31.80	40.18
51738257	3326	IT Systems Operations Analyst, Associate-ESC	28.82	36.42	29.76	37.60	30.80	38.92	31.80	40.18
51738258	3327	IT Systems Operations Analyst, ESC	33.04	46.22	34.11	47.72	35.30	49.39	36.45	51.00
51738489	3327	PIO IT Systems Opreations Analyst-ESC	33.04	46.22	34.11	47.72	35.30	49.39	36.45	51.00
51738488	3328	PIO IT Applications Operations Analyst-ESC	34.20	49.52	35.31	51.13	36.55	52.92	37.74	54.64
51739130	3329	IT Applications Operations Analyst, Senior-ESC	8,199	10,177	8,465	10,508	8,761	10,876	9,046	11,229
51739128	3330	IT Applications Operations Analyst, Expert-ESC	9,330	11,591	9,633	11,968	9,970	12,387	10,294	12,790
51739133	3331	IT Business Operations Analyst-ESC	5,728	8,010	5,914	8,270	6,121	8,559	6,320	8,837
51738253	3332	IT Business Operations Analyst, Senior-ESC	7,445	9,235	7,687	9,535	7,956	9,869	8,215	10,190
51738256	3333	IT Business Operations Analyst, Expert-ESC	8,953	11,214	9,244	11,578	9,568	11,983	9,879	12,372
51738263	3334	IT Systems Operations Analyst, Senior-ESC	7,445	9,235	7,687	9,535	7,956	9,869	8,215	10,190
51738264	3335	IT Systems Operations Analyst, Expert-ESC	8,953	11,214	9,244	11,578	9,568	11,983	9,879	12,372
51738485	3336	PIO IT Applications Operations Analyst, Senior-ESC	8,199	10,844	8,465	11,196	8,761	11,588	9,046	11,965
51738486	3337	PIO IT Business Operations Analyst, Senior-ESC	7,445	10,215	7,687	10,547	7,956	10,916	8,215	11,271
51738487	3338	PIO IT Systems Operations Analyst, Senior, ESC	7,445	10,215	7,687	10,547	7,956	10,916	8,215	11,271
GAS STATION ENGINEERING			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
51785471	3910	Control Systems Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51785655	3911	Control Systems Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51785656	3912	Control Systems Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51785657	3913	Control Systems Engineer, Senior Consulting	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51785658	3913	Control Systems Engineer, Senior Advising	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51785659	3914	Control Systems Engineer, Principal	10,977	14,085	11,334	14,543	11,731	15,052	12,112	15,541
51785378	3910	Gas Project (Plant) Engineer, Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51785384	3911	Gas Project (Plant) Engineer	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870

51785389	3912	Gas Project (Plant) Engineer, Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51785393	3913	Gas Project (Plant) Engineer, Senior Consulting	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51785394	3913	Gas Project (Plant) Engineer, Senior Advising	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51785395	3914	Gas Project (Plant) Engineer, Principal	10,978	14,085	11,335	14,543	11,732	15,052	12,113	15,541
51785396	3910	Power Systems Engineer (Gas), Associate	5,848	8,784	6,038	9,069	6,249	9,386	6,452	9,691
51785397	3911	Power Systems Engineer (Gas)	7,073	10,757	7,303	11,107	7,559	11,496	7,805	11,870
51785398	3912	Power Systems Engineer (Gas), Senior Power Systems Engineer (Gas), Senior	9,452	12,142	9,759	12,537	10,101	12,976	10,429	13,398
51785399	3913	Consulting Power Systems Engineer (Gas), Senior	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51785400	3913	Advising	10,682	13,126	11,029	13,553	11,415	14,027	11,786	14,483
51785463	3914	Power Systems Engineer (Gas), Principal	10,978	14,085	11,335	14,543	11,732	15,052	12,113	15,541

Exhibit A IV GOLD CIRCLE JOBS

"N1" GOLD CIRCLE JOBS

SAP Job Code	Pay Scale Code	CLASSIFICATIONS	RATES EFFECTIVE							
			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
DISTRIBUTION ENGINEERING										
50010557	3266	Gas Distribution Engineer, Asc-GOLD CIR	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50010558	3267	Gas Distribution Engineer-GOLD CIRCLE	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
51584535	0451	Elec Distribution Ops Engr, Asc-GOLD CIR	5,848	9,543	6,038	9,853	6,249	10,198	6,452	10,529
51584580	0452	Elec Distribution Ops Engineer-GOLD CIR	8,971	11,815	9,263	12,199	9,587	12,626	9,899	13,036
51584584	0496	Elec Distributn Ops Engr, Lead-GOLD CIR	9,922	13,384	10,244	13,819	10,603	14,303	10,948	14,768
50010559	3268	Electric Distribution Engr, Asc-GOLD CIR	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50010560	3269	Electric Distribution Engineer-GOLD CIR	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
MAINTENANCE & CONSTRUCTION (M&C)										
			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50247307	3752	Maintnce & Constr Engr, Asc-GOLD CIR	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50209179	3688	Maintnce & Constr Engr-GOLD CIRCLE	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
50209180	3689	Maintnce & Constr Engr, Sr-GOLD CIR	9,922	12,745	10,244	13,159	10,603	13,620	10,948	14,063
50247309	3753	Maintnce & Constr Engr,Sr Cnsltng-GLD CIR	10,978	14,184	11,335	14,645	11,732	15,158	12,113	15,651
50247311	3754	Maintnce & Constr Engr,Sr Advsnng-GLD CIR	10,978	14,184	11,335	14,645	11,732	15,158	12,113	15,651
PROJECT ENGINEERING										
			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50195463	3640	Engineer-Prj Engg, Asc-GOLD CIRCLE	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50195462	3640	Civil Engineer-Prj Engg, Asc-GOLD CIRCLE	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50195458	3641	Civil Engineer-Prj Engg-GOLD CIRCLE	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
50195454	3642	Civil Engineer-Prj Engg, Sr-GOLD CIRCLE	9,922	12,745	10,244	13,159	10,603	13,620	10,948	14,063
50195375	3643	Civil Engr-Prj Engg, Sr Cnsltng-GOLD CIR	10,978	14,184	11,335	14,645	11,732	15,158	12,113	15,651
50195461	3640	Electrical Engr-Prj Engg, Asc-GOLD CIR	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50195457	3641	Electrical Engr-Prj Engg-GOLD CIRCLE	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
50195453	3642	Electrical Engr-Prj Engg, Sr-GOLD CIRCLE	9,922	12,745	10,244	13,159	10,603	13,620	10,948	14,063

SAP Job Code	Pay Scale Code	CLASSIFICATIONS	RATES EFFECTIVE							
50195374	3643	Electrc l Engr-Prj Engg,Sr Cnsltng-GLDCIR	10,978	14,184	11,335	14,645	11,732	15,158	12,113	15,651
50195460	3640	Substation Engr-Prj Engg, Asc-GOLD CIR	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50195456	3641	Substation Engineer-Prj Engg-GOLD CIRCLE	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
50195452	3642	Substation Engr-Prj Engg, Sr-GOLD CIR	9,922	12,745	10,244	13,159	10,603	13,620	10,948	14,063
50195459	3640	Transm Line Engr-Prj Engg, Asc-GOLD CIR	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50195455	3641	Transm Line Engineer-Prj Engg-GOLD CIR	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
50195451	3642	Transm Line Engr-Prj Engg, Sr-GOLD CIR	9,922	12,745	10,244	13,159	10,603	13,620	10,948	14,063
50491852	3641	Project Architect-GOLD CIRCLE	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
PROJECT MANAGERS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50230682	3745	Project Manager BSEng-ESC, Asc-GOLD CIR	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50226689	3705	Project Manager BSEng-ESC - GOLD CIR	9,418	11,958	9,724	12,347	10,064	12,779	10,391	13,194
50226690	3706	Project Manager BSEng-ESC, Sr-GOLD CIR	10,418	13,384	10,757	13,819	11,133	14,303	11,495	14,768
50226691	3707	Proj Mgr BSEng-ESC, Sr Cnsltng-GOLD CIR	11,528	14,894	11,903	15,378	12,320	15,916	12,720	16,433
50208705	3658	Project Manager ESC, Asc -GOLD CIRCLE	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50208707	3660	Project Manager ESC-GOLD CIRCLE	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
50208708	3662	Project Manager ESC, Sr-GOLD CIRCLE	9,922	12,745	10,244	13,159	10,603	13,620	10,948	14,063
50226688	3704	Project Mgr ESC, Sr Cnsltng-GOLD CIRCLE	10,978	14,184	11,335	14,645	11,732	15,158	12,113	15,651
ELECTRIC STANDARDS			1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
50208670	3650	Electric Stds Engineer, Asc-GOLD CIRCLE	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50234734	3746	Electric Stds Engineer-GOLD CIRCLE	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
50208671	3651	Electric Stds Engineer, Sr-GOLD CIRCLE	9,922	12,745	10,244	13,159	10,603	13,620	10,948	14,063
50208673	3652	Electric Stds Engr, Sr Cnsltng-GOLD CIR	10,978	14,184	11,335	14,645	11,732	15,158	12,113	15,651

SAP Job		CLASSIFICATIONS	RATES EFFECTIVE							
Code	Pay Scale Code		1/1/2016		1/1/2017		1/1/2018		1/1/2019	
			Min	Max	Min	Max	Min	Max	Min	Max
		SUBSTATION STRATEGY IMPLEMENTATION								
50208675	3653	Substn Strategy Engineer, Asc-GOLD CIR	5,848	9,198	6,038	9,497	6,249	9,829	6,452	10,148
50208701	3654	Substn Strategy Engineer-GOLD CIRCLE	8,971	11,389	9,263	11,759	9,587	12,171	9,899	12,567
50208702	3655	Substn Strategy Engineer, Sr-GOLD CIR	9,922	12,745	10,244	13,159	10,603	13,620	10,948	14,063
50208703	3656	Substn Stratgy Engr, Sr Cnsltng-GOLD CIR	10,978	14,184	11,335	14,645	11,732	15,158	12,113	15,651
		SYSTEM PROTECTION ENGINEERING								
		Protection Engineer, Asc - GOLD CIRCLE	5,848	9,543	6,038	9,853	6,249	10,198	6,452	10,529
50208661	3646									
50208662	3647	Protection Engineer - GOLD CIRCLE	8,971	11,815	9,263	12,199	9,587	12,626	9,899	13,036
50208663	3648	Protection Engineer, Sr - GOLD CIRCLE	9,922	13,384	10,244	13,819	10,603	14,303	10,948	14,768
50208664	3649	Protection Engr, Sr Cnsltng-GOLD CIRCLE	10,978	14,894	11,335	15,378	11,732	15,916	12,113	16,433