



Eric Bachman
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17-15-ESC

December 12, 2017

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
810 Clay Street
Oakland, CA 94607

Dear Mr. Sperry:

A Local Committee was established at Diablo Canyon Power Plant (DCPP) in accordance with the terms outlined in the PGE/ESC General Negotiations table agreement. This Committee was established to discuss bargaining topics specific to PG&E employees working at Diablo Canyon Power Plant. This Committee met on Thursday, July 7, 2016, and several times thereafter. The Committee was made up of Company representatives Adam Peck, Bob Waltos, Matt Coward, Bill Giffrow, and Micah Van Bogelen, and Union representatives Melanie Curry, Joe Anastasio, Kent Rogers, and David Johnson.

The following topics and resolutions were discussed and agreed upon:

1. Weekend Callout

The parties discussed historical practice and current challenges associated with the assignment of weekend overtime work within certain monthly Professional classifications at DCPP (See Letter of Agreement 11-17). A concern was raised that the burden placed on some employees to support emergent overtime assignments was not shared equally by other employees in the same classification. After much discussion, the Committee agreed that these issues are limited to specific members of the (Nuc) Scheduler classification.

The parties agreed to a Local Letter of Agreement which establishes a schedule for all members of the Scheduler classification to support emergency and call-out overtime assignments. This Local Letter of Agreement may be jointly modified, or may be canceled by either party with 30 days' notice. This agreement is included below as Attachment 1.

2. Shift Change Compensation

The Committee discussed the challenges associated with short-term night shift assignments and discussed various ideas to compensate exempt employees for non-refueling outage night shift assignments.

After much discussion, the Company and the Union agreed that the best way to recognize the special effort required to support shift work is through the Rewards and Recognition Program (currently Letter of Agreement 13-11), which allows an employee to be recognized for their effort with up to \$400 per quarter. This option does not require any change in contract language, programming in SAP, or special approvals as this process is already in place.

3. Nuclear Procedure Writer – Engineering/Operations

The Committee discussed the past pay practice for Procedure Writers who support Operations and Engineering. Prior to 2016, the pay rate for Nuclear Procedure Writer – Engineering/Operations

(Eng/Ops) was the same rate as the DCPP Engineering classification. Following ratification of the ESC agreement in 2016, the pay ranges for engineers have changed, creating a gap between Procedure Writer pay and Engineer pay. The Committee discussed the historical recruiting challenges for Procedure Writers (Ops/Eng), the financial impact of the ESC-represented employees in the group, and the Company's need for additional flexibility in coming years with rotational assignments and contracting in this group.

The Committee agreed to increase the pay ranges for Procedure Writer (Eng/Ops) to mirror the ranges for (NUC) Engineer classifications. This change will be implemented following a signed Letter of Agreement and a reasonable period of time to program these changes into SAP.

Recognizing the changing workload expected in the procedures group as the site nears closure, the parties also discussed employee headcount levels in both procedure writer classifications, and agreed that the need for regular status employees may decrease. For that reason, when an existing employee vacates a position, and the Company elects to backfill the position, it will first review the bid list and offer any qualified unit employee the position in accordance with current contract language. If no one is interested or qualified, then the Company has the option to fill the position as an Unrestricted Appointment (URA), replace the vacancy with a Hiring Hall employee, or rotate another employee into the department under the terms and conditions of Letter of Agreement 15-13. If there are no employees interested and qualified (subject to operational need and at the Company's discretion), then the Company may fill the vacancy with a contractor. If the contractor option is exercised, the time limits of Section 27.2 will not apply.

4. Job Descriptions and Associate Classifications

The Company and the Union agreed on a job description and qualifications for (NUC) Lead ISI / NDE Specialist, Senior (50222854). A pay range was negotiated several years ago for this position, but a formal job description had never been created. The job description is included below as Attachment 2.

The Committee reviewed the history of the Maintenance Specialist classification as well as the work performed in that role. After much discussion, the Committee agrees that the work being performed is not covered by a current ESC classification and is appropriately being performed by management employees. The parties also agree that any work that is traditionally performed by ESC Engineering will continue to be performed by an ESC engineer.

The Committee discussed the ESC organizing results from 2008 and noted that an associate level was not created for several DCPP ESC monthly classifications. This was due to the fact that at the time, there were no incumbents in these positions. The Committee discussed the advantages of creating associate level positions in several of the classifications where that job level was not previously negotiated.

The parties have agreed on job descriptions and qualifications for several associate-level positions, and agree the Company can fill these as they have need. The associate positions are: (NUC) Scheduler (Attachment 3), (NUC) Emergency Planning Coordinator (Attachment 4), (NUC) Financial Analyst (Attachment 5), (NUC) Maintenance Coordinator (Attachment 6), and (NUC) Security Coordinator (Attachment 7). Salaries will be matched with job families that share the same senior rate for the affected classifications.

5. Quality Verification (QV) Auditor/Engineer

The Committee reviewed the historical pay rates for QV Auditors and noted that prior to the 2016 contract ratification, QV auditors were paid at the same rate as DCPP engineers. The Committee discussed different options to reconcile the pay difference, and agreed that anyone who is in an engineering classification and meets the minimum qualifications for both the QV Auditor and the engineering classification may perform QV Auditor work in the QV department at their current engineering rate of pay. Furthermore, employees who accept a position into the QV Auditor classification from a non-engineering classification, and who meet the minimum qualifications of an engineering classification at the same level, may be hired as a (NUC) engineer and paid an engineering rate. This applies to current and future department employees.

The Committee also discussed the announcement that Diablo Canyon will not be relicensed. Letter of Agreement 15-13 provides for rotations into QV from other departments. To provide additional flexibility to the Company as Diablo Canyon approaches end of life, the Committee agreed to waive the number of operations employees that can rotate into QV, as well as the maximum assignment duration for operations employees which were established by Letter of Agreement 15-13.

6. Associate-level advancement

The Committee reviewed an apparent discrepancy between the automatic advancement language in the Collective Bargaining Agreement versus the required experience in Appendix 1 job descriptions for Journey level (NUC) classifications. The auto-advancement language specifies three years' experience, but the Journey job descriptions for the QV/Engineering classifications require four years' experience.

The Committee reviewed the language and agreed upon the following clarification: an employee shall be advanced after obtaining three years of associate-level experience while employed in a regular status associate-level position. An employee may be advanced sooner provided they meet the minimum requirements of the job (four years' cumulative experience for QV/Engineering jobs, three years' experience for Professional jobs). Furthermore, the minimum qualifications for Journey positions are three years of PG&E experience or four years from outside of PG&E, including any combination of PG&E and external experience.

7. Experience Requirements for Promotion and Hire

The Committee noted that when portions of Letter of Agreement 09-42 were incorporated into the Collective Bargaining Agreement (CBA), the experience requirements negotiated in that letter of agreement did not transfer over. This has caused confusion during the advancement process as well as the hiring process for (Nuc) Engineer classifications.

The parties propose to modify the job descriptions for (Nuc) Engineer at all levels to include reference to ANSI 3.1 standards. Furthermore, the job description for (Nuc) Engineer, Senior and Senior Advising have been updated to include the experience requirements from Letter of Agreement 09-42. Specifically, eight years of Engineering or Related Science experience is required prior to hire or advancement into the (Nuc) Engineer, Senior classification, and 13 years of Engineering or Related Science experience is required prior to hire or advancement into the (Nuc) Engineer, Senior Advising/Consulting classification. See attachments 8-12.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Eric Bachman
Senior Manager

The Union is in agreement.

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

1/3/18, 2017

By: 
Joshua Sperry
Senior Union Representative



Micah Van Bogelen
Labor Contracts Manager
DCPP Human Resources

Mail Code 104/3/319
Diablo Canyon Power Plant
Avila Beach, CA 93424
Office (805) 545-4355

LOCAL LETTER AGREEMENT

February 16, 2017

Melanie Curry, Union Representative
Engineers and Scientists of California
Local 20, IFPTE, AFL-CIO & CLC
835 Howard St, 2d Floor
San Francisco CA 94103

Dear Ms. Curry,

The Company and the Union have met to discuss overtime sharing within the (Nuc) Scheduler – ESC classification. Specifically, certain employees have been required to participate in call out assignments more frequently than others within the same classification. To reconcile this imbalance, the parties agree that all schedulers, including Hiring Hall, will be assigned a schedule where they will be expected to be available for pre-arranged or call out overtime. The Company will provide training to all employees within this classification to ensure that employees are skilled and qualified to perform any required work within their classification. Similarly, the Schedulers agree to attend this training and remain qualified for call out work.

Employees who are scheduled to be available for overtime coverage during a specific week have the option to trade with another employee. Similarly, if an employee is experiencing a hardship or illness, the Supervisor may grant an exception from the overtime assignment and/or assign the work to another employee. Pay treatment for prearranged and call out overtime will be in accordance with the DCPP Monthly Overtime Agreement.

If you are in agreement with the above, please sign below.

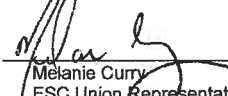
Very truly yours,

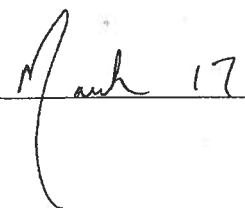
PACIFIC GAS AND ELECTRIC COMPANY

By: 
Micah Van Bogelen
Labor Contracts Manager

The Union is in agreement.

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

By: 
Melanie Curry
ESC Union Representative

 2017

LEAD ISI / NDE SPECIALIST, SENIOR (NUC) (50222854)

Summary

This category is for the ISI / NDE Specialist that has acquired extensive knowledge of concepts, principles and practices, and works independently with only general direction. This senior specialist is responsible for all aspects of maintaining, revising and implementing the ISI and NDE programs at DCPD including support to the Boric Acid program and Flow Accelerated Corrosion programs.

Job Duties:

- Prepare written technical documents such as examination plans and schedules, inspection acceptance criteria, specifications, calculations and reports.
- Prepare ISI related regulatory submittals.
- Plan, schedule, and lead implementation of ISI and/or vendor-staffed inspection tasks and projects.
- Perform shift lead duties including work assignments, briefings, liaison with other groups and plant management, etc.
- Ensure technical issues associated with mechanical equipment and systems are addressed appropriately.
- Interpret and apply applicable codes and regulations.
- Assist in evaluation of system problems for impact on plant operations, reliability, and safety.
- Develop innovative solutions to solve challenging inspection issues.
- Maintain required qualifications and system/component expertise. Gain new skills and qualifications in engineering and plant operations and maintenance.
- Actively foster a safe working environment for self and for fellow employees. Look for and act to resolve any unsafe situations.
- Present findings and conclusions to internal organizations, contractors, outside vendors, regulators and management.
- Participate in self-assessments, benchmarking, audits and inspections.
- Perform independent reviews of technical documents, calculations and procedures including Work order reviews in support of the ASME XI repair and replacement program. Evaluate industry guidelines and information with respect to programs and procedures.
- Perform routine NDE tasks on daily basis in support of plant operations.
- May be required to respond to plant support callout.
- May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team).

Job Qualifications:

Required Education

Possess a Bachelor's degree in engineering or a related technical discipline from an accredited curriculum in the United States or an equivalent degree from outside the United States

OR

Current or previous NDE Level III certification in at least two testing methods as defined by the American Society for Non-Destructive Testing (ASNT) in lieu of degree.

Required Experience

Eight years of experience in ISI programs and NDE from PG&E, or nine years of experience in the same fields from another company.

**Desired
Experience**

- Knowledge and experience with nuclear power plant systems, structures, components and facilities.
- Knowledge and experience with nuclear ISI and NDE procedures and programs.
- In-depth knowledge of ASME Section XI Code, including repair and replacement rules.
- Familiarity with ASME Section III Code.
- Experience with administering/performing ultrasonic examinations per ASME Section XI requirements.
- Performance Demonstration Initiative (PDI) certification in one or more techniques.
- Strong communication and analytical skills.
- Ability to work with both internal and external customers/clients.
- Experience with Microsoft Office Suite programs Word, Excel and Outlook.

(Nuc) Scheduler, Associate - ESC

Summary

This associate level Scheduler position is the first in a progression and is responsible for scheduling work at Diablo Canyon Power Plant (DCPP).

Job Duties

- **Outage Scheduling**
 - Support the development of system schedules to be integrated with the overall refueling outage plan/schedule.
 - Primarily work with planning, clearance coordination, maintenance, engineering, and operations Work Window Managers to determine the best means to maximize resources during scheduled outages.
 - Assist High Impact Teams (HIT) in the scheduling and coordination of major plant maintenance and modification tasks to support scheduled outages.
 - Determine methods for implementing various procedure improvement projects.
- **Daily On-Line Scheduling**
 - Support scheduling of maintenance and modifications activities to be accomplished while plant is on-line.
- **Project Management Support**
 - Provide tools to assist key project team stakeholders and management in updating and monitoring status of assigned projects.
 - Set up programs and reports to aid management in critical decision making efforts.
- May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team)

Knowledge / Abilities

- Ability to work with both internal and external customers/clients.
- Ability to handle multiple tasks simultaneously and prioritize work effectively.
- Problem resolution and decision making ability – shows initiative and good judgment in resolving issues.
- Good oral and written communication skills
- Good analytical skills, detail-oriented and self-directed.
- Business computer skills such as Microsoft Office Suite Programs, Primavera Scheduling software, SAP Financials and Work Management modules.
- Ability to manage schedules based on assignments.

Qualifications - Minimum

One year of experience in scheduling, project management, project controls, operations, maintenance, maintenance planning, engineering and/or construction if PG&E or two years of the same experience from another company.

(Nuc) Emergency Planning Coordinator, Associate - ESC

Summary

This associate level Emergency Planning Coordinator position is the first in a progression and is responsible for emergency planning work at Diablo Canyon Power Plant (DCPP).

Job Duties

- Support preparation of extent of play and selection of appropriate objectives for each drill.
- Coordinate drill schedules and scenario development for PG&E, Federal, State, and County organizations.
- Assist drill play for multiple emergency facilities.
- Coordination of post-drill critiques and drill-related corrective actions.
- Support the preparation of emergency drill reports.
- Support the preparation of post-emergency event reports.
- May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team)

Knowledge / Abilities

- Ability to work with both internal and external customers/clients.
- Ability to handle multiple tasks simultaneously and prioritize work effectively.
- Ability to resolve problems and make decisions – shows initiative and good judgment in resolving issues.
- Demonstrates good oral and written communication skills.
- Demonstrates good analytical skills, detail-oriented and self-directed.
- Ability to obtain Security Safeguards Information qualification.
- Knowledge of Code of Federal Regulations 10CFR50.47(b), 10CFR50 Appendix E, NUREG-0654 and DCPP emergency plan program requirements.

Qualifications - Minimum

One year of experience in nuclear power plant operations, training, radiation protection, emergency planning and/or engineering if PG&E, or two years of the same experience from another company.

(Nuc) Financial Analyst, Associate - ESC

Summary

This associate level Financial Analyst position is the first in a progression and is responsible for financial analyst work at Diablo Canyon Power Plant (DCPP).

Job Duties

- Assist with budgeting and cost forecasting based on project assignments.
- Provide Project schedule support.
- Track contingency and report on capital budget requests and approvals.
- Assist project managers and leadership with capital accounting support to ensure compliance with corporate policies and standards.
- Support cost accounting processes and report on future targets.
- Support functional department support to update local policies, financial guidelines, templates, and instructions.
- Proactively monitor costs and coordinate the correction of cost accounting errors.
- Review partner costs on a monthly basis, alert project managers of potential impacts to project forecasts, and make recommendations for corrections.
- Support preparation of financial reports with analyses of key drivers causing significant variances.
- May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team)

Knowledge / Abilities

- Ability to work with both internal and external customers/clients.
- Ability to handle multiple tasks simultaneously and prioritize work effectively.
- Ability to resolve problems and make decisions – shows initiative and good judgment in resolving issues.
- Demonstrates good oral and written communication skills
- Demonstrates good analytical skills, detail-oriented and self-directed.
- Ability to apply business computer skills such as Microsoft Office Suite Programs, Primavera Scheduling software, SAP Financials and Work Management modules.

Qualifications - Minimum

One year of experience in finance, project management, scheduling, engineering and/or construction if PG&E or two years of the same experience from another company.

(Nuc) Maintenance Coordinator, Associate - ESC

Summary

This associate level Maintenance Coordinator position is the first in a progression and is responsible for maintenance coordinator work at Diablo Canyon Power Plant (DCPP).

Job Duties

- Support on-line scheduling of maintenance and modifications activities to be accomplished while plant is on-line using the plant work control process.
- Support the development of project/system schedules in accordance with applicable procedure scheduling guidelines and the DCPP 12-week schedule matrix framework, Maintenance Outage Windows matrix, and bus/train relationships.
- Coordinate with maintenance supervisors, security, engineering, operations personnel, and Preventive Maintenance and Surveillance Test Procedure programs, to support development of crew work schedules.
- Support scheduling of maintenance activities to support good radiation worker practices in order to minimize personnel exposure.
- Ensure work activities are scheduled to support a safe working environment, for both personnel and equipment.
- Periodically attend and provide assigned maintenance department job progress status at the daily update meetings as assigned.
- Coordinate emergent work flow among maintenance teams.
- Ensure Preventative Maintenance and Surveillance Test Procedures are scheduled and performed to meet commitment dates.
- May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team)

Knowledge / Abilities

- Ability to work with both internal and external customers/clients.
- Ability to handle multiple tasks simultaneously and prioritize work effectively.
- Ability to resolve problems and make decisions – shows initiative and good judgment in resolving issues.
- Demonstrates good oral and written communication skills
- Demonstrates good analytical skills, detail-oriented and self-directed.
- Ability to apply business computer skills such as Microsoft Office Suite Programs, Primavera Scheduling software, SAP Work Management modules.
- Ability to manage maintenance schedules based on assignments.

Qualifications - Minimum

One year of experience in scheduling, project management, engineering, maintenance and/or construction if PG&E, or two years of the same experience from another company.

(Nuc) Security Coordinator, Associate - ESC

Summary

This associate level Security Coordinator position is the first in a progression and is responsible for security coordination work at Diablo Canyon Power Plant (DCPP).

Job Duties

- Support scheduling of security resources to support planned activities.
- Support coordination with maintenance supervisors, engineering, operations personnel, and contractor personnel to develop security work schedules.
- Periodically attend and provide assigned security department job progress status at the daily update meetings, as assigned.
- Coordinate emergent work flow among security teams.
- Support efforts to schedule security work to meet commitment dates.
- Support security schedule goals by reinforcing security coordination fundamentals.
- May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team)

Knowledge / Abilities

- Knowledge of DCPP security processes
- Knowledge of Primavera scheduling software
- Knowledge of the Service Employees International Union (SEIU) contract as it relates to scheduling issues
- Excel application experience
- Knowledge of the security shift rotation schedule
- Knowledge of Workforce time accounting software and fatigue management rule requirements for security personnel

Qualifications - Minimum

One year of experience in security, scheduling, project management, engineering, maintenance and/or construction if PG&E, or two years of the same experience from another company.

ASSOCIATE ENGINEER (NUC)

Summary

This is a recently-hired Engineer job that works under the general technical direction of more experienced engineers and supervisors.

Job Duties:

Initial assignments from the tasks below will require direction and supervision. With experience, the independence and responsibility will expand and the need for supervision will decrease. This list is not all-inclusive and all items may not be applicable to all sections and disciplines.

- Applies standard techniques, procedures and criteria to routine and limited-scope assignments.
- Has basic knowledge of their specific job function.
- Assists with or conducts walkdowns and inspections in the power plant.
- Gathers technical information from field data and other sources.
- Investigates and resolves quality-related and corrective-action related equipment and programmatic issues.
- Manages workload and schedule with input from supervisor.
- Monitors, trends, reports, and resolves plant technical issues in accordance with various plant procedures and regulations.
- Performs quality reviews of technical data with respect to plant procedures and regulations.
- Enters information into the Corrective Action Program and SAP.
- Reviews design documents and design changes or other technical documents as required.
- Participates in communication with regulatory and other outside agencies.
- Obtains qualifications to perform above tasks independently.
- May have a separate refueling or unplanned outage support assignment.
- Reviews or develops procedures.
- Evaluates Operating Experience and provides recommendations.
- May participate in Benchmarking or self-assessments.
- May be required to respond to plant support callout.
- May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team).
- May develop design documents under supervision of more senior engineer.

Job Qualifications:

Required Education

A four-year Bachelor of Science (BS) Degree in Engineering or a related technical discipline from an accredited curriculum in the United States or the equivalent as defined in ANSI/ANS-3.1-1993

Licenses / Certifications

Current and active California PE/EIT license desired, or technical equivalents for positions for which a PE/EIT is not applicable (e.g. Radiation Protection engineer, Chemistry engineer, etc.)

Other qualifications as applicable to position and as determined by the supervisor.

Required Experience

Minimum two years' experience in engineering or related science and/or completion of the new hire program, completion of ESP orientation (or equivalent), SAP proficiency desired

JOURNEY ENGINEER (NUC)

Summary

This is a journey-level engineer job that requires mastery of the Associate level engineer skills and duties and is responsible for leading the engineering and design of more complex projects and tasks. Uses independent judgment in applying engineering principles, working with limited supervision. Works with operations and maintenance personnel, engineers, project managers, and other business partners in assessing project and plant needs. Responsibilities beyond those of associate engineer include, but are not limited to, the following: Develop technical studies and reports, communicate with regulatory and other outside agencies, and provide guidance to lower engineers, contractors and outside vendors.

Job Duties:

- May perform functions of Associate level Engineer and in addition: (This list is not all-inclusive and all items may not be applicable to all sections and disciplines.)
- Provides technical expertise and performs engineering and technical analyses, studies, and develops conceptual solutions.
- Develops and reviews design documents and design changes to ensure plant design basis is maintained.
- Presents findings and conclusions to internal organizations, contractors, outside vendors, regulators and management.
- Prepares written technical documents such as design criteria, specifications, calculations and reports.
- Develops, evaluates, and recommends alternative solutions.
- Supports and conducts training activities.
- Interprets and applies applicable codes and regulations.
- Performs cause evaluations.
- May perform independent technical review of procedures.
- Participates in self-assessments, benchmarking, audits and inspections.
- Approves reports, new drawings, and revisions to existing drawings for projects.
- Represents PG&E to government bodies as required for assigned projects and programs.
- Identifies, develops and presents long-term equipment plans, including budget, priority, solution and need.
- Performs independent reviews of technical documents, calculations and procedures.
- May lead limited scope or single discipline projects within engineering.
- May act as contract manager for limited scope engineering projects.
- Takes ownership of problems and their solutions.
- Evaluates industry guidelines and information with respect to programs and procedures.
- Initiates and routes contract related documents for approval.
- May act as test lead for infrequently performed or new test procedures.
- May participate on a troubleshooting team.
- Has sufficient understanding of design basis, plant operations, components, and systems as required to perform the above.

Job Qualifications:

Required Education

A four-year Bachelor of Science (BS) Degree in Engineering or a related technical discipline from an accredited curriculum in the United States or the equivalent as defined in ANSI/ANS-3.1-1993

Licenses / Certifications

Current and active California PE/EIT license desired, or technical equivalents for positions for which a PE/EIT is not applicable (e.g. Radiation Protection engineer, Chemistry engineer, etc.)

Other qualifications as applicable to position and as determined by the supervisor.

Required Experience

Mastery of the Associate level Engineer job duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Journey Level Engineer. Meets specific technical requirements gained through a minimum of four years of cumulative experience in engineering and related science or three years as an Associate Engineer (NUC). Has obtained applicable qualifications for position as specified in the Engineering Support Personnel training program.

SENIOR ENGINEER (NUC)

Summary

This category is for the engineer that has acquired extensive knowledge of concepts, principles and practices, and works independently with only general direction. This senior engineer provides technical direction to engineers and completes assignments that require integration with other departments and are of broad scope and complexity.

Job Duties:

- May perform functions of Associate and Journey level Engineers and in addition: (This list is not all-inclusive and all items may not be applicable to all sections and disciplines.)
- Applies extensive knowledge of concepts, principles and practices in a specific discipline, field or area of expertise to resolve complex problems.
- Works independently with only general direction.
- Provides technical direction to entry and journey employees.
- Completes assignments of broad scope and complexity with few precedents or standards.
- Completes assignments that require integration of information from a variety of sources.
- Leads large, complex (multi-discipline, multi-group) technical projects for DCP.
- Perform as on-the-job (OJT)/task-performance-evaluation (TPE) evaluator as assigned.
- Provide support to other departments in technical and engineering areas.
- Acts as a mentor for journey or associate engineers.
- May lead troubleshooting or problem resolution teams.

Job Qualifications:

Required Education

A four-year Bachelor of Science (BS) Degree in Engineering or a related technical discipline from an accredited curriculum in the United States or the equivalent as defined in ANSI/ANS-3.1-1993, MA/MS/PHD desired.

Licenses / Certifications

Current and active California PE license desired, or technical equivalents for positions for which a PE/EIT is not applicable (e.g. Radiation Protection engineer, Chemistry engineer, etc.)

Other qualifications as applicable to position.

Required

Experience

Mastery of the Associate and Journey level Engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Engineer. Meets specific technical requirements gained through a minimum of eight years of cumulative experience in engineering and related science.

SENIOR CONSULTING/ SENIOR ADVISING ENGINEER (NUC)

Summary

This category is for the engineer that has acquired extensive knowledge in a specific discipline or area of expertise that has the recognition for such knowledge by the industry in general. This engineer provides technical input to industry organizations, works independently, and provides analysis techniques to develop creative solutions. For Senior Consulting position, the engineer must possess an appropriate professional engineer license.

Job Duties:

- May perform the functions of Associate, Journey and Senior level Engineer and in addition: (This list is not all-inclusive and all items may not be applicable to all sections and disciplines.)
- Lead large highly complex (multi-discipline, multi-group) projects and perform technical analyses, studies, and develop conceptual solutions.
- Develop innovative solutions to solve challenging technical issues.
- Acts as a lead in cause analysis and makes recommendations to address local and plant-wide problems.
- Acts as a company witness, liaison, and/or information provider to outside parties.
- Develops technical policies, procedures, and contributes to the development of standards, specifications, construction documents, and guidelines.
- Represents PG&E with regulatory agencies and at external industry associations, committees, trade organizations and other inter-utility groups.
- Provide internal consulting for PG&E in areas of expertise.
- Must be recognized by peers as an expert in their field.
- Provide consulting to management in an area which is strategically important to PG&E's business and which is best served with in-house expertise.
- Makes significant contribution in the formation of PG&E strategy on key technical issues.
- Routinely called upon by management to provide advice or leadership on issues that are of strategic importance to PG&E.
- Has demonstrated advanced knowledge of concepts, principles and practices in specific discipline, field, or area of expertise.

Job Qualifications

Required Education

A four-year Bachelor of Science (BS) Degree in Engineering or a related technical discipline from an accredited curriculum in the United States or the equivalent as defined in ANSI/ANS-3.1-1993, MA/MS/PHD desired

Required Licenses / Certifications

Current California PE license required for consulting position or technical equivalents for positions for which a PE/EIT is not applicable (e.g. Radiation Protection engineer, Chemistry engineer, etc.)

Other qualifications as applicable to position.

Experience

Mastery of the Associate, Journey, and Senior level engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Consulting/Advising Engineer. Meets specific technical requirements gained through a minimum of 13 years of cumulative experience in engineering and related science.

PRINCIPAL ENGINEER (NUC)

Summary

This category is for the engineer that has acquired extensive knowledge in a specific discipline or area of expertise that has the recognition for such knowledge by the industry in general. This engineer provides technical input to industry organizations, works independently, and provides analysis techniques to develop creative solutions. PG&E will limit number of individuals that can attain this position.

Job Duties:

- May perform the functions of Associate, Journey, Senior level Engineer and Senior Consulting/Advising Engineer and in addition: (This list is not all-inclusive and all items may not be applicable to all sections and disciplines.)
- Lead large highly complex (multi-discipline, multi-group) projects and perform technical analyses, studies, and develop conceptual solutions.
- Develop innovative solutions to solve challenging technical issues.
- Acts as a lead in cause analysis and makes recommendations to address local and plant-wide problems.
- Acts as a company witness, liaison, and/or information provider to outside parties.
- Develops technical policies, procedures, and contributes to the development of standards, specifications, construction documents, and guidelines.
- Represents PG&E with regulatory agencies and at external industry associations, committees, trade organizations and other inter-utility groups.
- Provide internal consulting for PG&E in areas of expertise.
- Must be recognized in the industry as an expert in their field.
- Provide consulting to management in an area which is strategically important to PG&E's business and which is best served with in-house expertise.
- Makes significant contribution in the formation of PG&E strategy on key technical issues.
- Routinely called upon by management and others in the industry to provide advice or leadership on issues that are of strategic importance to PG&E.
- Has demonstrated advanced knowledge of concepts, principles and practices in specific discipline, field, or area of expertise.

Job Qualifications

Required Education

A four-year Bachelor of Science (BS) Degree in Engineering or a related technical discipline from an accredited curriculum in the United States or the equivalent as defined in ANSI/ANS-3.1-1993, MA/MS/PHD desired.

Required Licenses / Certifications

Current California PE license desired or technical equivalents for positions for which a PE/EIT is not applicable (e.g. Radiation Protection engineer, Chemistry engineer, etc.)

Other qualifications as applicable to position.

Experience

Mastery of the Associate, Journey, Senior engineer and Senior Consulting/Advising level Engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Principal Engineer.