

Exhibit A WAGES

STANDARD OF WAGE AND SALARY RANGES ON 40-HOUR WORKWEEK BASIS AND CODES, AND BEGINNING CLASSIFICATIONS
AS AMENDED JANUARY 1, 2022
PACIFIC GAS AND ELECTRIC COMPANY
REPRESENTED BY
ENGINEERS AND SCIENTISTS OF CALIFORNIA, LOCAL 20 IFTPE, AFL-CIO & CLC

SAP Job Code	Pay Scale Code	CLASSIFICATIONS	PROGRESSION	RATES EFFECTIVE			
				1/1/2022	1/1/2023	1/1/2024	1/1/2025
		Associate Distribution Engineer					
50010515	3091	Electric	Start	\$69.50	\$72.11	\$74.81	\$77.62
50010516	3092	Gas	End 6 Months	\$71.99	\$74.69	\$77.49	\$80.40
			End 12 Months	\$72.86	\$75.59	\$78.42	\$81.36
		Associate Distribution Engineer, Provisional					
50010517	3093	Electric	Start	\$69.50	\$72.11	\$74.81	\$77.62
50010518	3094	Gas	End 6 Months	\$71.99	\$74.69	\$77.49	\$80.40
		Senior Engineering Estimator					
50010525	3144	Electric	Start	\$52.69	\$54.67	\$56.72	\$58.85
50010526	3145	Gas	End 6 Months	\$55.72	\$57.81	\$59.98	\$62.23
			End 12 Months	\$58.41	\$60.60	\$62.87	\$65.23
			End 18 Months	\$61.14	\$63.43	\$65.81	\$68.28
			End 24 Months	\$63.81	\$66.20	\$68.68	\$71.26
			End 30 Months	\$66.15	\$68.63	\$71.20	\$73.87
		Senior Engineering Estimator (passed test)					
50010527	3147	Electric	Start	\$57.14	\$59.28	\$61.50	\$63.81
50010528	3148	Gas	End 6 Months	\$59.86	\$62.10	\$64.43	\$66.85
			End 12 Months	\$59.86	\$62.10	\$64.43	\$66.85
			End 18 Months	\$62.63	\$64.98	\$67.42	\$69.95
			End 24 Months	\$65.42	\$67.87	\$70.42	\$73.06
			End 30 Months	\$67.80	\$70.34	\$72.98	\$75.72
		Engineering Estimator					
50010529	3150	Electric	Start	\$43.50	\$45.13	\$46.82	\$48.58
50010530	3151	Gas	End 6 Months	\$45.18	\$46.87	\$48.63	\$50.45
			End 12 Months	\$46.94	\$48.70	\$50.53	\$52.42
			End 18 Months	\$48.70	\$50.53	\$52.42	\$54.39
			End 24 Months	\$50.61	\$52.51	\$54.48	\$56.52
			End 30 Months	\$52.69	\$54.67	\$56.72	\$58.85
		Associate Distribution Engineer Local					
50115106	3623	Electric	Start	\$69.50	\$72.11	\$74.81	\$77.62
50115108	3624	Gas	End 6 Months	\$71.99	\$74.69	\$77.49	\$80.40
			End 12 Months	\$72.86	\$75.59	\$78.42	\$81.36
		Associate Distribution Engineer Local, Provisional					
50115105	3625	Electric	Start	\$69.50	\$72.11	\$74.81	\$77.62
50115107	3626	Gas	End 6 Months	\$71.99	\$74.69	\$77.49	\$80.40
		Senior Engineering Estimator Local					
50115109	3627	Electric	Start	\$52.69	\$54.67	\$56.72	\$58.85
50115111	3628	Gas	End 6 Months	\$55.72	\$57.81	\$59.98	\$62.23
			End 12 Months	\$58.41	\$60.60	\$62.87	\$65.23
			End 18 Months	\$61.14	\$63.43	\$65.81	\$68.28
			End 24 Months	\$63.81	\$66.20	\$68.68	\$71.26
			End 30 Months	\$66.15	\$68.63	\$71.20	\$73.87

		Senior Engineering Estimator (passed test) Local						
50115112	3629	Electric	Start					
50115113	3630	Gas	End 6 Months	\$57.14	\$59.28	\$61.50	\$63.81	
			End 12 Months	\$59.86	\$62.10	\$64.43	\$66.85	
			End 18 Months	\$62.63	\$64.98	\$67.42	\$69.95	
			End 24 Months	\$65.42	\$67.87	\$70.42	\$73.06	
			End 30 Months	\$67.80	\$70.34	\$72.98	\$75.72	
		Engineering Estimator Local						
50115114	3631	Electric	Start	ETP Module 1	\$43.50	\$45.13	\$46.82	\$48.58
50115115	3632	Gas	End 6 Months	ETP Module 2	\$45.18	\$46.87	\$48.63	\$50.45
			End 12 Months	ETP Module 3	\$46.94	\$48.70	\$50.53	\$52.42
			End 18 Months	ETP Module 4	\$48.70	\$50.53	\$52.42	\$54.39
			End 24 Months	ETP Module 5	\$50.61	\$52.51	\$54.48	\$56.52
			End 30 Months	ETP Module 6	\$52.69	\$54.67	\$56.72	\$58.85
		Scheduler						
50073850	3563		Start	\$57.37	\$59.52	\$61.75	\$64.07	
			End 6 Months	\$58.83	\$61.04	\$63.33	\$65.70	
			End 12 Months	\$60.29	\$62.55	\$64.90	\$67.33	
			End 18 Months	\$61.84	\$64.16	\$66.57	\$69.07	
			End 24 Months	\$63.38	\$65.76	\$68.23	\$70.79	
			End 30 Months	\$64.95	\$67.39	\$69.92	\$72.54	
		Scheduler in Training						
50073851	3564		Start	\$50.41	\$52.30	\$54.26	\$56.29	
			End 3 Months	\$52.18	\$54.14	\$56.17	\$58.28	
			End 6 Months	\$53.91	\$55.93	\$58.03	\$60.21	
			End 9 Months	\$55.92	\$58.02	\$60.20	\$62.46	
		DIVISION CLASSIFICATIONS						
		Principal Mapping Technician						
50010539	3226	Electric	Start	\$62.44	\$64.78	\$67.21	\$69.73	
50010540	3227	Gas	End 6 Months	\$63.37	\$65.75	\$68.22	\$70.78	
			End 12 Months	\$64.26	\$66.67	\$69.17	\$71.76	
51577077	3226	Prin Mapping Tech-Elec Pass Expert Test	Start	\$62.44	\$64.78	\$67.21	\$69.73	
			End 6 Months	\$63.37	\$65.75	\$68.22	\$70.78	
			End 12 Months	\$64.26	\$66.67	\$69.17	\$71.76	
51576990	3226	Expert Mapping Technician - Electric	Start	\$62.44	\$64.78	\$67.21	\$69.73	
			End 6 Months	\$63.37	\$65.75	\$68.22	\$70.78	
			End 12 Months	\$64.26	\$66.67	\$69.17	\$71.76	
51641438	3226	Expert Mapping Technician - Electric-Provisional	Start	\$62.44	\$64.78	\$67.21	\$69.73	
			End 6 Months	\$63.37	\$65.75	\$68.22	\$70.78	
			End 12 Months	\$64.26	\$66.67	\$69.17	\$71.76	
		Lead Mapping Technician						
50010541	3228	Electric	Start	\$60.18	\$62.44	\$64.78	\$67.21	
50010542	3229	Gas	End 6 Months	\$61.50	\$63.81	\$66.20	\$68.68	
51577076	3228	Lead Mapping Tech-Elec Pass Expert Test	Start	\$60.18	\$62.44	\$64.78	\$67.21	
			End 6 Months	\$61.50	\$63.81	\$66.20	\$68.68	
		Senior Mapping Technician						
50010543	3230	Electric	Start	\$50.80	\$52.71	\$54.69	\$56.74	
50010544	3231	Gas	End 6 Months	\$52.08	\$54.03	\$56.06	\$58.16	
			End 12 Months	\$53.40	\$55.40	\$57.48	\$59.64	
			End 18 Months	\$54.69	\$56.74	\$58.87	\$61.08	
			End 24 Months	\$55.99	\$58.09	\$60.27	\$62.53	
			End 30 Months	\$57.32	\$59.47	\$61.70	\$64.01	

50010545	3232	Senior Mapping Technician (passed test)	Start	\$52.07	\$54.02	\$56.05	\$58.15
50010546	3233	Electric	End 6 Months	\$53.40	\$55.40	\$57.48	\$59.64
		Gas	End 12 Months	\$54.72	\$56.77	\$58.90	\$61.11
			End 18 Months	\$56.05	\$58.15	\$60.33	\$62.59
			End 24 Months	\$57.39	\$59.54	\$61.77	\$64.09
			End 30 Months	\$58.76	\$60.96	\$63.25	\$65.62
51576995	3232	Sr. Mapping Tech-Elec Pass Expert Test	Start	\$52.07	\$54.02	\$56.05	\$58.15
			End 6 Months	\$53.40	\$55.40	\$57.48	\$59.64
			End 12 Months	\$54.72	\$56.77	\$58.90	\$61.11
			End 18 Months	\$56.05	\$58.15	\$60.33	\$62.59
			End 24 Months	\$57.39	\$59.54	\$61.77	\$64.09
			End 30 Months	\$58.76	\$60.96	\$63.25	\$65.62
50010549	3241	Mapping Technician - Electric	Start	\$35.48	\$36.81	\$38.19	\$39.62
50010550	3242	Mapping Technician - Gas	End 6 Months	\$38.93	\$40.39	\$41.90	\$43.47
			End 12 Months	\$42.46	\$44.05	\$45.70	\$47.41
			End 18 Months	\$45.95	\$47.67	\$49.46	\$51.31

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
52047231	3931	New Business Representative	\$43.50	\$52.69	\$45.13	\$54.67	\$46.82	\$56.72	\$48.58	\$58.85
50274876	3272	New Business Representative, Senior	\$56.27	\$70.08	\$58.38	\$72.71	\$60.57	\$75.44	\$62.84	\$78.27
50274725	3271	Industrial Power Engineer	\$63.86	\$77.89	\$66.25	\$80.81	\$68.73	\$83.84	\$71.31	\$86.98
51737178	0389	Rule 20A Program Liaison	\$57.26	\$71.32	\$59.41	\$73.99	\$61.64	\$76.76	\$63.95	\$79.64
52048138	3932	Permit Facilitator	\$39.80	\$61.50	\$41.29	\$63.81	\$42.84	\$66.20	\$44.45	\$68.68

GENERAL OFFICE CLASSIFICATIONS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50010494	2916	Senior Engineering Assistant	\$53.22	\$58.93	\$55.22	\$61.14	\$57.29	\$63.43	\$59.44	\$65.81
50010495	2917	Engineering Assistant II	\$50.84	\$53.22	\$52.75	\$55.22	\$54.73	\$57.29	\$56.78	\$59.44
50010496	2918	Engineering Assistant I	\$35.48	\$50.84	\$36.81	\$52.75	\$38.19	\$54.73	\$39.62	\$56.78
50010531	3160	Material Inspector	\$58.25	\$68.52	\$60.43	\$71.09	\$62.70	\$73.76	\$65.05	\$76.53
50072904	3162	Assistant Material Inspector	\$40.75	\$53.22	\$42.28	\$55.22	\$43.87	\$57.29	\$45.52	\$59.44
50010503	2980	Senior Design Engineer	\$57.62	\$72.98	\$59.78	\$75.72	\$62.02	\$78.56	\$64.35	\$81.51
50010504	2983	Design Engineer	\$40.02	\$66.64	\$41.52	\$69.14	\$43.08	\$71.73	\$44.70	\$74.42
50010505	3000	Senior Design Drafter	\$53.48	\$57.83	\$55.49	\$60.00	\$57.57	\$62.25	\$59.73	\$64.58
50010506	3003	Design Drafter	\$43.34	\$53.22	\$44.97	\$55.22	\$46.66	\$57.29	\$48.41	\$59.44
50010507	3004	Drafter	\$33.63	\$43.34	\$34.89	\$44.97	\$36.20	\$46.66	\$37.56	\$48.41
50010523	3129	DCPP Senior Field Design Engineer	\$60.52	\$76.64	\$62.79	\$79.51	\$65.14	\$82.49	\$67.58	\$85.58
51905803	3129	Senior Field Design Engineer	\$60.52	\$76.64	\$62.79	\$79.51	\$65.14	\$82.49	\$67.58	\$85.58
50010522	3128	DCPP Field Design Engineer	\$42.06	\$69.96	\$43.64	\$72.58	\$45.28	\$75.30	\$46.98	\$78.12
51904942	3128	Field Design Engineer	\$42.06	\$69.96	\$43.64	\$72.58	\$45.28	\$75.30	\$46.98	\$78.12
50010511	3024	Field Drafter	\$41.16	\$54.18	\$42.70	\$56.21	\$44.30	\$58.32	\$45.96	\$60.51
50010509	3021	Senior Field Drafter	\$54.18	\$60.48	\$56.21	\$62.75	\$58.32	\$65.10	\$60.51	\$67.54

APPLIED TECHNOLOGY SERVICES (ATS) CLASSIFICATIONS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50010551	3250	Senior Engineering Technician	\$56.43	\$63.00	\$58.55	\$65.36	\$60.75	\$67.81	\$63.03	\$70.35
50486757	3250	DCPP Senior Engineering Technician	\$56.43	\$63.00	\$58.55	\$65.36	\$60.75	\$67.81	\$63.03	\$70.35
50010552	3253	Engineering Technician II	\$50.99	\$56.43	\$52.90	\$58.55	\$54.88	\$60.75	\$56.94	\$63.03
50486773	3253	DCPP Engineering Technician II	\$50.99	\$56.43	\$52.90	\$58.55	\$54.88	\$60.75	\$56.94	\$63.03
50073275	3254	Engineering Technician I	\$39.02	\$50.99	\$40.48	\$52.90	\$42.00	\$54.88	\$43.58	\$56.94
50010556	3265	Technologist	\$63.00	\$71.25	\$65.36	\$73.92	\$67.81	\$76.69	\$70.35	\$79.57
50010497	2919	Senior Technical Specialist II	\$55.00	\$59.73	\$57.06	\$61.97	\$59.20	\$64.29	\$61.42	\$66.70
50073153	2920	Technical Specialist II	\$50.84	\$55.00	\$52.75	\$57.06	\$54.73	\$59.20	\$56.78	\$61.42
50073152	2921	Technical Specialist I	\$35.48	\$50.84	\$36.81	\$52.75	\$38.19	\$54.73	\$39.62	\$56.78

LAND CLASSIFICATIONS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50073036	2976	Senior Engineering Designer	\$57.64	\$72.98	\$59.80	\$75.72	\$62.04	\$78.56	\$64.37	\$81.51
50073089	2977	Engineering Designer	\$40.03	\$66.64	\$41.53	\$69.14	\$43.09	\$71.73	\$44.71	\$74.42

50010561	3315	Document Writer (PIO)	\$58.14	\$65.79	\$60.32	\$68.26	\$62.58	\$70.82	\$64.93	\$73.48
50010492	2906	Chief of Party	\$58.14	\$67.80	\$60.32	\$70.34	\$62.58	\$72.98	\$64.93	\$75.72
50010493	2909	Land Agent	\$62.30	\$67.80	\$64.64	\$70.34	\$67.06	\$72.98	\$69.57	\$75.72
50010501	2972	Lead Land Technician	\$62.30	\$65.79	\$64.64	\$68.26	\$67.06	\$70.82	\$69.57	\$73.48

			1/1/2022	1/1/2023	1/1/2024	1/1/2025	
50010502	2974	Senior Land Technician	Start	\$49.62	\$51.48	\$53.41	\$55.41
			End 6 Months	\$52.49	\$54.46	\$56.50	\$58.62
			End 12 Months	\$54.98	\$57.04	\$59.18	\$61.40
			End 18 Months	\$57.59	\$59.75	\$61.99	\$64.31
			End 24 Months	\$60.13	\$62.38	\$64.72	\$67.15
			End 30 Months	\$62.30	\$64.64	\$67.06	\$69.57

			1/1/2022	1/1/2023	1/1/2024	1/1/2025
			Min	Max	Min	Max
50010500	2971	Land Technician	\$39.02	\$55.49	\$40.48	\$57.57
50010512	3033	Land Draftsman	\$45.36	\$53.22	\$47.06	\$55.22
50073176	3034	Junior Land Draftsman	\$37.78	\$45.36	\$39.20	\$47.06

			1/1/2022	1/1/2023	1/1/2024	1/1/2025
			Min	Max	Min	Max
MATERIALS CLASSIFICATIONS						
50010548	3239	Senior Instrument Technician (PIO)	\$58.25	\$62.41	\$60.43	\$64.75
50010553	3255	Senior Insulation Tester	\$49.10	\$58.25	\$50.94	\$60.43

			1/1/2022	1/1/2023	1/1/2024	1/1/2025	
50010554	3256	Insulation Tester	Start	\$39.88	\$41.38	\$42.93	\$44.54
			End 6 Months	\$41.83	\$43.40	\$45.03	\$46.72
			End 12 Months	\$43.77	\$45.41	\$47.11	\$48.88
			End 18 Months	\$45.72	\$47.43	\$49.21	\$51.06
			End 24 Months	\$47.70	\$49.49	\$51.35	\$53.28
			End 30 Months	\$49.63	\$51.49	\$53.42	\$55.42
			End 3 Yrs.	\$51.62	\$53.56	\$55.57	\$57.65

			1/1/2022	1/1/2023	1/1/2024	1/1/2025
			Min	Max	Min	Max
CONSTRUCTION CLASSIFICATIONS						
50010510	3023	Field Draftsman	\$41.16	\$54.18	\$42.70	\$56.21
50010508	3020	Senior Field Draftsman	\$54.18	\$60.48	\$56.21	\$62.75
50010519	3100	Field Engineer	\$45.80	\$68.64	\$47.52	\$71.21
50010521	3118	Field Engineering Technician	\$39.78	\$56.03	\$41.27	\$58.13
50010520	3117	Senior Field Engineering Technician	\$57.94	\$66.06	\$60.11	\$68.54
50073067	3273	Transitman	\$42.63	\$54.41	\$44.23	\$56.45
50073105	3270	Senior Transitman	\$54.41	\$61.04	\$56.45	\$63.33

			1/1/2022	1/1/2023	1/1/2024	1/1/2025
			Min	Max	Min	Max
GAS SUPPLY CLASSIFICATIONS						
50010524	3143	Engineering Estimator	\$43.50	\$58.94	\$45.13	\$61.15
50073037	3140	Senior Engineering Estimator	\$56.09	\$62.95	\$58.19	\$65.31

			1/1/2022	1/1/2023	1/1/2024	1/1/2025
			Min	Max	Min	Max
DISTRIBUTION ENGINEERING						
51874148	3910	Gas Distribution Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067
51874178	3911	Gas Distribution Engineer	\$8,591	\$13,065	\$8,913	\$13,555
52031693	3912	Gas Distribution Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300
52523823	3442	Gas Distribution Control Center Planning Engineer, Senior	\$11,190	\$14,747	\$11,610	\$15,300
52524080	3442	Gas Distribution Planning Engineer, Senior	\$11,190	\$14,747	\$11,610	\$15,300
52031694	3913	Gas Distribution Engineer, Sr Const	\$12,973	\$15,941	\$13,459	\$16,539
51874307	3921	Elec Distribution Ops Engineer, Asc	\$7,102	\$11,200	\$7,368	\$11,620
51874308	3922	Elec Distribution Ops Engineer	\$8,591	\$13,717	\$8,913	\$14,231
51874309	3923	Elec Distribution Ops Engineer, Lead	\$11,479	\$15,484	\$11,909	\$16,065
51874184	3910	Electric Distribution Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067
51874186	3911	Electric Distribution Engineer	\$8,591	\$13,065	\$8,913	\$13,555
52011739	3912	Electric Distributin Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300
52011740	3913	Electric DistributionEngineer, Sr Adv	\$12,973	\$15,941	\$13,459	\$16,539
52011741	3914	Electric Distribution Engineer, Prn	\$13,331	\$17,105	\$13,831	\$17,746

LAND/CORPORATE REAL ESTATE

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50074100	2961	Land Technical Specialist I	\$41.10	\$51.35	\$42.64	\$53.28	\$44.24	\$55.28	\$45.90	\$57.35
50074101	2962	Land Technical Specialist II	\$45.52	\$56.89	\$47.23	\$59.02	\$49.00	\$61.23	\$50.84	\$63.53
50074102	2963	Real Estate Technical Specialist I	\$41.10	\$51.35	\$42.64	\$53.28	\$44.24	\$55.28	\$45.90	\$57.35
50074103	2964	Real Estate Technical Specialist II	\$45.52	\$56.89	\$47.23	\$59.02	\$49.00	\$61.23	\$50.84	\$63.53
50074104	3601	Real Estate Technical Specialist, Senior	\$8,209	\$10,257	\$8,517	\$10,642	\$8,836	\$11,041	\$9,167	\$11,455
50073852	3602	GIS Analyst	\$7,978	\$10,208	\$8,277	\$10,591	\$8,587	\$10,988	\$8,909	\$11,400
50083020	3603	GIS Analyst, Senior	\$9,858	\$11,435	\$10,228	\$11,864	\$10,612	\$12,309	\$11,010	\$12,771
50073854	3604	GIS Application Engineer	\$11,898	\$13,094	\$12,344	\$13,585	\$12,807	\$14,094	\$13,287	\$14,623
50074105	3605	Right of Way Agent	\$8,356	\$10,359	\$8,669	\$10,747	\$8,994	\$11,150	\$9,331	\$11,568
50074106	3606	Right of Way Agent, Senior	\$9,745	\$11,331	\$10,110	\$11,756	\$10,489	\$12,197	\$10,882	\$12,654
50074107	3607	Right of Way Agent, Principal	\$10,834	\$13,085	\$11,240	\$13,576	\$11,662	\$14,085	\$12,099	\$14,613
50074108	3608	Land Technical Specialist, Senior	\$8,208	\$10,257	\$8,516	\$10,642	\$8,835	\$11,041	\$9,166	\$11,455
50074110	3610	Land Agent, Senior	\$9,643	\$12,054	\$10,005	\$12,506	\$10,380	\$12,975	\$10,769	\$13,462
50074111	3611	Project Surveyor	\$9,643	\$12,054	\$10,005	\$12,506	\$10,380	\$12,975	\$10,769	\$13,462
50074112	3612	Land Surveyor, Senior	\$10,676	\$13,407	\$11,076	\$13,910	\$11,491	\$14,432	\$11,922	\$14,973
50074113	3613	Land Surveyor, Principal	\$13,134	\$14,602	\$13,627	\$15,150	\$14,138	\$15,718	\$14,668	\$16,307
50074114	3614	Land Planner	\$9,479	\$11,268	\$9,834	\$11,691	\$10,203	\$12,129	\$10,586	\$12,584
50074115	3615	Land Planner, Senior	\$10,676	\$13,407	\$11,076	\$13,910	\$11,491	\$14,432	\$11,922	\$14,973
50074116	3616	Land Planner, Principal	\$13,134	\$14,602	\$13,627	\$15,150	\$14,138	\$15,718	\$14,668	\$16,307
50111357	3617	Land Agent, Principal	\$10,436	\$13,013	\$10,827	\$13,501	\$11,233	\$14,007	\$11,654	\$14,532
50329455	3618	Land Planning Analyst	\$5,970	\$9,133	\$6,194	\$9,475	\$6,426	\$9,830	\$6,667	\$10,199

MAINTENANCE & CONSTRUCTION (M&C)

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51874303	3910	Maintenance & Constr Engr, Asc	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51874293	3911	Maintenance & Constr Engr	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51874294	3912	Maintenance & Constr Engr, Sr	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51874304	3913	Maintenance & Constr Engr, Sr Cnsltng	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51874305	3913	Maintenance & Constr Engr, Sr Advnsng	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802

NUCLEAR - DCCP

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50352680	3590	Associate Nuclear Planner - ESC	\$52.84	\$62.15	\$54.82	\$64.48	\$56.88	\$66.90	\$59.01	\$69.41
50352681	3591	Nuclear Planner - ESC	\$63.78	\$75.83	\$66.17	\$78.67	\$68.65	\$81.62	\$71.22	\$84.68
50352682	3592	Senior Nuclear Planner - ESC	\$75.83	\$79.60	\$78.67	\$82.59	\$81.62	\$85.69	\$84.68	\$88.90

PROJECT ENGINEERING

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51874278	3910	Engineer - Prj Engg, Asc	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51874276	3910	Civil Engineer - Prj Engg, Asc	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51874197	3911	Civil Engineer - Prj Engg	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51874193	3912	Civil Engineer - Prj Engg, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51874188	3913	Civil Engineer-Prj Engg, Sr Cnsltng	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51874200	3910	Electrical Engr-Prj Engg, Asc	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51874196	3911	Electrical Engr-Prj Engg	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51874192	3912	Electrical Engr-Prj Engg, Sr	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51874187	3913	Electrical Engr-Prj Engg, Sr Cnsltng	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51874199	3910	Substation Engineer - Prj Engg, Asc	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51874195	3911	Substation Engineer - Prj Engg	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51874191	3912	Substation Engineer - Prj Engg, Sr	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51874198	3910	Transm Line Engineer - Prj Engg, Asc	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51874194	3911	Transm Line Engineer - Prj Engg	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51874189	3912	Transm Line Engineer - Prj Engg, Sr	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51874306	3911	Project Architect	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590

PROJECT MANAGERS AND PROJECT CONTROLS ANALYSTS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50208706	3659	Project Controls Analyst - ESC	\$7,414	\$9,881	\$7,692	\$10,252	\$7,980	\$10,636	\$8,279	\$11,035
50208709	3661	Project Controls Analyst - ESC, Sr	\$9,226	\$11,537	\$9,572	\$11,970	\$9,931	\$12,419	\$10,303	\$12,885
51731345	3878	Project Controls Analyst - ESC, Expert	\$10,232	\$12,791	\$10,616	\$13,271	\$11,014	\$13,769	\$11,427	\$14,285
51874290	3910	Project Manager - ESC, Assoc	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913

51874291	3911	Project Manager - ESC	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51874292	3912	Project Manager - ESC, Sr	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51874295	3913	Project Manager, Sr Cnsltng-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802

ELECTRIC STANDARDS AND STRATEGY

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51874283	3910	Electric Stds and Strategy Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51874300	3911	Electric Stds and Strategy Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51874284	3912	Electric Stds and Strategy Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51874285	3913	Consulting Electric Stds and Strategy Engineer, Sr	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802

SYSTEM PROTECTION ENGINEERING

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51874279	3921	Protection Engineer, Asc	\$7,102	\$11,200	\$7,368	\$11,620	\$7,644	\$12,056	\$7,931	\$12,508
51874280	3922	Protection Engineer	\$8,591	\$13,717	\$8,913	\$14,231	\$9,247	\$14,765	\$9,594	\$15,319
51874281	3923	Protection Engineer, Sr	\$11,479	\$15,484	\$11,909	\$16,065	\$12,356	\$16,667	\$12,819	\$17,292
51874282	3924	Protection Engineer, Sr Cnsltng	\$12,973	\$16,738	\$13,459	\$17,366	\$13,964	\$18,017	\$14,488	\$18,693

NUCLEAR ENGINEERS AND QUALITY VERIFICATION

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50222824	3910	(Nuc) Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
50222853	3911	(Nuc) Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50222852	3912	(Nuc) Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50222819	3913	(Nuc) Engineer, Senior Advising	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
50222822	3913	(Nuc) Engineer, Senior Consulting	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
50222851	3914	(Nuc) Engineer, Principal	\$13,331	\$17,105	\$13,831	\$17,746	\$14,350	\$18,411	\$14,888	\$19,101
50311385	3910	(Nuc) Chemistry Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
50222821	3911	(Nuc) Chemistry Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50311384	3912	(Nuc) Chemistry Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50311812	3913	(Nuc) Chemistry Engineer, Senior Consulting	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
50478429	3914	(Nuc) Chemistry Engineer, Principal	\$13,331	\$17,105	\$13,831	\$17,746	\$14,350	\$18,411	\$14,888	\$19,101
50222823	3911	(Nuc) Instrument & Control Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50222854	3912	(Nuc) Lead ISI / NDE Specialist, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
52016376	3927	(Nuc) Procurement Specialist, Sr. Advising	\$9,215	\$13,651	\$9,561	\$14,163	\$9,920	\$14,694	\$10,292	\$15,245
50222855	3701	(Nuc) Quality Auditor	\$9,103	\$13,065	\$9,444	\$13,555	\$9,798	\$14,063	\$10,165	\$14,590
50222856	3702	(Nuc) Quality Auditor, Senior	\$10,656	\$14,293	\$11,056	\$14,829	\$11,471	\$15,385	\$11,901	\$15,962
52016133	3926	(Nuc) Quality Auditor, Senior Advising	\$11,189	\$15,722	\$11,609	\$16,312	\$12,044	\$16,924	\$12,496	\$17,559
50458043	3910	(Nuc) Radiation Protection Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
50216526	3911	(Nuc) Radiation Protection Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50216527	3912	(Nuc) Radiation Protection Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50458044	3913	(Nuc) Radiation Protection Engineer, Senior Advising	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
50478431	3914	(Nuc) Radiation Protection Engineer, Principal	\$13,331	\$17,105	\$13,831	\$17,746	\$14,350	\$18,411	\$14,888	\$19,101

ENVIRONMENTAL SERVICES AND REMEDIATION

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50327906	3790	Aquatic Biologist, Associate	\$5,706	\$8,149	\$5,920	\$8,455	\$6,142	\$8,772	\$6,372	\$9,101
50327905	3791	Aquatic Biologist	\$7,522	\$10,656	\$7,804	\$11,056	\$8,097	\$11,471	\$8,401	\$11,901
50327907	3792	Aquatic Biologist, Senior	\$9,402	\$12,789	\$9,755	\$13,269	\$10,121	\$13,767	\$10,501	\$14,283
50327908	3796	Budget Analyst	\$6,683	\$9,754	\$6,934	\$10,120	\$7,194	\$10,500	\$7,464	\$10,894
50227114	3708	Budget Analyst, Senior	\$8,450	\$11,446	\$8,767	\$11,875	\$9,096	\$12,320	\$9,437	\$12,782
50227122	3712	Contract Administrator	\$6,270	\$8,988	\$6,505	\$9,325	\$6,749	\$9,675	\$7,002	\$10,038
50327909	3795	Contract Administrator, Senior	\$7,522	\$10,330	\$7,804	\$10,717	\$8,097	\$11,119	\$8,401	\$11,536
50327910	3793	Cultural Resource Specialist, Associate	\$5,417	\$7,737	\$5,620	\$8,027	\$5,831	\$8,328	\$6,050	\$8,640
50227123	3713	Cultural Resource Specialist	\$7,146	\$10,118	\$7,414	\$10,497	\$7,692	\$10,891	\$7,980	\$11,299
50227124	3714	Cultural Resource Specialist, Senior	\$9,402	\$12,789	\$9,755	\$13,269	\$10,121	\$13,767	\$10,501	\$14,283
50327911	3794	Cultural Resource Specialist, Senior Consulting	\$11,709	\$14,691	\$12,148	\$15,242	\$12,604	\$15,814	\$13,077	\$16,407
50327912	3797	Environmental Scientist	\$7,761	\$10,656	\$8,052	\$11,056	\$8,354	\$11,471	\$8,667	\$11,901
50327913	3798	Environmental Scientist, Senior	\$9,552	\$12,789	\$9,910	\$13,269	\$10,282	\$13,767	\$10,668	\$14,283
50327914	3799	Environmental Scientist, Senior Consulting	\$11,709	\$14,691	\$12,148	\$15,242	\$12,604	\$15,814	\$13,077	\$16,407
50227305	3720	Project Management Analyst-Environmental	\$6,683	\$9,754	\$6,934	\$10,120	\$7,194	\$10,500	\$7,464	\$10,894
50227306	3721	Project Management Analyst-Environmental, Senior	\$8,450	\$11,446	\$8,767	\$11,875	\$9,096	\$12,320	\$9,437	\$12,782

50227116	3911	Remediation Project Manager	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50227117	3912	Remediation Project Manager, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50227118	3913	Consulting Remediation Project Manager	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
50227121	3711	Scientist, Senior Consulting	\$11,709	\$14,691	\$12,148	\$15,242	\$12,604	\$15,814	\$13,077	\$16,407
50227307	3567	Technical Assistant-Environmental	\$30.01	\$37.53	\$31.14	\$38.94	\$32.31	\$40.40	\$33.52	\$41.92
50227308	3568	Technical Assistant-Environmental, Senior	\$36.65	\$44.99	\$38.02	\$46.68	\$39.45	\$48.43	\$40.93	\$50.25
50326837	3790	Terrestrial Biologist, Associate	\$5,706	\$8,149	\$5,920	\$8,455	\$6,142	\$8,772	\$6,372	\$9,101
50327916	3791	Terrestrial Biologist	\$7,522	\$10,656	\$7,804	\$11,056	\$8,097	\$11,471	\$8,401	\$11,901
50311306	3792	Terrestrial Biologist, Senior	\$9,402	\$12,789	\$9,755	\$13,269	\$10,121	\$13,767	\$10,501	\$14,283

TELECOM ENGINEERING

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50230679	3910	Telecommunications Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
50230680	3911	Telecommunications Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50230681	3912	Telecommunications Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50372615	3913	Telecommunications Engineer, Senior Advising	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
50372614	3913	Telecommunications Engineer, Senior Consulting	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802

POWER GENERATION - HYDRO PROFESSIONALS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50216528	3670	Hydro Analyst	\$6,948	\$8,585	\$7,209	\$8,907	\$7,479	\$9,241	\$7,759	\$9,588
50262817	3777	Hydro Analyst, Senior	\$8,064	\$9,755	\$8,366	\$10,121	\$8,680	\$10,501	\$9,006	\$10,895
50216536	3678	Hydro Outage Coordinator	\$11,706	\$13,062	\$12,145	\$13,552	\$12,600	\$14,060	\$13,073	\$14,587
50216529	3671	Hydro Scheduling Consultant	\$9,092	\$11,237	\$9,433	\$11,658	\$9,787	\$12,095	\$10,154	\$12,549
50216530	3672	Hydro Scheduling Consultant, Senior	\$10,663	\$12,617	\$11,063	\$13,090	\$11,478	\$13,581	\$11,908	\$14,090
50262818	3778	Hydrographer, Associate	\$6,948	\$8,585	\$7,209	\$8,907	\$7,479	\$9,241	\$7,759	\$9,588
50216531	3673	Hydrographer	\$8,064	\$9,882	\$8,366	\$10,253	\$8,680	\$10,637	\$9,006	\$11,036
50216532	3674	Hydrographer, Senior	\$9,366	\$10,663	\$9,717	\$11,063	\$10,081	\$11,478	\$10,459	\$11,908
50262819	3779	Power Generation License Coordinator, Associate	\$6,502	\$8,585	\$6,746	\$8,907	\$6,999	\$9,241	\$7,261	\$9,588
50216533	3675	Power Generation License Coordinator	\$8,194	\$10,656	\$8,501	\$11,056	\$8,820	\$11,471	\$9,151	\$11,901
50216534	3676	Power Generation License Coordinator, Senior	\$9,625	\$12,789	\$9,986	\$13,269	\$10,360	\$13,767	\$10,749	\$14,283
50262562	3912	Power Generation License Project Manager BS Engineer, Senior (PIO)	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50262563	3911	Power Generation License Project Manager	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50262564	3912	Power Generation License Project Manager, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51790901	3902	Power Generation Maintenance Planner, Associate	\$7,497	\$9,317	\$7,778	\$9,666	\$8,070	\$10,028	\$8,373	\$10,404
50216535	3677	Power Generation Maintenance Planner	\$8,675	\$11,056	\$9,000	\$11,471	\$9,338	\$11,901	\$9,688	\$12,347
50262812	3911	Power Generation Plant Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50405464	3912	Power Generation Plant Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50216539	3910	Power Generation Project Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
50216538	3911	Power Generation Project Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50216540	3912	Power Generation Project Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50262565	3913	Power Generation Project Engineer, Senior Consultant	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
50216541	3911	Power Generation Project Manager	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50216542	3912	Power Generation Project Manager, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50216537	3679	Power Generation Project Management Analyst	\$6,934	\$9,755	\$7,194	\$10,121	\$7,464	\$10,501	\$7,744	\$10,895
50262813	3774	Power Generation Project Management Analyst, Senior	\$8,455	\$11,446	\$8,772	\$11,875	\$9,101	\$12,320	\$9,442	\$12,782
50216543	3685	Power Generation Specialist	\$9,106	\$11,383	\$9,447	\$11,810	\$9,801	\$12,253	\$10,169	\$12,712
50216544	3686	Power Generation Specialist, Senior	\$10,663	\$12,674	\$11,063	\$13,149	\$11,478	\$13,642	\$11,908	\$14,154
50264453	3776	Power Generation Specialist, Senior Consultant	\$11,706	\$13,528	\$12,145	\$14,035	\$12,600	\$14,561	\$13,073	\$15,107
50262814	3775	Power Generation Technical Assistant	\$30.01	\$37.52	\$31.14	\$38.93	\$32.31	\$40.39	\$33.52	\$41.90
50216546	3666	Power Generation Technical Assistant, Senior	\$36.01	\$45.02	\$37.36	\$46.71	\$38.76	\$48.46	\$40.21	\$50.28

NUCLEAR PROFESSIONALS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50312848	3780	(Nuc) Biologist	\$7,522	\$10,656	\$7,804	\$11,056	\$8,097	\$11,471	\$8,401	\$11,901
50229560	3726	(Nuc) Biologist, Senior	\$9,402	\$12,789	\$9,755	\$13,269	\$10,121	\$13,767	\$10,501	\$14,283
50229562	3728	(Nuc) Business Planner, Senior	\$8,149	\$12,036	\$8,455	\$12,487	\$8,772	\$12,955	\$9,101	\$13,441
50252998	3755	(Nuc) Emergency Planning Coordinator	\$8,775	\$11,723	\$9,104	\$12,163	\$9,445	\$12,619	\$9,799	\$13,092
50252974	3756	(Nuc) Emergency Planning Coordinator, Senior	\$10,031	\$12,975	\$10,407	\$13,462	\$10,797	\$13,967	\$11,202	\$14,491
50314261	3865	(Nuc) Emergency Planning Coordinator, Senior Advising	\$13,625	\$14,273	\$14,136	\$14,808	\$14,666	\$15,363	\$15,216	\$15,939
50312851	3781	(Nuc) Financial Analyst	\$6,270	\$9,654	\$6,505	\$10,016	\$6,749	\$10,392	\$7,002	\$10,782
50229563	3729	(Nuc) Financial Analyst, Senior	\$8,149	\$12,036	\$8,455	\$12,487	\$8,772	\$12,955	\$9,101	\$13,441
50381221	3837	(Nuc) Financial Analyst, Senior Advising	\$12,636	\$13,239	\$13,110	\$13,735	\$13,602	\$14,250	\$14,112	\$14,784

50229564	3730	(Nuc) Maintenance Coordinator	\$8,149	\$11,659	\$8,455	\$12,096	\$8,772	\$12,550	\$9,101	\$13,021
50312853	3782	(Nuc) Maintenance Coordinator, Senior	\$10,031	\$12,665	\$10,407	\$13,140	\$10,797	\$13,633	\$11,202	\$14,144
51614341	0002	(Nuc) Maintenance Coor, Sr Advsg-ESC	\$13,298	\$13,931	\$13,797	\$14,453	\$14,314	\$14,995	\$14,851	\$15,557
50311305	3783	(Nuc) Outage Window Manager, Senior	\$12,535	\$15,670	\$13,005	\$16,258	\$13,493	\$16,868	\$13,999	\$17,501
51722982	3257	(Nuc) Outage Window Manager, Senior Advising-ESC	\$13,163	\$17,238	\$13,657	\$17,884	\$14,169	\$18,555	\$14,700	\$19,251
50253122	3757	(Nuc) Performance Improvement Coordinator, Associate	\$7,522	\$10,031	\$7,804	\$10,407	\$8,097	\$10,797	\$8,401	\$11,202
50253123	3758	(Nuc) Performance Improvement Coordinator	\$8,775	\$11,723	\$9,104	\$12,163	\$9,445	\$12,619	\$9,799	\$13,092
50253124	3759	(Nuc) Performance Improvement Coordinator, Senior	\$10,031	\$12,848	\$10,407	\$13,330	\$10,797	\$13,830	\$11,202	\$14,349
50314271	3866	(Nuc) Performance Improvement Coordinator, Senior Advising	\$13,493	\$14,134	\$13,999	\$14,664	\$14,524	\$15,214	\$15,069	\$15,785
50312855	3911	(Nuc) Procedure Writer-Eng/OPS	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50312856	3912	(Nuc) Procedure Writer-Eng/OPS, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50445555	3913	(Nuc) Procedure Writer-Eng/OPS, Senior Advising	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
50312858	3784	(Nuc) Procedure Writer-Tech	\$8,831	\$12,671	\$9,162	\$13,146	\$9,506	\$13,639	\$9,862	\$14,150
50312859	3785	(Nuc) Procedure Writer-Tech, Senior	\$10,338	\$13,863	\$10,726	\$14,383	\$11,128	\$14,922	\$11,545	\$15,482
50381219	3836	(Nuc) Procedure Writer- Tech, Senior Advising	\$14,557	\$15,250	\$15,103	\$15,822	\$15,669	\$16,415	\$16,257	\$17,031
50253125	3760	(Nuc) Procurement Specialist, Associate	\$5,641	\$8,149	\$5,853	\$8,455	\$6,072	\$8,772	\$6,300	\$9,101
50253126	3761	(Nuc) Procurement Specialist	\$6,896	\$10,281	\$7,155	\$10,667	\$7,423	\$11,067	\$7,701	\$11,482
50253127	3762	(Nuc) Procurement Specialist, Senior	\$8,775	\$12,411	\$9,104	\$12,876	\$9,445	\$13,359	\$9,799	\$13,860
50238147	3748	(Nuc) Procurement Technical Specialist, Associate	\$5,766	\$8,400	\$5,982	\$8,715	\$6,206	\$9,042	\$6,439	\$9,381
50238148	3749	(Nuc) Procurement Technical Specialist	\$7,020	\$10,656	\$7,283	\$11,056	\$7,556	\$11,471	\$7,839	\$11,901
50238149	3750	(Nuc) Procurement Technical Specialist, Senior	\$9,026	\$12,789	\$9,364	\$13,269	\$9,715	\$13,767	\$10,079	\$14,283
51939100	3925	(Nuc) Procurement Technical Specialist, Sr. Advising	\$9,479	\$14,066	\$9,834	\$14,593	\$10,203	\$15,140	\$10,586	\$15,708
50229569	3910	(Nuc) Project Manager, Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
50229568	3911	(Nuc) Project Manager	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
50229570	3912	(Nuc) Project Manager, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
50381222	3913	(Nuc) Project Manager, Senior Advising	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
50229571	3737	(Nuc) Records Analyst	\$6,270	\$9,654	\$6,505	\$10,016	\$6,749	\$10,392	\$7,002	\$10,782
50229572	3738	(Nuc) Scheduler	\$8,149	\$11,659	\$8,455	\$12,096	\$8,772	\$12,550	\$9,101	\$13,021
50229573	3739	(Nuc) Scheduler, Senior	\$10,031	\$12,665	\$10,407	\$13,140	\$10,797	\$13,633	\$11,202	\$14,144
51614338	0001	(Nuc) Scheduler, Sr Advising-ESC	\$13,298	\$13,931	\$13,797	\$14,453	\$14,314	\$14,995	\$14,851	\$15,557
50312860	3788	(Nuc) Security Coordinator	\$8,149	\$11,659	\$8,455	\$12,096	\$8,772	\$12,550	\$9,101	\$13,021
50229574	3740	(Nuc) Technical Analyst	\$6,270	\$9,654	\$6,505	\$10,016	\$6,749	\$10,392	\$7,002	\$10,782
50253128	3763	(Nuc) Work Week Manager	\$9,402	\$13,416	\$9,755	\$13,919	\$10,121	\$14,441	\$10,501	\$14,983
50312862	3789	(Nuc) Work Week Manager, Senior	\$11,285	\$15,045	\$11,708	\$15,609	\$12,147	\$16,194	\$12,603	\$16,801
50381223	3839	(Nuc) Work Week Manager, Senior Advising	\$15,799	\$16,548	\$16,391	\$17,169	\$17,006	\$17,813	\$17,644	\$18,481

DISTRIBUTION OUTAGE COORDINATORS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
50245778	3751	Energy Delivery Outage Coordinator	\$7,251	\$9,367	\$7,523	\$9,718	\$7,805	\$10,082	\$8,098	\$10,460

GENERATION INTERCONNECTION

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51587857	0382	EGI Interconnection Manager - ESC, Asc	\$42.35	\$53.95	\$43.94	\$55.97	\$45.59	\$58.07	\$47.30	\$60.25
51587859	0383	EGI Interconnection Manager - ESC	\$56.27	\$70.08	\$58.38	\$72.71	\$60.57	\$75.44	\$62.84	\$78.27
51587860	0384	EGI Interconnection Manager - ESC, Sr	\$63.86	\$77.89	\$66.25	\$80.81	\$68.73	\$83.84	\$71.31	\$86.98
51587861	0372	EGI Account Representative - ESC	\$35.48	\$50.84	\$36.81	\$52.75	\$38.19	\$54.73	\$39.62	\$56.78
51587862	0385	EGI Business Analyst - ESC	\$38.24	\$52.44	\$39.67	\$54.41	\$41.16	\$56.45	\$42.70	\$58.57
51587863	0386	EGI Business Analyst - ESC, Sr	\$45.42	\$62.43	\$47.12	\$64.77	\$48.89	\$67.20	\$50.72	\$69.72
51587864	0387	EGI Contract Manager - ESC	\$38.24	\$52.44	\$39.67	\$54.41	\$41.16	\$56.45	\$42.70	\$58.57
51587865	0388	EGI Contract Manager - ESC, Sr	\$45.42	\$62.43	\$47.12	\$64.77	\$48.89	\$67.20	\$50.72	\$69.72

TRANSMISSION PLANNING

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51587866	3910	Transmission Planning Engineer, Asc-ESC	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51587867	3911	Transmission Planning Engineer-ESC	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51587868	3912	Transmission Planning Engineer, Sr-ESC	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51587869	3913	Transmission Planning Engr, Sr Cslt-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51592663	3913	Transmission Planning Eng,Sr Advsg-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802

AUTOMATION/POWER QUALITY

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51587870	3910	Automation Engineer, Associate-ESC	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51587871	3911	Automation Engineer-ESC	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51587872	3912	Automation Engineer, Senior-ESC	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469

51587873	3913	Automation Engineer, Sr Consulting-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51592664	3913	Automation Engineer, Senior Advising-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51587874	3914	Automation Engineer, Principal-ESC	\$13,331	\$17,105	\$13,831	\$17,746	\$14,350	\$18,411	\$14,888	\$19,101
51587875	3910	Power Quality Engineer, Associate-ESC	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51588176	3911	Power Quality Engineer-ESC	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51588177	3912	Power Quality Engineer, Senior-ESC	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51588178	3913	Power Quality Engr, Sr Consulting-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51592666	3913	Power Quality Eng, Senior Advising-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802

METER ENGINEERING

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51588179	3910	Metering Engineer, Associate-ESC	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51588180	3911	Metering Engineer-ESC	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51588181	3912	Metering Engineer, Senior-ESC	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51588182	3913	Metering Engineer, Sr Consulting-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51592667	3913	Metering Engineer, Sr Advising-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51975240	3910	Gas Metering Engineer, Associate-ESC	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51975241	3911	Gas Metering Engineer-ESC	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51975242	3912	Gas Metering Engineer, Senior-ESC	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51975243	3913	Gas Metering Engineer, Sr Consulting-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51975244	3913	Gas Metering Engineer, Sr Advising-ESC	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802

TRANSMISSION OPERATIONS ENGINEERING

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51729049	3915	Transmission Operations Engineer, Associate	\$7,102	\$11,200	\$7,368	\$11,620	\$7,644	\$12,056	\$7,931	\$12,508
51729102	3916	Transmission Operations Engineer	\$8,591	\$13,717	\$8,913	\$14,231	\$9,247	\$14,765	\$9,594	\$15,319
51729103	3917	Transmission Operations Engineer, Senior	\$11,479	\$15,484	\$11,909	\$16,065	\$12,356	\$16,667	\$12,819	\$17,292
51729104	3918	Transmission Operations Engineer, Senior Consulting	\$12,973	\$16,738	\$13,459	\$17,366	\$13,964	\$18,017	\$14,488	\$18,693
51730775	3918	Transmission Operations Engineer, Senior Advising	\$12,973	\$16,738	\$13,459	\$17,366	\$13,964	\$18,017	\$14,488	\$18,693

SMARTMETER OPERATIONS CENTER

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51738237	3323	IT Applications Operations Analyst, Assoc-ESC	\$36.99	\$46.23	\$38.38	\$47.96	\$39.82	\$49.76	\$41.31	\$51.63
51738946	3324	IT Applications Operations Analyst-ESC	\$41.54	\$56.77	\$43.10	\$58.90	\$44.72	\$61.11	\$46.40	\$63.40
51739131	3325	IT Business Operations Analyst, Associate-ESC	\$34.99	\$44.23	\$36.30	\$45.89	\$37.66	\$47.61	\$39.07	\$49.40
51738257	3326	IT Systems Operations Analyst, Associate-ESC	\$34.99	\$44.23	\$36.30	\$45.89	\$37.66	\$47.61	\$39.07	\$49.40
51738258	3327	IT Systems Operations Analyst, ESC	\$40.12	\$56.14	\$41.62	\$58.25	\$43.18	\$60.43	\$44.80	\$62.70
51738489	3327	PIO IT Systems Opreations Analyst-ESC	\$40.12	\$56.14	\$41.62	\$58.25	\$43.18	\$60.43	\$44.80	\$62.70
51738488	3328	PIO IT Applications Operations Analyst-ESC	\$41.54	\$60.14	\$43.10	\$62.40	\$44.72	\$64.74	\$46.40	\$67.17
51739130	3329	IT Applications Operations Analyst, Senior-ESC	\$9,957	\$12,360	\$10,330	\$12,824	\$10,717	\$13,305	\$11,119	\$13,804
51739128	3330	IT Applications Operations Analyst, Expert-ESC	\$11,331	\$14,078	\$11,756	\$14,606	\$12,197	\$15,154	\$12,654	\$15,722
51739133	3331	IT Business Operations Analyst-ESC	\$6,956	\$9,727	\$7,217	\$10,092	\$7,488	\$10,470	\$7,769	\$10,863
51738253	3332	IT Business Operations Analyst, Senior-ESC	\$9,042	\$11,216	\$9,381	\$11,637	\$9,733	\$12,073	\$10,098	\$12,526
51738256	3333	IT Business Operations Analyst, Expert-ESC	\$10,873	\$13,617	\$11,281	\$14,128	\$11,704	\$14,658	\$12,143	\$15,208
51738263	3334	IT Systems Operations Analyst, Senior-ESC	\$9,042	\$11,216	\$9,381	\$11,637	\$9,733	\$12,073	\$10,098	\$12,526
51738264	3335	IT Systems Operations Analyst, Expert-ESC	\$10,873	\$13,617	\$11,281	\$14,128	\$11,704	\$14,658	\$12,143	\$15,208
51738485	3336	PIO IT Applications Operations Analyst, Senior-ESC	\$9,957	\$13,170	\$10,330	\$13,664	\$10,717	\$14,176	\$11,119	\$14,708
51738486	3337	PIO IT Business Operations Analyst, Senior-ESC	\$9,042	\$12,405	\$9,381	\$12,870	\$9,733	\$13,353	\$10,098	\$13,854
51738487	3338	PIO IT Systems Operations Analyst, Senior, ESC	\$9,042	\$12,405	\$9,381	\$12,870	\$9,733	\$13,353	\$10,098	\$13,854

GAS STATION ENGINEERING

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
51785471	3910	Control Systems Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51785655	3911	Control Systems Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51785656	3912	Control Systems Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51785657	3913	Control Systems Engineer, Senior Consulting	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51785658	3913	Control Systems Engineer, Senior Advising	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51785659	3914	Control Systems Engineer, Principal	\$13,331	\$17,105	\$13,831	\$17,746	\$14,350	\$18,411	\$14,888	\$19,101
51785378	3910	Gas Project (Plant) Engineer, Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51785384	3911	Gas Project (Plant) Engineer	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51785389	3912	Gas Project (Plant) Engineer, Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51785393	3913	Gas Project (Plant) Engineer, Senior Consulting	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51785394	3913	Gas Project (Plant) Engineer, Senior Advising	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802

51785395	3914	Gas Project (Plant) Engineer, Principal	\$13,331	\$17,105	\$13,831	\$17,746	\$14,350	\$18,411	\$14,888	\$19,101
51785396	3910	Power Systems Engineer (Gas), Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51785397	3911	Power Systems Engineer (Gas)	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51785398	3912	Power Systems Engineer (Gas), Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
51785399	3913	Power Systems Engineer (Gas), Senior Consulting	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51785400	3913	Power Systems Engineer (Gas), Senior Advising	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51785463	3914	Power Systems Engineer (Gas), Principal	\$13,331	\$17,105	\$13,831	\$17,746	\$14,350	\$18,411	\$14,888	\$19,101

SUBSTATION TEST SPECIALISTS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
52041990	3928	Substation Test Specialist, Associate	\$37.33	\$46.59	\$38.73	\$48.34	\$40.18	\$50.15	\$41.69	\$52.03
52041991	3929	Substation Test Specialist	\$44.10	\$55.35	\$45.75	\$57.43	\$47.47	\$59.58	\$49.25	\$61.81
52041992	3930	Substation Test Specialist, Senior	\$54.28	\$68.03	\$56.32	\$70.58	\$58.43	\$73.23	\$60.62	\$75.98

SOURCING QUALITY INSPECTION ENGINEERS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
52232199	3938	Sourcing Quality Inspection Engineer	\$8,523	\$11,373	\$8,843	\$11,799	\$9,175	\$12,241	\$9,519	\$12,700
52232200	3939	Sourcing Quality Inspection Engineer, Senior	\$9,470	\$13,239	\$9,825	\$13,735	\$10,193	\$14,250	\$10,575	\$14,784
52232276	3940	Sourcing Quality Inspection Engineer, Sr Adv	\$11,554	\$14,867	\$11,987	\$15,425	\$12,437	\$16,003	\$12,903	\$16,603

SUPPLIER QUALITY ENGINEERS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
52232191	3941	Supplier Quality Engineer, Assoc	\$6,913	\$8,984	\$7,172	\$9,321	\$7,441	\$9,671	\$7,720	\$10,034
52232192	3942	Supplier Quality Engineer	\$8,523	\$11,373	\$8,843	\$11,799	\$9,175	\$12,241	\$9,519	\$12,700
52232193	3943	Supplier Quality Engineer, Senior	\$9,470	\$13,239	\$9,825	\$13,735	\$10,193	\$14,250	\$10,575	\$14,784
52232194	3944	Supplier Quality Engineer, Sr Adv	\$11,554	\$14,867	\$11,987	\$15,425	\$12,437	\$16,003	\$12,903	\$16,603

GAS PROCESS SAFETY ENGINEERING

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
52218592	3933	Gas Process Safety Engineer, Assoc	\$6,913	\$8,984	\$7,172	\$9,321	\$7,441	\$9,671	\$7,720	\$10,034
52218593	3934	Gas Process Safety Engineer	\$8,523	\$11,373	\$8,843	\$11,799	\$9,175	\$12,241	\$9,519	\$12,700
52218594	3935	Gas Process Safety Engineer, Senior	\$10,229	\$13,239	\$10,613	\$13,735	\$11,011	\$14,250	\$11,424	\$14,784
52218595	3936	Gas Process Safety Engineer, Sr. Adv	\$11,554	\$14,867	\$11,987	\$15,425	\$12,437	\$16,003	\$12,903	\$16,603
52219259	3636	Gas Process Safety Engineer, Sr. Conlst	\$11,554	\$14,867	\$11,987	\$15,425	\$12,437	\$16,003	\$12,903	\$16,603
52218596	3937	Gas Process Safety Engineer, Principal	\$12,595	\$16,004	\$13,067	\$16,604	\$13,557	\$17,227	\$14,065	\$17,873

SOURCING SPECIALISTS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
52327307	3396	Sourcing Specialist, Associate	\$5,209	\$7,155	\$5,404	\$7,423	\$5,607	\$7,701	\$5,817	\$7,990
52327308	3397	Sourcing Specialist	\$6,319	\$8,696	\$6,556	\$9,022	\$6,802	\$9,360	\$7,057	\$9,711
52327309	3398	Sourcing Specialist, Senior	\$7,366	\$10,252	\$7,642	\$10,636	\$7,929	\$11,035	\$8,226	\$11,449

IT PROJECT MANAGERS

			1/1/2022		1/1/2023		1/1/2024		1/1/2025	
			Min	Max	Min	Max	Min	Max	Min	Max
52431512	3403	IT Infrastructure Project Manager, Assoc	\$7,102	\$9,449	\$7,368	\$9,803	\$7,644	\$10,171	\$7,931	\$10,552
52431513	3404	IT Infrastructure Project Manager	\$8,591	\$12,520	\$8,913	\$12,990	\$9,247	\$13,477	\$9,594	\$13,982
52431514	3405	IT Infrastructure Project Manager, Senio	\$10,549	\$14,158	\$10,945	\$14,689	\$11,355	\$15,240	\$11,781	\$15,812
52431515	3406	IT Infrastructure Project Manager, Exper	\$11,957	\$15,941	\$12,405	\$16,539	\$12,870	\$17,159	\$13,353	\$17,802
52431516	3407	IT Infrastructure Project Manager, Princ	\$12,831	\$17,105	\$13,312	\$17,746	\$13,811	\$18,411	\$14,329	\$19,101

Exhibit A IV GOLD CIRCLE JOBS

"N1" GOLD CIRCLE JOBS

SAP Job Code	Pay Scale Code	CLASSIFICATIONS	RATES EFFECTIVE									
			1/1/2022		1/1/2023		1/1/2024		1/1/2025			
			Min	Max	Min	Max	Min	Max	Min	Max		
DISTRIBUTION ENGINEERING												
50010557	3266	Gas Distribution Engineer, Asc-GOLD CIR	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50010558	3267	Gas Distribution Engineer-GOLD CIRCLE	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
51584535	0451	Elec Distribution Ops Engr, Asc-GOLD CIR	\$7,102	\$11,589	\$7,368	\$12,024	\$7,644	\$12,475	\$7,931	\$12,943		
51584580	0452	Elec Distribution Ops Engineer-GOLD CIR	\$10,896	\$14,349	\$11,305	\$14,887	\$11,729	\$15,445	\$12,169	\$16,024		
51584584	0496	Elec Distributn Ops Engr, Lead-GOLD CIR	\$12,050	\$16,255	\$12,502	\$16,865	\$12,971	\$17,497	\$13,457	\$18,153		
50010559	3268	Electric Distribution Engr, Asc-GOLD CIR	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50010560	3269	Electric Distribution Engineer-GOLD CIR	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
MAINTENANCE & CONSTRUCTION (M&C)												
50247307	3752	Maintnce & Constr Engr, Asc-GOLD CIR	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50209179	3688	Maintnce & Constr Engr-GOLD CIRCLE	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
50209180	3689	Maintnce & Constr Engr, Sr-GOLD CIR	\$12,050	\$15,480	\$12,502	\$16,061	\$12,971	\$16,663	\$13,457	\$17,288		
50247309	3753	Maintnce & Constr Engr,Sr Cnsltng-GLD CIR	\$13,332	\$17,228	\$13,832	\$17,874	\$14,351	\$18,544	\$14,889	\$19,239		
50247311	3754	Maintnce & Constr Engr,Sr Advnsng-GLD CIR	\$13,332	\$17,228	\$13,832	\$17,874	\$14,351	\$18,544	\$14,889	\$19,239		
PROJECT ENGINEERING												
50195463	3640	Engineer-Prj Engg, Asc-GOLD CIRCLE	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50195462	3640	Civil Engineer-Prj Engg, Asc-GOLD CIRCLE	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50195458	3641	Civil Engineer-Prj Engg-GOLD CIRCLE	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
50195454	3642	Civil Engineer-Prj Engg, Sr-GOLD CIRCLE	\$12,050	\$15,480	\$12,502	\$16,061	\$12,971	\$16,663	\$13,457	\$17,288		
50195375	3643	Civil Engr-Prj Engg, Sr Cnsltng-GOLD CIR	\$13,332	\$17,228	\$13,832	\$17,874	\$14,351	\$18,544	\$14,889	\$19,239		
50195461	3640	Electrical Engr-Prj Engg, Asc-GOLD CIR	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50195457	3641	Electrical Engr-Prj Engg-GOLD CIRCLE	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
50195453	3642	Electrical Engr-Prj Engg, Sr-GOLD CIRCLE	\$12,050	\$15,480	\$12,502	\$16,061	\$12,971	\$16,663	\$13,457	\$17,288		
50195374	3643	Electrcal Engr-Prj Engg,Sr Cnsltng-GLDCIR	\$13,332	\$17,228	\$13,832	\$17,874	\$14,351	\$18,544	\$14,889	\$19,239		
50195460	3640	Substation Engr-Prj Engg, Asc-GOLD CIR	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50195456	3641	Substation Engineer-Prj Engg-GOLD CIRCLE	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
50195452	3642	Substation Engr-Prj Engg, Sr-GOLD CIR	\$12,050	\$15,480	\$12,502	\$16,061	\$12,971	\$16,663	\$13,457	\$17,288		
50195459	3640	Transm Line Engr-Prj Engg, Asc-GOLD CIR	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50195455	3641	Transm Line Engineer-Prj Engg-GOLD CIR	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
50195451	3642	Transm Line Engr-Prj Engg, Sr-GOLD CIR	\$12,050	\$15,480	\$12,502	\$16,061	\$12,971	\$16,663	\$13,457	\$17,288		
50491852	3641	Project Architect-GOLD CIRCLE	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
PROJECT MANAGERS												
50230682	3745	Project Manager BSEng-ESC, Asc-GOLD CIR	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50226689	3705	Project Manager BSEng-ESC - GOLD CIR	\$11,437	\$14,523	\$11,866	\$15,068	\$12,311	\$15,633	\$12,773	\$16,219		
50226690	3706	Project Manager BSEng-ESC, Sr-GOLD CIR	\$12,652	\$16,255	\$13,126	\$16,865	\$13,618	\$17,497	\$14,129	\$18,153		
50226691	3707	Proj Mgr BSEng-ESC, Sr Cnsltng-GOLD CIR	\$14,001	\$18,088	\$14,526	\$18,766	\$15,071	\$19,470	\$15,636	\$20,200		
50208705	3658	Project Manager ESC, Asc -GOLD CIRCLE	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50208707	3660	Project Manager ESC-GOLD CIRCLE	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
50208708	3662	Project Manager ESC, Sr-GOLD CIRCLE	\$12,050	\$15,480	\$12,502	\$16,061	\$12,971	\$16,663	\$13,457	\$17,288		
50226688	3704	Project Mgr ESC, Sr Cnsltng-GOLD CIRCLE	\$13,332	\$17,228	\$13,832	\$17,874	\$14,351	\$18,544	\$14,889	\$19,239		
ELECTRIC STANDARDS AND STRATEGY												
50208670	3650	Electric Stds and Strategy Engineer, Asc-GOLD CIRCLE	\$7,102	\$11,170	\$7,368	\$11,589	\$7,644	\$12,024	\$7,931	\$12,475		
50234734	3746	Electric Stds and Strategy Engineer-GOLD CIRCLE	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447		
50208671	3651	Electric Stds and Strategy Engineer, Sr-GOLD CIRCLE	\$12,050	\$15,480	\$12,502	\$16,061	\$12,971	\$16,663	\$13,457	\$17,288		
50208673	3652	Electric Stds and Strategy Engr, Sr Cnsltng-GOLD CIR	\$13,332	\$17,228	\$13,832	\$17,874	\$14,351	\$18,544	\$14,889	\$19,239		
52278727	3652	Elec Stds and Strgy Eng, SrAdv-GLD CIR	\$13,332	\$17,228	\$13,832	\$17,874	\$14,351	\$18,544	\$14,889	\$19,239		

SYSTEM PROTECTION ENGINEERING

50208661 3646 Protection Engineer, Asc - GOLD CIRCLE
 50208662 3647 Protection Engineer - GOLD CIRCLE
 50208663 3648 Protection Engineer, Sr - GOLD CIRCLE
 50208664 3649 Protection Engr, Sr Cnsltng-GOLD CIRCLE

		1/1/2022		1/1/2023		1/1/2024		1/1/2025	
		Min	Max	Min	Max	Min	Max	Min	Max
		\$7,102	\$11,589	\$7,368	\$12,024	\$7,644	\$12,475	\$7,931	\$12,943
		\$10,896	\$14,349	\$11,305	\$14,887	\$11,729	\$15,445	\$12,169	\$16,024
		\$12,050	\$16,255	\$12,502	\$16,865	\$12,971	\$17,497	\$13,457	\$18,153
		\$13,332	\$18,088	\$13,832	\$18,766	\$14,351	\$19,470	\$14,889	\$20,200