Exhibit A WAGES

${\tt STANDARD\ OF\ WAGE\ AND\ SALARY\ RANGES\ ON\ 40-HOUR\ WORKWEEK\ BASIS\ AND\ CODES,\ AND\ BEGINNING\ CLASSIFICATIONS}$

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	Pay Scale				RATES EI	FFECTIVE	
Code	Code	CLASSIFICATIONS	PROGRESSION	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
30010310	3092	Gas	End 12 Months	\$72.86	\$75.59	\$78.42	\$81.36
			End 12 Mondis	\$72.00	φ13.39	\$70.42	φο1.30
		Associate Distribution Engineer, Provisional					
E0040E47	2002		Start	\$60.F0	\$72.11	\$74.81	\$77.62
50010517	3093	Electric		\$69.50			
50010518	3094	Gas	End 6 Months	\$71.99	\$74.69	\$77.49	\$80.40
		0					
50040505	0444	Senior Engineering Estimator	O: 1	450.00	454.07	A 50.70	450.05
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)	Start				
50010527	3147	Electric	End 6 Months	\$57.14	\$59.28	\$61.50	\$63.81
50010528	3148	Gas	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 ETP Module 1	\$43.50	\$45.13	\$46.82	\$48.58
50010530	3151	Gas	End 6 Months ETP Module 2	\$45.18	\$46.87	\$48.63	\$50.45
000.0000	0.0.	040	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
			End 30 Months ETF Module 0	φ32.09	φ34.07	\$30.7Z	φ36.63
		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
30113106	3024	Gas					
			End 12 Months	\$72.86	\$75.59	\$78.42	\$81.36
		A B E					
50445405	0005	Associate Distribution Engineer Local, Provisional	O: 1	400.50	670.44	\$74.04	477.00
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		\$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
50073850	3563	Scheduler	Start	\$57.37	\$59.52	\$61.75	\$64.07
00070000	0000	Concadion	End 6 Months	\$58.83	\$61.04	\$63.33	\$65.70
			End 12 Months	\$60.29	\$62.55	\$64.90	\$67.33
				\$60.29 \$61.84	\$64.16	\$66.57	\$69.07
			End 18 Months				
			End 24 Months	\$63.38	\$65.76	\$68.23	\$70.79
			End 30 Months	\$64.95	\$67.39	\$69.92	\$72.54
50073851	3564	Scheduler in Training	Start	\$50.41	\$52.30	\$54.26	\$56.29
000.000.		concadior in riaining	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
			End 9 Months	ψ33.32	ψ50.02	ψ00.20	Ψ02.40
		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
00010010	OLLI	Cuo	End 12 Months	\$64.26	\$66.67	\$69.17	\$71.76
			End 12 Monato	ψ01.20	ψου.στ	ψου. 11	ψ11.70
51577077	3226	Prin Mappping 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
			End 12 Months	ψ04.20	ψ00.07	ψ00.17	Ψ/1./0
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
		Load Manning Tachnician					
50010541	3228	Lead Mapping Technician Electric	Start	\$60.18	\$62.44	\$64.78	\$67.21
			End 6 Months				
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
							•

		Senior Mapping Technician (passed test)									
50010545	3232	Electric	Start	\$52			1.02	\$56		\$58	
50010546	3233	Gas	End 6 Months	\$53			5.40	\$57		\$59	
			End 12 Months		.72		6.77	\$58		\$61	
			End 18 Months	\$56	3.05	\$58	3.15	\$60	.33	\$62	2.59
			End 24 Months	\$57	'.39	\$59	9.54	\$61	.77	\$64	.09
			End 30 Months	\$58	3.76	\$60	0.96	\$63	.25	\$65	5.62
51576995	3232	Sr. Mapping Tech-Elec Pass Expert Test	Start	\$52			1.02	\$56		\$58	
			End 6 Months	\$53			5.40	\$57		\$59	0.64
			End 12 Months		.72		6.77	\$58		\$61	
			End 18 Months		3.05		3.15	\$60		\$62	
			End 24 Months	\$57			9.54	\$61		\$64	
			End 30 Months	\$58	3.76	\$60	0.96	\$63	.25	\$65	5.62
			0	405				***		400	
			Start	\$35			5.81	\$38		\$39	
50010549	3241	Mapping Technician - Electric	End 6 Months	\$38			0.39	\$41		\$43	
50010550	3242	Mapping Technician - Gas	End 12 Months	\$42			1.05	\$45		\$47	
			End 18 Months	\$45	.95	\$4	7.67	\$49	.46	\$51	.31
					2000		2000		2004		2005
					2022		2023	1/1/2		1/1/2	
50047004	0004	New Business Democratative		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 \$57.20	\$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		1/1/3	2022	1/1/	2023	1/1/2	2024	1/1/2	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) CLASSIFICATION	S		2022		2023	1/1/2		1/1/2	
50010551	0050	0		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 \$42.00	\$60.75	\$56.94	\$63.03 \$56.04
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 \$54.70	\$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		1/1/3	2022	1/1/	2023	1/1/2	2024	1/1/2	2025
		Ente sensoli ioni ioni		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
		5 5 5								• ***	•

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
							·				
50040500	0074	Occident and Tackerinian	Object		2022		2023		2024		2025
50010502	2974	Senior Land Technician	Start		9.62		1.48	\$53 \$53			5.41
			End 6 Months		2.49		1.46		5.50		3.62
			End 12 Months End 18 Months		4.98 7.59		7.04 9.75).18 .99		.40 .31
			End 16 Months End 24 Months				2.38		.99 .72		'.15
			End 30 Months		0.13 2.30		2.30 1.64		.72 '.06		. 15).57
			Elia 30 Months	φ0,	2.30	φ0-	+.04	φυ	.00	φυ	7.57
				1/1/	2022	1/1/:	2023	1/1/:	2024	1/1/:	2025
				Min	Max	Min	Max	Min	Max	Min	Max
50010500	2971	Land Technician		\$39.02	\$55.49	\$40.48	\$57.57	\$42.00	\$59.73	\$43.58	\$61.97
50010512	3033	Land Draftsman		\$45.36	\$53.22	\$47.06	\$55.22	\$48.82	\$57.29	\$50.65	\$59.44
50073176	3034	Junior Land Draftsman		\$37.78	\$45.36	\$39.20	\$47.06	\$40.67	\$48.82	\$42.20	\$50.65
				1/1/	2022	1/1/:	2023	1/1/2	2024	1/1/:	2025
		MATERIALS CLASSIFICATIONS		Min	Max	Min	Max	Min	Max	Min	Max
50010548	3239	Senior Instrument Technician (PIO)		\$58.25	\$62.41	\$60.43	\$64.75	\$62.70	\$67.18	\$65.05	\$69.70
50010553	3255	Senior Insulation Tester		\$49.10	\$58.25	\$50.94	\$60.43	\$52.85	\$62.70	\$54.83	\$65.05
				4 14 1	0000	4 14 1	2000	4 14 11	2004	4 /4 //	2005
E0040EE4	2256	Institution Testan	Chard		2022		2023		2024 2.93		2025 1.54
50010554	3256	Insulation Tester	Start End 6 Months		9.88 1.83		1.38 3.40		i.93 i.03		5.72
			End 12 Months		1.03 3.77		5.41		7.11		3.88
			End 18 Months		5.72		7.43	\$49			.06
			End 24 Months		7.70		9.49		.35		3.28
			End 30 Months		9.63		1.49		3.42		5.42
			End 3 Yrs.		1.62		3.56	\$55			7.65
		CONSTRUCTION CLASSIFICATIONS		1/1/ Min	2022 Max	1/1/2 Min	2023 Max	1/1/2 Min	2024 Max	1/1/2 Min	2025 Max
50010510	3023	Field Draftsman		\$41.16	\$54.18	\$42.70	\$56.21	\$44.30	\$58.32	\$45.96	\$60.51
50010508	3020	Senior Field Draftsman		\$54.18	\$60.48	\$56.21	\$62.75	\$58.32	\$65.10	\$60.51	\$67.54
50010519	3100	Field Engineer		\$45.80	\$68.64	\$47.52	\$71.21	\$49.30	\$73.88	\$51.15	\$76.65
50010521	3118	Field Engineering Technician		\$39.78	\$56.03	\$41.27	\$58.13	\$42.82	\$60.31	\$44.43	\$62.57
50010520	3117	Senior Field Engineering Technician		\$57.94	\$66.06	\$60.11	\$68.54	\$62.36	\$71.11	\$64.70	\$73.78
50073067	3273	Transitman		\$42.63	\$54.41	\$44.23	\$56.45	\$45.89	\$58.57	\$47.61	\$60.77
50073105	3270	Senior Transitman		\$54.41	\$61.04	\$56.45	\$63.33	\$58.57	\$65.70	\$60.77	\$68.16
		GAS SUPPLY CLASSIFICATIONS			2022		2023		2024		2025
50040504	0.4.40			Min	Max	Min	Max	Min	Max	Min	Max
50010524	3143	Engineering Estimator		\$43.50	\$58.94	\$45.13	\$61.15	\$46.82	\$63.44	\$48.58	\$65.82
50073037	3140	Senior Engineering Estimator		\$56.09	\$62.95	\$58.19	\$65.31	\$60.37	\$67.76	\$62.63	\$70.30
		DISTRIBUTION ENGINEERING		1/1/	2022	1/1/	2023	1/1/	2024	1/1/	2025
		- · · · · · · · · · · · · · · · · · · ·		Min	Max	Min	Max	Min	Max	Min	Max
51874148	3910	Gas Distribution Engineer, Associate		\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
51874178	3911	Gas Distribution Engineer		\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
52031693	3912	Gas Distribution Engineer, Senior		\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
52523823	3442	Gas Distribution Control Center Planning Engineer, Senior		\$11,190	\$14,747	\$11,610	\$15,300	\$12,045	\$15,874	\$12,497	\$16,469
52524080	3442	Gas Distribution Planning Engineer, Senior		\$11,190	\$14,747	\$11,610	\$15,300	\$12,045	\$15,874	\$12,497	\$16,469
52031694	3913	Gas Distribution Engineer, Sr ConsIt		\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
51874307	3921	Elec Distribution Ops Engineer, Asc		\$7,102	\$11,200	\$7,368	\$11,620	\$7,644	\$12,056	\$7,931	\$12,508
51874308	3922	Elec Distribution Ops Engineer		\$8,591	\$13,717	\$8,913	\$14,231	\$9,247	\$14,765	\$9,594	\$15,319
51874309	3923	Elec Distribution Ops Engineer, Lead		\$11,479	\$15,484	\$11,909	\$16,065	\$12,356	\$16,667	\$12,819	\$17,292
51874184	3910	Electric Distribution Engineer, Associate		\$7,102	\$10,667 \$12,065	\$7,368	\$11,067 \$12,555	\$7,644	\$11,482	\$7,931 \$0.504	\$11,913
51874186	3911	Electric Distribution Engineer		\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063 ¢15.974	\$9,594	\$14,590
52011739	3912	Electric Distribution Engineer, Senior		\$11,479 \$12,073	\$14,747 \$15,041	\$11,909 \$13,450	\$15,300 \$16,530	\$12,356 \$13,064	\$15,874 \$17,150	\$12,819 \$14.488	\$16,469 \$17,802
52011740 52011741	3913 3914	Electric DistributionEngineer, Sr Adv Electric Distribution Engineer, Prn		\$12,973 \$13,331	\$15,941 \$17,105	\$13,459 \$13,831	\$16,539 \$17,746	\$13,964 \$14,350	\$17,159 \$18,411	\$14,488 \$14,888	\$17,802 \$19,101
02011/41	3914	LIGOTIO DISTIDUTION ENGINEEN, PIN	Page 4	क् 13,331	φ17,100	φ13,031	φι/,/40	φ 14,330	φ10,411	φ14,000	φισ, (ΟΙ

		LAND/CORPORATE REAL ESTATE
50074100	2961	Land Technical Specialist I
50074101	2962	Land Technical Specialist II
50074102	2963	Real Estate Technical Specialist I
50074103	2964	Real Estate Technical Specialist II
50074104	3601	Real Estate Technical Specialist, Senior
50073852	3602	GIS Analyst
50083020	3603	GIS Analyst, Senior
50073854	3604	GIS Application Engineer
50074105 50074106	3605 3606	Right of Way Agent Right of Way Agent, Senior
50074100	3607	Right of Way Agent, Senior
50074108	3608	Land Technical Specialist, Senior
50074110	3610	Land Agent, Senior
50074111	3611	Project Surveyor
50074112	3612	Land Surveyor, Senior
50074113	3613	Land Surveyor, Principal
50074114	3614	Land Planner
50074115	3615	Land Planner, Senior
50074116	3616	Land Planner, Principal
50111357	3617	Land Agent, Principal
50329455	3618	Land Planning Analyst
		MAINTENANCE & CONSTRUCTION (M&C)
51874303	3910	Maintenance & Constr Engr, Asc
51874293	3911	Maintenance & Constr Engr
51874294	3912	Maintenance & Constr Engr, Sr
51874304 51874305	3913 3913	Maintenance & Constr Engr, Sr Constr
31074303	3913	Maintenance & Constr Engr, Sr Advsng
		NUCLEAR - DCPP
50352680	3590	Associate Nuclear Planner - ESC
50352681	3591	Associate Nuclear Planner - ESC Nuclear Planner - ESC
		Associate Nuclear Planner - ESC
50352681	3591	Associate Nuclear Planner - ESC Nuclear Planner - ESC
50352681	3591	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC
50352681 50352682	3591 3592	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING
50352681 50352682 51874278 51874276 51874197	3591 3592 3910 3910 3911	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg
50352681 50352682 51874278 51874276 51874197 51874193	3591 3592 3910 3910 3911 3912	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg Civil Engineer - Prj Engg Senior
50352681 50352682 51874278 51874276 51874197 51874193 51874188	3591 3592 3910 3910 3911 3912 3913	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng
50352681 50352682 51874278 51874276 51874197 51874193 51874188 51874200	3591 3592 3910 3910 3911 3912 3913 3910	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Asc
50352681 50352682 51874278 51874276 51874197 51874193 51874188 51874200 51874196	3591 3592 3910 3910 3911 3912 3913 3910 3911	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Asc Electrical Engr-Prj Engg
50352681 50352682 51874278 51874276 51874197 51874193 51874188 51874200 51874196 51874192	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg Civil Engineer - Prj Engg Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer-Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Asc Electrical Engr-Prj Engg Electrical Engr-Prj Engg Electrical Engr-Prj Engg
50352681 50352682 51874278 51874276 51874197 51874193 51874188 51874200 51874196 51874192 51874187	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3913	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Asc Electrical Engr-Prj Engg
50352681 50352682 51874278 51874276 51874197 51874193 51874188 51874200 51874196 51874192	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg Civil Engineer - Prj Engg Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Asc Electrical Engr-Prj Engg, Sr Cnsltng
50352681 50352682 51874278 51874276 51874197 51874193 51874188 51874200 51874196 51874192 51874197	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3913 3910	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg Civil Engineer - Prj Engg Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Asc Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Substation Engineer - Prj Engg, Asc
50352681 50352682 51874278 51874276 51874197 51874193 51874188 51874200 51874196 51874192 51874197 51874199 51874199 51874191 51874191	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3913 3910 3911 3912 3910	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Asc Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Clectrical Engr-Prj Engg, Sr Clectrical Engr-Prj Engg, Sr Clectrical Engr-Prj Engg, Sr Clectrical Engr-Prj Engg, Sr Substation Engineer - Prj Engg Substation Engineer - Prj Engg, Sr Transm Line Engineer - Prj Engg, Asc
50352681 50352682 51874278 51874276 51874197 51874193 51874198 51874200 51874196 51874192 51874199 51874199 51874199 51874191 51874198 51874194	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3910 3910 3911 3910 3911	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Cnsltng Substation Engineer - Prj Engg, Asc Substation Engineer - Prj Engg, Sr Transm Line Engineer - Prj Engg, Asc Transm Line Engineer - Prj Engg, Asc
50352681 50352682 51874278 51874276 51874197 51874193 51874198 51874196 51874192 51874197 51874199 51874191 51874191 51874194 51874194 51874194 51874194	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3913 3910 3911 3912 3910 3911 3912	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Asc Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Substation Engineer - Prj Engg, Asc Substation Engineer - Prj Engg Substation Engineer - Prj Engg, Sr Transm Line Engineer - Prj Engg Transm Line Engineer - Prj Engg, Sr
50352681 50352682 51874278 51874276 51874197 51874193 51874198 51874200 51874196 51874192 51874199 51874199 51874199 51874191 51874198 51874194	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3910 3910 3911 3910 3911	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Substation Engineer - Prj Engg, Asc Substation Engineer - Prj Engg, Sr Transm Line Engineer - Prj Engg, Asc Transm Line Engineer - Prj Engg Transm Line Engineer - Prj Engg, Sr Project Architect
50352681 50352682 51874278 51874276 51874197 51874193 51874198 51874196 51874192 51874197 51874199 51874191 51874191 51874194 51874194 51874194 51874194	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3910 3911 3912 3911 3912 3911	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Asc Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Cnsltng Substation Engineer - Prj Engg Transm Line Engineer - Prj Engg
50352681 50352682 51874278 51874276 51874197 51874193 51874198 51874200 51874196 51874192 51874199 51874199 51874199 51874194 51874194 51874194 51874194 51874194 51874194 51874196	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3910 3911 3912 3910 3911 3912 3911	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Cnsltng Substation Engineer - Prj Engg, Asc Substation Engineer - Prj Engg, Sr Transm Line Engineer - Prj Engg, Asc Transm Line Engineer - Prj Engg, Sr Project Architect PROJECT MANAGERS AND PROJECT CONTROLS ANALYSTS
50352681 50352682 51874278 51874276 51874197 51874193 51874198 51874192 51874199 51874195 51874194 51874194 51874194 51874194 51874194 51874194 51874194 51874196 51874196 51874197 51874198 51874199 51874199 51874199 51874199 51874199	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3910 3911 3912 3910 3911 3912 3911	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Substation Engineer - Prj Engg, Asc Substation Engineer - Prj Engg Substation Engineer - Prj Engg, Sr Transm Line Engineer - Prj Engg, Asc Transm Line Engineer - Prj Engg, Sr Project Architect PROJECT MANAGERS AND PROJECT CONTROLS ANALYSTS Project Controls Analyst - ESC Project Controls Analyst - ESC, Sr
50352681 50352682 51874278 51874276 51874197 51874193 51874198 51874200 51874196 51874192 51874199 51874199 51874199 51874194 51874194 51874194 51874194 51874194 51874194 51874196	3591 3592 3910 3910 3911 3912 3913 3910 3911 3912 3910 3911 3912 3910 3911 3912 3911	Associate Nuclear Planner - ESC Nuclear Planner - ESC Senior Nuclear Planner - ESC PROJECT ENGINEERING Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Asc Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Senior Civil Engineer - Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Sr Cnsltng Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Electrical Engr-Prj Engg, Sr Cnsltng Substation Engineer - Prj Engg, Asc Substation Engineer - Prj Engg, Sr Transm Line Engineer - Prj Engg, Asc Transm Line Engineer - Prj Engg, Sr Project Architect PROJECT MANAGERS AND PROJECT CONTROLS ANALYSTS

	2022		2023		2024		2025
Min	Max	Min	Max	Min	Max	Min	Max
\$41.10 \$45.52	\$51.35 \$56.89	\$42.64 \$47.23	\$53.28 \$59.02	\$44.24 \$49.00	\$55.28 \$61.23	\$45.90 \$50.84	\$57.35 \$63.53
\$45.52 \$41.10	\$50.69 \$51.35	\$47.23 \$42.64	\$53.28	\$49.00 \$44.24	\$55.28	\$45.90	\$57.35
\$45.52	\$56.89	\$47.23	\$59.02	\$49.00	\$61.23	\$50.84	\$63.53
\$8,209	\$10,257	\$8,517	\$10,642	\$8,836	\$11,041	\$9,167	\$11,455
\$7,978	\$10,208	\$8,277	\$10,591	\$8,587	\$10,988	\$8,909	\$11,400
\$9,858	\$11,435	\$10,228	\$11,864	\$10,612	\$12,309	\$11,010	\$12,771
\$11,898	\$13,094	\$12,344	\$13,585	\$12,807	\$14,094	\$13,287	\$14,623
\$8,356	\$10,359	\$8,669	\$10,747	\$8,994	\$11,150	\$9,331	\$11,568
\$9,745	\$11,331	\$10,110	\$11,756	\$10,489	\$12,197	\$10,882	\$12,654
\$10,834	\$13,085	\$11,240	\$13,576	\$11,662	\$14,085	\$12,099	\$14,613
\$8,208	\$10,257	\$8,516	\$10,642	\$8,835	\$11,041	\$9,166	\$11,455
\$9,643	\$12,054	\$10,005	\$12,506	\$10,380	\$12,975	\$10,769	\$13,462
\$9,643	\$12,054	\$10,005	\$12,506	\$10,380	\$12,975	\$10,769	\$13,462
\$10,676	\$13,407	\$11,076	\$13,910	\$11,491	\$14,432	\$11,922	\$14,973
\$13,134	\$14,602	\$13,627	\$15,150	\$14,138	\$15,718	\$14,668	\$16,307
\$9,479	\$11,268	\$9,834	\$11,691	\$10,203	\$12,129	\$10,586	\$12,584
\$10,676	\$13,407	\$11,076	\$13,910	\$11,491	\$14,432	\$11,922	\$14,973
\$13,134 \$10,436	\$14,602 \$13,013	\$13,627 \$10,927	\$15,150 \$13,501	\$14,138 \$14,233	\$15,718 \$14,007	\$14,668 \$11,654	\$16,307 \$14,532
\$10,436	\$13,013	\$10,827	\$13,501	\$11,233	\$14,007	\$11,654	\$14,532
\$5,970	\$9,133	\$6,194	\$9,475	\$6,426	\$9,830	\$6,667	\$10,199
1/1/2	2022	1/1/2	2023	1/1/2	2024	1/1/2	2025
Min	Max	Min	Max	Min	Max	Min	Max
\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482	\$7,931	\$11,913
\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469
\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
1/1/2	2022	1/1/2	2023	1/1/2	2024	1/1/2	2025
Min	Max	Min	Max	Min	Max	Min	Max
Min \$52.84	Max \$62.15	Min \$54.82	Max \$64.48	Min \$56.88	Max \$66.90	Min \$59.01	Max \$69.41
Min \$52.84 \$63.78	Max \$62.15 \$75.83	Min \$54.82 \$66.17	Max \$64.48 \$78.67	Min \$56.88 \$68.65	Max \$66.90 \$81.62	Min \$59.01 \$71.22	Max \$69.41 \$84.68
Min \$52.84	Max \$62.15	Min \$54.82	Max \$64.48	Min \$56.88	Max \$66.90	Min \$59.01	Max \$69.41
Min \$52.84 \$63.78 \$75.83	Max \$62.15 \$75.83	Min \$54.82 \$66.17 \$78.67	Max \$64.48 \$78.67	Min \$56.88 \$68.65 \$81.62	Max \$66.90 \$81.62	Min \$59.01 \$71.22 \$84.68	Max \$69.41 \$84.68
Min \$52.84 \$63.78 \$75.83	Max \$62.15 \$75.83 \$79.60	Min \$54.82 \$66.17 \$78.67	Max \$64.48 \$78.67 \$82.59 2023 Max	Min \$56.88 \$68.65 \$81.62	Max \$66.90 \$81.62 \$85.69	Min \$59.01 \$71.22 \$84.68	Max \$69.41 \$84.68 \$88.90 2025 Max
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$10,667	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$11,067	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931 \$7,931	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$11,067 \$13,555	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644 \$9,247	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931 \$7,931 \$9,594	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$10,667 \$13,065 \$14,747	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913 \$11,909	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$11,067 \$13,555 \$15,300	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931 \$7,931 \$9,594 \$12,819	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$16,469
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941	Min \$54.82 \$66.17 \$78.67 Min \$7,368 \$7,368 \$8,913 \$11,909 \$13,459	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$13,555 \$15,300 \$16,539	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$14,063 \$15,874 \$17,159	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931 \$7,931 \$9,594 \$12,819 \$14,488	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$14,590 \$16,469 \$17,802
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$10,667	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$11,067	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368 \$8,913	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$11,555 \$15,300 \$16,539 \$11,067 \$13,555	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931 \$7,931 \$9,594 \$12,819 \$9,594 \$12,819	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$17,802 \$11,913 \$14,590 \$16,469
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368 \$8,913 \$11,909 \$13,459	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$11,067	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$9,247 \$12,356 \$13,964 \$9,247 \$12,356 \$13,964	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874 \$17,159	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594 \$12,819 \$14,488	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$16,469 \$17,802
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$16,539 \$11,067	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$7,644 \$7,644	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482	Min \$59.01 \$71.22 \$84.68 1/11/2 Min \$7,931 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368 \$8,913	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874 \$17,159	Min \$59.01 \$71.22 \$84.68 1/1/2 Min \$7,931 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$16,469 \$17,802
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$16,539 \$11,067	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$7,644 \$7,644	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063	Min \$59.01 \$71.22 \$84.68 1/11/2 Min \$7,931 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$14,590 \$17,802 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747	Min \$54.82 \$66.17 \$78.67 1/1/2 Min \$7,368 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368 \$8,913 \$11,909	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$11,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300	Min \$56.88 \$68.65 \$81.62 \$1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$17,159	Min \$59.01 \$71.22 \$84.68 \$1/1/2 \$Min \$7,931 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594 \$12,819	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590 \$16,469
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065	Min \$54.82 \$66.17 \$78.67 \$78.67 \$1/1/2 \$66.17 \$78.67 \$1/1/2 \$66.17 \$7.368 \$7.368 \$8.913 \$11,909 \$13,459 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$11,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$11,067	Min \$56.88 \$68.65 \$81.62 \$1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356 \$7,644	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482	Min \$59.01 \$71.22 \$84.68 \$1/1/2 \$Min \$7,931 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594 \$12,819 \$14,488 \$7,931 \$9,594 \$12,819 \$7,931 \$9,594 \$12,819 \$7,931	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590 \$16,469 \$11,913
Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$13,065 \$14,747 \$13,065	Min \$54.82 \$66.17 \$78.67 \$1/1/2 \$66.17 \$78.67 \$1/1/2 \$68.913 \$11,909 \$13,459 \$7,368 \$8,913 \$11,909 \$13,459 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$11,067 \$13,555	Min \$56.88 \$68.65 \$81.62 \$1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356 \$7,644 \$9,247 \$12,356 \$7,644 \$9,247	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063	Min \$59.01 \$71.22 \$84.68 \$1/1/2 \$84.68 \$1/1/2 \$84.68 \$1/1/2 \$1.28	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$17,802 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590 \$14,590
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Min \$52.84 \$63.78 \$75.83 1/1/2 Min \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$12,973 \$7,102 \$8,591 \$11,479 \$7,102 \$8,591 \$11,479 \$7,102 \$8,591	Max \$62.15 \$75.83 \$79.60 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$15,941 \$10,667 \$13,065 \$14,747 \$13,065 \$14,747 \$13,065	Min \$54.82 \$66.17 \$78.67 \$78.67 \$77.368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909 \$7,368 \$8,913 \$11,909 \$7,368 \$7,3	Max \$64.48 \$78.67 \$82.59 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$16,539 \$11,067 \$13,555 \$15,300 \$11,067 \$13,555 \$15,300 \$11,067 \$13,555 \$15,300 \$11,555	Min \$56.88 \$68.65 \$81.62 1/1/2 Min \$7,644 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356 \$13,964 \$7,644 \$9,247 \$12,356 \$7,644 \$9,247 \$12,356 \$9,247 \$12,356 \$9,247 \$12,356 \$9,247	Max \$66.90 \$81.62 \$85.69 2024 Max \$11,482 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$17,159 \$11,482 \$14,063 \$15,874 \$11,482 \$14,063 \$15,874 \$11,482 \$14,063 \$15,874 \$11,482 \$14,063	Min \$59.01 \$71.22 \$84.68 1/1/2	Max \$69.41 \$84.68 \$88.90 2025 Max \$11,913 \$11,913 \$14,590 \$17,802 \$11,913 \$14,590 \$16,469 \$17,802 \$11,913 \$14,590 \$16,469 \$11,913 \$14,590 \$16,469 \$11,913 \$14,590 \$16,469 \$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 \$12,973	\$14,747	\$11,909 \$13,459	\$15,300 \$16,539	\$12,356 \$13,964	\$15,874 \$17,150	\$12,819	\$16,469
51874295	3913	Project Manager, Sr Cnsltng-ESC	\$12,973	\$15,941	\$13,459	ф 10,539	\$13,904	\$17,159	\$14,488	\$17,802
		ELECTRIC STANDARDS AND STRATEGY	1/	1/2022	1/1/:	2023	1/1/:	2024	1/1/2	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
		STOTEM PROTECTION ENGINEERING	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
		NOSEPACENOMEERO AND GOZENI VERMINATION	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 50222855	3927 3701	(Nuc) Procurement Specialist, Sr. Advising (Nuc) Quality Auditor	\$9,215 \$9,103	\$13,651 \$13,065	\$9,561 \$9,444	\$14,163 \$13,555	\$9,920 \$9,798	\$14,694 \$14,063	\$10,292 \$10,165	\$15,245 \$14,590
50222856	3701	(Nuc) Quality Auditor (Nuc) Quality Auditor, Senior	\$10,656	\$13,003	\$11,056	\$14,829	\$9,790 \$11,471	\$14,003	\$10,103	\$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
		THE SECTION OF THE PROPERTY OF	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 \$44,474	\$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 \$11,700	\$12,789	\$9,910	\$13,269	\$10,282	\$13,767	\$10,668 \$13,077	\$14,283
50327914	3799 3730	Environmental Scientist, Senior Consulting	\$11,709 \$6,683	\$14,691 \$9,754	\$12,148 \$6,034	\$15,242 \$10,120	\$12,604 \$7,194	\$15,814 \$10,500	\$13,077 \$7,464	\$16,407 \$10,804
50227305 50227306	3720 3721	Project Management Analyst-Environmental Project Management Analyst-Environmental, Senior		\$9,754 \$11,446	\$6,934 \$8,767	\$10,120 \$11,875		\$10,500 \$12,320	\$7,464 \$9,437	\$10,894 \$12,782
30221300	3121	i Tojeot Management Analyst-Environmental, Sellioi	\$8,450	\$11,446	φυ,/0/	\$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
50327910	3792	Terrestrial Biologist, Senior	\$9,402	\$12,789	\$9,755	\$13,269	\$10,121	\$13,767	\$10,501	\$14,283
30011300	0102	Terrestrial Biologist, Germon	Ψ3,+02	Ψ12,703	ψ5,700	ψ10,200	Ψ10,121	ψ10,707	ψ10,501	Ψ14,200
		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 Advising Telecommunications Engineer, Senior Consulting	\$12,973	\$15,941 \$15,941	\$13,459	\$16,539	\$13,964	\$17,159	\$14,488	\$17,802
30372014	3313	releconniturications Engineer, Senior Consulting	Ψ12,973	Ψ10,941	ψ10,409	ψ10,559	ψ10,904	Ψ17,139	Ψ14,400	Ψ17,002
		POWER GENERATION - HYDRO PROFESSIONALS	1/1	/2022	1/1/	2023	1/1/	2024	1/1/	2025
		. C.L. CLILLE III DIG I I GI EGGIOTALO	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
50202017	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	\$13,002	\$9,433	\$13,552 \$11,658	\$9,787	\$12,095	\$10,154	\$12,549
50216530	3672	Hydro Scheduling Consultant, Hydro Scheduling Consultant, Senior	\$10,663	\$11,237	\$11,063	\$13,090	\$11,478	\$13,581	\$10,134	\$12,049
50262818	3778	Hydrographer, Associate	\$6,948	\$8,585	\$7,209	\$8,907	\$7,479	\$9,241	\$7,759	\$9,588
50202010	3673		\$8,064	\$9,882	\$8,366	\$10,253	\$8,680	\$9,241 \$10,637	\$9,006	\$9,566 \$11,036
50216531	3674	Hydrographer	\$9,366	\$9,002 \$10,663	\$9,717	\$10,253	\$10,081	\$10,637	\$9,000 \$10,459	\$11,036
50262819	3779	Hydrographer, Senior Power Generation License Coordinator, Associate								\$9,588
	3675	,	\$6,502	\$8,585	\$6,746	\$8,907	\$6,999	\$9,241	\$7,261 \$9,151	. ,
50216533		Power Generation License Coordinator	\$8,194	\$10,656	\$8,501	\$11,056	\$8,820	\$11,471		\$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	¢44.470	¢44.747	¢44.000	#45 200	#40.056	¢4E 074	£40.040	£46.460
50262563	2011	(PIO)	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874	\$12,819	\$16,469 \$14,500
	3911	Power Generation License Project Manager	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063 \$15,074	\$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
				10000		2000		222		2005
		NUCLEAR PROFESSIONALS		/2022		2023		2024		2025
50040040	0706	(N.) P. I	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
		Page 7								

50229564 50312853										
50312853	3730	(Nuc) Maintenance Coordinator	\$8,149	\$11,659	\$8,455	\$12,096	\$8,772	\$12,550	\$9,101	\$13,021
30312033	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 Advsng-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, Associate (Nuc) Procurement Technical Specialist	\$7,020	\$10,656	\$7,283	\$11,056	\$7,556	\$11,471	\$7,839	\$11,901
50238149	3750								\$10,079	
		(Nuc) Procurement Technical Specialist, Senior	\$9,026	\$12,789 \$14,066	\$9,364	\$13,269 \$14,503	\$9,715	\$13,767 \$15,140		\$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
E00E0100	3763	(Nuc) Work Week Manager	\$9,402	£42 446	\$9,755	\$13,919	\$10,121	\$14,441	¢10 E01	\$14,983
50253128	0,00		ψ9,402	\$13,416	ψ9,133	ψ15,515	Ψ10,121	Ψ14,441	\$10,501	φ14,903
50253128 50312862	3789	(Nuc) Work Week Manager, Senior	\$11,285	\$15,416 \$15,045	\$11,708	\$15,609	\$12,147	\$16,194	\$10,501	\$14,903
50312862	3789	(Nuc) Work Week Manager, Senior	\$11,285	\$15,045	\$11,708	\$15,609	\$12,147	\$16,194	\$12,603	\$16,801
50312862	3789	(Nuc) Work Week Manager, Senior	\$11,285 \$15,799	\$15,045	\$11,708 \$16,391	\$15,609	\$12,147	\$16,194 \$17,813	\$12,603 \$17,644	\$16,801
50312862	3789	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising	\$11,285 \$15,799 1/1/2 Min	\$15,045 \$16,548	\$11,708 \$16,391	\$15,609 \$17,169	\$12,147 \$17,006	\$16,194 \$17,813	\$12,603 \$17,644	\$16,801 \$18,481
50312862	3789	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising	\$11,285 \$15,799	\$15,045 \$16,548	\$11,708 \$16,391	\$15,609 \$17,169 2023	\$12,147 \$17,006	\$16,194 \$17,813	\$12,603 \$17,644	\$16,801 \$18,481
50312862 50381223	3789 3839	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS	\$11,285 \$15,799 1/1/2 Min	\$15,045 \$16,548 2022 Max	\$11,708 \$16,391 1/1/2 Min	\$15,609 \$17,169 2023 Max	\$12,147 \$17,006 1/1/2 Min	\$16,194 \$17,813 2024 Max	\$12,603 \$17,644 1/1/2 Min	\$16,801 \$18,481 2025 Max
50312862 50381223	3789 3839	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS	\$11,285 \$15,799 1/1/2 Min \$7,251	\$15,045 \$16,548 2022 Max	\$11,708 \$16,391 1/1/2 Min \$7,523	\$15,609 \$17,169 2023 Max	\$12,147 \$17,006 1/1/2 Min	\$16,194 \$17,813 2024 Max \$10,082	\$12,603 \$17,644 1/1/2 Min \$8,098	\$16,801 \$18,481 2025 Max
50312862 50381223	3789 3839	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator	\$11,285 \$15,799 1/1/2 Min \$7,251	\$15,045 \$16,548 2022 Max \$9,367	\$11,708 \$16,391 1/1/2 Min \$7,523	\$15,609 \$17,169 2023 Max \$9,718	\$12,147 \$17,006 1/1/2 Min \$7,805	\$16,194 \$17,813 2024 Max \$10,082	\$12,603 \$17,644 1/1/2 Min \$8,098	\$16,801 \$18,481 2025 <u>Max</u> \$10,460
50312862 50381223	3789 3839	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator	\$11,285 \$15,799 1/1/2 Min \$7,251	\$15,045 \$16,548 2022 Max \$9,367	\$11,708 \$16,391 1/1/2 Min \$7,523	\$15,609 \$17,169 2023 Max \$9,718	\$12,147 \$17,006 1/1/2 Min \$7,805	\$16,194 \$17,813 2024 Max \$10,082	\$12,603 \$17,644 1/1/2 Min \$8,098	\$16,801 \$18,481 2025 Max \$10,460
50312862 50381223 50245778	3789 3839 3751	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min	\$15,045 \$16,548 2022 Max \$9,367 2022 Max	\$11,708 \$16,391 1/1/2 Min \$7,523 1/1/2 Min	\$15,609 \$17,169 2023 Max \$9,718 2023 Max	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min	\$16,194 \$17,813 2024 Max \$10,082 2024 Max	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min	\$16,801 \$18,481 2025 <u>Max</u> \$10,460 2025 <u>Max</u>
50312862 50381223 50245778 51587857	3789 3839 3751	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95	\$11,708 \$16,391 1/1/: Min \$7,523 1/1/: Min \$43.94	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25
50312862 50381223 50245778 51587857 51587859	3789 3839 3751 0382 0383	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC	\$11,285 \$15,799 1/1// Min \$7,251 1/1// Min \$42.35 \$56.27	\$15,045 \$16,548 2022 <u>Max</u> \$9,367 2022 <u>Max</u> \$53.95 \$70.08	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84	\$16,801 \$18,481 2025 <u>Max</u> \$10,460 2025 <u>Max</u> \$60.25 \$78.27
50312862 50381223 50245778 51587857 51587859 51587860	3789 3839 3751 0382 0383 0384	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC EGI Interconnection Manager - ESC EGI Interconnection Manager - ESC, Sr	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53,95 \$70.08 \$77.89	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31	\$16,801 \$18,481 2025 <u>Max</u> \$10,460 2025 <u>Max</u> \$60.25 \$78.27 \$86.98
50312862 50381223 50245778 51587857 51587859 51587860 51587861	3789 3839 3751 0382 0383 0384 0372	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC EGI Interconnection Manager - ESC EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78
50312862 50381223 50245778 51587857 51587859 51587860 51587861 51587862	3789 3839 3751 0382 0383 0384 0372 0385	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44	\$11,708 \$16,391 1/1/2 Min \$7,523 1/1/2 Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57
50312862 50381223 50245778 51587857 51587859 51587860 51587861 51587862 51587863	3789 3839 3751 0382 0383 0384 0372 0385 0386	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC EGI Business Analyst - ESC, Sr	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43	\$11,708 \$16,391 1/1/2 Min \$7,523 1/1/2 Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72
50312862 50381223 50245778 51587857 51587859 51587860 51587861 51587862 51587863 51587864	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$62.43 \$52.44	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$54.41	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20 \$56.45	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72 \$58.57
50312862 50381223 50245778 51587857 51587859 51587860 51587861 51587862 51587863 51587864	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$62.43 \$52.44	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$54.41	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72
50312862 50381223 50245778 51587857 51587859 51587860 51587861 51587862 51587863 51587864	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC EGI Contract Manager - ESC	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72 \$58.57
50312862 50381223 50245778 51587857 51587859 51587860 51587861 51587862 51587863 51587864 51587865	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr TRANSMISSION PLANNING	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$52.44 \$62.43	\$11,708 \$16,391 1/1/2 Min \$7,523 1/1/2 Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$54.41 \$64.77	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20 \$56.45 \$67.20	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86,98 \$56.78 \$58.57 \$69,72 \$58.57 \$69,72
50312862 50381223 50245778 51587857 51587859 51587860 51587861 51587862 51587864 51587865 51587865	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC EGI Contract Manager - ESC EGI Contract Manager - ESC, Sr	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$52.44 \$62.43	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$54.41 \$64.77 2023 Max \$11,067	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20 \$56.45 \$67.20	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72 \$58.57 \$69.72
50312862 50381223 50245778 50245778 51587857 51587860 51587861 51587862 51587864 51587865 51587866 51587866	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr TRANSMISSION PLANNING Transmission Planning Engineer, Asc-ESC Transmission Planning Engineer-ESC	\$11,285 \$15,799 1/1// Min \$7,251 1/1// Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42 \$17.77 Min \$7,102 \$8,591	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$52.44 \$62.43 2022 Max \$10,667 \$13,065	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12 1/1// Min \$7,368 \$8,913	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$54.41 \$64.77 2023 Max \$11,067 \$13,555	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$66.45 \$67.20 \$2024 Max \$11,482 \$14,063	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72 1/1/2 Min \$7,931 \$9,594	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60,25 \$78,27 \$86,98 \$56,78 \$56,78 \$58,57 \$69,72 2025 Max \$11,913 \$14,590
50312862 50381223 50245778 50245778 51587857 51587860 51587861 51587863 51587864 51587865 51587866 51587866 51587866 51587867 51587868	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC EGI Contract Manager - ESC TRANSMISSION PLANNING Transmission Planning Engineer, Asc-ESC Transmission Planning Engineer-ESC Transmission Planning Engineer, Sr-ESC	\$11,285 \$15,799 1/1// Min \$7,251 1/1// Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$1.479	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$62.43 \$10,667 \$13,065 \$14,747	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12 1/1// Min \$7,368 \$8,913 \$11,909	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$64.47 \$64.77	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89 1/1/2 Min \$7,644 \$9,247 \$12,356	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20 \$56.45 \$67.20 2024 Max \$11,482 \$14,063 \$15,874	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72 1/1/2 Min \$7,931 \$9,594 \$12,819	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72 \$58.57 \$69.72 2025 Max \$11,913 \$14,590 \$16,469
50312862 50381223 50381223 50245778 51587857 51587860 51587861 51587863 51587864 51587865 51587866 51587866 51587867 51587868 51587869	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr TRANSMISSION PLANNING Transmission Planning Engineer, Asc-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engineer, Sr Cslt-ESC Transmission Planning Engr, Sr Cslt-ESC	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$45.42	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53,95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$52.44 \$62.43 2022 Max \$10,667 \$14,747 \$15,941	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12 \$39.67 \$47.12 \$39.67 \$47.12	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 2023 Max \$11,067 \$13,555 \$15,300 \$16,539	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89 1/1/2 Min \$7,644 \$9,247 \$12,356 \$13,964	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20 \$56.45 \$67.20 2024 Max \$11,482 \$14,063 \$15,874 \$17,159	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72 1/1/2 Min \$7,931 \$9,594 \$12,819 \$14,488	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72 \$58.57 \$69.72 2025 Max \$11,913 \$14,590 \$16,469 \$17,802
50312862 50381223 50245778 50245778 51587857 51587860 51587861 51587863 51587864 51587865 51587866 51587866 51587866 51587867 51587868	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC EGI Contract Manager - ESC TRANSMISSION PLANNING Transmission Planning Engineer, Asc-ESC Transmission Planning Engineer-ESC Transmission Planning Engineer, Sr-ESC	\$11,285 \$15,799 1/1// Min \$7,251 1/1// Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$1.479	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$62.43 \$10,667 \$13,065 \$14,747	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12 1/1// Min \$7,368 \$8,913 \$11,909	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$64.47 \$64.77	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89 1/1/2 Min \$7,644 \$9,247 \$12,356	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20 \$56.45 \$67.20 2024 Max \$11,482 \$14,063 \$15,874	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72 1/1/2 Min \$7,931 \$9,594 \$12,819	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72 \$58.57 \$69.72 2025 Max \$11,913 \$14,590 \$16,469
50312862 50381223 50381223 50245778 51587857 51587860 51587861 51587863 51587864 51587865 51587866 51587866 51587867 51587868 51587869	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr TRANSMISSION PLANNING Transmission Planning Engineer, Asc-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engineer, Sr Cslt-ESC Transmission Planning Engr, Sr Cslt-ESC Transmission Planning Eng, Sr Advsng-ESC	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42 \$1,172 Min \$7,102 \$8,591 \$11,479 \$12,973 \$12,973	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$52.44 \$62.43 \$10,667 \$13,065 \$14,747 \$15,941	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12 \$39.67 \$47.12 \$39.67 \$41.190 \$11,459 \$13,459	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$54.41 \$64.77 2023 Max \$11,067 \$13,555 \$15,300 \$16,539	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89 \$41.36 \$48.89	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$67.20 \$56.45 \$67.20 2024 Max \$11,482 \$14,063 \$15,874 \$17,159	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72 \$42.70 \$50.72 \$42.819 \$14,488 \$14,488	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72 \$58.57 \$69.72 2025 Max \$11,913 \$14,590 \$16,469 \$17,802
50312862 50381223 50381223 50245778 51587857 51587860 51587861 51587863 51587864 51587865 51587866 51587866 51587867 51587868 51587869	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr TRANSMISSION PLANNING Transmission Planning Engineer, Asc-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engineer, Sr Cslt-ESC Transmission Planning Engr, Sr Cslt-ESC	\$11,285 \$15,799 1/1// Min \$7,251 1/1// Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42 \$17.10 \$11,479 \$12,973 \$12,973 \$12,973	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$52.44 \$62.43 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$15,941	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12 1/1// Min \$7,368 \$8,913 \$11,909 \$13,459 \$13,459	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$16,539	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89 \$11.16 \$48.89 \$11.16 \$48.89 \$11.16 \$48.89 \$11.16	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$67.20 \$56.45 \$67.20 2024 Max \$11,482 \$14,063 \$15,874 \$17,159 \$17,159	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72 \$42.70 \$50.72 1/1/2 Min \$7,931 \$9,594 \$12,819 \$14,488 \$14,488	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60,25 \$78,27 \$86,98 \$56,78 \$58,57 \$69,72 2025 Max \$11,913 \$14,590 \$16,469 \$17,802 \$17,802
50312862 50381223 50381223 50245778 51587857 51587860 51587861 51587863 51587864 51587865 51587866 51587867 51587868 51587869 51592663	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr TRANSMISSION PLANNING Transmission Planning Engineer, Asc-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engineer, Sr-Advsng-ESC AUTOMATION/POWER QUALITY	\$11,285 \$15,799 1/1// Min \$7,251 1/1// Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$1.479 \$12,973 \$12,973 \$12,973	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$62.43 \$10,667 \$13,065 \$14,747 \$15,941 \$15,941	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12 1/1// Min \$7,368 \$8,913 \$11,909 \$13,459 \$13,459 \$11,459	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$54.41 \$64.77 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$16,539	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89 1/1/2 Min \$7,644 \$9,247 \$12,356 \$13,964 \$13,964 \$13,964	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20 2024 Max \$11,482 \$14,063 \$15,874 \$17,159 \$17,159	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72 \$42.70 \$50.72 1/1/2 Min \$7,931 \$9,594 \$12,819 \$14,488 \$14,488	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60,25 \$78,27 \$86,98 \$56,78 \$58,57 \$69,72 \$58,57 \$69,72 2025 Max \$11,913 \$14,590 \$16,469 \$17,802 \$17,802
50312862 50381223 50381223 50245778 51587857 51587860 51587861 51587863 51587864 51587865 51587866 51587869 51587869 51592663	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC EGI Business Analyst - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr TRANSMISSION PLANNING Transmission Planning Engineer, Asc-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engr, Sr Cslt-ESC Transmission Planning Engr, Sr Advsng-ESC AUTOMATION/POWER QUALITY Automation Engineer, Associate-ESC	\$11,285 \$15,799 1/1/2 Min \$7,251 1/1/2 \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$45.42 \$4	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 2022 Max \$10,667 \$13,065 \$14,747 \$15,941 \$15,941	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12 \$39.67 \$47.12 \$39.67 \$47.12 1/1// Min \$7,368 \$8,913 \$11,909 \$13,459 \$13,459 \$17,768	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$16,539 20223 Max \$11,067	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89 \$41.2 Min \$7,644 \$12,356 \$13,964 \$13,964 \$1,7644	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20 \$56.45 \$67.20 2024 Max \$11,482 \$14,063 \$15,874 \$17,159 \$17,159	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/3 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72 \$42.70 \$50.72 \$42.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60.25 \$78.27 \$86.98 \$56.78 \$58.57 \$69.72 \$58.57 \$69.72 2025 Max \$11,913 \$14,590 \$17,802 \$17,802 \$17,802
50312862 50381223 50381223 50245778 51587857 51587860 51587861 51587863 51587864 51587865 51587866 51587867 51587868 51587869 51592663	3789 3839 3751 0382 0383 0384 0372 0385 0386 0387 0388	(Nuc) Work Week Manager, Senior (Nuc) Work Week Manager, Senior Advising DISTRIBUTION OUTAGE COORDINATORS Energy Delivery Outage Coordinator GENERATION INTERCONNECTION EGI Interconnection Manager - ESC, Asc EGI Interconnection Manager - ESC, Sr EGI Account Representative - ESC EGI Business Analyst - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr EGI Contract Manager - ESC, Sr TRANSMISSION PLANNING Transmission Planning Engineer, Asc-ESC Transmission Planning Engineer, Sr-ESC Transmission Planning Engineer, Sr-Advsng-ESC AUTOMATION/POWER QUALITY	\$11,285 \$15,799 1/1// Min \$7,251 1/1// Min \$42.35 \$56.27 \$63.86 \$35.48 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$45.42 \$38.24 \$1.479 \$12,973 \$12,973 \$12,973	\$15,045 \$16,548 2022 Max \$9,367 2022 Max \$53.95 \$70.08 \$77.89 \$50.84 \$52.44 \$62.43 \$62.43 \$10,667 \$13,065 \$14,747 \$15,941 \$15,941	\$11,708 \$16,391 1/1// Min \$7,523 1/1// Min \$43.94 \$58.38 \$66.25 \$36.81 \$39.67 \$47.12 \$39.67 \$47.12 1/1// Min \$7,368 \$8,913 \$11,909 \$13,459 \$13,459 \$11,459	\$15,609 \$17,169 2023 Max \$9,718 2023 Max \$55.97 \$72.71 \$80.81 \$52.75 \$54.41 \$64.77 \$54.41 \$64.77 2023 Max \$11,067 \$13,555 \$15,300 \$16,539 \$16,539	\$12,147 \$17,006 1/1/2 Min \$7,805 1/1/2 Min \$45.59 \$60.57 \$68.73 \$38.19 \$41.16 \$48.89 \$41.16 \$48.89 1/1/2 Min \$7,644 \$9,247 \$12,356 \$13,964 \$13,964 \$13,964	\$16,194 \$17,813 2024 Max \$10,082 2024 Max \$58.07 \$75.44 \$83.84 \$54.73 \$56.45 \$67.20 2024 Max \$11,482 \$14,063 \$15,874 \$17,159 \$17,159	\$12,603 \$17,644 1/1/2 Min \$8,098 1/1/2 Min \$47.30 \$62.84 \$71.31 \$39.62 \$42.70 \$50.72 \$42.70 \$50.72 \$42.70 \$50.72 1/1/2 Min \$7,931 \$9,594 \$12,819 \$14,488 \$14,488	\$16,801 \$18,481 2025 Max \$10,460 2025 Max \$60,25 \$78,27 \$86,98 \$56,78 \$58,57 \$69,72 \$58,57 \$69,72 2025 Max \$11,913 \$14,590 \$16,469 \$17,802 \$17,802

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		2022		2023		2024		2025
54500470	0040	Materian Familiana Associate ESC	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 Metering Engineer, Senior-ESC	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51588181	3912 3913	Metering Engineer, Senior-ESC Metering Engineer, Sr Consulting-ESC	\$11,479 \$12,973	\$14,747 \$15,941	\$11,909 \$13,459	\$15,300 \$16,539	\$12,356 \$13,964	\$15,874 \$17,150	\$12,819 \$14,488	\$16,469 \$17,802
51588182 51592667	3913	Metering Engineer, Sr Advising-ESC Metering Engineer, Sr Advising-ESC	\$12,973 \$12,973	\$15,941 \$15,941	\$13,459 \$13,459	\$16,539	\$13,964 \$13,964	\$17,159 \$17,159	\$14,466 \$14,488	\$17,802
51975240	3910	Gas Metering Engineer, Associate-ESC	\$7,102	\$10,667	\$7,368	\$10,339	\$7,644	\$17,139	\$7,931	\$11,913
51975240	3911	Gas Metering Engineer-ESC	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063	\$9,594	\$14,590
51975241	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
01070211	0010	out motioning Engineer, or running 200	Ψ12,070	ψ10,011	Ψ10,100	Ψ10,000	Ψ10,001	Ψ17,100	Ψ11,100	Ψ11,002
		TRANSMISSION OPERATIONS ENGINEERING	1/1/	2022	1/1/:	2023	1/1/2	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		2022 Max	1/1/: Min	2023 Max	1/1/2 Min	2024 Max	1/1/: Min	2025 Max
			Min	IVIAX	IVIIII		IVIII I	IVIAX		IVIAX
51738237	3323	IT Applications Operations Applyet Assoc-ESC	\$36.00							
51738237 51738046	3323	IT Applications Operations Analyst, Assoc-ESC	\$36.99 \$41.54	\$46.23	\$38.38	\$47.96	\$39.82	\$49.76	\$41.31	\$51.63
51738946	3324	IT Applications Operations Analyst-ESC	\$41.54	\$46.23 \$56.77	\$38.38 \$43.10	\$47.96 \$58.90	\$39.82 \$44.72	\$49.76 \$61.11	\$41.31 \$46.40	\$51.63 \$63.40
51738946 51739131	3324 3325	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC	\$41.54 \$34.99	\$46.23 \$56.77 \$44.23	\$38.38 \$43.10 \$36.30	\$47.96 \$58.90 \$45.89	\$39.82 \$44.72 \$37.66	\$49.76 \$61.11 \$47.61	\$41.31 \$46.40 \$39.07	\$51.63 \$63.40 \$49.40
51738946 51739131 51738257	3324 3325 3326	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC	\$41.54 \$34.99 \$34.99	\$46.23 \$56.77 \$44.23 \$44.23	\$38.38 \$43.10 \$36.30 \$36.30	\$47.96 \$58.90 \$45.89 \$45.89	\$39.82 \$44.72 \$37.66 \$37.66	\$49.76 \$61.11 \$47.61 \$47.61	\$41.31 \$46.40 \$39.07 \$39.07	\$51.63 \$63.40 \$49.40 \$49.40
51738946 51739131 51738257 51738258	3324 3325 3326 3327	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC	\$41.54 \$34.99 \$34.99 \$40.12	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70
51738946 51739131 51738257 51738258 51738489	3324 3325 3326 3327 3327	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Opreations Analyst-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$58.25	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70
51738946 51739131 51738257 51738258	3324 3325 3326 3327 3327 3328	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Opreations Analyst-ESC PIO IT Applications Operations Analyst-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62 \$43.10	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$58.25 \$62.40	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17
51738946 51739131 51738257 51738258 51738489 51738488	3324 3325 3326 3327 3327	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Opreations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Senior-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9,957	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$60.14 \$12,360	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$58.25 \$62.40 \$12,824	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72 \$10,717	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804
51738946 51739131 51738257 51738258 51738489 51738488 51739130	3324 3325 3326 3327 3327 3328 3329	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Opreations Analyst-ESC PIO IT Applications Operations Analyst-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62 \$43.10	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$58.25 \$62.40	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739128	3324 3325 3326 3327 3327 3328 3329 3330	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Opreations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Senior-ESC IT Applications Operations Analyst, Expert-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9,957 \$11,331	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$60.14 \$12,360 \$14,078	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330 \$11,756	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$58.25 \$62.40 \$12,824 \$14,606	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72 \$10,717 \$12,197	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119 \$12,654	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804 \$15,722
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739128 51739133	3324 3325 3326 3327 3327 3328 3329 3330 3331	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Opreations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Senior-ESC IT Applications Operations Analyst, Expert-ESC IT Business Operations Analyst-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9,957 \$11,331 \$6,956	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$60.14 \$12,360 \$14,078 \$9,727	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$43.10 \$10,330 \$11,756 \$7,217	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$58.25 \$62.40 \$12,824 \$14,606 \$10,092	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$44.72 \$10,717 \$12,197 \$7,488	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154 \$10,470	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119 \$12,654 \$7,769	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804 \$15,722 \$10,863
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739128 51739133 51738253	3324 3325 3326 3327 3327 3328 3329 3330 3331 3332	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Operations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Senior-ESC IT Applications Operations Analyst, Expert-ESC IT Business Operations Analyst, Senior-ESC IT Business Operations Analyst, Senior-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9,957 \$11,331 \$6,956 \$9,042	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$60.14 \$12,360 \$14,078 \$9,727 \$11,216	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330 \$11,756 \$7,217 \$9,381	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$58.25 \$62.40 \$12,824 \$14,606 \$10,092 \$11,637	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$44.72 \$10,717 \$12,197 \$7,488 \$9,733	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154 \$10,470 \$12,073	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119 \$12,654 \$7,769 \$10,098	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804 \$15,722 \$10,863 \$12,526
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739128 51739133 51738253 51738256 51738263 51738264	3324 3325 3326 3327 3327 3328 3329 3330 3331 3332 3333 3334 3335	IT Applications Operations Analyst, Associate-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Operations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Senior-ESC IT Applications Operations Analyst, Expert-ESC IT Business Operations Analyst-ESC IT Business Operations Analyst, Senior-ESC IT Business Operations Analyst, Senior-ESC IT Systems Operations Analyst, Expert-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9.957 \$11,331 \$6,956 \$9,042 \$10,873 \$9,042 \$10,873	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$60.14 \$12,360 \$14,078 \$9,727 \$11,216 \$13,617	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330 \$11,756 \$7,217 \$9,381 \$11,281 \$9,381 \$11,281	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$62.40 \$12,824 \$14,606 \$10,092 \$11,637 \$14,128	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72 \$10,717 \$12,197 \$7,488 \$9,733 \$11,704	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154 \$10,470 \$12,073 \$14,658 \$12,073 \$14,658	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119 \$12,654 \$7,769 \$10,098 \$12,143	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804 \$15,722 \$10,863 \$12,526 \$15,208 \$12,526 \$15,208
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739128 51739133 51738253 51738256 51738264 51738264 51738264	3324 3325 3326 3327 3327 3328 3329 3330 3331 3332 3333 3334 3335 3336	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC IT Systems Operations Analyst, ESC PIO IT Systems Operations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Senior-ESC IT Applications Operations Analyst, Expert-ESC IT Business Operations Analyst, Expert-ESC IT Business Operations Analyst, Senior-ESC IT Business Operations Analyst, Expert-ESC IT Systems Operations Analyst, Senior-ESC IT Systems Operations Analyst, Expert-ESC PIO IT Applications Operations Analyst, Expert-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9,957 \$11,331 \$6,956 \$9,042 \$10,873 \$9,042 \$10,873 \$9,957	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$12,360 \$14,078 \$9,727 \$11,216 \$13,617 \$11,216 \$13,617 \$13,617	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330 \$11,756 \$7,217 \$9,381 \$11,281 \$11,281 \$10,330	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$62.40 \$12,824 \$14,606 \$10,092 \$11,637 \$14,128 \$11,637 \$14,128 \$13,664	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72 \$10,717 \$12,197 \$7,488 \$9,733 \$11,704 \$9,733 \$11,704 \$10,717	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154 \$10,470 \$12,073 \$14,658 \$12,073 \$14,658 \$14,176	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119 \$12,654 \$7,769 \$10,098 \$12,143 \$11,119	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804 \$15,722 \$10,863 \$12,526 \$15,208 \$12,526 \$15,208 \$14,708
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739128 51739133 51738253 51738264 51738264 51738264 51738486	3324 3325 3326 3327 3328 3329 3330 3331 3332 3333 3334 3335 3336 3337	IT Applications Operations Analyst, Associate-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC IT Systems Operations Analyst, ESC PIO IT Systems Operations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Expert-ESC IT Applications Operations Analyst, Expert-ESC IT Business Operations Analyst, Senior-ESC IT Business Operations Analyst, Senior-ESC IT Systems Operations Analyst, Senior-ESC IT Systems Operations Analyst, Expert-ESC PIO IT Applications Operations Analyst, Senior-ESC PIO IT Business Operations Analyst, Senior-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9,957 \$11,331 \$6,956 \$9,042 \$10,873 \$9,042 \$10,873 \$9,957 \$9,957 \$9,042	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$60.14 \$12,360 \$14,078 \$9,727 \$11,216 \$13,617 \$13,617 \$13,170 \$12,405	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330 \$11,756 \$7,217 \$9,381 \$11,281 \$9,381 \$11,281 \$10,330 \$9,381	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$58.25 \$62.40 \$12,824 \$14,606 \$10,092 \$11,637 \$14,128 \$11,637 \$14,128 \$13,664 \$12,870	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72 \$10,717 \$12,197 \$7,488 \$9,733 \$11,704 \$9,733 \$11,704 \$10,717 \$9,733	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154 \$10,470 \$12,073 \$14,658 \$12,073 \$14,658 \$14,176 \$13,353	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119 \$12,654 \$7,769 \$10,098 \$12,143 \$11,119 \$10,098	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804 \$15,722 \$10,863 \$12,526 \$15,208 \$12,526 \$15,208 \$14,708 \$13,854
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739128 51739133 51738253 51738256 51738264 51738264 51738264	3324 3325 3326 3327 3327 3328 3329 3330 3331 3332 3333 3334 3335 3336	IT Applications Operations Analyst-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC IT Systems Operations Analyst, ESC PIO IT Systems Operations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Senior-ESC IT Applications Operations Analyst, Expert-ESC IT Business Operations Analyst, Expert-ESC IT Business Operations Analyst, Senior-ESC IT Business Operations Analyst, Expert-ESC IT Systems Operations Analyst, Senior-ESC IT Systems Operations Analyst, Expert-ESC PIO IT Applications Operations Analyst, Expert-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9,957 \$11,331 \$6,956 \$9,042 \$10,873 \$9,042 \$10,873 \$9,957	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$12,360 \$14,078 \$9,727 \$11,216 \$13,617 \$11,216 \$13,617 \$13,617	\$38.38 \$43.10 \$36.30 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330 \$11,756 \$7,217 \$9,381 \$11,281 \$11,281 \$10,330	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$62.40 \$12,824 \$14,606 \$10,092 \$11,637 \$14,128 \$11,637 \$14,128 \$13,664	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72 \$10,717 \$12,197 \$7,488 \$9,733 \$11,704 \$9,733 \$11,704 \$10,717	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154 \$10,470 \$12,073 \$14,658 \$12,073 \$14,658 \$14,176	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119 \$12,654 \$7,769 \$10,098 \$12,143 \$11,119	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804 \$15,722 \$10,863 \$12,526 \$15,208 \$12,526 \$15,208 \$14,708
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739128 51739133 51738253 51738264 51738264 51738264 51738486	3324 3325 3326 3327 3328 3329 3330 3331 3332 3333 3334 3335 3336 3337	IT Applications Operations Analyst, Associate-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Operations Analyst, ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Senior-ESC IT Applications Operations Analyst, Expert-ESC IT Business Operations Analyst, Expert-ESC IT Business Operations Analyst, Senior-ESC IT Business Operations Analyst, Expert-ESC IT Systems Operations Analyst, Expert-ESC IT Systems Operations Analyst, Expert-ESC PIO IT Applications Operations Analyst, Senior-ESC PIO IT Systems Operations Analyst, Senior-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9,957 \$11,331 \$6,956 \$9,042 \$10,873 \$9,042 \$10,873 \$9,957 \$9,042 \$10,873	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$12,360 \$14,078 \$9,727 \$11,216 \$13,617 \$13,617 \$13,170 \$12,405	\$38.38 \$43.10 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330 \$11,756 \$7,217 \$9,381 \$11,281 \$9,381 \$11,281 \$9,381 \$11,281 \$9,381 \$11,281	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$62.40 \$12,824 \$14,606 \$10,092 \$11,637 \$14,128 \$11,637 \$14,128 \$13,664 \$12,870 \$12,870	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72 \$10,717 \$12,197 \$7,488 \$9,733 \$11,704 \$9,733 \$11,704 \$9,733 \$11,707 \$9,733	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154 \$10,470 \$12,073 \$14,658 \$12,073 \$14,658 \$14,176 \$13,353 \$13,353	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$11,119 \$12,654 \$7,769 \$10,098 \$12,143 \$10,098 \$12,143 \$11,119 \$10,098	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$67.17 \$13,804 \$15,722 \$10,863 \$12,526 \$15,208 \$12,526 \$15,208 \$14,708 \$13,854 \$13,854
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739128 51739133 51738253 51738264 51738264 51738264 51738486	3324 3325 3326 3327 3328 3329 3330 3331 3332 3333 3334 3335 3336 3337	IT Applications Operations Analyst, Associate-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC IT Systems Operations Analyst, ESC PIO IT Systems Operations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Expert-ESC IT Applications Operations Analyst, Expert-ESC IT Business Operations Analyst, Senior-ESC IT Business Operations Analyst, Senior-ESC IT Systems Operations Analyst, Senior-ESC IT Systems Operations Analyst, Expert-ESC PIO IT Applications Operations Analyst, Senior-ESC PIO IT Business Operations Analyst, Senior-ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9,957 \$11,331 \$6,956 \$9,042 \$10,873 \$9,042 \$10,873 \$9,042 \$10,873 \$9,042 \$10,873	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$60.14 \$12,360 \$14,078 \$9,727 \$11,216 \$13,617 \$13,617 \$13,170 \$12,405 \$12,405	\$38.38 \$43.10 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330 \$11,756 \$7,217 \$9,381 \$11,281 \$9,381 \$11,281 \$9,381 \$10,330 \$9,381 \$10,330	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$62.40 \$12,824 \$14,606 \$10,092 \$11,637 \$14,128 \$11,637 \$14,128 \$13,664 \$12,870 \$12,870	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72 \$10,717 \$12,197 \$7,488 \$9,733 \$11,704 \$9,733 \$11,704 \$10,717 \$9,733 \$9,733	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154 \$10,470 \$12,073 \$14,658 \$12,073 \$14,658 \$14,176 \$13,353 \$13,353	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119 \$12,654 \$7,769 \$10,098 \$12,143 \$11,119 \$10,098 \$12,143 \$11,119 \$10,098	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804 \$15,722 \$10,863 \$12,526 \$15,208 \$12,526 \$15,208 \$14,708 \$13,854 \$13,854
51738946 51739131 51738257 51738258 51738489 51738488 51739130 51739133 51739256 51738256 51738263 51738264 51738485 51738486 51738487	3324 3325 3326 3327 3328 3329 3330 3331 3332 3333 3334 3335 3336 3337 3338	IT Applications Operations Analyst, Associate-ESC IT Business Operations Analyst, Associate-ESC IT Systems Operations Analyst, Associate-ESC IT Systems Operations Analyst, ESC PIO IT Systems Operations Analyst-ESC PIO IT Applications Operations Analyst-ESC IT Applications Operations Analyst, Senior-ESC IT Applications Operations Analyst, Expert-ESC IT Business Operations Analyst, Expert-ESC IT Business Operations Analyst, Senior-ESC IT Business Operations Analyst, Expert-ESC IT Systems Operations Analyst, Expert-ESC IT Systems Operations Analyst, Senior-ESC PIO IT Applications Operations Analyst, Senior-ESC PIO IT Systems Operations Analyst, Senior, ESC	\$41.54 \$34.99 \$34.99 \$40.12 \$40.12 \$41.54 \$9.957 \$11,331 \$6,956 \$9,042 \$10,873 \$9,042 \$10,873 \$9,042 \$10,873	\$46.23 \$56.77 \$44.23 \$44.23 \$56.14 \$56.14 \$12,360 \$14,078 \$9,727 \$11,216 \$13,617 \$11,216 \$13,617 \$13,470 \$12,405	\$38.38 \$43.10 \$36.30 \$41.62 \$41.62 \$43.10 \$10,330 \$11,756 \$7,217 \$9,381 \$11,281 \$9,381 \$10,330 \$9,381 \$9,381	\$47.96 \$58.90 \$45.89 \$45.89 \$58.25 \$62.40 \$12,824 \$14,606 \$10,092 \$11,637 \$14,128 \$11,637 \$14,128 \$13,664 \$12,870 \$12,870	\$39.82 \$44.72 \$37.66 \$37.66 \$43.18 \$43.18 \$44.72 \$10,717 \$12,197 \$7,488 \$9,733 \$11,704 \$9,733 \$11,704 \$10,717 \$9,733 \$9,733	\$49.76 \$61.11 \$47.61 \$47.61 \$60.43 \$60.43 \$64.74 \$13,305 \$15,154 \$10,470 \$12,073 \$14,658 \$12,073 \$14,658 \$14,176 \$13,353 \$13,353	\$41.31 \$46.40 \$39.07 \$39.07 \$44.80 \$44.80 \$46.40 \$11,119 \$12,654 \$7,769 \$10,098 \$12,143 \$11,119 \$10,098 \$11,119 \$10,098	\$51.63 \$63.40 \$49.40 \$49.40 \$62.70 \$62.70 \$67.17 \$13,804 \$15,722 \$10,863 \$12,526 \$15,208 \$12,526 \$15,208 \$14,708 \$13,854 \$13,854
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51785395	3914	Gas Project (Plant) Engineer, Principal	\$13,331	\$17,105	\$13,831	\$17,746	\$14,350	\$18,411
51785396	3910	Power Systems Engineer (Gas), Associate	\$7,102	\$10,667	\$7,368	\$11,067	\$7,644	\$11,482
51785397	3911	Power Systems Engineer (Gas)	\$8,591	\$13,065	\$8,913	\$13,555	\$9,247	\$14,063
51785398	3912	Power Systems Engineer (Gas), Senior	\$11,479	\$14,747	\$11,909	\$15,300	\$12,356	\$15,874
51785399	3913	Power Systems Engineer (Gas), Senior Consulting	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159
51785400	3913	Power Systems Engineer (Gas), Senior Advising	\$12,973	\$15,941	\$13,459	\$16,539	\$13,964	\$17,159
51785463	3914	Power Systems Engineer (Gas), Principal	\$13,331	\$17,105	\$13,831	\$17,746	\$14,350	\$18,411
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		SUBSTATION TEST SPECIALISTS						
				2022		2023		2024
			Min	Max	Min	Max	Min	Max
52041990	3928	Substation Test Specialist, Associate	\$37.33	\$46.59	\$38.73	\$48.34	\$40.18	\$50.15
52041991	3929	Substation Test Specialist	\$44.10	\$55.35	\$45.75	\$57.43	\$47.47	\$59.58
52041992	3930	Substation Test Specialist, Senior	\$54.28	\$68.03	\$56.32	\$70.58	\$58.43	\$73.23
		SOURCING QUALITY INSPECTION ENGINEERS						
			1/1/	2022	1/1/	2023	1/1/	2024
			Min	Max	Min	Max	Min	Max
52232199	3938	Sourcing Quality Inspection Engineer	\$8,523	\$11,373	\$8,843	\$11,799	\$9,175	\$12,241
52232200	3939	Sourcing Quality Inspection Engineer, Senior	\$9,470	\$13,239	\$9,825	\$13,735	\$10,193	\$14,250
52232276	3940	Sourcing Quality Inspection Engineer, Sr Adv	\$11,554	\$14,867	\$11,987	\$15,425	\$12,437	\$16,003
		3 , 1	***,***	*,	***,***	¥ ,	¥ :=, : = :	,
		SUPPLIER QUALITY ENGINEERS						
				2022		2023		2024
			Min	Max	Min	Max	Min	Max
52232191	3941	Supplier Quality Engineer, Assoc	\$6,913	\$8,984	\$7,172	\$9,321	\$7,441	\$9,671
52232192	3942	Supplier Quality Engineer	\$8,523	\$11,373	\$8,843	\$11,799	\$9,175	\$12,241
52232193	3943	Supplier Quality Engineer, Senior	\$9,470	\$13,239	\$9,825	\$13,735	\$10,193	\$14,250
52232194	3944	Supplier Quality Engineer, Sr Adv	\$11,554	\$14,867	\$11,987	\$15,425	\$12,437	\$16,003
		GAS PROCESS SAFETY ENGINEERING	4 (4)	2022	4 (4)	2023	4 (4)	2024
50040500	0000	Our Product Orfita Fusing on Assess	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
52218593	3934	Gas Process Safety Engineer	\$8,523	\$11,373	\$8,843	\$11,799	\$9,175	\$12,241
52218594	3935	Gas Process Safety Engineer, Senior	\$10,229	\$13,239	\$10,613	\$13,735	\$11,011	\$14,250
52218595	3936	Gas Process Safety Engineer, Sr. Adv	\$11,554	\$14,867	\$11,987	\$15,425	\$12,437	\$16,003
52219259	3636	Gas Process Safety Engineer, Sr. Conlst	\$11,554	\$14,867	\$11,987	\$15,425	\$12,437	\$16,003
52218596	3937	Gas Process Safety Engineer, Principal	\$12,595	\$16,004	\$13,067	\$16,604	\$13,557	\$17,227
		SOURCING SPECIALISTS						
		SOURCING SPECIALISTS	1/1/	2022	1/1/	2023	1/1/	2024
			Min	Max		Max	Min	Max
52327307	3396	Coursing Specialist Associate	\$5,209	\$7,155	Min \$5,404	\$7,423	\$5,607	\$7,701
		Sourcing Specialist, Associate						. ,
52327308	3397	Sourcing Specialist	\$6,319	\$8,696	\$6,556	\$9,022	\$6,802	\$9,360
52327309	3398	Sourcing Specialist, Senior	\$7,366	\$10,252	\$7,642	\$10,636	\$7,929	\$11,035
		IT PROJECT MANAGERS						
			1/1/	2022	1/1/	2023	1/1/	2024
			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
52431513	3404	IT Infrastructure Project Manager	\$8,591	\$12,520	\$8,913	\$12,990	\$9,247	\$13,477
52431514	3405	IT Infrastructure Project Manager, Senio	\$10,549	\$14,158	\$10,945	\$14,689	\$11,355	\$15,240
52431515	3406	IT Infrastructure Project Manager, Exper	\$11,957	\$15,941	\$12,405	\$16,539	\$12,870	\$17,159
52431516	3407	IT Infrastructure Project Manager, Princ	\$12,831	\$17,105	\$13,312	\$17,746	\$12,870	\$17,139
02401010	3407	Ti illiastituture i Toject Mariager, Frinc	φ12,031	φ17,105	φ13,312	φι/,/40	φιο,σιΙ	φ10,411

\$14,888

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\$9,519

\$10,575

\$12,903

Min

\$7,720

\$9,519

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\$7,720

\$9,519

\$11,424

\$12,903

\$12,903

\$14,065

Min

\$5,817

\$7,057

\$8,226

Min

\$7,931

\$9,594

\$11,781

\$13,353

\$14,329

\$19,101

\$11,913

\$14,590

\$16,469

\$17,802

\$17,802

\$19,101

Max

\$52.03

\$61.81

\$75.98

Max

\$12,700

\$14,784

\$16,603

Max

\$10,034

\$12,700

\$14,784

\$16,603

Max

\$10,034

\$12,700

\$14,784

\$16,603

\$16,603

\$17,873

Max

\$7,990

\$9,711

\$11,449

Max

\$10,552

\$13,982

\$15,812

\$17,802

\$19,101

1/1/2025

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1/1/2025

Exhibit A IV GOLD CIRCLE JOBS

"N1" GOLD CIRCLE JOBS

		NI GOLD CIRCLE JOBS								
SAP Job Code	Pay Scale Code	CLASSIFICATIONS				DATES	FFECTIVE			
	Oodo	DISTRIBUTION ENGINEERING	1/1/	2022	1/1/	2023		2024	1/1/	2025
		DISTRIBUTION ENGINEERING	Min	Max	Min	Max	Min	Max	Min	Max
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)	1/1/	2022	1/1/	2023	1/1/	2024	1/1/	2025
		MAINTENANCE & CONSTRUCTION (M&C)	Min	Max	Min	Max	Min	Max	Min	Max
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	Maintnee & Constr Engr, Ass-GOLD CIRCLE	\$10,896	\$13,832	\$11,305	\$14,351	\$11,729	\$14,889	\$12,169	\$15,447
50209180	3689	Maintnee & Constr Engr. Sr-GOLD CIR	\$12,050	\$15,480	\$12,502	\$16,061	\$12,971	\$16,663	\$13,457	\$17,288
50247309	3753	Maintnee & Constr Engr,Sr Cnsltg-GLD CIR	\$13,332	\$17,228	\$13,832	\$17,874	\$14,351	\$18,544	\$14,889	\$19,239
50247311	3754	Maintnee & Constr Engr,Sr Advsng-GLD CIR	\$13,332	\$17,228	\$13,832	\$17,874	\$14,351	\$18,544	\$14,889	\$19,239
		PROJECT ENGINEERING	1/1/ Min	2022 Max	1/1/2 Min	2023 Max	1/1/2 Min	2024 Max	1/1/2 Min	2025 Max
50195463	3640	Engineer-Pri 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	Electrol 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	1/1/	2022	1/1/2	2023	1/1/2	2024	1/1/	2025
		THOUSE THE HEAD TO	Min	Max	Min	Max	Min	Max	Min	Max
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	1/1/	2022	1/1/:	2023	1/1/3	2024	1/1/:	2025
		The state of the s	Min	Max	Min	Max	Min	Max	Min	Max
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
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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	1/1/2022		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