



PACIFIC GAS AND ELECTRIC COMPANY
 LABOR RELATIONS
 375 N. WIGET LANE, SUITE 130
 WALNUT CREEK, CA 94598
 925.974.4461
 MATTHEW LEVY
 SENIOR DIRECTOR

ENGINEERS AND SCIENTISTS OF CALIFORNIA
 LOCAL 20, IFPTE, AFL-CIO AND CLC
 810 CLAY STREET
 OAKLAND, CA 94607
 510.238.8320
 FRANCISCO PRECIADO
 EXECUTIVE DIRECTOR

22-23-ESC

October 20, 2022

Francisco Preciado, Executive Director
 Engineers and Scientists of California, Local 20
 IFPTE (AFL-CIO & CLC)
 810 Clay Street
 Oakland, CA 94607

Dear Mr. Preciado:

The Company and Union have discussed and agreed to revisions to the line of progression for Electric Distribution Operations Engineers as follows:

1. The Electric Distribution Operations Engineer (Journey) (SAP Job Code 51874308) minimum experience requirements will be thirty-six (36) months of relevant experience.
2. The Electric Distribution Operations Engineer, Lead classification (SAP Job Code 51874309) will be retitled to Electric Distribution Operations Engineer, Senior.
3. The Electric Distribution Operations Engineer, Lead – GOLD CIRCLE classification (SAP Job Code 51584584) will be retitled to Electric Distribution Operations Engineer, Senior – GOLD CIRCLE
4. Four new classifications will be added to the Electric Distribution Operations Engineers line of progression:
 - a. Electric Distribution Operations Engineer, Senior Advising (SAP Job Code 52948735)
 - b. Electric Distribution Operations Engineer, Senior Consulting (SAP Job Code 52950153)
 - c. Electric Distribution Operations Engineer, Senior Advising – GOLD CIRCLE (SAP Job Code 52950125)
 - d. Electric Distribution Operations Engineer, Senior Consulting – GOLD CIRCLE (SAP Job Code 52948669)
5. Electric Distribution Operations Engineer, Senior Advising and Electric Distribution Operations Engineer, Senior Consulting will be monthly paid (salaried) classifications and will participate in the Short Term Incentive Plan (STIP) at a target participation rate of 10%. The 2022 monthly salary ranges are included in the table below.

Job Code	Classification	2022 Min	2022 Max
52948735	Elec Distribution Ops Engineer, Sr Advising	\$12,973	\$16,738
52950153	Elec Distribution Ops Engineer, Sr Consulting	\$12,973	\$16,738

Mr. Francisco Preciado

LA 22-23-ESC
October 20, 2022

Job Code	Classification	2022 Min	2022 Max
52950125	Elec Distribution Ops Engineer, Sr Advising – GOLD CIRCLE	\$13,332	\$18,088
52948669	Elec Distribution Ops Engineer, Sr Consulting – GOLD CIRCLE	\$13,332	\$18,088

- 6. Modifications to Exhibit D.IV.10 are included in Attachment A.
- 7. The job descriptions for the Electric Distribution Operations Engineers line of progression are included in Attachment B.

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

Very truly yours,

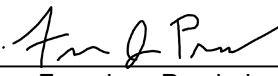
PACIFIC GAS AND ELECTRIC COMPANY

By: 
 Matthew Levy
 Senior Director

The Union is in agreement.

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

_____, November 21, 2022

By: 
 Francisco Preciado
 Executive Director

Attachment A: Modifications to Exhibit D.IV.10:

10. DISTRIBUTION ENGINEERS (Classification Specific Provisions from Exhibit Q)

E. Advancement

Senior Distribution Operations Engineer (DOE) vacancies.

There will be a minimum of one (1) Senior DOE position in each Distribution Control Center.
(Amended 10/24/22)

Temporary Upgrades to DOE

Temporary vacancies in journey DOE positions will be filled per Section 21.7. If there are no bidders for a particular temporary vacancy and operational needs require the temporary assignment of a Distribution Engineer (DE), the Company will select the DE with the least Service within a commutable distance. The employee so selected will have the option to (1) participate in the on-call system and will receive upgrade pay per Section 15.3 and overtime pay as described below, or (2) not be required to be on-call, and will not receive upgrade pay and additional hours will be paid per the standard DE additional hours policy.

G. On-call for the Electric Distribution Operations Engineer (DOE) Line of Progression (LOA 14-02) (Amended 10/24/22)

- 1) DOE's will be required to participate in an on-call rotation system. When on call, the employee must make all reasonable efforts to be available to respond and fit for duty. If an employee is aware that they will be unavailable for a scheduled on-call assignment, or an unpredictable situation makes the employee unavailable on short notice, they should contact their supervisor immediately.
- 2) On-call duty will be for one week at a time, from the end of an employee's normal workday Monday to the beginning of the employee's workday the following Monday. If there are two DOE's working on a Saturday, the on-call DOE(s) will not be required to be on call during their regular work hours on that Saturday. At the Company's discretion DOE's will be required to be on call 1 week out of 4, or 13 weeks per calendar year. DOE's will not be required to be on call more than then 1 week out of 4, or 13 weeks per calendar year. Establishment of the on-call rotation schedule will honor employee requests as much as possible, with seniority used as a tie-breaker where practicable. Employees may swap on-call weeks or days with management permission. Each office may establish its own practices for setting and modifying the on-call rotation schedule.
- 3) In order to avoid fatigue and the possibility of human performance errors, DOE's working excessive hours during an on-call week will be provided with reasonable rest, as appropriate following notification and discussion with their supervisor.
- 4) Requests for temporary removal from the on-call rotation due to personal circumstances or hardships not to exceed 6 months will not be unreasonably denied.
- 5) As practicable, DOE's will be provided tools and may work remotely to provide after-hours and weekend support when responding to the incident does not require their physical presence at the Distribution Control Center (DCC); however, DOE's must report to the DCC to provide support when operational circumstances require, or when directed by their immediate supervisor.

- 6) During the on-call week, DOE's will be eligible for additional compensation at the 1.5x rate for all hours worked performing on-call duties outside of their normal work hours. They shall be paid at this rate for not less than two hours. The on-call compensation policy is exclusive of time worked immediately contiguous with the employee's regular workday when the employee is performing duties other than supporting the control center during an emergency. All other additional hours worked during the on-call week will continue to be compensated per the Distribution Engineers Additional Time Worked Section (Exhibit D.IV.8.F).
- 7) Management may offer additional opportunities for other Distribution Engineers to participate in the on-call rotation. Selection will be made per Section 21.7 using the bid list for that DCC. Distribution Engineers who participate in the on-call rotation will be upgraded for the week per Subsection 15.3.b and will be eligible for additional compensation at the 1.5x rate for all hours worked performing on-call duties outside of their normal work hours. They shall be paid at this rate for not less than two hours. They will have the same on-call expectations and responsibilities described above.
- 8) If a DCC needs additional support beyond the on-call DOE (for example, if the DOE needs rest), additional Engineers will be called in the following order:
 - a) Other DOE's in the same DCC and DE's participating in the on-call rotation at the DCC
 - b) DOE's in other DCC's and DE's participating in on-call rotation in those control centers
 - c) Any other DE's

H. 4x10 and Saturday work schedules for the Electric Distribution Operations Engineer Line of Progression (Amended 10/24/22)

- 1) The Company may offer the 4x10 Wednesday to Saturday work schedule to DOE's. By agreement with the Union, other 4x10 schedules including a Saturday may be offered instead or in addition.
- 2) The Company will determine the number of 4x10 schedule opportunities to be offered in each DCC.
- 3) If there are more volunteers than opportunities, the 4x10 schedule will be assigned to the volunteer(s) with the most service.

I. Job Bidding – Electric Distribution Engineer and Electric Distribution Operations Engineer (Added 10/24/22)

Journey level Electric Distribution Engineer and Journey level Electric Distribution Operations Engineer shall be considered the same classification for the purposes of Section 21.16(b).

Attachment B: Modifications to Appendix 1 (Monthly Job Descriptions)

Electric Distribution Operations Engineering

ELECTRIC DISTRIBUTION OPERATIONS ENGINEER (51874308) AND ELECTRIC DISTRIBUTION OPERATIONS ENGINEER, ASSOCIATE (51874307)

A. DUTIES

1. Perform Distribution System Clearance Review/Analysis/ and Switching Plan Development.
2. Perform N-1 Distribution Load at Risk Analysis and Prepare Management Communications.
3. Monitor and Review Bank & Circuit Peak Loads and Take Actions to Address Overloads.
4. Monitor and Review Bank & Circuit Real Time Power Factor and Take Actions to Correct Poor Distribution System Power Factor.
5. Perform Validation of Inoperable Critical Operating Equipment and Determine Equipment Disposition.
6. Provide Support During the Execution of the Process to Repair/Replace Critical Operating Equipment.
7. Develop Critical Operating Equipment Device Settings.
8. Provide Engineering support for Substation and Distribution System daily Operations.
9. Update Load Flows When Permanent Switching, System Re-configuration, and New Devices are Installed.
10. Provide Engineering Support for System Emergencies During Normal and After-hours.
11. Prepare Substation Bank and Feeder Emergency Loss Studies as Required.
12. Provide Distribution Operations Engineering Input for Substation Bank/Equipment Replacement Projects.
13. Provide Distribution Operations Engineering Support of Power Quality and Distribution System Voltage Complaints.
14. Act as the Single Point of Contact for resolving Engineering Related Issues/Items that Impact the Control Center data accuracy such as, but not limited to, seasonal loading data, relay setting data, LR bypass capability, etc.
15. Determine and initiate relay, regulator, recloser and capacitor settings to resolve abnormal daily operating conditions as needed.
16. Participates in the on-call rotation as described in Exhibit D.IV.8.G.

B. REQUIREMENTS

1. DOE: A BSEE from a college or university accredited by the Accreditation Board of Engineering and Technology is required, plus demonstrated knowledge and ability to perform the basic duties of the Electric Distribution Operations Engineer. Meets specific technical requirements gained through a minimum of thirty-six (36) months of cumulative relevant experience in engineering and design.
2. Associate DOE: A BSEE from a college or university accredited by the Accreditation Board of Engineering and Technology is required.

SENIOR, ELECTRIC DISTRIBUTION OPERATIONS ENGINEER (51874309)

Position Summary

The Senior Electric Distribution Operations Engineer job requires mastery of the Electric Distribution Operations Engineer skills and duties. This position ensures the safe, reliable, and efficient operation of the electric power system by providing technical, planning and project implementation support for the

electric Distribution Control Centers. Provides mentoring of new and inexperienced Distribution Operations Engineer Associates for conformance with Company Standards and generally accepted distribution engineering practices.

Work requires limited interaction with more experienced engineers and supervision. External contact with vendors and PG&E contractors may be needed. May attend selected trade and association meetings.

Job Responsibilities

The Senior Electric Distribution Operations Engineer can independently perform the job duties of an Electric Distribution Operations engineer, and in addition:

1. Works with limited guidance to complete assignments of broad scope and complexity with few precedents or standards, and assignments that require integration of information from a variety of sources.
2. Applies extensive knowledge of concepts, principles, and practices in power systems engineering to resolve complex problems.
3. Evaluates and identifies strategies, plans and opportunities to improve Company performance.
4. Expands breadth of knowledge to other areas of specialty and further develops expertise and specialization in one area.
5. May provide oversight, direction, coordination and collaboration, guidance, and support to operations personnel and/or engineering personnel on work execution and/or compliance with Company and industry standards
6. Performs complex engineering studies for Temporary Primary Generation (TPG), Microgrids, or Resiliency Zones (Primary Interconnection Hub) to ensure that TPGs are implemented and deployed to maximize safety and operational benefits. Develops Engineering Documents such as test programs, application diagrams, switching plans and device settings for distribution equipment for Temporary Primary Generation Projects.
7. Participates in prioritization and funding for distribution programs.
8. Prepares system wide analysis and recommendations for targeted distribution work.
9. As assigned, support benchmarking with other utilities.
10. As assigned, provide technical training, coaching, and mentoring to other engineers.
11. As assigned, work on revising work processes, asset strategy, risk analysis, standards updates, program management, data analytics, committees, and special assignments.
12. Provide operational SME input & direction for distributed generation projects
13. Support day ahead forecasting of distributed generation on PG&E system as deemed necessary by leadership and Company

Knowledge/Abilities

Demonstrates knowledge and abilities required for the Electric Distribution Operations Engineer and:

- Knowledge of power systems, power flow analysis, power system theory, power system stability, distribution protection analysis, and distribution planning.
- Effective communication, both written and spoken.
- Ability to act as a project lead.
- Knowledge of applicable engineering principles, codes, regulations, policies, and procedures related to the industry and PG&E.
- Knowledge of software programs and applications used by PG&E Distribution Operations & Planning
- Experience with programming languages and developing queries

- Ability to interpret and convey advanced understanding of substation protection schemes, controller relay logic, and distribution field equipment
- Knowledge of modeling and conveying complex power system applications (e.g., TPG's, microgrids, network design, system parallels, grounding schemes, etc.)

Qualifications

Minimum:

- A BS Degree in Electrical Engineering from a college or university accredited by the Accreditation Board of Engineering & Technology. Applicants with other Engineering degrees may be considered by mutual agreement of the joint interview panel.
- Meets the full qualifications of a Distribution Operations Engineer and the demonstrated ability to perform those duties as evidenced by the quality and quantity of the work produced
- Meets specific technical requirements gained through a minimum of eight (8) years cumulative experience in Electric Distribution Engineering or a related field.
- Current and active California PE license or MS degree may be substituted for 2 years of experience.

Desired:

- Current/Active California PE License
- MS Degree in Electrical Engineering or related technical discipline

ELECTRIC DISTRIBUTION OPERATIONS ENGINEER SENIOR ADVISING (52948735) / SENIOR CONSULTING (52950153)

Position Summary

The Senior Consulting/Senior Advising Electric Distribution Operations Engineer job requires mastery of the Senior Electric Distribution Operations Engineer skills and duties. This position ensures the safe, reliable, and efficient operation of the electric power system by providing technical, planning and project implementation support for the Electric Distribution Control Centers.

The Senior Consulting/Senior Advising Electric Distribution Operations Engineer is a recognized expert within their area of responsibility, and someone who will apply their extensive knowledge of engineering principles and practices and system analysis to develop creative solutions to complex problems. External contact with vendors, PG&E contractors, regulatory agencies, and PG&E customers may be needed. Government contacts may be required. May attend selected trade and association meetings. The Senior Consulting/Senior Advising, Electrical Distribution Operations Engineer is also required to aid in the process of job priorities with other Senior Consulting/Senior Advising, Senior, Journey, and Associate Distribution Operations Engineers.

Under supervision of management, performs the work of a Senior Electric Distribution Operations Engineer, in addition, assists other employees in the performance of their work, provides advice and training, provides technical guidance and oversight of work, reviews completed work of other distribution operation engineers for conformance with Company Standards and generally accepted distribution engineering practices. Assist Supervisor or Manager in the development, creation, and drafting of needed distribution engineering operations guidelines, processes, and training documents.

Job Responsibilities

The Senior Consulting/Senior Advising Electric Distribution Operations Engineer will independently perform the job duties of a Senior Distribution Operations Engineer, and in addition:

1. Assists with developing, updating, and implementing training program, standards, templates, job-aids, and/or procedures for the Distribution Operations Engineering workgroup, or, as requested, helps support similar tasks for other work groups
2. Independently completes assignments of broad scope and complexity with few precedents or standards, assignments that require integration of information from a variety of sources, and studies that comprehensively evaluate strategies and plans for the power distribution system. Conducts special studies at the request of upper management.
3. Comfortably and effectively works with conflicting or ambiguous information.
4. Identifies and implements opportunities to improve company performance.
5. Is recognized as a subject matter expert in one discipline or type of engineering and provides breadth of knowledge and/or performs analysis and projects across several areas of the distribution system. Searches for and discovers practical solutions to highly complex problems and evaluates and implements new technologies.
6. Represents Distribution Operations in various working groups and workshops to ensure outcomes and decisions align with the best interests of Electric Operations / the Company.
7. Provides leadership, direction, and assistance to technical employees and teams. Coaches and develops others.

Knowledge / Abilities

Demonstrates knowledge and abilities required for the Senior, Electric Distribution Operations Engineer and:

- Ability to drive results by collaborating with multiple LOB's.
- Ability to make judgments on safe operations in situations where standards are unclear.
- Subject matter expert with extensive knowledge in Distribution Grid Operations.
- Assesses business conditions, identifies opportunities, and develops programs from a multifunctional, cross-process perspective to enhance corporate business positions.
- Is a technical pathfinder who consistently searches for and discovers practical solutions to highly complex problems and delivers positive outcomes.

Qualifications

Minimum:

- A BSEE from a college or university accredited by the Accreditation Board of Engineering & Technology. Applicants with other Engineering degrees may be considered by mutual agreement of the joint interview panel.
- Mastery of the Senior Distribution Operations engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Consulting/Senior Advising Level Engineer.
- Meets specific technical requirements gained through a minimum of thirteen (13) years cumulative experience in Electric Distribution Engineering or a related field
- MS degree in Electrical Engineering or related discipline may be substituted for 2 years of experience.
- Current & active California PE License for Senior Consulting only

Desired:

- MS Degree in Electrical Engineering or related technical discipline
- MBA Degree in Engineering Management, Operations Management, or related discipline.
- Knowledge of SQL & Python