

ATTACHMENT C

This attachment consists of:

1. Appendix 1 (Updates to Monthly Job Descriptions)
2. Exhibit D (Updates to Hourly Job Descriptions)

Appendix 1 Monthly Job Descriptions

Appendix 1 – Page 244

	ASSOCIATE NUCLEAR CHEMISTRY ENGINEER (50311385)
Summary	<p>This is an entry-level Nuclear Chemistry Engineer job that works under the general technical direction of a more experienced Nuclear Chemistry Engineer. This job is responsible for providing nuclear chemistry engineering support for routine projects, including but not limited to: Analyzing and trending data to identify adverse trends; researching industry guidelines and operating experience for proposed solutions; assisting in all aspects of procedure development and chemical analytical methods; gaining general knowledge of plant systems and interactions both chemically and mechanically.</p>
Job Duties	<p>Assignments during this period will generally be to assist in one or more of the work areas described below. Working on the tasks below will require direction and supervision. With experience, the independence and responsibilities will expand and the need for supervision will decrease.</p> <p>Primary Chemistry—Responsible for control of corrosion and cleanliness in reactor water and auxiliary support systems to support system integrity and plant dose control. Support appropriate laboratory analyses and quality control. Perform strategic planning for shutdown, startup, and cycle chemistry regimes for the primary systems.</p> <p>Secondary Chemistry—Responsible for control of corrosion and cleanliness in secondary and tertiary plant systems to support system integrity and rigorous monitoring of contaminants responsible for corrosion of system materials. Support appropriate laboratory analyses and quality control. Perform strategic planning for shutdown, startup, and cycle chemistry regimes of the secondary systems.</p> <p>Radiochemistry—Responsible for onsite gamma spectroscopy, liquid scintillation, and proportional counter systems. Supports appropriate laboratory analyses, analytical development, and maintains strict quality control for all chemistry analytical programs.</p> <p>Radioactive and Non-Radioactive Effluents—Responsible for the 10CFR20 radioactive effluents program and radwaste management. Supports performance of analyses per 40CFR136 to demonstrate compliance with plant NPDES permit.</p> <p>Auxiliary Chemistry—Responsible for control of corrosion and cleanliness in auxiliary plant systems, closed cooling systems, and emergency diesel chemistry requirements to support system integrity and rigorous monitoring of contaminants responsible for corrosion of system materials. Support appropriate laboratory analyses. Maintains the TQ1.DC24 Tech Check program. Supports plant programs for consumable materials to minimize the potential for system corrosion and loss of integrity.</p> <p>Holds May hold a position, chemistry related or otherwise to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a Scenario development team</p>

	(Amended XX/XX/26)
Scope	Resolves problems of limited scope. Assignments typically require standard solutions. Works under the technical direction of a Journey or higher engineer. Assignments are regularly reviewed. (Amended XX/XX/26)
Interaction	External contacts typically require obtaining and providing information to third parties. Internal contacts are with clients and project team members and project team members and typically include discussing and reporting progress, exchanging and coordinating information, and managing meetings.
Education	Recommended BS or BA degree in chemistry or a closely related technical discipline A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards is desired. A degree in chemistry is preferred. (Amended XX/XX/26)
Licenses / Certifications	None
Experience	1-2 years' experience in chemistry at a nuclear power Two (2) years of professional experience performing chemistry functions within a nuclear power plant or in an environment with a comparable chemistry program is desired. (Amended XX/XX/26)
Knowledge / Abilities	Able to apply basic chemistry principles and theory. Prioritizes, plans, and recommends solutions for basic assignments. Approaches and plans work in an organized manner to meet project commitments. Demonstrates good judgment when making decisions and recommendations. Frequently shows initiative and takes action proactively.

	JOURNEY LEVEL NUCLEAR CHEMISTRY ENGINEER (50222821)
Summary	This is a journey-level Nuclear Chemistry Engineer job that requires mastery of the Associate level Nuclear Chemistry Engineer skills and duties and is responsible for leading more complex projects and work. Capable of working with minimal supervision. Uses independent judgment in applying chemistry principles, interfaces with other disciplines and works with chemistry engineers, foremen, and technicians in assessing needs. Responsibilities beyond those of associate Nuclear Chemistry Engineer include, but are not limited to, the following: Developing chemical analytical methods; writing procedures; developing technical studies and reports, and provide guidance to contractors and outside vendors; providing nuclear chemistry engineering support for routine projects; increasing knowledge of plant systems and interactions both chemically and mechanically.
Job Duties	Assignments during this period will generally be to assist with one or more of the work areas, or manage under direction one of the work areas described under the job duties of the Associate Nuclear Chemistry Engineer; Primary Chemistry, Secondary Chemistry, Radiochemistry, Radioactive and Non-Radioactive Effluents, and Auxiliary Chemistry. Working on these tasks will require minimal direction and supervision. With more experience, the independence and responsibilities will expand and the need for supervision will decrease or cease. Holds May hold a position, chemistry related or otherwise to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a Scenario development team (Amended XX/XX/26)

Scope	Resolves problems of moderate scope. Assignments typically require standard solutions. Assignments are regularly reviewed. (Deleted XX/XX/26)
Interaction	External contacts are primarily coordinating, discussing, and reporting progress with third parties including contractors and vendors. May guide the work of less experienced team members. Exchanges information with others outside the team. May partner to solve problems or explore alternative solutions. Internal contacts are with clients and project team members.
Education	Recommended: BS or BA degree in chemistry or a closely related technical discipline A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards is desired. A degree in chemistry is preferred. (Amended XX/XX/26)
Licenses / Certifications	Desired ANSI 402-09—Chemistry and Radiochemistry None (Amended XX/XX/26)
Experience	Mastery of the Associate level Nuclear Chemistry Engineer job duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Journey Level Nuclear Chemistry Engineer. Meets specific technical requirements gained through a minimum of three years of experience in Chemistry Engineering. Minimum of three (3) years of professional experience performing chemistry functions within a nuclear power plant or in an environment with a comparable chemistry program. (Amended XX/XX/26)
Knowledge / Abilities	Able to apply basic chemistry principles and theory. Prioritizes, plans, and recommends solutions for basic assignments. Approaches and plans work with limited supervision in an organized manner to meet project commitments. Demonstrates good judgment when making decisions and recommendations. Frequently shows initiative and takes action proactively.

	SENIOR ENGINEER LEVEL NUCLEAR CHEMISTRY ENGINEER (50311384)
Summary	This is a Senior Level Nuclear Chemistry Engineer job that requires mastery of the journey level Nuclear Chemistry Engineer job duties and is responsible for leading the development of chemistry processes. Applies extensive knowledge of plant related chemistry concepts, principles, and practices to resolve complex problems with only general direction. Provides leadership, coaching, technical direction, knowledge transfer and assistance to chemistry employees and teams. Additional responsibilities beyond the Journey Level Nuclear Chemistry Engineer include, but are not limited to, the following: Have a command of plant-specific chemistry control programs, deliver presentations, lead team meetings, and interpret industry practices and guidelines. Significant knowledge of plant systems and interactions both chemically and mechanically.
Job Duties	May perform the duties of the Associate and Journey Level Nuclear Chemistry Engineer. Can work independently giving direction and manage programs in one or more of the work areas described under the job duties of the Associate Nuclear Chemistry Engineer; Primary Chemistry, Secondary Chemistry, Radiochemistry, Radioactive and Non-Radioactive Effluents, and Auxiliary Chemistry. May act as an engineering mentor. Holds May hold a position, chemistry related or otherwise to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a Scenario development team. (Amended XX/XX/26)

Scope	Resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed upon completion; solution may provide an opportunity for creative non-standard approaches. (Amended XX/XX/26)
Interactions	External contacts with industry peers, contractors, vendors, and regulatory agencies. Internal contacts with clients, project teams, and plant management. May provide technical direction to less experienced team members. Exchanges information and solves problems with others outside the team.
Education	BS or BA degree in chemistry or a closely related technical discipline A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards. A degree in chemistry is preferred. (Amended XX/XX/26)
Licenses / Certifications	ANSI 402-09 – Chemistry and Radiochemistry Meets the requirements of ANSI/ANS-3.1-1978 "Chemistry and Radiochemistry" (Amended XX/XX/26)
Experience	Mastery of the Associate and Journey Level Nuclear Chemistry Engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Level Nuclear Chemistry Engineer. Meets specific technical and ANSI requirements gained through a minimum of eight years of cumulative experience in chemistry and radiochemistry. Minimum of eight (8) years of professional experience performing chemistry functions within a nuclear power plant or in an environment with a comparable chemistry program. (Amended XX/XX/26)
Knowledge / Abilities	Demonstrates knowledge and abilities required for the Associate and Journey Level Nuclear Chemistry Engineer. Demonstrates the ability to handle multiple large scale chemistry projects related to the functional chemistry areas without supervision. Demonstrate good presentation skills including knowledge transfer presentations. Ability to serve as the leader for the Nuclear Chemistry Engineer Group, as well as contractors, during period of supervisory absence.

SENIOR CONSULTING/SENIOR ADVISING LEVEL NUCLEAR CHEMISTRY ENGINEER (50311812)	
Summary	This is a Senior Consulting/Advising Level Nuclear Chemistry Engineer job that requires mastery of the Senior Level Nuclear Chemistry Engineer job duties. The position leads complex projects, is a recognized expert within their area of responsibility, and applies extensive knowledge of concepts, principles, and practices to resolve complex problems with only general direction. Provides technical leadership, coaching, and knowledge transfer. Researches and identifies practical solutions to highly complex problems. Identifies opportunities and brings in ideas to help improve company performance. Additional responsibilities beyond the Senior Level Nuclear Chemistry Engineer include, but are not limited to, interpreting industry and regulatory programs, participating in industry groups, such as EPRI technical working groups. Excellent knowledge of plant systems and interactions both chemically and mechanically
Job Duties	May perform the duties of the Associate, Journey and Senior Level Nuclear Chemistry Engineer. Works independently giving direction and managing programs in one or more of the work areas described under the job duties of the Associate Nuclear Chemistry Engineer; Primary Chemistry, Secondary Chemistry, Radiochemistry, Radioactive and Non-Radioactive Effluents, and Auxiliary Chemistry. Works independently or as team sponsor to resolve challenging plant chemistry issues. Acts as an engineering mentor. Leads root cause analysis teams for chemistry programs and problems. Develops technical policies, procedures, and contributes to the development of standards, specifications and industry guidelines such as EPRI. Represents PG&E at external industry associations, committees, and other inter-utility groups. Holds May hold a position, chemistry related or otherwise to support plant needs, within the Emergency

	Response Organization or holds a position on an ERO team such as a Scenario development team. (Amended XX/XX/26)
Scope	Resolves problems of very complex scope. Serves as a key technical resource within area of specialization. Regularly expected to apply creativity or new approaches to assignments that may be unique. May lead others on technically complex projects. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions.
Interaction	Externally, establishes and maintains good relations with counterparts and higher level representatives in third party organizations using skilled negotiation, tact and diplomacy. Internal contacts include project team members, company management across various departments. Serves as the most senior level technical expert on the team. Often is a technical coach for others.
Education	BS or BA degree in chemistry or a closely related technical discipline. A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards. A degree in chemistry is preferred. (Amended XX/XX/26)
Licenses / Certifications	ANSI 402-09 Chemistry and Radiochemistry Meets the requirements of ANSI/ANS-3.1-1978 "Chemistry and Radiochemistry" (Amended XX/XX/26)
Experience	Mastery of the Associate, Journey and Senior level Nuclear Chemistry Engineer duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Senior Consulting Level Nuclear Chemistry Engineer. Meets specific technical and ANSI requirements gained through a minimum of thirteen years' experience at a commercial nuclear power facility. Minimum of thirteen (13) years of professional experience performing chemistry functions within a nuclear power plant or in an environment with a comparable chemistry program. (Amended XX/XX/26)
Knowledge / Abilities	Demonstrates knowledge and abilities required for the Associate, Journey and Senior Level Nuclear Chemistry Engineer. Able to handle multiple large and complex projects without supervision and serve as team leader. Provide leadership, direction, and assistance to engineers and designers. Coach and develop Nuclear Chemistry Engineers. Successfully negotiate cost effective solutions beneficial to our customers and PG&E. Complete complex assignments with few or no precedents or standards. Apply extensive knowledge of concepts, principles and practices in a specific field or area of expertise to resolve complex problems.

	PRINCIPAL LEVEL NUCLEAR CHEMISTRY ENGINEER (50478429)
Summary	This is a Principal Level Nuclear Chemistry Engineer job that requires mastery of the Senior Advising/Senior Consulting Level Nuclear Chemistry Engineer job duties. The position leads complex projects, is a recognized expert within their area of responsibility, and applies extensive knowledge of concepts, principles, and practices to resolve complex problems with only general direction. Provides technical leadership, coaching, and knowledge transfer. Researches and identifies practical solutions to highly complex problems. Identifies opportunities and brings in ideas to help improve company performance. Additional responsibilities beyond the Senior Advising/Senior Consulting Level Nuclear Chemistry Engineer include, but are not limited to, interpreting industry and regulatory programs, participating in industry groups, such as EPRI technical working groups. Excellent knowledge of plant systems and interactions both chemically and mechanically
Job Duties	May perform the duties of the Associate, Journey, Senior and Senior Advising/Senior Consulting Level Nuclear Chemistry Engineer. Works independently giving direction and managing

	<p>programs in one or more of the work areas described under the job duties of the Associate Nuclear Chemistry Engineer; Primary Chemistry, Secondary Chemistry, Radiochemistry, Radioactive and Non-Radioactive Effluents, and Auxiliary Chemistry. Works independently or as team sponsor to resolve challenging plant chemistry issues. Acts as an engineering mentor. Leads root cause analysis teams for chemistry programs and problems. Develops technical policies, procedures, and contributes to the development of standards, specifications and industry guidelines such as EPRI. Represents PG&E at external industry associations, committees, and other inter-utility groups. Hold May hold a position, chemistry related or otherwise to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a Scenario development team.</p> <p>(Amended XX/XX/26)</p>
Scope	<p>Resolves problems of very complex scope. Serves as a key technical resource within area of specialization. Regularly expected to apply creativity or new approaches to assignments that may be unique. May lead others on technically complex projects. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions.</p>
Interaction	<p>Externally, establishes and maintains good relations with counterparts and higher level representatives in third party organizations using skilled negotiation, tact and diplomacy. Internal contacts include project team members, company management across various departments. Serves as the most senior level technical expert on the team. Often is a technical coach for others.</p>
Education	<p>BS or BA degree in chemistry or a closely related technical discipline. A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards. A degree in chemistry is preferred.</p> <p>(Amended XX/XX/26)</p>
Licenses / Certifications	<p>ANSI 402-09 - Chemistry and Radiochemistry Meets the requirements of ANSI/ANS-3.1-1978 "Chemistry and Radiochemistry"</p> <p>(Amended XX/XX/26)</p>
Experience	<p>Mastery of the Associate, Journey and Senior, and Senior Consulting/Senior Advising level Nuclear Chemistry Engineer duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Senior Consulting Principal Level Nuclear Chemistry Engineer. Meets specific technical and ANSI requirements gained through a minimum of thirteen years' experience at a commercial nuclear power facility. Minimum of fifteen (15) years of professional experience performing chemistry functions within a nuclear power plant or in an environment with a comparable chemistry program.</p> <p>(Amended XX/XX/26)</p>
Knowledge / Abilities	<p>Demonstrates knowledge and abilities required for the Associate, Journey and Senior Level Nuclear Chemistry Engineer. Able to handle multiple large and complex projects without supervision and serve as team leader. Provide leadership, direction, and assistance to engineers and designers. Coach and develop Nuclear Chemistry Engineers. Successfully negotiate cost effective solutions beneficial to our customers and PG&E. Complete complex assignments with few or no precedents or standards. Apply extensive knowledge of concepts, principles and practices in a specific field or area of expertise to resolve complex problems.</p>

	<p>ASSOCIATE NUCLEAR RADIATION PROTECTION ENGINEER (50458043)</p>
Summary	<p>This is an entry-level Nuclear Radiation Protection Engineer position that works under the general technical direction of a more experienced Nuclear Radiation Protection Engineer. This job is responsible for providing Radiation Protection technical support for routine projects and programs, including but not limited to: analyzing and trending data to identify adverse trends; researching industry guidelines and operating experience for proposed solutions; assisting in all</p>

	<p>aspects of procedure development and support of RP programs such as ALARA, temporary shielding, instrumentation, internal and external dosimetry, rad waste, rad material control, and the radiological environmental monitoring program.</p> <p>(Amended XX/XX/26)</p>
Job Duties	<p>Assignments during this period will generally be to assist in one or more of the work areas described below. Working areas below will require direction and supervision. With experience, the independence and responsibilities will expand and the need for supervision will decrease. This list is not all-inclusive and all items may not be applicable to a particular individual's job duties.</p> <p>ALARA planning and implementation: Responsible for long term exposure reduction strategies, outage planning, temporary shielding and technology, source term removal and mitigation, processes and procedures required to implement effective ALARA controls, and the metrics associated with monitoring an ALARA program.</p> <p>RP instrumentation program: Responsible for planning and implementation of programs to support the field with instrumentation for routine operations such as surveys, job coverage, release of personnel and materials, remote monitoring, air sampling, emergency response etc.</p> <p>Internal and External dosimetry: Responsible for planning and implementing programs to measure, analyze, calculate and document internal and external occupational exposures at DCP.</p> <p>Radioactive Material Control: Responsible for providing technical support to the management of radioactive material and preventing the inadvertent release of that material to the public. This includes receipt and shipping of radioactive material, control of contaminated protective clothing, source control, and technical support for decontamination activities.</p> <p>Radioactive Waste: Responsible for processing, packaging, storage, and shipping for both liquid and solid radioactive waste. This includes the radioactive waste minimization program, the Radwaste Classification Program and radioactive waste form Process Control Program.</p> <p>Radiological Environmental Monitoring Program (REMP): Responsible for technical support for the area and environmental TLD program, Off Site Environmental Laboratory (OEL), and Ground Water Initiative.</p> <p>May hold a position, RP radiation protection related or otherwise to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a scenario development team</p> <p>(Amended XX/XX/26)</p>
Scope	<p>Resolves problems of limited scope. Assignments typically require standard solutions. Works under the technical direction of a journey or higher radiation protection engineer. Assignments are regularly reviewed.</p> <p>(Deleted XX/XX/26)</p>
Interaction	<p>External contacts typically require obtaining and providing information to third parties. Internal contacts are with clients and project team members and project team members and typically include discussing and reporting progress, exchanging and coordinating information, and managing meetings.</p>
Education	<p>Recommended: BS or BA degree in Health Physics or a closely related technical discipline A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards is desired. A degree in health physics is preferred.</p>

	(Amended XX/XX/26)
Licenses / Certifications	None
Experience	1-2 years' experience in radiation protection at a nuclear power Two (2) years of professional experience performing radiation protection functions within a nuclear power plant or in an environment with a comparable radiological controls program is desired. (Amended XX/XX/26)
Knowledge / Abilities	<ul style="list-style-type: none"> • Able to apply basic radiation protection principles and theory. • Has basic knowledge of specific job functions. • Manages workload and schedule with input from supervisor. • Sets priorities, plans, and recommends solutions for basic assignments. • Approaches and plans work in an organized manner to meet project commitments. • May have separate refueling or unplanned outage assignments. • Reviews and develops procedure changes. • Evaluates and Operating Experience and provides recommendations. • May participate in benchmarking and self-assessments. • Demonstrates good judgment when making decisions and recommendations. • Frequently shows initiative and takes action proactively.

	JOURNEY NUCLEAR RADIATION PROTECTION ENGINEER (50216526)
Summary	<p>This is a journey-level Nuclear Radiation Protection Engineer position that requires mastery of the Associate level Nuclear Radiation Protection Engineer skills and duties and is responsible for leading more complex projects and work. Capable of working with minimal supervision. Uses independent judgment in applying radiation protection principles, working with minimal supervision. Interfaces with other disciplines and works with radiation protection, foremen, and technicians in assessing needs. Responsibilities beyond those of an Associate Nuclear Radiation Protection Engineer include, but are not limited to, the following: Ddeveloping analytical methods; writing procedures; developing technical studies, basis documents and reports, Pproviding guidance to contractors and outside vendors; providing radiation protection engineering support for routine projects.</p> <p>(Amended XX/XX/26)</p>
Job Duties	<p>Assignments during this period will generally be to assist with one or more of the work areas, or manage under direction one of the work areas described under the job duties of the Associate Nuclear Radiation Protection Engineer; ALARA pPlanning and iImplementation. RP iInstrumentation pProgram, Internal and External Dosimetry, Radioactive Waste, Radioactive Material Control, and the Radiological Environmental Monitoring Program.</p> <p>May hold a position, radiation protection related or otherwise to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a Scenario development team</p> <p>(Amended XX/XX/26)</p>
Scope	Resolves problems of moderate scope. Assignments typically require standard solutions. Assignments are regularly reviewed.
Interaction	External contacts are primarily coordinating, discussing, and reporting progress with third parties including contractors and vendors. May guide the work of less experienced team members.

	Exchanges information with others outside the team. May partner to solve problems or explore alternative solutions. Internal contacts are with clients and project team members.
Education	Recommended: BS or BA degree in Health Physics or a closely related technical discipline A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards is desired. A degree in health physics is preferred. (Amended XX/XX/26)
Licenses / Certifications	Successful completion of part 1 of the ABHP certification exam or ABHP certification highly desirable Certified Health Physicist (CHP) by the American Board of Health Physics desired. PE in related discipline desired. (Amended XX/XX/26)
Experience	Mastery of the Associate level Nuclear Radiation Protection Engineer job duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Journey Level Nuclear Radiation Protection Engineer . Meets specific technical requirements gained through a minimum of three years of cumulative experience Nuclear Radiation Protection. Minimum of three (3) years of professional experience performing radiation protection functions within a nuclear power plant or in an environment with a comparable radiological controls program. (Amended XX/XX/26)
Knowledge / Abilities	In addition to the Knowledge / Abilities of the Associate: <ul style="list-style-type: none"> • Able to apply basic Rradiation Pprotection principles and theory. • Sets priorities, plans, and recommends solutions for basic assignments. • Approaches and plans work with limited supervision in an organized manner to meet project commitments. • Demonstrates good judgment when making decisions and recommendations. • Frequently shows initiative and takes action as appropriate.

	SENIOR NUCLEAR RADIATION PROTECTION ENGINEER (50216527)
Summary	This is a S senior-level Nuclear Radiation Protection job that requires mastery of the J journey level Nuclear Radiation Protection Engineer job duties and is responsible for leading the development of radiation protection processes. Applies extensive knowledge of plant related Radiation Protection, principles, and practices to resolve complex problems with only general direction. Provides leadership, coaching, technical direction, knowledge transfer and assistance to Radiation Protection personnel and teams. Additional responsibilities beyond the Journey Level Nuclear Radiation Protection Engineer include, but are not limited to, the following: H have a thorough command of plant R radiation P protection programs, deliver presentations, lead team meetings, and interpret industry practices and guidelines. (Amended XX/XX/26)
Job Duties	May perform the duties of the Associate and Journey Level Nuclear Radiation Protection Engineer . Can work independently giving direction and manage programs in one or more of the work areas described under the job duties of the Associate Nuclear Radiation Protection Engineer; ALARA p Planning and i Implementation. RP i Instrumentation p Program, Internal and External Dosimetry, Radioactive Waste, Radioactive Material Control, and the Radiological Environmental Monitoring Program. May act as RP engineering mentor. Holds May hold a position, R radiation P protection related or otherwise to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a Scenario development team

	(Amended XX/XX/26)
Scope	Resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed upon completion; solution may provide an opportunity for creative non-standard approaches.
Interactions	External contacts with industry peers, contractors, vendors, and regulatory agencies. Internal contacts with clients, project teams, and plant management. May provide technical direction to less experienced team members. Exchanges information and solves problems with others outside the team.
Education	BS or BA degree in Health Physics or a closely related technical discipline A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards is desired. A degree in health physics is preferred. (Amended XX/XX/26)
Licenses / Certifications	ABHP Certification / PE license for Radwaste desirable Certified Health Physicist (CHP) by the American Board of Health Physics desired. PE in related discipline desired. Meet the requirement of ANSI/ANS-3.1-1978 "Radiation Protection" (Amended XX/XX/26)
Experience	Mastery of the Associate and Journey Level Nuclear Radiation Protection Engineer job duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Senior Level Nuclear Radiation Protection Engineer . Meets specific technical and ANSI requirements gained through a minimum of eight years of cumulative experience in Radiation Protection. Minimum of eight years of professional experience performing radiation protection functions within a (8) nuclear power plant or in an environment with a comparable radiological controls program. (Amended XX/XX/26)
Knowledge / Abilities	<ul style="list-style-type: none"> • Demonstrates knowledge and abilities required for the Associate and Journey Level Nuclear Radiation Protection Engineer. • Demonstrates the ability to handle multiple large scale Rradiation Pprotection projects without supervision. • Demonstrate good presentation skills including knowledge transfer presentations. • Ability to serve as a leader for the Radiation Protection Group, as well as contractors, during period of supervisory absence.

	SENIOR CONSULTING / ADVISING NUCLEAR RADIATION PROTECTION ENGINEER (50458044)
Summary	This is a Senior Consulting / Advising Radiation Protection Engineer position that requires mastery of the Senior Radiation Protection Engineer job duties. The Senior Consulting Nuclear Radiation Protection Engineer leads complex projects, is a recognized expert within their area of responsibility, and applies extensive knowledge of concepts, principles, and practices to resolve complex problems with only general direction. Provides technical leadership, coaching, and knowledge transfer. Researches and identifies practical solutions to highly complex problems. Identifies opportunities and brings in ideas to help improve company performance. Additional responsibilities beyond the Senior Level Nuclear Radiation Protection Engineer include, but are not limited to, interpreting industry and regulatory programs, participating in industry groups such as EPRI technical working groups.
Job Duties	May perform the duties of the Associate, Journey and Senior Level Nuclear Radiation Protection Engineer . Works independently giving direction and managing programs in one or more of the

	<p>work areas described under the job duties of the Associate Nuclear Radiation Protection Engineer;; ALARA p<i>Planning and i</i>Implementation., RP <i>i</i>nstrumentation p<i>Program</i>, Internal and External <i>d</i>Dosimetry, Radioactive Waste, Radioactive Material Control and the Radiological Environmental Monitoring Program. Works independently or as team sponsor to resolve challenging plant radiation protection issues. Acts as an engineering mentor. Leads root cause analysis teams for radiation protection programs and problems. Develops technical policies, procedures, and contributes to the development of standards, specifications and industry guidelines such as EPRI. Represents PG&E at external industry associations, committees, and other inter-utility groups</p> <p> Holds May hold a position, Rradiation Protection related or otherwise, to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a Scenario development team</p> <p>(Amended XX/XX/26)</p>
Scope	<p>Resolves problems of very complex scope. Serves as a key technical resource within area of specialization. Regularly expected to apply creativity or new approaches to assignments that may be unique. May lead others on technically complex projects. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions.</p>
Interaction	<p>Externally, establishes and maintains good relations with counterparts and higher level representatives in third party organizations using skilled negotiation, tact and diplomacy. Internal contacts include project team members, company management across various departments. Serves as the most senior level technical expert on the team. Often is a technical coach for others.</p>
Education	<p>BS or BA degree in Health Physics or a closely related technical discipline. MS in Health Physics or closely related field desired. A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards is desired. A degree in health physics is preferred.</p> <p>Master's degree in health physics or closely related discipline from an accredited institution desired.</p> <p>(Amended XX/XX/26)</p>
Licenses / Certifications	<p>ABHP certification or (PE for RW system engineer) desired. Certified Health Physicist (CHP) by the American Board of Health Physics desired.</p> <p>PE in related discipline desired.</p> <p>Meet the requirement of ANSI/ANS-3.1-1978 "Radiation Protection"</p> <p>(Amended XX/XX/26)</p>
Experience	<p>Mastery of the Associate, Journey and Senior level Nuclear Radiation Protection Engineer duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Senior Consulting Level Nuclear Radiation Protection Engineer.</p> <p>Meets specific technical and ANSI requirements. Minimum of thirteen (13) years of professional experience performing radiation protection functions within a nuclear power plant or in an environment with a comparable radiological controls program.</p> <p>(Amended XX/XX/26)</p>

Knowledge / Abilities	<ul style="list-style-type: none">● Demonstrates knowledge and abilities required for the Associate, Journey and Senior Level Nuclear Radiation Protection Engineer.● Able to handle multiple large and complex projects without supervision and serve as team leader. Provide leadership, direction, and assistance to engineers and designers.● Coach and develop Nuclear Radiation Protections Engineers.● Successfully negotiate cost effective solutions beneficial to our customers and PG&E.● Complete complex assignments with few or no precedents or standards.● Apply extensive knowledge of concepts, principles and practices in a specific field or area of expertise to resolve complex problems. <p>(Amended XX/XX/26)</p>
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PRINCIPAL RADIATION NUCLEAR PROTECTION ENGINEER (50478431)	
Summary	This is a R radiation P rotection E ngineer who has acquired extensive knowledge the discipline or area of expertise and who has the recognition for such knowledge by the industry in general. This engineer provides technical input to industry organizations; works independently and provides analysis techniques to develop creative solutions that demonstrate technical leadership for the nuclear industry. This position is for RP engineers with highly specialized skills that are vital to PG&E and DCPD business operation. (Amended XX/XX/26)
Job Duties	May perform the functions of Associate, Journey Senior and Senior Advising/Senior Consulting level Radiation Protection Engineer and in addition: (This list is not all-inclusive.) Lead large highly complex (e.g. multi-discipline, multi-group) projects and perform technical analyses, studies, and develop conceptual solutions. Develop innovative solutions to solve challenging technical issues. Acts as a lead in cause analysis and makes recommendations to address local and plant-wide problems. Acts as a company witness, liaison, and/or information provider to outside parties. Takes the lead in developing technical policies, procedures, and contributes to the development of standards, specifications, construction documents, and guidelines. Represents PG&E with regulatory agencies and at external industry associations, committees, trade organizations and other inter-utility groups. Provide internal consulting for PG&E in areas of expertise. Hold May hold a position, RP related or otherwise, to support plant needs, within the Emergency Response Organization or holds a position on an ERO team such as a Scenario development team (Amended XX/XX/26)
Education	BS in Health Physics or related discipline from an accredited curriculum in the US or the equivalent MS in Health Physics desired. A four (4) year bachelor's degree (e.g., B.S., B.A.) in science, engineering, mathematics, or other technical discipline from an accredited institution or the equivalent as defined in ANSI standards is desired. A degree in health physics is preferred. Master's degree in health physics or closely related discipline from an accredited institution desired. (Amended XX/XX/26)
Licenses / Certifications	ABHP certification or PE, depending on area of expertise, highly desired. Certified Health Physicist (CHP) by the American Board of Health Physics desired. PE in related discipline desired. Meet the requirement of ANSI/ANS-3.1-1978 "Radiation Protection" (Amended XX/XX/26)
Experience	Mastery of Associate, Journey, and Senior level engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Consulting / Advising Radiation Protection Engineer. (Deleted XX/XX/26)
Experience	Mastery of the Associate, Journey and , Senior, and Senior Consulting/Senior Advising level Nuclear Radiation Protection Engineer duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Senior Level Principal Nuclear Radiation Protection Engineer . Meets specific technical and ANSI requirements gained through a minimum of thirteen years' experience at a commercial nuclear power facility. Minimum of fifteen (15) years of professional experience performing radiation protection functions within a nuclear power plant or in an environment with a comparable radiological controls program. (Amended XX/XX/26)
Knowledge / Abilities	Demonstrates knowledge and abilities required for the Associate, Journey, and Senior, and Senior Consulting/Senior Advising Level Nuclear Radiation Protection Engineer. Able to handle multiple large and complex projects without supervision and serve as team leader.

	<p>Provide leadership, direction, and assistance to engineers and designers. Coach and develop Nuclear Radiation Protections Engineers. Successfully negotiate cost effective solutions beneficial to our customers and PG&E. Complete complex assignments with few or no precedents or standards. Apply extensive knowledge of concepts, principles and practices in a specific field or area of expertise to resolve complex problems.</p>
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(Amended XX/XX/26)

Electric Contract Administrator {53024894}	
Summary	<p>Supports contract management in Electric Operations and Vegetation Management, with contract administration functions related to newly awarded contracts and the ongoing maintenance of contracts in support of Electric Operations and Vegetation Management</p> <p>Incumbents are responsible for the management of Electric Operations and Vegetation Management purchase orders and collaborating with the PG&E Sourcing Team supporting governance to ensure contract compliance.</p> <ul style="list-style-type: none"> • Completes assignments of moderate scope and complexity. • Takes ownership of complex problems and seeks to develop solutions with broad applicability. • Uses an analytical approach to problem solving and demonstrates good judgment in arriving at decisions and recommendations. • Uses independent judgment in applying appropriate principles and techniques in a broad range of situations to arrive at optimum solutions from the standpoint of practicality and cost- effectiveness.
Job Duties	<p><u>Invoice Review & Processing</u></p> <ol style="list-style-type: none"> 1. Reviews invoices to ensure that rates, scope and terms are consistent with contracts. Confirms actual work performed with Line of Business. (Shared Duty). 2. Primarily responsible for facilitating meetings with vendor Suppliers and LOB to resolve invoice discrepancies of rates charged against the CWA and Catalogue contract pricing structure and elevating issues to management as appropriate for resolution. 3. Primarily responsible for reconciling vendor Suppliers' accounts receivable reports and resolving issues required to complete payment. 4. Identifies and escalates contract errors or inconsistencies. 5. May post goods receipts (GRs), IVW release and support and support allocation of funds in partnership with the Acuaral Owner and Budget Owner, using various systems and tools. (Shared Duty) 6. Provides metrics, overview and guidance to the Line of Business (LOB) to ensure accuracy of GRs posted by others. (Shared Duty) 7. Proactively maintains balanced purchase orders (POs) to ensure vendor Suppliers payments are processed timely. Analyzes PO imbalances using various systems and tools (e.g., SAP, Ariba, Microsoft Excel, etc., and various other financial reports) working to resolve any issues. (Shared Duty)

	<p>8. Works with Budget Owner to reduce payment cycle times and capture early payment discounts and pay suppliers within contractual terms.</p> <p>9. Clears blocked invoices in accordance with the terms and conditions of the contract and/or purchase order. Coordinates with suppliers and accounts payable as needed. (Shared Duty)</p> <p>10. Develops and maintains vendor Suppliers relationships for purposes of billing and invoicing for CWA's and Catalogue contracts. Works with vendor Suppliers to improve timeliness and accuracy of invoicing. (Shared Duty)</p> <p>Contracts, Change Orders and Purchase Orders</p> <p>11. Supports the tracking of approval status of contracting documents from inception through approval and ensures that documents are routed expeditiously with the goal of avoiding After the Fact Purchase Orders and maintaining funding for approved work.</p> <p>12. Collaborates with LOB and Sourcing to ensure contracts are set up correctly to facilitate invoicing process with correct accounting and cost breakdowns.</p> <p>13. Assists in monitoring available funds against approved amounts for each contract and notifies Contract Specialist and/or LOB if a contract extension is needed. (Shared Duty)</p> <p>14. Close out purchase orders after verifying with LOB and vendor Supplier that all contractual obligations have been met. (Shared Duty)</p> <p>15. Provides secondary review of compliance information for vendor Supplier use, inclusive of but not limited to insurance, state licensing, gold shovel, DPI, ISN, and union signatory status.</p>

	<p><u>Cost Tracking</u></p> <p>16. Identify and record cost savings from invoice validation process. 17. Perform KB61 transactions which reallocates costs to capital or expense orders (e.g., invoices at the PO level). (Shared Duty) 18. As requested by internal stakeholders, prepares reports in Contract Management Data Base (CMDB), or other appropriate systems.</p> <p><u>Records Management & Reporting</u></p> <p>19. Logs invoices into appropriate systems such as CMDB. (Shared Duty) 20. Helps maintain proper record keeping of all invoicing and related documents per company standards, ensuring accuracy and consistency of data.</p> <p><u>Accrual Process</u></p> <p>21. Assists with the monthly accrual process by providing information and guidance on the various accruals processes. 22. Provides data on invoices in process to LOB partners, AO and/or contractors for their use in preparing their accrual. 23. Posts requested accrual entries if the AO is not able to post the accrual. 24. Supports proper cost accounting to eliminate SOX deficiencies.</p>
<p>Knowledge/ Abilities</p>	<ul style="list-style-type: none"> • Microsoft Office and business computing skills (Word, Excel, Outlook, etc.) • Ability to learn and utilize LOB supported/required software. • Solid verbal and written communication skills. • Able to audit vendor Suppliers' invoices to ensure accuracy and compliance with contract terms and work performed on all work types. • Strong attention to detail. • Ability to work in a team environment. • Possesses general technical knowledge with ability to continue increasing business and technical knowledge base. • Strong ten (10) key ability. • Understanding of Generally Accepted Accounting Principles (GAAP) (tracking costs, AP, trending of historical payments/billing, etc.)

	<ul style="list-style-type: none"> • Proficient with software such as SAP, Ariba (or similar procurement systems), ProjectWise, Power BI and CMDB. • Proficient Microsoft Office skills (Word, Excel, etc.). • Good interpersonal skills and team focus. • Effectively completes multiple tasks concurrently and on time. • Ability to interface effectively with the LOB up to the director level • Ability to prioritize, plan, perform and communicate activities, both in written and verbal form • Knowledgeable about company standards and laws governing the accrual process • Strong understanding of GAAP (tracking costs, AP, trending of historical payments/billing, etc.)
Job Qualifications	<p>BA/BS in Accounting/Business or similar financial related educational discipline (e.g., Economics, Finance, etc.) from an accredited college/university.</p> <p style="text-align: center;">OR</p> <p>AA/AS in Accounting/Business or similar financial related educational discipline (e.g., Economics, Finance, etc.) from an accredited college/university and two (2) years of job-related experience.</p> <p style="text-align: center;">OR</p> <p>Four (4) years of job-related experience.</p> <p style="text-align: center;">AND</p> <p>Three (3) years of job-related experience.</p>

	<p>Job-related experience includes experience in a utility business operations area, contract management, business planning, accounting, finance, or related field.</p> <p>Desired:</p> <ul style="list-style-type: none"> • Commercial and Contract Management (CCM) • Contract Commercial Management Practitioner (CCMP) • Project Management Professional (PMP) • Certified Associate in Project Management (CAPM)
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<u>Electric Contract Administrator, Senior (53024895)</u>	
Summary	<p>Supports contract management in Electric Operations and Vegetation Management with contract administration functions related to newly awarded contracts and the ongoing maintenance of contracts in support of Electric Operations and Vegetation Management.</p> <p>Incumbents are responsible for the management of Electric Operations and Vegetation Management purchase orders and collaborating with the PG&E Sourcing Team supporting governance to ensure contract compliance.</p> <p>Incumbents are responsible for resolving complex invoice issues by developing solutions with cross-functional stakeholders and the vendor supplier.</p>

	<p>Uses an analytical approach to problem solving and demonstrates good judgment in arriving at decisions and recommendations. Work products require limited review and modification by management before being distributed to broader audiences.</p> <p>Uses independent judgment in applying appropriate principles and techniques in a broad range of situations to arrive at optimum solutions from the standpoint of practicality and cost-effectiveness. Able to articulate logic and reasons for recommendations and demonstrate their applicability for management concurrence.</p> <p>The Senior Contract Administrator position performs similar tasks as the Associate and Career Contract Administrator but works on more complex contracts and invoicing issues with a higher level of responsibility and provides guidance/mentorship to employees with less experience.</p>
<p>Job Duties</p>	<p>Able to perform all Associate and Career level duties, and in addition:</p> <p><u>Invoice Review & Processing</u></p> <ol style="list-style-type: none"> 1. Supports less experienced Contract Administrators in identification of improvements to meet cycle time, capture early payment discounts, pay suppliers within contractual terms or meet other payment requirements of contracts. 2. Supports a larger and/or more challenging portfolio of work than Associate/Career Contract Administrators. <p><u>Cost Tracking</u></p> <ol style="list-style-type: none"> 3. Tracks spend against POs to ensure that necessary funds are available to complete remaining work. Work with management and stakeholders to resolve discrepancies. 4. Utilizes and/or develops tools to effectively track their portfolio of work. 5. Mentors other Contract Administrators in the use of the tools and the process and procedures. Prepares job-aids for training purposes. <p><u>Records Management & Reporting</u></p> <ol style="list-style-type: none"> 6. Provides monthly reporting on assigned POs and contracts, related to financial status, budget compliance and accruals. <p><u>Process Improvement</u></p> <ol style="list-style-type: none"> 7. Collects and analyzes data relative to the contracting process and works with management to identify areas for improvement. 8. Participates in projects and/or initiatives focused on process improvement of contracting processes. <p><u>Accrual Process</u></p>

	<p>9. Provides oversight and review of the accrual entries for monthly Journal Entry submittal.</p> <p>10. Performs invoice control testing to ensure timely recording of costs and SOX compliance.</p> <p>11. When requested, provide information to support audits by Accounting, Business Finance or other departments.</p>
Knowledge / Abilities	<p>For Senior level, in addition to those listed for Associate and Career level:</p> <ul style="list-style-type: none"> ● Strong SAP, Ariba, ProjectWise and CMDB skills (or advanced skills on similar systems) ● Strong Microsoft Office and business computing skills (Word, Excel, etc.) ● Strong Knowledge of contract processes and procedures. ● Solid verbal and written communication skills. ● Ability to develop financial/metrics and related reports as needed to perform at job level. ● Knowledge of budget/financial requirements and internal controls over financial reporting as needed to perform at job level. ● Able to capture, analyze and report appropriate data that shows trends and offer recommendations to management.
Job Qualifications	<p>Same job qualification requirements as Associate Contract Administrator</p> <p>AND</p> <p>Five (5) years of job-related experience.</p> <p>Job-related experience includes experience in a utility business operations area, contract management, business planning, accounting, finance, or related field.</p> <p>Desired:</p> <ul style="list-style-type: none"> ● Commercial and Contract Management (CCM) ● Contract Commercial Management Practitioner (CCMP) ● Project Management Professional (PMP) ● Certified Associate in Project Management (CAPM)

	<u>Electric Contract Administrator, Expert (53024896)</u>
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<p>Summary</p>	<p>Supports contract management in Electric Operations <i>and Vegetation Management</i> with contract administration functions related to newly awarded contracts and the ongoing maintenance of contracts in support of Electric Operations <i>and Vegetation Management</i>.</p> <p>Incumbents are responsible for the management of Electric Operations <i>and Vegetation Management</i> purchase orders and collaborating with the PG&E Sourcing Team supporting governance to ensure contract compliance.</p> <p>The Expert Contract Administrator position requires extensive knowledge of the contract administration lifecycle discipline and skills. This position is responsible for upholding technical standards, strategy and implementation support and handles complex problems and issues.</p> <p>The Expert Contract Administrator is a recognized expert within their field of contract administration, identifies opportunities and brings ideas to improve company performance and applies extensive knowledge of concepts, principles, and practices to resolve problems with minimal guidance.</p>
<p>Job Duties</p>	<p>Able to perform the job duties of a Senior level Contract Administrator, and in addition:</p> <p><u>Records Management & Reporting</u></p> <ol style="list-style-type: none"> 1. Establishes and documents departmental processes involving contracting and invoicing, in accordance with company's overall standards, and trains employees on processes to be followed. 2. Provide special reports for supervisor or manager upon request. 3. Is an opinion leader and "go to" person on the team to help resolve challenges, provide mentorship and guidance to other team members. <p><u>Process Improvement</u></p> <ol style="list-style-type: none"> 4. Leads projects and/or initiatives focused on process improvement of contracting processes. 5. May manage cross-functional projects or initiatives. Coordinate, lead, and participate in meetings, and/or task force teams, related to-accounting issues, system, or process changes, that impact Contract Administration acting as the Subject Matter Expert for the department. 6. Works with management across functions to influence decisions. 7. May assign work cross-functionally as needed. 8. May act as a team lead and provide direction to less experienced employees. Mentors and trains other Contract Administrators. May

	<p>participate in developing training materials.</p> <p>9. Supports department leadership in providing direction regarding priorities related to programs, processes, procedures and execution of work.</p> <p><u>Accrual Process</u></p> <p>10. Oversees accrual submittals, checks and verifies accruals data, and submits to Business Finance. Provides cost variance explanations when necessary.</p> <p>11. Provides monthly reporting on assigned PO's and contracts, related to financial status, budget compliance and accruals.</p> <p>12. May support and/or lead compliance audits to ensure timely recording of costs.</p> <p>13. May oversee monthly reporting of accruals and/or forecasting.</p>
<p>Knowledge / Abilities</p>	<p>For Expert level, in addition to those listed for Associate, Career and Senior level:</p> <ul style="list-style-type: none"> ● Strong SAP and Ariba skills (or advanced skills on similar systems) ● Strong Microsoft Office skills (Word, Excel and PowerPoint) ● Advanced knowledge of the contract management process. ● Competency in planning and organizing work to meet commitments and department/company goals. ● Ability to communicate verbally and written, to ensure a clear understanding of relevant information to different audiences. ● Ability to develop financial/metrics related reports as needed to perform at job level. ● Knowledge of budget/financial requirements and internal controls over financial reporting as needed to perform at job level. ● Group collaboration and team leadership skills. Ability to lead and train contract management team. ● Strong analytical problem-solving skills.
<p>Job Qualifications</p>	<p>Same job qualification requirements as Associate Contract Administrator</p> <p>AND</p> <p>Eight (8) years of job related experience.</p> <p>Job-related experience includes experience in a utility business operations area, contract management, business planning, accounting, finance, or related field.</p> <p>One of the following is Required <i>Desired</i>:</p> <ul style="list-style-type: none"> ● Commercial and Contract Management (CCM) ● Contract Commercial Management Practitioner (CCMP) ● Project Management Professional (PMP) ● Certified Associate in Project Management (CAPM)

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

A. ~~Project Management~~

~~Distribution Engineers will have exclusive jurisdiction over capacity and reliability projects of \$100,000 or less.~~

B. ~~Travel Time~~

~~Distribution Engineers may be required to travel to attend training and such travel may be considered as time worked and paid under the Additional Time Worked policy. However, employees are not eligible for pay for additional time worked for commuting to or from their regular headquarters.~~

C. ~~Entry Engineers~~

~~Notwithstanding Title 27.2 (a) Engineer Trainees may perform bargaining unit work as part of the Engineer Trainee Program for a period not to exceed one year.~~

D. ~~Certification And Registration~~

~~Employees in these classifications shall be reimbursed by Company for costs incurred in successfully obtaining Engineer In Training certification and Professional Engineer registration, and subsequent renewals.~~

E. ~~Advancement~~

Associate to Journey

~~Monthly Distribution Engineer Associates who meet the requirements for advancement to Journey and are performing satisfactorily in their current classification shall advance to Journey upon meeting specific technical requirements gained through a minimum of three years of relevant cumulative experience in the field of Distribution Engineering.~~

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 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.~~

F. ~~Additional Time Worked~~

~~When serving as Construction Supervisor on-call capacity and required to act in a supervisory capacity in the field directing crews, compensation will be at 1 ½ the straight time rate.~~

G. ~~On-call for Electric Distribution Operations Engineers (DOE) Line of Progression (LOA 14-02) (Amended 10/24/22 XX-XX-26)~~

- ~~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 (including Lead and Associate 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 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 (including Associates and Leads) 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 Electric Distribution Operations Engineers (including Associates)~~
~~(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).~~

~~J. Seniority and Title 22 Application~~

~~In the event that Demotions and Layoffs are needed, the Company will follow the provisions of Title 22 of the Agreement. Senior and higher Electric Distribution Engineers may not displace another less senior ESC-represented incumbent unless the Electric Distribution Engineer has previously held that classification on a regular basis, meets all current requirements for the position, and has more ESC service than the impacted employee.~~

~~K. Temporary Upgrades to Principal Distribution Engineer~~

~~Temporary upgrades to Principal Distribution Engineer will be solely at the discretion of management and not subject to the grievance procedure.~~

~~L. Filling of Principal Distribution Engineer vacancies~~

~~Should the Company determine at its sole discretion to fill a Principal Distribution Engineer vacancy, the vacancy will be filled through the use of a joint selection panel which will consider internal and external applicants simultaneously.~~

~~M. Disciplines within the Gas Distribution Engineer classification~~

~~Each classification has several disciplines, as noted in the job descriptions: Division Engineering and Design, Planning, and Control Center. Employees will work in one discipline, but may be assigned the work of other disciplines. PG&E will provide appropriate training as needed. Gas Distribution Control Center (GDCC) working conditions will only apply to Engineers assigned to the GDCC headquarters.~~

~~N. Professional Engineer (PE) License Requirement, Stamping of Documents and Drawings~~

~~1. Gas Senior and Senior Consulting Level Engineers may be required to have a current California PE license as described below. Their job duties include signing and stamping and acting as the engineer in "responsible charge" for engineering drawings, specifications, reports, or documents that are to be released for construction.~~

~~a. Current incumbent Senior Gas Distribution Engineers will be "grandfathered" into the classification and will not be required to hold the PE license or sign and stamp documents; however, unlicensed incumbents will not be permitted to bid into positions in the SCADA/Regulator Station group except by agreement between the Company and the Union.~~

~~b. For operational needs, management may require a PE License for other vacancies for Senior Gas Distribution Engineer, so long as the total percentage of Senior Gas Distribution Engineers holding the PE License is not more than 60%; however, management may exceed this percentage to require a PE License for any Senior or Senior Consulting Engineer vacancies in the SCADA/Regulator Station group.~~

~~2. The PE license is not required for Associate and Journey Engineers.~~

~~3. Any engineer who stamps documents must meet all the following criteria:~~

~~a. hold a current and valid California PE license in the applicable field of engineering,~~

~~b. be fully competent and proficient by education and experience in the field or fields of professional engineering relevant to the project,~~

~~c. possess sufficient knowledge of the project to make, or review and approve, the engineering decisions for the project, and~~

~~d. be capable of answering questions asked by other similarly licensed, competent and proficient engineers so as to leave little questions as to the engineer's technical knowledge of the engineering performed.~~

~~O. Seniority and Title 22 Application~~

~~In the event that Demotions and Layoffs are needed, the Company will follow the provisions of Title 22 of the Agreement. Senior and higher Gas Distribution Engineers may not displace another less senior ESC-represented incumbent unless the Gas Distribution Engineer has previously held that classification on a regular basis, meets all current requirements for the position, and has more ESC service than the impacted employee.~~

Electric Distribution Engineer, Associate (51874184)

Electric Distribution Engineer (51874186)

Electric Distribution Engineer, Senior (52011739)

Electric Distribution Engineer, Sr. Advising/Consulting (52011740/52031149)

	Electric Distribution Engineer, Associate (51874184) Electric Distribution Engineer (51874186)
Summary	<i>This position ensures the safe, reliable, and efficient operation of the electric power system by providing technical, planning and project implementation support for substation, distribution, distribution network systems, and/or distributed generation. The responsibility level of this position increases with experience and demonstrated ability.</i>
Job Duties	<p>Submits long term and short term reconstruction, capacity and reliability plan recommendations, manages projects within their local area of \$100,000 or less, reviews and recommends job estimates within DPA for capacity and reliability.</p> <p><i>Submits, reconstruction capacity and reliability long term and short term, project recommendations. May be assigned project management duties, of low complexity projects such as line equipment (e.g. reclosers, capacitor bank) and overhead line construction/re-conductorlng projects less than a thousand feet.</i></p> <p>Monitors area substation and circuit capabilities and track corresponding loads. Prepares proposals, including justification, for appropriate corrective actions to address deficiencies found. Performs planning studies to correctly model the electric distribution system and works with Mapping to ensure discrepancies are corrected in the associated records system. Analyzes historical loads and projects future growth. Prepares long-term and short-term plans to identify and correct area deficiencies. Prepares long term and short term plans to identify and correct area deficiencies. Prepares draft Preliminary Planning Reviews (PPR's). Identifies alternatives to address deficiencies for Project Authorizations (PA's) <i>project authorizations (e.g. advanced authorizations, project authorizations, simple business cases, etc)</i>. Reviews and analyzes area distribution systems and takes appropriate actions to maintain seasonal power factor and primary voltage within established standards. Determines circuit and associated equipment capabilities within the assigned DPA. Prepares and initiates annual switching plans to alleviate normal and emergency deficiencies. <i>As required, prepares substation bank and feeder emergency loss studies.</i> Prepares necessary documentation about distribution system needs for estimating to complete job packages. Prepares seasonal settings for load tap changers and other line equipment based on planning projections. Reviews requests for new large customer load additions or increases in voltage and recommends actions to correct any deficiencies. Provides direction and reviews primary designs proposed by estimating to ensure adequate capacity and reliability.</p> <p>Prepares settings for distribution protective devices. Performs circuit protection reviews and make recommendations for corrections. Determines protection requirements for rule 20, WRO projects and other major distribution projects which could impact the existing protective scheme. Prepares settings for Distribution Automation (DA) devices affecting distribution protection, voltage or emergency switching.</p> <p>Initiates service dependability solutions, actively participates in local reliability / root cause meetings. Works closely with construction to prioritize outage prevention work within DPA, Address customer complaints (Help Tickets) for recurring outages as assigned. Prepares initial responses for CPUC complaints for recurring outages. Provide technical assistance and address customer voltage complaints caused by primary voltage problems. When</p>

	<p>requested, address customer EMF requests involving distribution facilities as assigned, assist E&M and OM&C personnel to address customer voltage complaints caused by secondary voltage problems. Supports estimating, construction, and other departments as required. Reviews, modifies, and recommends switching clearances for feeders, banks and stations as requested by DO's. Address customer EMF requests involving distribution facilities as assigned. Reviews switching arrangements, equipment settings, voltage levels, power factor needs, etc. to ensure the distribution system are is operated in the most efficient manner. As part of annual planning, reviews switching arrangements, equipment settings, voltage levels, power factor needs, etc. to ensure the distribution system are is operated in the most efficient manner.</p> <p>Prepares EASOP (economic analysis) for projects in DPA. Prepares other engineering analysis as assigned. Provide supervisor on-call support as required. Maintain equipment records as assigned.</p>
Scope	
Interaction	
Knowledge/Abilities	<p>For Journey Position:</p> <ol style="list-style-type: none"> 1. Independently perform daily distribution engineering tasks with limited supervisor oversight. 2. General knowledge of power systems, power flow analysis, power system theory, voltage stability, and transmission, substation, and distribution planning. 3. Proficiency in distribution engineering software tools, including CYME, LoadSEER, PowerBase, or their successors.
Job Qualifications	<p>Distribution Engineer, Associates who meet the requirements for advancement to Journey and are performing satisfactorily in their current classification shall advance to Journey upon meeting specific technical requirements gained through a minimum of three (3) years of relevant cumulative experience in the field of Distribution Engineering.</p>
Education	<p>A BSEE, MSEE, or PhD in Electrical Engineering from a college or university accredited by the Accreditation Board of Engineering and Technology or the equivalent from outside the U.S.</p>
Licenses/Certifications	

	<p>Senior Electric Distribution Engineer, Senior - 52011739</p>
Summary	<p>The Senior Electric Distribution Engineer, Senior job requires mastery of the Electric Distribution 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 substation, distribution, distribution network systems, and/or distributed generation. The responsibility level of this position increases with experience and demonstrated ability.</p>
Job Duties	<p>The Senior Electric Distribution Engineer, Senior is able to independently perform the job duties of an Electric Distribution engineer, and in addition:</p> <ol style="list-style-type: none"> 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.

	<p style="text-align: center;">Senior Electric Distribution Engineer, <i>Senior</i> - 52011739</p> <ol style="list-style-type: none"> 3. Evaluates and identifies strategies, plans and opportunities to improve Company performance. 4. Expands breadth of knowledge to other areas of specialty or 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 (e.g. certifications). 6. Approves Distribution Planning Area (DPA) load forecast. Determines and approves final load growth regression mode for load growth studies. 7. Participates in prioritization and funding for distribution programs. 8. Prepares system wide analysis and recommendations for targeted distribution work. 9. As assigned, assist in communicating with regulators, customers, communities and other external stakeholders to advance PG&E's objectives. 10. As assigned, provide data to support General Rate Case efforts, regulatory proceedings and data requests. 11. As assigned, lead the capacity planning and load forecasting process, and lead effort to identify Distributed Energy Resources (DER) services. 12. As assigned, support and drive Outage Review process, lead regional outage review team (ORT) meetings including development of necessary reliability reports. 13. As assigned, lead distribution automation initiatives. 14. As assigned, support benchmarking with other utilities. 15. As assigned, provide technical training, coaching and mentoring to lower level other engineers. 16. As assigned, work on revising work processes, asset strategy, risk analysis, standards updates, program management, data analytics, committees and special assignments. 17. As assigned, develop metrics and performance targets that track reliability and system performance as well as the methods and procedures for providing these metrics. 18. May be assigned to prepare regulatory reliability reports, support General Rate Case efforts and other regulatory proceedings as an asset program assistant. Responds to associated data requests as required.
Scope	Resolves problems of complex scope. Assignments may require complex solutions. Works independently with limited feedback from other engineers and supervisor. Job duties will vary by assignment.
Interaction	Work requires limited interaction with more experienced engineers and supervisor. External contact with vendors, PG&E contractors, regulatory agencies and customers.

	Senior Electric Distribution Engineer, <i>Senior</i> - 52011739
	Government contacts may be required. May attend selected trade and association meetings. May provide technical guidance and mentorship to Electric Distribution Engineer, Associates and Electric Distribution Engineers.
Knowledge/Abilities	<p>Demonstrate knowledge and abilities required for the Electric Distribution Engineer position, and in addition:</p> <ol style="list-style-type: none"> 1. General knowledge of power systems, power flow analysis, power system theory, voltage stability, and transmission, substation and distribution planning. 1. Demonstrate ability to handle multiple large scale, large budget, complex projects with limited supervision. 2. Demonstrate effective communication and presentation skills. 3. Ability to serve as the leader for guiding project teams. 4. Applies extensive knowledge of concepts, principles, and practices in a specific discipline, field, or area of expertise to resolve complex problems. 5. Takes ownership of problems and their solutions and provides leadership, direction, and assistance to technical employees and teams. Coaches and develops others. 6. Recognizes and actively seeks value added improvements to the system. 7. Recommends and assists in implementation of strategic direction.
Job Qualifications	<p>Mastery of the Associate and Journey level Engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior level Engineer. Meets specific technical requirements gained through a minimum of eight (8) years seven (7) years of cumulative experience in engineering and design. <i>Having an active status California Professional Engineer (PE) license or master's degree in electrical engineering (MSEE) will credit for one year of experience. A maximum of two (2) years of qualifying experience can be achieved through having both a PE and MSEE.</i></p> <p>Depending on which specific job position is being filled, the candidate must demonstrate proficiency in one or more of the following specific areas:</p> <ol style="list-style-type: none"> 1. Distribution Network systems 2. Advanced Distribution Automation 3. Distribution Equipment Life Cycle Asset Management 4. Utility Pole Asset Management 5. Data Analytics 6. Software coding/ programming (i.e. Python Scripting) 7. Long Term Forecasting and Planning 8. Reliability Analysis and improvement
Education	A BSEE, <i>MSEE, or PhD in Electrical Engineering</i> from a college or university accredited by the Accreditation Board of Engineering and Technology, <i>or the equivalent from outside the United States</i> Applicants with other Engineering bachelor's degrees may be considered by mutual agreement of the interview panel.
Licenses/Certifications	Current and active Professional Engineer (PE) license desired.

	<p style="text-align: center;">Senior Consulting – 52031149/ Senior Advising Electric Distribution Engineer – 52011740</p> <p style="text-align: center;"><i>Electric Distribution Engineer, Sr. Advising/Consulting (52011740/52031149)</i></p>
<p>Summary</p>	<p>The Senior Consulting/Senior Advising Electric Distribution Engineer job requires mastery of the Senior Electric Distribution 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 substation, distribution, distribution network systems, and/or distributed generation.</p> <p>The Senior Consulting/Senior Advising Electric Distribution 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.</p>
<p>Job Duties</p>	<p>The Senior Consulting/Senior Advising Electric Distribution Engineer is able to independently perform the job duties of a Senior Distribution Engineer, and in addition:</p> <ul style="list-style-type: none"> □ <ol style="list-style-type: none"> 1. 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. 2. Comfortably and effectively works with conflicting or ambiguous information. 3. Identifies and implements opportunities to improve Company performance. 4. 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. 5. Provides leadership, direction, and assistance to technical employees and teams. Coaches and develops others. 6. As assigned, ensure the cost-effective implementation of the highest priority projects while optimizing capital investments. May manage multi-year budgets for assigned work categories. 7. Develop and manage major distribution capital and expense programs (e.g. reliability; asset replacement/modification; capacity; automation).
<p>Scope</p>	<p>Resolves problems of complex scope, which may require complex solutions. Works independently and provides guidance and feedback to other engineers. Expected to apply creative solutions, techniques and approaches to work assignments. Has well-developed technical and communication skills. Job duties will vary by assignment.</p>

	<p style="text-align: center;">Senior Consulting — 52031149/ Senior Advising Electric Distribution Engineer — 52011740</p> <p style="text-align: center;"><i>Electric Distribution Engineer, Sr. Advising/Consulting (52011740/52031149)</i></p>
Interaction	<p>May be required to work with other Senior Consulting/Senior Advising Engineers and supervisor. Some external contact with vendors, PG&E contractors, regulatory agencies and customers. Government contacts as assigned by supervisor. May attend selected trade and association meetings. Provides technical guidance to other engineers.</p>
Knowledge/Abilities	<p>Demonstrates knowledge and abilities required for the Senior Electric Distribution Engineer, Senior and also:</p> <ol style="list-style-type: none"> 1. Is a technical pathfinder who consistently searches for and discovers practical solutions to highly complex problems and delivers positive results 2. Assesses business conditions, identifies opportunities, and develops programs from a multifunctional, cross-process perspective to enhance corporate business positions.
Job Qualifications	<p>Mastery of the Associate, Journey, and Senior level engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Consulting Level Engineer. Meets specific technical requirements gained through a minimum of thirteen (13) years of cumulative experience in engineering and design. <i>Having an active status California Professional Engineer (PE) license or master's degree in electrical engineering (MSEE) will credit for one year of experience. A maximum of two (2) years of qualifying experience can be achieved through having both a PE and MSEE.</i></p> <p>Depending on which specific job position is being filled, the candidate must demonstrate proficiency in one or more of the following specific areas:</p> <ol style="list-style-type: none"> 1. Distribution Network systems 2. Advanced Distribution Automation 3. Distribution SCADA and feeder automation software 4. Distribution Equipment Life Cycle Asset Management 5. Utility Pole Asset Management 6. Data Analytics 7. Software coding/programming (i.e. Python Scripting) 8. Long Term Forecasting and Planning 9. Reliability Analysis and improvement
Education	<p>A BSEE, <i>MSEE, or PhD in Electrical Engineering</i> from a college or university accredited by the Accreditation Board of Engineering and Technology <i>or the equivalent from outside the United States</i> Applicants with other Engineering degrees may be considered by mutual agreement of the interview panel.</p>
Licenses/Certifications	<p>Current and active Professional Engineer (PE) license desired, but not mandatory, for Senior Advising Electric Distribution Engineer.</p> <p>Current and active Professional Engineer (PE) license is mandatory for Senior Consulting Electric Distribution Engineer.</p>

	ELECTRIC DISTRIBUTION SYSTEM OPERATIONS ENGINEER, ASSOCIATE (51874307)
Summary	This beginning level position, with oversight, 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.
Job Duties	<ol style="list-style-type: none"> 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 scope validation, engineering analysis, create equipment setting, assist with equipment troubleshooting and support of typical COE projects. 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. 106. Provide Engineering support for Substation and Distribution System daily Operations. 117. As requested perform analysis for Update Load Flows When Permanent Switching, System Re-configuration, and New Devices are Installed. 128. Provide Engineering Support for System Emergencies During Normal and After-hours. 139. Prepare Substation Bank and Feeder Emergency Loss Studies as Required. 1210. Provide Distribution Operations Engineering Input for Substation Bank/Equipment Replacement Projects. 1311. Provide Distribution Operations Engineering Support of Power Quality and Distribution System Voltage Complaints. 1412. 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. 1513. Determine and initiate relay, regulator, recloser and capacitor settings to resolve abnormal daily operating conditions as needed. 1614. Participates in the on-call rotation as described in Exhibit D.IV.8.G. 15. Provide operational input and direction for distribution projects.
Scope	
Interaction	

Knowledge/Abilities	
John Qualifications	
Education	<p>A BSEE from a college or university accredited by the Accreditation Board of Engineering and Technology is required.</p> <p><i>A BSEE, MSEE, or PhD from a college or university accredited by the Accreditation Board of Engineering and Technology or the equivalent from outside the U.S.</i></p>
Licenses/Certifications	

ELECTRIC DISTRIBUTION SYSTEM OPERATIONS ENGINEER, JOURNEY (51874308)	
Summary	The Electric Distribution System Operations Engineer, Journey job requires mastery of the Electric Distribution System Operations Engineer, Associate 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 to less experienced Distribution Operations Engineer Associates for conformance with Company Standards and generally accepted distribution engineering practices.
Job Duties	<ol style="list-style-type: none"> 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. <ol style="list-style-type: none"> 1. Assists with developing, updating, and implementing standards, templates, job-aids, training programs and/or procedures for the distribution operations engineering workgroup, or, as requested, helps support similar tasks for other work groups. 2. Performs engineering studies for tap line or pre-developed 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.
Scope	
Interaction	
Knowledge/Abilities	<p>Demonstrates knowledge and abilities required for the Electric Distribution System Operations Engineer, Associate and also;</p> <ol style="list-style-type: none"> 1. Knowledge of power systems, power flow analysis, power system theory, power system stability, distribution protection analysis, and distribution planning. 2. Effective communication, both written and spoken 3. Knowledge of software programs and applications used by PG&E Distribution

	System Operations & Planning
Job Qualifications	<i>Demonstrated knowledge and ability to perform the basic duties of the Electric Distribution System Operations Engineer. Meets specific technical requirements gained through a minimum of thirty-six (36) months of cumulative relevant experience in engineering and design.</i>
Education	<p>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 months of cumulative experience in engineering and design.</p> <p>2. Associate DOE: A BSEE from a college or university accredited by the Accreditation Board of Engineering and Technology is required.</p> <p><i>A BSEE, MSEE, or PhD from a college or university accredited by the Accreditation Board of Engineering and Technology or the equivalent from outside the U.S.</i></p>
License/Certifications	

SENIOR, ELECTRIC DISTRIBUTION <i>SYSTEM</i> OPERATIONS ENGINEER (51874309)	
Summary	<p><i>The Senior Electric Distribution System Operations Engineer job requires mastery of the Electric Distribution System 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 to less experienced Distribution Operations Engineer Associates or Journey's for conformance with Company Standards and generally accepted distribution engineering practices.</i></p> <p><i>Work requires limited interaction with more experienced engineers and supervision. The Senior Electric Distribution System 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 and PG&E contractors may be needed. May attend selected trade, internal regulatory workshops and association meetings.</i></p>
Job Duties	<p><i>The Senior Electric Distribution System Operations Engineer can independently perform the job duties of an Electric Distribution System Operations Engineer, and in addition:</i></p> <ol style="list-style-type: none"> <i>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.</i> <i>2. Applies extensive knowledge of concepts, principles, and practices in power systems engineering to resolve complex problems.</i> <i>3. Evaluates and identifies strategies, plans and opportunities to improve Company performance.</i> <i>4. Expands breadth of knowledge to other areas of specialty and further develops expertise and specialization in one area.</i> <i>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</i> <i>6. Performs complex engineering studies for Temporary Primary Generation</i>

	<p><i>(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.</i></p> <ol style="list-style-type: none"> <i>7. Participates in prioritization and funding for distribution programs.</i> <i>8. Prepares system wide analysis and recommendations for targeted distribution work.</i> <i>9. As assigned, support benchmarking with other utilities.</i> <i>10. As assigned, work on risk analysis, program management, data analytics, committees, and special assignments.</i> <i>11. Support day ahead forecasting of distributed generation on PG&E system as deemed necessary by leadership and Company</i> <p>Under supervision of management, performs the work of an Electric Distribution Operations Engineer, assists other employees in the performance of their work, provides advice and training, can make specific work assignments to employees in lower classifications, provides technical guidance and oversight of work, reviews completed work of new and inexperienced DE Associates for conformance with Company Standards and generally accepted distribution engineering practices. Leads distribution engineering emergency response by managing DE on-call schedules. As required, manages day-day schedules of lower classifications to ensure coverage. Assist Supervisor or Manager in the development, creation, and drafting of needed distribution engineering operations guidelines, processes, and training documents. Responsibility also includes review and approval of time cards.</p>
Scope	
Interaction	
Knowledge/Abilities	<p><i>Demonstrates knowledge and abilities required for the Electric Distribution System Operations Engineer, Journey and:</i></p> <ul style="list-style-type: none"> <i>• Ability to act as a project lead.</i> <i>• Knowledge of applicable engineering principles, codes, regulations, policies, and procedures related to the industry and PG&E.</i> <i>• Experience with programming languages and developing queries</i> <i>• Ability to interpret and convey advanced understanding of substation protection schemes, controller relay logic, and distribution field equipment</i> <i>• Ability to drive results by collaborating with multiple LOB's.</i> <i>• Ability to make judgments on safe operations in situations where standards are unclear.</i> <i>• Subject matter expert with extensive knowledge in Distribution System Operations.</i>
Job Qualifications	<p>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 product. Must demonstrate the ability to direct the work of Electric Distribution Operation Engineers. Meets specific technical requirements gained through a minimum of 8 years cumulative experience in Electric Distribution Engineering or a related field; a current and active California PE license or MS degree may be substituted for 2 years of experience.</p> <p><i>Minimum:</i></p> <ul style="list-style-type: none"> <i>• Meets the full qualifications of a Distribution System Operations Engineer and the demonstrated ability to perform those duties as evidenced by the quality and quantity of the work produced</i> <i>• Meets specific technical requirements gained through a minimum of eight (8) years cumulative experience in Electric Distribution</i>

	<p>Engineering or a related field.</p> <ul style="list-style-type: none"> • Current and active California PE license or MS degree may be substituted for 2 years of experience. <p>Desired:</p> <ul style="list-style-type: none"> • Current/Active California PE License • MS Degree in Electrical Engineering or related technical discipline
Education	A BSEE, MSEE, or PhD from a college or university accredited by the Accreditation Board of Engineering and Technology or the equivalent from outside the U.S.
Licenses/Certifications	

ELECTRIC DISTRIBUTION SYSTEM OPERATIONS ENGINEER SENIOR ADVISING (52948735) / SENIOR CONSULTING (52950153)	
Summary	<p>The Senior Consulting/Senior Advising Electric Distribution System Operations Engineer job requires mastery of the Senior Electric Distribution System 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.</p> <p>The Senior Consulting/Senior Advising Electric Distribution System 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 will may be required. May attend selected trade and association meetings. The Senior Consulting/Senior Advising, Electrical Distribution System Operations Engineer is also required to aid in the process of job priorities with other Senior Consulting/Senior Advising, Senior, Journey, and Associate Distribution System Operations Engineers.</p> <p>Under supervision of management, performs the work of a Senior Electric Distribution System 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.</p>
Job Duties	<p>The Senior Consulting/Senior Advising Electric Distribution System Operations Engineer will independently perform the job duties of a Senior Distribution System Operations Engineer, and in addition:</p> <ol style="list-style-type: none"> 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. 3. 5- Is recognized as a subject matter expert in multiple one disciplines or types 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. 4. As assigned, lead, participate and present in external regulatory work

	<p><i>processes on behalf of distribution operations workgroup.</i></p> <p>5. Demonstrates expert-level capability in designing, analyzing, and implementing advanced computational and data-driven solutions to support Distribution System Operations Engineering and related workgroups.</p> <p>6. Applies deep technical knowledge to develop innovative tools, models, and processes that enhance operational efficiency and reliability.</p> <p>7. Maintains adaptability to emerging technologies and methodologies, ensuring the ability to address a wide range of analytical and programming needs across multiple domains.</p> <p>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.</p> <p>7. Provides leadership, direction, and assistance to technical employees and teams. Coaches and develops others.</p>
Scope	
Interaction	
Knowledge/Abilities	<p>Demonstrates knowledge and abilities required for the Senior, Electric Distribution Operations Engineer and:</p> <ul style="list-style-type: none"> • 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 System 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. • Extensive knowledge of data science languages and data structures • Ability to understand, participate and present in regulatory efforts
Job Qualifications	<ul style="list-style-type: none"> • 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 System 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 • Proficiency in data analytics <p>Desired:</p> <ul style="list-style-type: none"> • MS Degree in Electrical Engineering or related technical discipline • MBA Degree in Engineering Management, Operations Management, or related discipline. • Knowledge of SQL & Python
Education	<i>A BSEE, MSEE, or PhD from a college or university accredited by the Accreditation Board of Engineering and Technology or the equivalent from outside the U.S.</i>
Licenses/Certifications	<i>Current & active California PE License is required for Senior Consulting only</i>

SENIOR CONSULTING ENVIRONMENTAL SCIENTIST (50327914)	
Scope	<p>This position requires mastery of the senior-level Environmental Scientist job duties and is routinely requested to lead multiple complex, high risk, or highly contentious regulatory projects.</p> <p>This position is a widely recognized expert within the company and with external partners and stakeholders; is requested to apply expert judgment and extensive knowledge of the utility industry to research and develop new/unique solutions; develops and applies extensive risk management and programmatic approaches for high risk and/or system-wide issues; and/or applies extensive project management and contracting knowledge and negotiation skills to resolve complex challenges; and/or negotiates and resolves broad or complex settlement and license agreements. Provides leadership, coaching and development of less experienced staff. Provides high-level technical briefings, advice, and recommendations to upper management.</p>
Job Duties: May perform all of the functions of the senior level Environmental Scientist and in addition:	
Safety	Promote safety awareness outside of the department, and with external parties.
Program / Project Management	<ul style="list-style-type: none"> ● Demonstrate expert-level project management skills, including stakeholder involvement, contract and resource management; judgment in applying and adapting traditional techniques; development of strategic and tactical risk management strategies and effective metrics; increased focus on long-term planning and multiple project execution and complex economic analyses. ● Exemplify ability to lead multiple large-scale, complex projects or programs; provide resolution of technical and contractual issues on high profile, or highly contentious projects, with very limited supervision.
Consulting / Expertise	<ul style="list-style-type: none"> ● Maintain in-depth knowledge of industry trends and elevate professional and technical expertise. ● Build working relationships with industry experts; regarded as a reliable and credible expert in terms of industry knowledge. ● Build consensus around complex and controversial project and technical issues and successfully persuades others to act on commitments. ● Develop, maintain, and nurture constructive relationships with individuals and teams in the face of adversity and effectively leverage relationships strategically to achieve more effective outcomes. ● Demonstrated expert-level facilitation skills, including presentation of clear, concise, and well-reasoned positions on complex issues for desired ideas and proposals.
Compliance/ Regulatory Support	<ul style="list-style-type: none"> ● Develop and implement regulatory strategic and tactical strategies; expert-level ability to craft effective correspondence, fillings, applications, agreements, and proposed license conditions. ● Understand and interpret regulations and requirements and develop and implement effective strategies for desired results; advocate company positions in industry, regulatory, and legislative matters. ● Lead root cause analyses or process improvement initiatives to improve compliance. ● Create and implement tools and processes that support cost-effective methods of achieving compliance and driving compliance improvement. ● Possesses track record of successful leadership of technical and/or regulatory endeavors which have yielded positive outcomes for the company.
Financial Management	<p>As required:</p> <ul style="list-style-type: none"> ● Monitor metrics and results for work group and provide tools and mentoring to others to ensure quality and consistency. ● Recommend financial resource utilization improvements to increase shareholder value for the organization. ● Organize plans to ensure financial resources best meet customer needs and enterprise goals. ● Recommend cost improvements initiatives to management prior to expenditure concerns evolving. ● Proactively identify potential areas that may cause future problems and addresses concerns with action plans and sound strategies.

	<ul style="list-style-type: none"> ● Assess impact of new expenditures and their effects on the bottom line and manage accordingly. ● Solve problems and avoid risks in financial resource management, only escalating results and risks with mitigating circumstances.
Quality Assurance	<ul style="list-style-type: none"> ● Improve service levels and efficiency of assigned tasks and activities for multiple teams, departments, or organizations. ● Develop and establish new procedures enhancing utilization of people and other resources. ● Proactively resolve issues that affect image of operations and overall business objectives.
Interaction	Externally, establishes and maintains strong relations with counterparts and higher level representatives in third party organizations (e.g., governmental, regulatory, business partner, or community entities) using negotiation, tact, and diplomacy. Internal contacts are primarily with ES leadership team, project managers and company management at the officer, director, and manager level. Serves as the most senior level technical expert on the team. May partner with internal or external stakeholders to solve problems or explore alternative solutions.
Knowledge/ Abilities	Sound working knowledge of local, California, and Federal laws, regulations, and policies pertaining to environmental disciplines.
Job Qualifications:	
Education	<ul style="list-style-type: none"> ● BS or BA degree in an environmental discipline, sciences, or engineering (required). ● MS or MA in environmental discipline, sciences, engineering, or MBA (required) ● Advanced (i.e., MS, MA or MBA) in environmental science, engineering, or a related technical field; or equivalent combination of education and demonstrated experience in a relevant discipline. (Amended XX/XX/26)
Licenses/ Training/ Certifications	<ul style="list-style-type: none"> ● Project Management Professional (PMP) certification strongly desired and/or obtained within two (2) years.
Experience	Mastery of the senior level job duties and demonstrated knowledge, leadership, and ability to perform Consulting duties. Meets specific knowledge/ technical requirements gained through a minimum of fifteen15 years of cumulative experience in relevant environmental field, and/or regulatory project management.

GIS APPLICATION ENGINEER DEVELOPER (50073854)

Position Summary:

The GIS Application Engineer **Developer** performs GIS analysis, custom programming and related tasks under direction of higher classification employees.

Essential Job Functions:

1. Interact with clients to design and implement GIS solutions for client needs. Manage projects involving client accounts, with a high level of client satisfaction. Market GIS services to client organizations.
2. Develop custom GIS applications on various platforms including desktop, web-based, and mobile. This may include application design, database design, programming, testing, trouble-shooting, and client support including training as appropriate.
3. Design and develop intermediate real-time database queries, analyses and reports using spatial RDBMS, including the use of sophisticated views, automated updates, and stored procedures.
4. Design and develop spatial analysis techniques utilizing industry-standard spatial modeling tools and extensive custom programming in GIS software or spatial databases.
5. Data management: Perform administrative tasks on GIS RDBMS databases, including Oracle (Spatial) and SQL Server, or equivalent. Ensure reliability and data integrity of databases.
6. Analyze system performance, improve processes, evaluate outside data sources and software.
7. Acquire, evaluate and modify scripts for the benefit of the GIS group and its clients.
8. Ability to perform all tasks of all lower classification GIS positions as needed.
9. Ability to manage projects with high client satisfaction and excellent communication.
10. Collaboratively direct the work of others.

Minimum Job Qualifications:

EDUCATION: BA/BS in Geomatics, Geography, GIS, or related field, or the equivalent in education and/or experience. Successful completion of two college level courses (semester or quarter) or 16 days of advanced coursework in programming that directly applies to the skills described in the GIS Application Engineer job description. Coursework may be taken via University Extension, through a vendor (e.g. ESRI, Oracle), or online, or equivalent.

TRAINING:

LICENSES / CERTIFICATIONS:

PRIOR EXPERIENCE: Minimum four (4) years' experience in GIS at the Senior GIS Analyst level or equivalent.

KNOWLEDGE/ABILITIES: (The following describes the general skills needed; it is not intended to be an exhaustive list and different skill levels will be appropriate to different bands within this classification.)

1. Intermediate to advanced working knowledge in Visual Basic for ArcGIS, VBscript, Javascript for Active Server Pages, PL-SQL programming, or equivalent.
2. Intermediate to advanced working knowledge of Oracle Spatial and SDE geodatabase applications and tools, or equivalent.

3. Intermediate to advanced working knowledge of client business.
4. Advanced problem-solving and research skills. Ability to implement sophisticated geometric algorithms.
5. Intermediate to advanced working knowledge of relational databases and SQL language, or equivalent.
6. Intermediate to advanced working knowledge of GIS modeling concepts and practices including linear referencing / dynamic segmentation. Thiessen polygons, regions and network analysis.

Expert Hydro Scheduling Consultant (XXXXXXXX)	
Summary	<p><i>The expert-level Hydro Scheduling Consultant (HSC) position requires mastery of the senior HSC role, provides programmatic level support to the Water Management (WM) group, and is routinely requested to provide subject matter expertise or act in a consulting capacity on complex assignments.</i></p> <p><i>The Expert HSC is a widely recognized water management expert within the company and with external partners and stakeholders. This position applies expert judgment and extensive knowledge of water management and hydro operations to complex challenges and provides technical leadership, as well as high-level technical briefings and recommendations to management. Additionally, this position supports advancing WM forecasting, relicensing efforts, process improvement initiatives, and applies their expertise broadly across the PG portfolio in support of special projects.</i></p>
Job Duties	<p><i>Performs the functions of Senior Hydro Scheduling Consultant, but for multiple and/or more complex, higher risk exposure, and higher profile watersheds. In addition, job duties include, but are not limited to:</i></p> <ul style="list-style-type: none"> ● <i>Applying their extensive expertise to drive innovations to advance the HSC team's performance, e.g., supporting WM modeling/software tool improvement.</i> ● <i>Develop strategies to manage water in a changing climate and regulatory environment.</i> ● <i>Supporting development of WM-related technical policies, procedures, and standards. Work with regulators as needed.</i> ● <i>Developing novel and sophisticated analyses to address complex questions and support management decisions. Using various hydro-economic modeling techniques to provide revenue forecasts for various high risk, high visibility, and/or system-wide projects.</i> ● <i>Applying their expertise to projects they don't otherwise manage, or at a system-wide level.</i> ● <i>Providing subject matter expertise in root cause analysis and making recommendations to address local and system-wide problems.</i> ● <i>Interpreting, clarifying, and educating others in applicable license conditions (in coordination with License Compliance).</i> ● <i>Successfully negotiating effective solutions beneficial to rate payers and PG&E.</i> ● <i>Acting as a company witness, liaison, and/or information provider to outside parties.</i> ● <i>Establishing and maintaining relations with representatives in third party organizations, e.g., governmental, regulatory, or community entities.</i> ● <i>Representing PG&E at external industry associations, committees, trade organizations and other inter-utility groups.</i> ● <i>Engaging with the academic community to advance relevant research, e.g., climatology, hydrological forecasting, or hydropower optimization.</i> ● <i>Mentoring less experienced HSCs and leading WM-related training of newer watershed staff.</i>
Knowledge / Abilities	<p><i>Demonstrates knowledge and abilities required for the Senior level Hydro Scheduling Consultant and also:</i></p>

	<ul style="list-style-type: none"> ● <i>Demonstrates expert-level knowledge in PG&E’s watersheds and hydro systems, including at a portfolio level. Has an established track record of successful WM guidance, which has yielded positive outcomes for customers and the company.</i> ● <i>Able to handle multiple large and multifaceted projects without supervision while serving as a team leader. Demonstrates ability to apply extensive knowledge of concepts, principles and practices to resolve complex problems. Completes assignments with few or no precedents or standards.</i> ● <i>Demonstrates leadership abilities through effective advocacy, multi-organization coordination, and direct influence to propel PG&E to higher levels of performance.</i> ● <i>Demonstrates exceptional verbal and written communication and presentation skills. Seeks opportunities to build broader understanding of Water Management’s role, processes, and tools in order to increase confidence in WM’s forecasting and guidance.</i> ● <i>Able to proactively identify trends over multiple projects or years; takes needed action to initiate practical system-wide improvements, provides recommendations, and supports plan development and implementation.</i> ● <i>Has capacity to evolve technical skills and knowledge through industry associations and conferences, workshops, and additional education. Readily integrates industry knowledge and best practices into everyday business practices and decision making; provides others with interpretation and guidance on developments and innovations in forecasting and water resources.</i>
Job Qualifications:	
Experience:	<i>Mastery of the Senior level Hydro Scheduling Consultant job duties and demonstrated knowledge and ability to perform the duties of the Expert level Hydro Scheduling Consultant. Meets specific knowledge/technical requirements typically gained through a minimum of ten (10) years of cumulative experience in hydrology, water management, hydro operations, and/or other relevant industry experience.</i>
Education	<i>Graduate degree or higher in water/hydrology, meteorology, geology or related science or mathematical field. Bachelor’s degree and extensive relevant experience may on a case-by-case basis be considered as a suitable substitute for a graduate degree.</i>
Licenses/ Certifications	<i>Same as Senior level Hydro Scheduling Consultant.</i>

SENIOR HYDROGRAPHER (50216532)	
Summary	A Senior Hydrographer performs all the duties of a Hydrographer and takes on additional duties as needed including, but not limited to Relicensing, limited water runoff forecasting as may be needed for small hydro. Conducts special water or weather/climate related projects. May be responsible for contract negotiations that relate to Water Management for assigned watershed/projects. Works closely with assigned Hydro Scheduling Consultant and Generation Supervisor to assure regulatory compliance and discover opportunities for extracting increased value from the water. Assists with powerhouse testing for determining correct flows. Provides time and support to local safety program, Generation Supervisors' needs, environmental related work, and other duties assigned by Area Manager.
Job Duties:	<ul style="list-style-type: none"> ● Works actively with licensing team to assure that correct methodology is in place to assure compliance tracking/monitoring. ● Expert with FERC license required flows and storage requirements i.e. instream, recreation, and pulse flows, minimum reservoir storage, and reservoir drawdown schedules ● Provides direction with ultrasonic flowmeter installation and operation. ● May direct Associate/Hydrographers and the operations of weather modification/precipitation enhancement project if present on their watershed. ● Critical participant in relicensing meetings and studies for watershed.
Scope	Takes lead role in resolving water related problems of complex scope. Assignments may provide an opportunity for creative and/or non-standard approaches. Independently plans work to meet objectives. Work solutions may provide an opportunity for creative/non-standard approaches.
Interaction	Supports Generation Supervisors, Hydro Scheduling Consultants and Hydro Analyst in data synthesis towards the optimization of hydro production within full compliance of FERC license requirements and in a safe, efficient and environmentally responsible manner. Actively supports safety program including membership on local safety committee.
Job Qualifications:	
Education	B.S. Degree or higher in water/hydrology, meteorology, geology, water resources, engineering, soils, natural resources or geology related field preferred.
Licenses / Certifications	Level 1 or 2 Hydrologic Technician Certification from the American Institute of Hydrology. Valid Driver's License.
Experience	Typically requires 8 5 yrs. since entry. Functions fully autonomously for all assigned projects. Several assigned responsibilities beyond specialized hydrographic field role that draw on Hydrographers specialized expertise.
Knowledge / Abilities	<ul style="list-style-type: none"> ● Communicates openly with Agencies and other stakeholders. ● Demonstrates expert consulting skills to assist others with understanding hydrographic and water related operations and limitations of data for specific applications. ● Assists Hydrographer and others in watershed with decision making as may be needed. Comes across as highly credible with others in field and GO. ● Skilled optimization of time toward accomplishing an array of activities beyond the routine hydrographic work load including mentoring and assisting others. ● Individual is recognized as the technical expert for the assigned watershed. Shares knowledge and expertise with licensing, consultants and other Hydrographers.

	SENIOR HYDROGRAPHER (50216532)
	<ul style="list-style-type: none"> • Fully understands hydro operations in assigned watershed and how Water Management provides guidance to energy traders. Actively assists Water Management with decisions for large hydro when help is requested.

	Expert Hydrographer (XXXXXXXX)
Summary	<p><i>The Expert Hydrographer plays a pivotal role in fostering team development and operational excellence by performing all the responsibilities of a Senior Hydrographer; while also taking on expanded duties focused on peer support and development. Candidates with a demonstrated history of collaboration will be considered for this role.</i></p> <p><i>A core responsibility is to assist management in developing, implementing, and maintaining comprehensive onboarding programs for new hires and Associate Hydrographers, along with ongoing training coordination and professional development opportunities for Journey and Senior Hydrographers.</i></p> <p><i>Additionally, the Expert Hydrographer will provide logistical and physical support that bridges staffing vacancies, serve as a subject matter expert across a broad range of hydrographic topics and watersheds and provide continuous mentorship and technical guidance to colleagues.</i></p> <p><i>The Expert Hydrographer will contribute advanced technical expertise in the areas of programming and software configuration. Their contributions must demonstrate a measurable impact on centralized systems—including, but not limited to, the Hydstra hydrological time series database, mobile applications, weather station maintenance and management, and satellite data collection platforms.</i></p> <p><i>This position requires a proactive commitment to supporting colleagues, documenting and proceduralizing knowledge, and contributing to a productive work environment. The Expert Hydrographer will assist with other support-related tasks and perform additional support duties as assigned based on the job hydrographer scope. To facilitate support, this role will require additional travel outside of the assigned watershed on an as needed basis.</i></p>
Job Functions	<p><i>Performs the functions of Senior Hydrographer, In addition, Expert job duties include, but are not limited to:</i></p> <ul style="list-style-type: none"> • <i>Demonstrate consistent teamwork, peer support, and collaboration</i> • <i>Foster a positive, knowledge-sharing team environment</i> • <i>Develop and maintain onboarding, training documents and materials</i> • <i>Lead onboarding, training, and development for new hires</i> • <i>Aid in providing coverage and logistical support for other vacant hydrographer positions (travel to other watersheds as required)</i> • <i>Provide ongoing mentorship and technical guidance to the Hydrographic team</i> • <i>Serve as a subject matter expert across hydrographic topics</i> • <i>Contribute advanced technical expertise (e.g., programming, software configuration)</i> • <i>Support centralized systems with meaningful and measurable solutions</i> • <i>Assist with support-related tasks and other duties as assigned by supervisor</i> • <i>Supporting development of WM-related technical policies, procedures, and standards</i> • <i>Assist with interpreting, clarifying, and educating others in applicable license conditions across all watersheds (in coordination with License Compliance).</i>

<p>Knowledge / Abilities</p>	<p><i>The Expert Hydrographer plays a key role in team development by partnering with the Supervisor to train both new and existing staff, provide coverage during vacancies, serve as a subject matter expert, and offer advanced technical expertise. This position demands strong collaboration, peer support, and a commitment to maintaining a positive and productive work environment. Additional duties and support tasks may be assigned as needed within the hydrographer job scope.</i></p> <p><i>Required travel and support other watersheds or programmatic level efforts.</i></p>
<p>Experience</p>	<p><i>Meets specialized technical and knowledge requirements acquired through ten (10) or more years of cumulative experience in the fields of hydrology, data and water management, hydrographics, and other related disciplines. Additionally, mastery of the Senior level Hydrographer job duties combined with a history of effective collaboration and positive team engagement.</i></p>
<p>Education</p>	<p><i>B.S. Degree or higher from an accredited college or university in water/hydrology, meteorology, geology, water resources, engineering, soils, natural resources or geology related fields.</i></p>
<p>Licenses/ Certifications</p>	<p>Required:</p> <p><i>Level 1 or 2 Hydrologic Technician Certification from the American Institute of Hydrology</i></p> <p><i>Valid California Driver's License</i></p>

LAND PLANNING ANALYST (50329445)	
Summary	The Land Planning Analyst position supports programs of environmental compliance and project permitting where environmental guidelines are established exist between PG&E and various state and federal agencies, non-government organizations and municipalities . The primary role is one of project screening, environmental program/project reporting, and permitting support and documentation. Project screening utilizes PG&E computerized information management systems (MapGuide GIS, HCP Portals, SAP) and other standard office communication formats (e-mail, teleconferencing). Program/Project screening and documentation may include daily data entries and assessment of standard permitting requirements. Program data will support development of programmatic reports and audits. Project screening determines project permitting requirements. Communicating with other Environmental, Land and Enterprise Public Works team members and LOB project teams verbally and in writing is another key requirement of this job.
Job Duties:	<ol style="list-style-type: none"> 1. Safety <ul style="list-style-type: none"> ● Performs all work in accordance with PG&E safety goals and practices: <ul style="list-style-type: none"> ○ Completes all required safety training ○ Promotes safety awareness 2. Project Screening and Documentation/Research & Review <ul style="list-style-type: none"> ● Reviews new projects received through the various portals and SAP. ● Forwards projects that may require additional field review to the appropriate environmental technical specialist ● Uses the appropriate SAP portal (HCP, E-Screen) to record project-specific information ● Responsible for maintaining the project databases and updating them frequently ● Research through GIS, PG&E records, public records, etc. to determine ownerships, land rights, land uses, constraints, regulatory jurisdictions, local, state, and federal regulatory requirements on gas and electric projects. 3. Support to Audits and Other Business Processes <ul style="list-style-type: none"> ● Provides project data to appropriate project managers for use in development of scheduled reports and/or audits <ul style="list-style-type: none"> ● Develops reports to visualize performance and status of the project and/or program, or for analysis and problem solving ● May communicate with project managers to identify dependencies and schedules for completion of pre-activity surveys, planning and permitting ● May assist in tracking and documenting project related costs 4. Technical Quality Assurance <ul style="list-style-type: none"> ● Annually ensures that complete and technically accurate information is provided in the project database for each project completed ● Continuously updates project information 5. Cost/ Schedule Management <ul style="list-style-type: none"> ● May be asked to keep summary cost data for contracted work ● Uses the SAP portal to document environmental compliance requirements for project leads.
Interaction	Interacts with other technical and administrative members of the Land team as well as staff from other lines of business.
Job Qualifications:	
Education	BS/BA degree or its equivalent in relevant experience.
Licenses / Certifications	Valid driver's license required.

Experience	Familiarity with utility activities desired; experience with standard office computer applications including Excel, Word and SAP required.
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	Land Planning Analyst, Senior (XXXXXXXX)
Summary	<p>The Senior Land Planning Analyst position manages/leads programs of compliance and project permitting where guidelines exist between PG&E and various state and federal agencies non-government organizations and municipalities. The primary role is one of project screening, program/project reporting, and permitting support and documentation as well as supporting and training Journey level Land Planning Analysts. Project screening utilizes PG&E computerized information management systems (MapGuide GIS, HCP Portals, SAP, etc.) and other standard office communication formats (e-mail, teleconferencing). Program/Project screening and documentation may include daily data entries and assessment of standard permitting requirements. Program data will support development of programmatic reports and audits. Project screening determines project permitting requirements, and subject matter experts that will be involved in the project review. Communicating with Environmental, Land, and Enterprise Public Works team members and LOB project teams verbally and in writing is another key requirement of this job.</p> <ol style="list-style-type: none"> 1. Safety <ul style="list-style-type: none"> ● Performs all work in accordance with PG&E safety goals and practices: <ul style="list-style-type: none"> ○ Completes all required safety training ○ Promotes safety awareness 2. Project Screening and Documentation/Research & Review <ul style="list-style-type: none"> ● Reviews new projects received through the various portals and SAP. ● Forwards projects that may require additional field review to the appropriate environmental technical specialist ● Uses the appropriate SAP portal (HCP, E-Screen) to record project-specific information ● Responsible for maintaining the project databases and updating them frequently ● Research through GIS, PG&E records, public records, etc. to determine ownerships, land rights, land uses, constraints, regulatory jurisdictions, local, state, and federal regulatory requirements on gas and electric projects. ● Implements new or changing project review processes ● Creates and maintains guidance documents ● Oversees and manages program performance ● Creates and manages reporting for project intake data analysis and waste reduction ● Leads cross functional teams to deliver process changes and maintain processing standards ● Manages specialty non-standard program/workstream intake (non-estimated, SCADA, Pole EPC Program, etc.) 3. Support to Audits and Other Business Processes <ul style="list-style-type: none"> ● Provides project data to appropriate project managers for use in development of scheduled reports and/or audits ● Develops reports to visualize performance and status of a project/program, or for analysis and problem solving ● May communicate with project managers to identify dependencies and schedules for completion of pre-activity surveys, planning and permitting

	<ul style="list-style-type: none"> • <i>May assist in tracking and documenting project related costs</i> • <i>Supporting and training Journey level Land Planning Analysts</i> <p>4. Technical Quality Assurance</p> <ul style="list-style-type: none"> • <i>Annually ensures that complete and technically accurate information is provided in the project database for each project completed</i> • <i>Continuously updates project information</i> <p>5. Cost/ Schedule Management</p> <ul style="list-style-type: none"> • <i>May be asked to keep summary cost data for contracted work</i> • <i>Uses the SAP portal to document environmental compliance requirements for project leads.</i>
Interaction	<i>Interacts with other technical and administrative members of the Land team as well as staff from other lines of business.</i>
Education	<i>BS/BA degree or its equivalent in relevant experience</i> <i>Experience:</i>
Licenses / Certifications	<i>Valid driver's license required.</i>
Experience	<p><i>Minimum of eighteen months as a Land Planning Analyst or equivalent experience in data analysis Application.</i></p> <p><i>Familiarity with utility activities desired; experience with standard office computer applications including Excel, Word and SAP required.</i></p>

	SENIOR LEVEL LICENSE COORDINATOR (50216534)
Summary	<p>This is a Senior-level License Coordinator job that requires mastery of the Journey License Coordinator job duties and is responsible for managing the most complex licenses and related water rights, permits, and agreements for the Company's extensive hydroelectric system. Manages complex licenses, and participates as a team member in license projects. "Complex" refers to the overall character of a license compared to other licenses, and includes consideration of project size, asset value, issues and risk to the Company, number of external stakeholders, etc. Applies extensive knowledge of, and skills in, regulatory and license management concepts, principles, and practices to resolve complex license management problems with only general direction. Provides regulatory and license management leadership, coaching, direction, knowledge transfer and assistance to employees and teams. Additional responsibilities beyond the Journey License Coordinator include, but are not limited to, the following: deliver presentations in internal and external settings; lead team meetings; interpret laws, regulations and standards; manage implementation of complex non-routine license requirements; conduct complex negotiations with regulatory agencies, non-governmental organizations and third parties; take a lead role in managing external relationships with regulatory agencies and third parties; take a lead role in developing regulatory strategies; provides leadership, coaching, training, technical direction, oversight, and quality assurance of work by others; and manage the process of obtaining license amendments. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work. (Amended XX/XX/26)</p>
Job Duties:	<p>Performs functions of Associate and Journey level License Coordinators, but for more complex licenses. Also performs job duties listed below:</p> <p>Additional Job duties include, but are not limited to:</p> <ul style="list-style-type: none"> - Leads, coaches, directs, and assists employees and teams on regulatory and license management issues. May act as a mentor to Associate and Journey License Coordinators - Provides regulatory and license management support to other departments - Manages complex license implementation projects as may be assigned - Develops or assists in the development of new or updated license management processes, systems, guidelines and standards - Manages obtaining license amendments - Manages and obtains FERC License Amendments and oversees the Environmental Assessment and FERC Regulatory requirements for Amendments working closing with the Environmental team. <p>Works with Supervisor to:</p> <ul style="list-style-type: none"> - Negotiate with regulatory agencies, non-governmental organizations and other third parties on complex regulatory and license management issues related to licenses managed - Take leadership role in managing external relationships with regulatory agencies, non-governmental organizations and other third parties related to licenses managed - Take leadership role in developing regulatory and license management strategies - Monitor, influence and adopt changes in industry, legislation and regulation related to hydropower - Participate in external and industry forums <p>(Amended XX/XX/26)</p>
Scope	<p>Manages most complex licenses and resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed in process and upon completion; Solution may provide an opportunity for creative/non-standard approaches. (Amended XX/XX/26)</p>
Interaction	<p>Internal contacts are with Power Generation personnel, Law Department, and service organizations at the senior and management level and typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts, which may involve discussion with Supervision in advance, are with contractors, regulatory agencies, non-governmental</p>

	SENIOR LEVEL LICENSE COORDINATOR (50216534)
	<p>organizations, and other third parties at the senior staff level. Contacts with contractors typically include directing work, discussing contract administration and results. Other external contacts typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating. May provide direction to less experienced License Coordinators and other team members. May partner with internal or external stakeholders at the senior staff level to solve problems or explore alternative solutions. <i>(Amended XX/XX/26)</i></p>
Job Qualifications:	
Education	<p>A 4-year BS/BA Degree in Engineering, Regulatory Policy, Resource Management, Biological or Ecological Environmental Science, Social or Physical Science, Business, Engineering, or Communications. Degree must be or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US required. Advanced degree in same fields desired. <i>(Amended XX/XX/26)</i></p>
Licenses / Certifications	<p>Professional certification desired. Valid driver's license.</p>
Experience	<p>Mastery of the Associate and Journey level License Coordinator job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Level License Coordinator. Meets specific knowledge/ability requirements gained through a minimum of eight five (5) years of cumulative experience in license coordination, or equivalent regulatory policy, resource management, communication, 819 and business or equivalent. <i>(Amended XX/XX/26)</i></p>
Knowledge / Abilities	<p>Demonstrates knowledge and abilities required for the Associate and Journey level License Coordinator and also:</p> <ul style="list-style-type: none"> - Demonstrates ability to manage multiple high profile and complex licenses with very little general supervision. - Demonstrates good presentation skills including knowledge transfer presentations. - Able to lead regulatory or license management teams including outside contractors. - Successfully completes assignments of broad scope and complexity. - Able to integrate information from a variety of sources. - Demonstrates ability and desire to effectively engage others, including external stakeholders, in discussion and present clear and well-reasoned positions for desired ideas and proposals. Demonstrates ability to collaboratively negotiate with external parties and reach agreement on complex and difficult issues. - Clearly and deeply sees how license coordination activities and assignments support Company and department goals. Deep understanding of department and individual roles. Strong strategic and critical thinking skills. Demonstrates ability to develop and implement strategies and tactics to address complex and difficult issues. - Demonstrates ability to make clear, persuasive presentations on complex issues in large internal or external settings that may be difficult or contentious. - Demonstrates strong ability to organize ideas and communicate orally and in writing on complex topics informally and in formal business settings both internal and external. Communications demonstrate strong strategic and critical thinking skills. Demonstrates skilled ability to craft effective correspondence, reports, filings, applications, agreements and proposed license conditions. Able to critically review communications prepared by others. - Seeks opportunities to share information and lessons learned with co-workers to promote efficient learning and development within the organization. Helps train and mentor Associate and Journey License Coordinators. - Demonstrates expert ability to develop, maintain and nurture constructive relationships with individuals and teams, internally and externally in the face of adversity. Acts as a positive influence on internal and external team dynamics to build more effective outcomes. - Has received formal project management training. Demonstrates ability to effectively develop and manage obtaining license amendments and non-routine license

	SENIOR LEVEL LICENSE COORDINATOR (50216534)
	<p>implementation projects. Demonstrates ability to achieve project objectives on schedule and within authorized cost.</p> <ul style="list-style-type: none"> - Demonstrates ability to understand and correctly interpret regulations and requirements, meet difficult time constraints, meet all regulatory requirements and maintain accurate, timely compliance records. Expert on compliance management processes. Demonstrates ability to develop and implement effective regulatory strategies. Expert at achieving desired regulatory results. Assists in industry and legislative and regulatory matters. - Demonstrates ability to understand complex regulatory, operation and maintenance, engineering and environmental issues; independently develops, evaluates and supports creative solutions, alternatives and concerns; prepares and presents clear, well organized presentations and documentation of results for internal and external decision makers. - Knowledgeable about current hydro issues, seeks deeper understanding of issues, and interacts effectively with other industry representatives and organizations. - Understands and able to apply contract principles. Demonstrates ability to develop bid packages, evaluate proposals, and effectively manage moderately complex contracts. - Understands Company financial and business policies and practices; understands and contributes to preparation of cost estimates, economic analyses and project justifications; prepares moderately complex cost estimates; develops budget input for licenses managed and tracks and controls actual costs. - Able to identify gaps between current business practices and stated objectives and takes the lead for process improvements to address gaps. - Proactively evolves license coordination and project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education.

	JOURNEY LEVEL LICENSE COORDINATOR (50216533)
<p>Summary</p>	<p>This is a journey level License Coordinator job that requires mastery of the Associate level License Coordinator skills and duties and is responsible for managing one or more complex FERC licenses and related water rights, permits and agreements for the Company's extensive hydroelectric system. <i>The position helps ensure the Company's license projects are managed in compliance with applicable regulations and laws to provide reliable and cost-effective service to our customers while achieving sound environmental stewardship, a high level of social responsibility, positive stakeholder relationships and an outstanding public and employee safety record.</i> Manages licenses, and participates as a team member in license projects including, but not limited to, original licenses, relicensing, license surrender, decommissioning, license transfer, major license amendments, transition to license implementation, non-routine license implementation projects, license-related programs, and other license-related projects. Uses independent judgment in applying regulatory and license management concepts, principles, and practices working with minimal supervision. Works with other License Coordinators, License Project Managers, Project Engineers, Generation Supervisors, Hydrographers, Project Analysts, Lawyers, Business Planners, scientists, operating personnel, construction personnel, and other business partners in assessing and resolving regulatory needs and issues.</p> <p>Responsibilities beyond those of Associate License Coordinator Additional duties include, but are not limited to, the following: additional responsibility for compliance with water rights; conducting conducting site inspections with regulatory agencies; taking on responsibility for implementation of individual non-routine license requirements; simple negotiations with regulatory agencies and other third parties; greater responsibility for managing external relationships with regulatory agencies and other third parties; increased responsibility for developing regulatory strategies; providing emergency response for regulatory matters; and developing annual budgets and resource requirements. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work.</p>

	JOURNEY LEVEL LICENSE COORDINATOR (50216533)
Job Duties:	<p>Perform functions of Associate level License Coordinator, but for more complex licenses. and Also performs additional job duties listed below:</p> <p>A additional Job duties include, but are not limited to:</p> <ul style="list-style-type: none"> - Interprets and manages license requirements, settlement agreements, license required management plans, license amendments, land conservation programs and other license-related projects - Understands Code of Federal Regulations, environmental permitting, Water Code, County Ordinances, and hydro operations - Tracks, manages and assures license compliance - Plans, prepares and files reports, regulatory filings and other documents - Manages relationships with regulatory agencies and third parties - Manages internal relationships with operating personnel and service departments - Use SAP for required job duties - Represents project to external project participants including regulatory agencies, non-governmental organizations and other third parties - Defines License Requirements and communicates the requirement to Hydro Generation - Manages the FERC Regulatory approvals for required approvals for Hydro work - Provides emergency response for regulatory matters - Assists in tracking, managing and assuring compliance with water rights - Conducts site inspections with regulatory agencies - Manages license implementation projects as may be assigned - Plans and manages annual budgets and contracts related to license management <p>Works with Supervisor to:</p> <ul style="list-style-type: none"> - Manage external relationships with regulatory agencies, non-governmental organizations and other third parties related to licenses managed - Negotiate with regulatory agencies, non-governmental organizations and other third parties related to licenses managed - Develop strategies related to licenses managed - Monitor and adopt changes in industry, legislation and regulation related to hydropower - Identifies and communicates lessons learned and best practices
Scope	<p>Manages moderately complex licenses and resolves problems of moderate scope. Assignments typically require standard solutions, but may include a moderate level of innovation. Under general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for accuracy and adequacy in process and upon completion.</p>
Interaction	<p>Internal contacts are with Power Generation personnel, Law Department, and other service organizations and typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts which typically involve discussion with more senior License Coordinators or Supervision in advance, are with contractors, regulatory agencies, non-governmental organizations, and other third parties. Contacts with contractors typically include directing work, discussing contract administration, and results. Other external contacts typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating. May provide guidance to less experienced License Coordinators and other team members. May partner with internal or external stakeholders to solve problems or explore alternative solutions.</p>
Job Qualifications:	
Education	<p>A 4-year BS/BA Degree in Engineering, Regulatory Policy, Resource Management, Biological or Ecological Environmental Science, Social or Physical Science, Business, Engineering, or Communications. Degree must be or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US required.</p>

JOURNEY LEVEL LICENSE COORDINATOR (50216533)	
Licenses / Certifications	Valid driver's license.
Experience	Mastery of the Associate level License Coordinator job duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Journey Level License Coordinator. Meets specific knowledge/ability requirements gained through a minimum of three (3) years of cumulative experience in license coordination, regulatory policy, resource management, communication, and business or equivalent.
Knowledge / Abilities	<p>Demonstrates knowledge and abilities required for the Associate level License Coordinator and also:</p> <ul style="list-style-type: none"> - Coordinates well with others, and has basic understanding of the roles and responsibilities of License Coordinators. - Able to work with limited supervision and guidance to meet commitments. - Able to work with internal and external stakeholders. - Able to understand and implement the requirements of interfacing disciplines. - Demonstrates informed judgment when making decisions and recommendations. - Uses judgment in applying regulatory and license management principles and techniques to determine cost-effective and practical solutions. - Able to manage several licenses concurrently, depending on scope and complexity. - Accurately interprets applicable laws, standards and regulations and educates others. - Can provide thorough analysis of issues and justification of recommendations. - Takes ownership of problems and their solutions. - Demonstrates ability and desire to effectively engage others, including external stakeholders, in discussion and present clear and well-reasoned positions for desired ideas and proposals. Demonstrated ability to collaboratively negotiate with external parties and reach agreement on moderately complex issues. - Sees the big picture. Understands organization and individual roles. Journey level strategic and critical thinking skills. Demonstrates ability to develop and implement strategies and tactics to address moderately complex issues. - Demonstrates ability to make clear, persuasive presentations of basic information in internal and external settings - Demonstrates ability to organize ideas and communicate effectively orally and in writing both informally and in formal business settings. Communications demonstrate strategic and critical thinking skills. Demonstrates ability to craft effective correspondence, reports, filings, applications, agreements and proposed license conditions. - Shares information and lessons learned with co-workers to promote efficient learning and development within the organization. Helps train and mentor Associate License Coordinators. - Demonstrates ability to develop and maintain constructive relationships with individuals and teams both internally and externally including with difficult individuals. - Has interest and aptitudes in project management. Has received some project management training. Able to effectively develop and manage obtaining simple license amendments and license implementation projects with limited oversight. Able to meet project objectives on schedule and within authorized cost. - Demonstrates ability to understand and correctly interpret regulations and requirements, meet difficult time constraints, meet all regulatory requirements and maintain accurate, timely compliance records. - Competent with compliance management processes. - Understands and helps develop regulatory strategies. Skilled at achieving desired regulatory results. - Demonstrates ability to understand complex regulatory, operation and maintenance, engineering and environmental issues; develop, evaluate and support alternatives and concerns; and prepare well organized presentations and documentation of results. - Able to talk knowledgeably knowledgably about current hydro issues, seeks deeper understanding of issues. - Understands basic contract principles and able to evaluate and develop proposals for simple contracts.

	JOURNEY LEVEL LICENSE COORDINATOR (50216533)
	<ul style="list-style-type: none"> - Understands basic Company financial and business policies and practices; understands and contributes to preparation of cost estimates, economic analyses and project justifications; develops budget input for licenses managed and tracks and controls actual costs. - Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps. - Proactively evolves license coordination and project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education.

	ASSOCIATE LEVEL LICENSE COORDINATOR (50262819)
Summary	<p>This is an entry-level License Coordinator job that is responsible for managing complex FERC license and related water rights, permits and agreements for the Company's extensive hydroelectric system. that works under the general technical direction of more experienced License Coordinators. This job manages licenses or assists in managing the operating licenses issued by the Federal Energy Regulatory Commission (FERC) and related water rights, permits and agreements for the Company's extensive hydroelectric system. The position helps ensure assure compliance with applicable regulations and laws to provide reliable and cost-effective service to our customers while achieving sound environmental stewardship, a high level of social responsibility, positive stakeholder relationships and an outstanding public and employee safety record. The position entails conducting routine license management activities for less complex licenses, or assisting others on more complex licenses, including, but not limited to: providing technical data; investigating, analyzing, and proposing solutions to regulatory issues; assisting License Coordinators, License Project Managers, Project Engineers, Generation Supervisors, Hydrographers, Project Analysts, Lawyers, Business Planners, scientists, operating personnel, construction personnel, other business partners, contractors, and others to assess and resolve regulatory issues; developing and documenting regulatory solutions; assists in developing cost estimates; identifying and obtaining necessary regulatory approvals; overseeing or conducting regulatory investigations; interpreting regulatory requirements; and providing guidance to operations personnel on regulatory matters. The scope, complexity, impact and degree of independent action increase with experience. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work.</p> <p>(Amended XX/XX/26)</p>
Job Duties:	<p>Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease.</p> <p>Under general supervision, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> - Interprets license requirements - Tracks, manages and assures license compliance - Tracks, manages and assures compliance with third party agreements associated with FERC licenses - Prepares and files regulatory communications and reports - Communicates verbally with regulatory agencies and third parties - Maintains license records and documentation - Assists in obtaining permits needed for operating and construction activities - Resolves compliance issues in partnership with operating personnel - Assists in developing operating plans in partnership with operating personnel - Assists in license projects and agreements - Manages internal relationships with operating personnel and service departments - Assists Journey License Coordinators and Sr. License Coordinators as may be assigned - Use SAP for required job duties.

	ASSOCIATE LEVEL LICENSE COORDINATOR (50262819)
	<p>Under general supervision Works with Supervisor to:</p> <ul style="list-style-type: none"> – Prepare written and verbal communications with regulatory agencies, non-governmental organizations and other third parties <p>(Amended XX/XX/26)</p>
Scope	<p>Manages simple licenses and resolves problems. problems of limited scope. Assignments typically require standard solutions. Assignments are regularly reviewed.</p> <p>(Amended XX/XX/26)</p>
Interaction	<p>Internal contacts are with Power Generation personnel, Law Department, and other service organizations and typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts, which are typically conducted under the general direction and supervision with oversight by more senior License Coordinators or Supervision, are with contractors, regulatory agencies, non-governmental organizations, and other third parties. Contacts with contractors typically include directing work, discussing contract administration and results. Other external contacts typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating agreements.</p> <p>(Amended XX/XX/26)</p>
Job Qualifications:	
Education	<p>A 4-year BS/BA Degree in Engineering, Regulatory Policy, Resource Management or Biological or Ecological Environmental Science, Social or Physical Science, Business, Engineering, or Communications. or a related technical discipline. Degree must be from an accredited curriculum in the US or the equivalent from outside the US required.</p> <p>(Amended XX/XX/26)</p>
Licenses / Certifications	Valid driver's license.
Experience	One-two (1-2) years' experience in hydro license management or equivalent desired. Valid driver's license.
Knowledge / Abilities	<ul style="list-style-type: none"> – Prioritizes, plans, and recommends solutions for routine issues. – Approaches and plans work in an organized manner to meet commitments. – Demonstrates good judgment when making decisions and recommendations. – Frequently shows initiative and takes action proactively. – Shows ability to interact effectively with others and present well developed reasoning for desired positions and ideas. Takes a collaborative approach to solution-finding. – Sees the big picture. Understands organization and individual roles. Thinks strategically and critically. Able to understand and implement strategies and tactics developed by others. – Able to make clear presentation of basic information in internal settings – Demonstrates good basic oral and written communications in a business setting. – Demonstrates ability to effectively and timely share information with others. – Shows ability to develop constructive relationships with other team members and with external parties. – Understands basic regulatory concepts and requirements and able to focus on timely meeting all requirements. – Basic familiarity with compliance management processes. – Ability to understand issues, evaluate and clearly present alternatives and concerns, and prepare well organized documentation of results. – Demonstrates desire to learn and understand industry and acquire new skills information and knowledge.

ASSOCIATE ENGINEER (NUC)

Summary

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

Job Duties:

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

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

Job Qualifications:

Required Education

~~A 4-year BS Degree in Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent as defined in the FSAR/plant procedures~~

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

Licenses / Certifications

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

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

Required Experience

Minimum **two** (2) years' experience in engineering or science and/or completion of the new hire program, completion of ESP orientation (or equivalent), SAP proficiency desired

JOURNEY ENGINEER (NUC)

Summary

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

Job Duties:

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

- Initiates and routes contract related documents for approval
- May act as test lead for infrequently performed or new test procedures
- May participate on a troubleshooting team.
- Has sufficient understanding of design basis, plant operations, components, systems as required to perform the above.

Job Qualifications:

Required Education

~~A 4-year BS Degree in Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent as defined in ANSI standards~~

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

Licenses / Certifications

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

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

Required Experience

Mastery of the Associate level Engineer job duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Journey Level Engineer. Meets specific technical requirements gained through a minimum of four years of cumulative experience in engineering and **related science or three (3) years as an Associate Engineer (NUC)**. Has obtained applicable qualifications for position as specified in the Engineering Support Personnel training program.

SENIOR ENGINEER (NUC)

Summary

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

Job Duties:

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

- Acts as a mentor for journey or associate engineers.
- May lead troubleshooting or problem resolution teams.

Job Qualifications:

Required Education

A 4-year BS Degree in Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent as defined in ANSI standards, MA/MS/PHD desired

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

Licenses / Certifications

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

Other qualifications as applicable to position.

Required Experience

Mastery of the Associate and Journey level Engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Engineer. ***Meets specific technical requirements gained through a minimum of eight (8) years of cumulative experience in engineering and related science.***

SR CONSULTING/ SR. ADVISING ENGINEER (NUC)

Summary

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

Job Duties:

- May perform the functions of Associate, Journey and Senior level Engineer and in addition: (This list is not all-inclusive and all items may not be applicable to all sections and disciplines)
- Lead large highly complex (multi-discipline, multi-group) projects and perform technical analyses, studies, and develop conceptual solutions.
- Develop innovative solutions to solve challenging technical issues.
- Acts as a lead in cause analysis and makes recommendations to address local and plant-wide problems.
- Acts as a company witness, liaison, and/or information provider to outside parties.
- Develops technical policies, procedures, and contributes to the development of standards, specifications, construction documents, and guidelines.
- Represents PG&E with regulatory agencies and at external industry associations, committees, trade organizations and other inter-utility groups.
- Provide internal consulting for PGandE in areas of expertise.
- Must be recognized by peers as an expert in their field.

- Provide consulting to management in an area which is strategically important to PGandE's business and which is best served with in-house expertise.
- Makes significant contribution in the formation of PGandE strategy on key technical issues.
- Routinely called upon by management to provide advice or leadership on issues that are of strategic importance to PGandE.
- Has demonstrated advanced knowledge of concepts, principles and practices in specific discipline, field, or area of expertise.

Job Qualifications

Required Education

A 4-year BS Degree in Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent as defined in ANSI standards, MA/MS/PHD desired.

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

Required Licenses / Certifications

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

Other qualifications as applicable to position.

Experience

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

PRINCIPAL ENGINEER (NUC)

Summary

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

Job Duties:

- May perform the functions of Associate, Journey, Senior level Engineer and Senior Consulting/Advising Engineer and in addition: (This list is not all-inclusive and all items may not be applicable to all sections and disciplines)
- Lead large highly complex (multi-discipline, multi-group) projects and perform technical analyses, studies, and develop conceptual solutions.
- Develop innovative solutions to solve challenging technical issues.
- Acts as a lead in cause analysis and makes recommendations to address local and plant-wide problems.
- Acts as a company witness, liaison, and/or information provider to outside parties.
- Develops technical policies, procedures, and contributes to the development of standards, specifications, construction documents, and guidelines.
- Represents PG&E with regulatory agencies and at external industry associations, committees, trade organizations and other inter-utility groups.
- Provide internal consulting for PGandE in areas of expertise.

- Must be recognized in the industry as an expert in their field.
- Provide consulting to management in an area which is strategically important to PGandE's business and which is best served with in-house expertise.
- Makes significant contribution in the formation of PGandE strategy on key technical issues.
- Routinely called upon by management and others in the industry to provide advice or leadership on issues that are of strategic importance to PGandE.
- Has demonstrated advanced knowledge of concepts, principles and practices in specific discipline, field, or area of expertise.

Job Qualifications

Required Education

~~A 4-year BS Degree in Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent as defined in ANSI standards, MA/MS/PHD desired~~

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

Required Licenses / Certifications

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

Other qualifications as applicable to position.

Experience

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

(NUC) Lead ISI/NDE Specialist, Senior (50222854)

Summary

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

Job Duties:

- ***Prepare written technical documents such as examination plans and schedules, inspection acceptance criteria, specifications, calculations and reports.***
- ***Prepare ISI related regulatory submittals.***
- ***Plan, schedule, and lead implementation of ISI and/or vendor-staffed inspection tasks and projects.***
- ***Perform shift lead duties including work assignments, briefings, liaison with other groups and plant management, etc.***
- ***Ensure technical issues associated with mechanical equipment and systems are addressed appropriately.***
- ***Interpret and apply applicable codes and regulations.***
- ***Assist in evaluation of system problems for impact on plant operations, reliability, and safety.***
- ***Develop innovative solutions to solve challenging inspection issues.***

- **Maintain required qualifications and system/component expertise. Gain new skills and qualifications in engineering and plant operations and maintenance.**
- **Actively foster a safe working environment for self and for fellow employees. Look for and act to resolve any unsafe situations.**
- **Present findings and conclusions to internal organizations, contractors, outside vendors, regulators and management.**
- **Participate in self-assessments, benchmarking, audits and inspections.**
- **Perform independent reviews of technical documents, calculations and procedures including Work order reviews in support of the ASME XI repair and replacement program. Evaluate industry guidelines and information with respect to programs and procedures.**
- **Perform routine NDE tasks on daily basis in support of plant operations.**
- **May be required to respond to plant support callout.**
- **May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team).**

Job Qualifications:

Required Education

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

OR

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

Required Experience

Eight (8) years of experience in ISI programs and NDE from PG&E, or nine years of experience in the same fields from another company.

Desired Experience

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

New Classifications:

(Nuc) Scheduler, Associate

(Nuc) Financial Analyst, Associate

(Nuc) Maintenance Coordinator, Associate

(Nuc) Security Coordinator, Associate

(Nuc) Scheduler, Associate - ESC

Summary

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

Job Duties

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

Knowledge / Abilities

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

Qualifications - Minimum

One year of experience in scheduling, project management, project controls, operations, maintenance, maintenance planning, engineering and/or construction if PG&E or two (2) years of the same experience from another company.

(Nuc) Emergency Planning Coordinator, Associate - ESC

Summary

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

Job Duties

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

Knowledge / Abilities

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

Qualifications - Minimum

One year of experience in nuclear power plant operations, training, radiation protection, emergency planning and/or engineering if PG&E, or two (2) years of the same experience from another company.

(Nuc) Financial Analyst, Associate - ESC

Summary

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

Job Duties

- **Assist with budgeting and cost forecasting based on project assignments.**
- **Provide Project schedule support.**
- **Track contingency and report on capital budget requests and approvals.**
- **Assist project managers and leadership with capital accounting support to ensure compliance with corporate policies and standards.**
- **Support cost accounting processes and report on future targets.**
- **Support functional department support to update local policies, financial guidelines, templates, and instructions.**

- *Proactively monitor costs and coordinate the correction of cost accounting errors.*
- *Review partner costs on a monthly basis, alert project managers of potential impacts to project forecasts, and make recommendations for corrections.*
- *Support preparation of financial reports with analyses of key drivers causing significant variances.*
- *May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team)*

Knowledge / Abilities

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

Qualifications - Minimum

One year of experience in finance, project management, scheduling, engineering and/or construction if PG&E or two (2) years of the same experience from another company.

(Nuc) Maintenance Coordinator, Associate - ESC

Summary

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

Job Duties

- *Support on-line scheduling of maintenance and modifications activities to be accomplished while plant is on-line using the plant work control process.*
- *Support the development of project/system schedules in accordance with applicable procedure scheduling guidelines and the DCPP 12-week schedule matrix framework, Maintenance Outage Windows matrix, and bus/train relationships.*
- *Coordinate with maintenance supervisors, security, engineering, operations personnel, and Preventive Maintenance and Surveillance Test Procedure programs, to support development of crew work schedules.*
 - *Support scheduling of maintenance activities to support good radiation worker practices in order to minimize personnel exposure.*
 - *Ensure work activities are scheduled to support a safe working environment, for both personnel and equipment.*
 - *Periodically attend and provide assigned maintenance department job progress status at the daily update meetings as assigned.*

- *Coordinate emergent work flow among maintenance teams.*
- *Ensure Preventative Maintenance and Surveillance Test Procedures are scheduled and performed to meet commitment dates.*
- *May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team)*

Knowledge / Abilities

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

Qualifications - Minimum

One year of experience in scheduling, project management, engineering, maintenance and/or construction if PG&E, or two (2) years of the same experience from another company.

(Nuc) Security Coordinator, Associate - ESC

Summary

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

Job Duties

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

Knowledge / Abilities

- *Knowledge of DCPP security processes*

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

Qualifications - Minimum

One year of experience in security, scheduling, project management, engineering, maintenance and/or construction if PG&E, or two (2) years of the same experience from another company.

ASSOCIATE PROJECT ENGINEER (50216539)	
Summary	<p>This Associate Level Project Engineer position is the first in a progression.; the job performs tasks of limited scope under the guidance of more senior engineers and project managers. This job provides engineering, project management, and technical support to O&M staff, for small to medium capital and expense improvements to power generation and infrastructure facilities. Projects are normally discipline specific of limited to moderate complexity, and may include upgrades or replacement of turbine/generator, boiler, auxiliary equipment or minor improvements to civil water conveyance or infrastructure features. Job duties will vary by assignment. Responsibilities may include Privileged and Confidential work.</p>
Job Duties:	<p>Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease. Jobs duties will vary by assignment and include, but are not limited to:</p> <ul style="list-style-type: none"> ● Fully understands Power Gen safety program and requirements; looks for and resolves unsafe situations; models safe behavior through personal actions and design efforts; holds themselves and others accountable for safety; and contributes to Power Gen's safety programs. ● Actively participates on a small number of Power Gen project teams as the discipline (civil, electrical, or mechanical) engineer or project manager, or in support of more experienced engineers. Coordinates project activities with other disciplines as needed. ● Provides appropriate design criteria and calculations; ensures proper checking, design reviews, approvals, and documentation. ● Investigates resources required to complete engineering and project-related tasks ● Prepares project forecast for engineering, tracks progress, updates as needed, and provides periodic updates. ● Under direction, Reviews and approves project material procurement list, vendor drawings, equipment specification updates, and engineering material requests. ● Under direction, Provides construction support and evaluates and makes recommendations to resolve field construction problems. Supports start-up tests and field inspections as assigned. ● Procures long-lead time material for assigned projects. working with more experienced engineers and project managers. ● Ensures all drawings affected by design changes are updated in a timely manner to reflect as-built conditions. Ensures field design changes are properly managed. ● With the support from supervisors and more experienced engineers and project managers, Provides technical direction/oversight to consultants and contractors. ● Provides technical direction to Design Engineers and Drafters; ensures quality checking of all work; engineer may perform duties of Design Engineers as needed for training and delivery on project commitments. ● Provides and/or works with more experienced engineers and project managers to provide technical assessments and/or project management services for operating and/or maintenance problems, where needed.

ASSOCIATE PROJECT ENGINEER (50216539)	
	<ul style="list-style-type: none"> ● In emergencies, promptly responds to facility failures to support assessment and corrective actions ● Supports O&M by serving as the “on-call supervisor” on a periodic basis. ● Supports more experienced engineers and project managers and/or provides traditional project management services for small to medium projects, including: <ul style="list-style-type: none"> ○ Develops and defines, documents, freezes, and obtains stakeholder concurrence of project scope and objectives ○ Establishes and leads project team with agreed-upon roles and responsibilities ○ Obtains commitment on detailed work plans including schedule, cost, resource, contingency and communication plans ○ Obtains management approval as needed and is responsible for on-going project tracking, analysis and resolution of project cost, scope, resource and schedule issues ○ Ensures project documentation is maintained ○ Collaboratively with supervisor, prepares, evaluates and negotiates contracts and proposals from consultants, equipment vendors, and construction firms, and manages resulting work. ○ Communicates project status on a regular basis to all stakeholders ○ Assures implementation of applicable quality standards ● Some job duties overlap with the Project Management classifications. ● Other duties as assigned as related to Engineering and Project Management
Scope	<p>Manages multiple routine to moderately complex issues and projects and resolves problems of limited scope and/or supports more experienced engineers and/or project managers on more complex and large scope projects. Assignments typically require application of standard solutions, but may include a moderate level of innovation. Under general direction, independently plans & manages work to meet commitments and assigned objectives. Progress reviewed periodically for technical accuracy & adequacy throughout process.</p>
Interaction	<p>External contacts typically involve oversight by more experienced engineers and/or project managers and include Directing project-related work and contract administration with contractors; and providing information and conducting limited discussions with external stakeholders.</p> <p>Internal contacts are primarily with Power Gen personnel, including O&M clients and project team members, and PG&E internal services organizations.</p>
Job Qualifications:	
Education	A 4-year BS Degree in Engineering from an accredited curriculum in the US or the equivalent from outside the US is required.
Licenses / Certifications	<p>Successful completion of the NCES FE Exam and submission of documentation to obtain California EIT certification within 150 days of hiring. Required: Current and active Engineer-In-Training (EIT) Certification</p> <p>Current and active California PE license desired.</p>
Experience	At least 18 months of engineering and/or project management experience and demonstrated performance in related industry; or demonstrated skill development and performance in Power Gen's EIT program, or completion of PG&E's college new hire program

	ASSOCIATE PROJECT ENGINEER (50216539)
Knowledge / Abilities	<ul style="list-style-type: none"> ● Able to apply basic engineering and/or project management principles and theory. ● Demonstrated ability to identify information needed to solve a problem; gather and organize information in systematic manner; develop simple analysis and/or support more complex analysis by more experienced engineers; prepare basic reports and displays of data logically and according to established standards and guidelines. ● Has basic understanding of utility industry, general knowledge of design requirements and industry standards, and proven ability to develop simple designs and specifications. ● Able to provide technical and/or project oversight and direction to consultants, suppliers, and construction firms to meet routine to moderately complex project needs; understands contracting principals and options; able to contribute to the favorable negotiation and resolution of contract disputes. ● Able to function as a project manager on projects with limited or routine scope and/or supports more experienced project managers on larger or more complex projects; has good understanding of project management concepts, principals, and practices; able to provide clear and effective leadership to project team; able to develop scopes, schedules, cost plans and obtain job authorizations; able to coordinate team activities and analyze, manage, and communicate project progress on simple projects or in support of more complex projects. ● Ability to combine technical & business judgment in applying engineering and project management principles and techniques to determine cost effective and practical solutions. ● Understands PG&E's basic financial and business policies & practices and tools, and able to apply appropriately to the cost estimating, economic analysis, justification, and approval of routine moderately complex projects. ● Strong communication and analytical skills; effectively communicates orally and in writing; able to present basic information in informal and formal group settings; able to facilitate project team meetings. ● Able to build consensus with team members and contractors around basic project and technical issues that involve limited controversy. ● Approaches and plans work in an organized manner to meet project commitments. ● Demonstrates good judgment when making decisions and recommendations, including solicitation of guidance from experienced personnel. ● Frequently Shows initiative and takes action proactively. ● - Works with more experienced engineers and project managers to further their own development. ● Proactively evolves engineering and project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education. ● Proficient business computer skills such as Microsoft Office Suite Programs (Emphasis on Excel, Word, and MS Project).

JOURNEY PROJECT ENGINEER (50216538)	
Summary	<p>This is a journey-level Project Engineer job that requires mastery of the Associate level Project Engineer skills and duties and provides complete engineering & design, project management, and technical support to O&M staff for a wide range of moderately complex issues and multiple medium to large capital and expense improvements to power generation and infrastructure facilities. The position requires a comprehensive knowledge of job functions and proficiency in applying sound engineering and project management principals; recognition as a professionally licensed engineer; a working knowledge of industry practices, standards, and equipment; ability to develop and implement all aspects of multiple assigned projects; use of independent judgment; enhanced verbal and written communication skills; and ability to work with minimal supervision. Job duties will vary by assignment.</p> <p>Responsibilities may include Privileged and Confidential work.</p>
Job Duties:	<p>Performs functions of Associate level Project Engineer, but for more complex and higher profile projects. Jobs duties will vary by assignment. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> ● Leads design and/or project management efforts for moderately complex generation projects that can be discipline specific, multi-discipline, or programmatic in nature. ● Provides broad and in-depth technical support to O&M as needed including incident investigation and development of corrective actions. ● Proactively controls scope, schedule, cost, and quality of designs and projects throughout project life cycle; including coordinating related activities of all project internal & external stakeholders. ● Performs and/or reviews engineering analyses and studies, detailed scope, viable alternatives, conceptual designs, and recommended fixes to ensure safe/reliable operation of generation assets. ● Collaboratively with supervisor and Project Manager, solicits, prepares, and evaluates contracts and proposals, including EPC from engineering and/or project management consultants, equipment vendors, and construction firms, and directs resulting work. Reviews consultant contracts for technical compliance. ● Interprets and applies applicable codes and regulations. ● Approves and stamps technical reports, specifications, new drawings, and revisions to existing drawings for projects. ● Works with supervisors and others to represent PG&E to internal and external organizations as required ● Identifies gaps between current business practices and stated objectives and provides recommendations for process improvements to address gaps. ● Other job duties as assigned as related to Engineering and Project Management.
Scope	<p>Manages multiple moderately complex issues and projects and resolves problems of moderate scope. Supports more experienced engineers and project managers on more complex and large scope projects. Assignments can require standard solutions, but may include a moderate level of innovation. Under limited general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.</p>
Interaction	<p>External contacts primarily include directing project-related work and contract administration with contractors and vendors; and providing information, conducting limited discussions, and obtaining approvals from regulatory agencies. Internal contacts are primarily with Power Gen personnel, including</p>

	O&M clients and project team members, and PG&E internal services organizations and typically include directing project-related work, discussing and reporting progress, exchanging and coordinating information, managing meetings and providing appropriate documentation. May partner with internal or external stakeholders to solve problems or explore alternative solutions.
Job Qualifications:	
Education	A 4-year BS Degree in Engineering from an accredited curriculum in the US or the equivalent from outside the US is required.
Licenses / Certifications	<p>Must obtain a California PE license within 18 months of hiring. Failure to obtain the California PE license within the 18 months will result in demotion to the Associate level. Once the CA PE license is obtained, the employee will be eligible to promote through the normal promotional process.</p> <p>Required: Current California (CA) Professional Engineer (PE) license in the appropriate discipline. If an individual does not possess a California PE, they must possess a current PE license in another state or Canada and obtain a California PE license within 18 months of hiring. Failure to obtain the California PE license within the 18 months will result in demotion to the Associate level. Demoted employees pay will be “red circled” per the provisions of 22.3 (d); with the exception that wage protection in no way will remain in effect more than three (3) years beginning from their date of hire as a Project Engineer. Once the CA PE license is obtained, the employee will be eligible to be promoted through the normal promotional process.</p> <p>Desired: Project Management <i>Institute Project Management Professional (PMP)</i> Certification strongly desired.</p>
Experience	Mastery of the Associate level Project Engineer job duties and demonstrated leadership, knowledge, and ability to perform the job duties of the Journey level Project Engineer. Meets specific technical requirements gained through a minimum of three (3) years of cumulative experience in project engineering, design, and construction.
Knowledge / Abilities	<ul style="list-style-type: none"> • Demonstrates knowledge and abilities required for the Associate level Project Engineer and also: <ul style="list-style-type: none"> • Able to manage and complete several projects concurrently, depending on scope and complexity. • Able to stamp and/or certify engineering drawings and documents. • Has demonstrated a broad and in-depth knowledge of engineering and project management concepts, principals, practices, and design requirements for generation assets; ability to develop moderately complex design changes, project scopes, and project implementation plans; and provide more in-depth investigation & analysis support to O&M. • Has a working knowledge of power generation industry including understanding of design, construction, and/or operation of rotating machines, and experience interpreting applicable codes, standards, regulations, and practices. • Demonstrate informed judgment when making decisions and recommendations and use of technical & business judgment in applying engineering and project management principles and techniques to determine cost effective and practical solutions. <ul style="list-style-type: none"> • Able to function as a journey level project manager on projects with moderate scope and/or support more experienced project managers on larger or more complex projects. • Track record of building consensus around moderately complex and controversial project issues and successfully persuading others to act on agreements reached; able to build upon foundation of technical and business knowledge to shape the opinions of others.

	<ul style="list-style-type: none"> • Able to provide clear and effective technical direction and guidance to less experienced engineers, project managers, drafters, and analysts, and to provide training to these and other groups as needed. • Able to independently provide technical and/or project oversight and direction to consultants, suppliers, and construction firms to meet moderately complex project needs; understands contracting principals and options; able to effectively manage moderately complex contracts and to negotiate and resolve contract disputes favorably. • Track record of taking ownership of problems and their solutions. • Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps. • Track record of working with senior engineers and project managers to further his or her own professional development. • Proactively evolves engineering and project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education.
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SENIOR CONSULTING PROJECT ENGINEER (50262565)	
Summary	<p>This is a senior consulting-level project engineer job that requires mastery of the senior project engineer or senior license project manager duties and is routinely requested by management to lead, as assigned, engineering & design, project management, program management, and/or regulatory project management for the most complex and high risk exposure business endeavors. <i>This may include</i> very large capital and expense improvements to power generation facilities, and/or high profile or highly contentious, <i>special assignments, initiatives, programs or engineering</i> regulatory projects. The Senior Consulting Project Engineer is a widely recognized generation expert within the company and with external partners and stakeholders; is requested to apply expert judgment and extensive knowledge of the generation industry to research and develop new/unique solutions; <i>develops solutions.</i> <i>Develops</i> and applies extensive risk management and programmatic approaches for high risk and/or system-wide issues; and/or applies extensive project management and contracting knowledge and negotiation skills to resolve complex challenges; and/or negotiates and resolves broad or complex settlement and license agreements. They are routinely requested by management to apply their expertise to projects they don't <i>do not</i> otherwise manage, and at a programmatic level. Provides extensive leadership, coaching and development of less experienced engineers and project managers. Provides high-level technical briefings, advice, and recommendations to upper management <i>including existing regulatory standards and procedures.</i> Responsibilities may include Privileged and Confidential work.</p>
Job Duties:	<p>Performs the functions of Journey and Senior level Project Engineer and/or License Project Manager, but for more complex, larger budget, higher risk exposure, and higher profile projects. <i>This is a recognized SME in their department or team.</i> Job duties will vary by assignment <i>and line of business.</i></p> <p>In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> – Applies extensive generation expertise to develop strategic and tactical strategies and solutions for the most complex business endeavors. – Manages multiple large highly complex engineering, construction, and/or regulatory projects, programs, outages, and contracts.

SENIOR CONSULTING PROJECT ENGINEER (50262565)	
	<ul style="list-style-type: none"> - Develops and applies extensive risk management and programmatic approaches for high risk, high visibility, and/or system-wide issues. - Acts as a company witness, liaison, and/or information provider on complex issues to outside parties; presents clear, concise, and well-reasoned positions for desired ideas and proposals. - Leads regulatory special assignments - Collaboratively negotiates and resolves broad or complex settlement agreements with multiple external parties involving high value, highly contentious, or critical regulatory projects. - Represents PG&E at external industry associations, committees, trade organizations and other inter-utility groups. - Researches and develops innovative solutions to solve challenging technical and/or regulatory issues. - Develops strategies and provides negotiation leadership on high risk and/or highly complex contracts and regulatory issues. - Performs complex and advanced engineering system modeling, analyses, studies, and develops conceptual designs. - Provides expert technical support in incident investigations and root cause analysis and makes recommendations to address local and system-wide problems. - Provides high-level technical briefings, advice, and recommendations to upper management. - Develops technical policies, procedures, and leads the development of standards, specifications, construction documents, and guidelines. - Provides expert knowledge and leadership of regulatory responsibilities, e.g. GADs, WECC reliability standards and CEC Filings. - Interprets, clarifies, and educates others in applicable industry standards, and regulatory codes and regulations. - Provides expert knowledge and guidance to others in design reviews, start-up testing, inspections, and condition assessment; actively supports complex and/or large project start-up tests and field inspections. - Develops and nurtures constructive relationships with internal and external individuals and teams - Provides extensive leadership, coaching and development of less experienced engineers and project managers. - Routinely requested by management to apply their expertise to projects they don't do not otherwise manage, and at a programmatic level.
Scope	Routinely requested by management to apply extensive generation expertise to develop strategic and tactical strategies and solutions for the most complex business endeavors, including on projects they don't otherwise manage and at the programmatic level. Manages multiple complex, high risk, or very large engineering, construction, and/or regulatory projects or initiatives and resolves problems of very complex scope. Is widely recognized and serves

SENIOR CONSULTING PROJECT ENGINEER (50262565)	
	as an expert within area of specialization to meet high level business needs. Regularly expected to apply creativity or new approaches to assignments that may be unique. Regularly takes a leadership role on technically or regulatory complex projects. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions. Regularly supports Directors, Managers, Principals, and Supervising engineers and project managers on programmatic solutions, process improvements, regulatory relations and strategies, and contracting strategies.
Interaction	Externally, establishes and maintains good positive relations relationships with counterparts and higher level representatives in third party organizations, e.g., governmental, regulatory, business partner or community entities, using skilled negotiation, tact and diplomacy. Internal contacts are primarily with Power Gen personnel, Law Department, PG&E internal services organization, and company management at the officer, director and manager level. Serves as the most senior level technical expert on the team. May partner with internal or external stakeholders to solve problems or explore alternative solutions. Often is a technical coach for others.
Job Qualifications:	Meets qualifications for Senior Project Engineer or Senior License Project Manager.
Education	
Licenses / Certifications	Meets qualifications for Senior Project Engineer or Senior License Project Manager.
Experience	Mastery of the Journey and Senior level Project Engineer or License Project Manager job duties and demonstrated knowledge, leadership, and ability to perform the duties of the Senior Consulting Project Engineer. Meets specific knowledge/technical requirements gained through a minimum of thirteen (13) years of cumulative experience in engineering, design, and/or construction, and/or regulatory project management ; at least eight of which must be in generation or heavy industry for project engineering and management or at least eight years in hydro regulatory management, depending on assignment.
Knowledge / Abilities	<p>Demonstrates knowledge and abilities required for the Journey and Senior level Project Engineer or License Project Manager and also:</p> <ul style="list-style-type: none"> - Demonstrates ability to lead design of multiple large scale complex projects; provide resolution of complex technical and contractual issues; and/or provide Project Management on multiple large scale projects with complex scope requiring non-standard approaches; and/or provide Project Management on very complex, high profile, or highly contentious regulatory projects, with very limited supervision. Has an established track record of successful leadership of technical and/or regulatory endeavors in power generation which have consistently yielded positive outcomes for the company. - Demonstrates expert-level knowledge of the generation industry concepts, principles, standards, practices, and regulatory requirements in area of expertise to resolve complex problems. - Provides leadership, direction, and coaches and develops less experienced engineers and project managers. — Demonstrates expert-level project management skills, including judgment in applying and adapting traditional project management techniques; development of strategic and tactical strategies for risk management, outage optimization, external stakeholders, contracting, and resource management; increased focus on long-term planning and multiple project execution; provides complex economic analyses; organizational savvy and ability to effectively leverage informal and formal techniques to deliver results; and development of effective metrics to measure performance. - Demonstrated expert-level regulatory project management skills, including presentation of clear, concise, and well-reasoned positions on complex issues for

SENIOR CONSULTING PROJECT ENGINEER (50262565)

desired ideas and proposals; collaboratively negotiate with external parties to reach agreements on complex, high profile, difficult and contentious issues; development and implementation of regulatory strategic and tactical strategies; expert-level ability to craft effective correspondence, filings, applications, agreements, and proposed license conditions; develop, maintain, and nurture constructive relationships with individuals and teams in the face of adversity and effectively leverage relationships strategically to achieve more effective outcomes; understand and correctly interpret regulations and requirements and develop and implement effective strategies for desired results; effectively advocate company positions in industry, regulatory, and legislative matters.

- ~~Demonstrates~~ **Supports** ~~extensive contracting knowledge and contract negotiation and management skills.~~
- **Successfully Supports** negotiations of cost effective solutions beneficial to our customers and PG&E.
- Complete complex assignments with few or no precedents or standards.
- Demonstrates exceptional verbal and written communication and presentation skills.
- ~~Able to effectively facilitate~~ **Supports** large project & group meetings, including external participants.
- ~~Builds~~ **Supports building** consensus around complex ~~and controversial~~ project & technical issues ~~and successfully persuades others to act on agreements reached.~~
- Demonstrates ability to ensure high quality work by self and others in discipline and/or project team; develops design standards & specifications; conducts effective design reviews; and approves work of less experienced ~~engineers and project managers.~~
- Seeks opportunities to build organization's understanding of technical information, processes, and tools; demonstrates the ability to effectively transfer knowledge; develops and provides effective training.
- Readily integrates industry knowledge and best practices into everyday business practices and decision making; provides others with interpretation and guidance on industry standards and regulations.
- Proactively identifies trends over multiple projects or years; takes needed action to initiate practical system-wide improvements, provides recommendations, develops implementation plans, and leads implementation.
- Proactively evolves engineering, project management, and regulatory skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education.

ASSOCIATE POWER QUALITY ENGINEER (51587875)	
Summary	This is an associate-level Power Quality Engineer job that works as part of a team which provides services to identify and resolve power quality issues or problems for the safe and effective utilization of electric power. This position requires a high level of training, and will work under the general technical direction and review of more senior engineers, peers, and supervisor.
Job Duties	<ol style="list-style-type: none"> 1. Provide assistance to internal and external customers to resolve power quality related problems, not including Estimator/ADE or Distribution Engineer job duties. 2. Provide monitoring support and resources so Divisions can effectively deal with power quality issues. 3. Help support the company's overall power quality programs and guidelines 4. Investigate customer issue correlations using PG&E Reporting and Engineering Tools , not including Estimator/ADE or Distribution Engineer job duties. 5. Provide power quality education and awareness to internal and external clients 6. Apply various standards and Rule 2 to resolve issues 7. Resolve inquiries from Power Quality Web mail, not including Estimator/ADE or Distribution Engineer job duties. 8. Receives voltage problem notifications from the SmartMeter system, assigns them to the appropriate ADE or Distribution Engineer for investigation and resolution, tracks status and ensures closure. 9. Provide guidance, support and oversight regarding the voltage complaint procedure Company wide. 10. Provide power quality support on distributed generation issues (Amended XX/XX/26)
Scope	Resolves problems of a limited scope. Assignments typically require standard solutions and are regularly reviewed by more senior engineers and the supervisor. (Deleted XX/XX/26)
Interaction	Will work with internal engineering, operations, substation, construction and maintenance organizations to implement various aspects of the above job requirements. External contacts are frequent as exchange of information is required to find resolution.
Knowledge / Abilities	<ul style="list-style-type: none"> ● Familiar with various standards and Rule 2. ● Familiar with the Voltage Complaint Procedure ● Able to apply basic engineering principles and theory ● Basic knowledge of electrical distribution system and equipment. ● Basic familiarity with the principles of harmonics and their effects. ● Basic understanding of line and substation equipment and their SCADA abilities ● Basic understanding of the principles of distributed generation. ● Effectively communicates both written and orally ● Approaches and plans work in an organized manner to meet project commitments ● Able to read and understand Single line, SCADA and Schematic diagrams ● Ability to quickly learn power quality mitigation concepts and their applications (Amended XX/XX/26)
Job Qualifications:	
Education	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US
Licenses / Certifications	Current and active California EIT Certificate desired.
Experience	1-2 years' (1-2) experience in engineering desired.

JOURNEY POWER QUALITY ENGINEER (51588176)	
Summary	This is a journey-level Power Quality Engineer job that is part of a team which provides services to identify and resolve power quality issues or problems for the safe and effective utilization of electric power. This position requires a moderate level of training, direction and review of work from more senior engineers, peers, and supervisor.
Job Duties	<p>May perform all the functions of an Associate Power Quality Engineer and in addition:</p> <ol style="list-style-type: none"> 1. Provide core technical expertise to support the company's overall power quality programs and guidelines 2. Publish and maintain power quality information on Power Quality Website 3. Provide consultation and support to Estimators, ADE's, DE's and others regarding the Voltage Complaint Procedure 4. Engage and collaborate with vendors on training, product development, product testing 5. Evaluate and test new tools and training before rollout/purchase 6. Evaluate technologies affecting power quality 7. Develop power quality training material and provide power quality training classes and workshops. 8. Provide system/equipment/setting options to resolve power quality issues 9. Provide power quality support on complex distributed generation issues. 10. Provide power quality consulting services for a fee 11. Independently research and work with manufacturers to address issues with customer equipment 12. Provide guidance to peers and less experienced Power Quality Engineers <p>(Amended XX/XX/26)</p>
Scope	Resolves problems of varying scope. Assignments typically require standard solutions. Upon general direction, independently plans work to meet assigned objectives and resolve power quality-related issues. Assignments are regularly reviewed.
Interaction	Will work with internal engineering, operations, substation, construction and maintenance organizations to implement various aspects of the above job requirements. External contacts are frequent as exchange of information is required to find resolution.
Knowledge / Abilities	<p>Possess knowledge and abilities of an Associate Electrical Engineer (Power Quality) and in addition:</p> <ul style="list-style-type: none"> ● Thorough knowledge of electrical distribution system and equipment. ● Basic understanding of the principles of Induction Coordination. ● Understanding the principles of harmonics and their effects. ● Understanding of the principles of distributed generation. ● Understanding of line and substation equipment and their SCADA abilities ● Knowledge of basic protective devices and schemes ● Knowledge of customer equipment power quality requirements ● Knowledge of wiring and grounding issues ● Ability to manage and complete numerous non-conflicting projects concurrently ● Can provide thorough analysis of issues and justification of recommendations <p>(Amended XX/XX/26)</p>
Job Qualifications:	
Education	A 4-year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US
Licenses / Certifications	Current and active California PE License desired.

Experience	Mastery of the associate power quality engineer job duties and demonstrated knowledge and ability to perform the basic duties of the journey Power Quality Engineer. Meets specific technical requirements gained through a minimum of three (3) years of cumulative experience in the field of Power Quality and/or utility electrical engineering.
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SENIOR POWER QUALITY ENGINEER (51588177)	
Summary	This is a senior-level Power Quality Engineer job that requires proficiency of the journey-level Power Quality Engineer job duties and is responsible for more complex power quality duties. This job is responsible for providing services to identify power quality issues or problems for the safe and effective utilization of electric power including: industry standards and guidelines support (IEEE), inductive coordination, unintended electrical contact, and harmonics.
Job Duties	May perform all the functions of the Journey Power Quality Engineer, and in addition: <ol style="list-style-type: none"> 1. Maintain networks with industry peers including research & development organizations, testing & engineering organizations, and educational organizations. 2. Provide power quality support on complex telephone interference issues. 3. Provide power quality support on stray voltage investigations, not including Estimator/ADE or Distribution Engineer job duties. 4. Provide power quality support on distributed generation issues 4. Provide power quality support on standards and guidelines 5. Provides guidance to less-experienced Power Quality Engineers 6. Guide and mentor less-experienced Power Quality engineers. (Amended XX/XX/26)
Scope	Resolves problems of complex scope. Upon general direction, independently plans work to meet assigned objectives and resolve power quality-related issues; solution may provide an opportunity for creative/non-standard resolutions. Assignments are regularly reviewed.
Interaction	Will work with internal engineering, operations, substation, construction and maintenance organizations to implement various aspects of the above job requirements. External contacts are frequent as exchange of information is required to find resolution. Lead and/or attend meetings representing the group to perform job duties.
Knowledge / Abilities	Possess knowledge and abilities of a Journey Power Quality Engineer and in addition: <ul style="list-style-type: none"> ● Understanding of the principles of Induction Coordination. ● Thorough understanding of the principles of harmonics and its effects and mitigation techniques. ● Understanding of the principles and differences of stray voltage and unintended electrical contact. ● Understanding of the principles of distributed generation. (Amended XX/XX/26)
Job Qualifications:	
Education	A four (4) year BS Degree in Electrical Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.
Licenses / Certifications	Current and active California PE license desired.
Experience	Mastery of the associate and journey power quality engineer job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Power Quality Engineer. Meets specific technical requirements gained through a minimum of eight (8) years of cumulative experience in the field of Power Quality and/or utility electrical engineering.

	ASSOCIATE PROJECT MANAGER (XXXXXXXXXX)
Summary	<p><i>This project management position is the first in a progression and is responsible for managing the scope, schedule, and cost of low to medium complexity projects. In this role, there are no direct reports; rather people and other resources are managed indirectly as part of a project team with limited supervision and guidance. External contacts are typically limited to overseeing contractors and providing information to third parties. Project duration ranges from less than one year with minimal permitting requirements to less complex multiyear efforts involving coordinated engineering design, integrated scheduling, and construction activities. The level of responsibility of this position increases with experience.</i></p> <p><i>Associate Project Managers may be assigned to work on up to three Journey or Sr. Project Manager Projects. The Associate Project Manager will not have primary responsibility for these assigned projects, but rather work under the guidance and direction of a Project Manager of a higher classification for developmental purposes.</i></p>
Job Duties	<ul style="list-style-type: none"> ● <i>Establishes and leads project team with agreed-upon roles and responsibilities.</i> ● <i>Develops and defines project scope and objectives with support from sponsors, stakeholders and team. Adjusts project scope, with project sponsor approval, and schedule as appropriate to accommodate change.</i> ● <i>Obtains commitment to detailed work plans including schedule, cost, resource, contingency and communication plans.</i> ● <i>Obtains management approval as needed and is responsible for project tracking and analysis of project costs, scope and schedule.</i> ● <i>Ensures project documentation is maintained through life cycle and close-out. Develops, monitors and updates the project cash flow and financial forecasts.</i> ● <i>Manages dates, operations, tasks and scheduling in scheduling software systems.</i> ● <i>Ensures all specialized and/or long <u>lead-time</u> materials are ordered in a timely manner.</i> ● <i>Communicates project status on a regular basis to all stakeholders.</i> ● <i>Assesses project risk and formulates mitigative contingency plans.</i> ● <i>Implements quality standards, reviews project deliverables and communicates variances accordingly.</i> ● <i>Identify and communicate lessons learned and incorporate prior lessons learned as best practices into projects.</i> ● <i>Manages the integration of vendor tasks and tracks and reviews vendor deliverables.</i> ● <i>Identifies project performance issues, analyzes and addresses them in a timely manner.</i> ● <i>Effectively completes multiple projects concurrently.</i> ● <i>Represents and promotes the project and its contribution to company goals.</i>
Knowledge / Abilities	<ul style="list-style-type: none"> ● <i>Ability to work with both internal and external customers/clients.</i> ● <i>Ability to handle many projects simultaneously and prioritize work effectively.</i> ● <i>Problem resolution and decision-making ability – shows initiative and good judgment in resolving issues.</i> ● <i>Ability to lead group meetings effectively, influence others, and build agreement.</i> ● <i>Strong communications and analytical skills.</i> ● <i>Good facilitation and presentation skills.</i> ● <i>Business computer skills, such as Microsoft Office Suite Programs (Emphasis on Excel, Word) and scheduling software.</i> ● <i>Ability to forecast and manage costs and schedules based on project assignments.</i>
Qualifications	

Education	<i>A bachelor's degree (BS/BA) from an accredited college is required. See below for experience and in lieu of education.</i>
Experience	<i>Candidates must have at least 1 year of relevant experience in electric, gas, or power generation operations, <u>engineering</u>, business planning, accounting, finance, construction management, regulatory, or project management. External hires must have a minimum of two (2) years of applicable experience.</i> <i>In lieu of a 4-year degree, candidates may qualify with five (5) or more years of directly related work experience in areas such as accounting, <u>engineering</u>, construction management, regulatory, -project scheduling, or project controls, with responsibilities comparable to those outlined for this role. External hires must have a minimum of six (6) years of applicable experience.</i>
Licenses/Certification	<i>None Required</i>

	JOURNEY PROJECT MANAGER (XXXXXXXX)
Summary	<p><i>This is a career or journey level project management position that requires mastery of the associate level project manager skills and duties and is responsible for all aspects of the development and implementation of assigned projects. This position has overall project management responsibility and provides a single point of contact for those projects. Uses independent judgment in applying project management fundamentals, working with minimal supervision. Interacts with senior internal and external contacts. External contacts include overseeing contractors and providing information to or exchanging information with third parties (e.g. government, regulatory, or community groups).</i></p>
Job Duties	<p><i>Is able to perform the job duties of an Associate Project Manager. Additional job duties include:</i></p> <ul style="list-style-type: none"> ● <i>Provides technical and analytical guidance to project team</i> ● <i>Recommends and takes action to direct the analysis and resolution of problems.</i> ● <i>Oversees and administrates low risk EPC contracts. Represents PG&E to government agencies as required for assigned projects.</i> ● <i>Provides guidance to Associate Project Managers who are assigned Journey Level Projects for developmental purposes in accordance with the Associate Project Manager Job Description</i> ● <i>Coordinates and participates in the preparation of written technical documents.</i> ● <i>Collaborates with appropriate stakeholders and management where applicable, prepares, evaluates and negotiates contracts and proposals from consultants, equipment vendors, and construction firms, and manages resulting work.</i>
Knowledge / Abilities	<p><i>Has demonstrated mastery of the associate project manager knowledge and abilities. Additional items include:</i></p> <ul style="list-style-type: none"> ● <i>Can provide thorough analysis of issues, develop viable alternatives, and provide sound justification of recommendations.</i> ● <i>Demonstrated exercise of informed judgment when making decisions and recommendations and use of technical & business judgment in applying project management principles and techniques to determine cost effective and practical solutions.</i> ● <i>Uses independent judgment in selecting and applying Project Management methods and techniques to determine cost-effective and practical solutions.</i> ● <i>Fluent in the use of Project Management tools and current company tools, such as SAP Financials, Work Management modules, and Scheduling Software.</i> ● <i>Builds consensus with internal and external stakeholders around moderately complex and controversial project issues and successfully persuading others to act on agreements reached.</i> ● <i>Able to independently provide project oversight and direction to consultants, suppliers, and construction firms to meet moderately complex project needs; understands contracting principles and options; able to negotiate and resolve contract disputes.</i> ● <i>Understands PG&E's basic financial and business policies & practices and tools, and able to apply appropriately to the cost estimating, economic analysis, justification, and approval of moderately complex projects.</i> ● <i>Takes ownership of problems and their solutions.</i> ● <i>Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps.</i> ● <i>Works with more experienced engineers and project managers to further their own development. Proactively evolves project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education.</i>

	<ul style="list-style-type: none"> • Strong communications, analytical, facilitation, and presentation skills • Proficient business computer skills such as Microsoft Office Suite Programs (Emphasis on Excel, Word, and MS Project) • Knowledge of PG&E accounting practices, engineering, and construction process and standards.
Qualifications	
Education	<i>A bachelor's degree (BS/BA) from an accredited college is required. See below for experience and in lieu of education.</i>
Experience	<p><i>Candidates must have at least three (3) years of relevant experience in electric, gas, or power generation operations, engineering, business planning, accounting, finance, construction management, or project management. External hires must have a minimum of four (4) years of applicable experience (including demonstrated successful leadership of these activities).</i></p> <p><i>In lieu of a four (4) year degree, candidates may qualify with seven (7) or more years of directly related work experience in areas such as accounting, engineering, construction management, project scheduling, or project controls, with responsibilities comparable to those outlined for this role. External hires must have a minimum of eight (8) years of applicable experience.</i></p>
Licenses/Certifications	None Required.

	SENIOR PROJECT MANAGER (XXXXXXXX)
Summary	<p><i>This job is a career oriented, Project Manager position that requires mastery of the journey and associate level Project Manager job duties. Under limited direction, exercises judgment and discretion and is responsible for all aspects of the development and implementation of assigned projects and provides a single point of contact for those projects. Project duration is generally multi-year, requires significant risk management, and may include formal partnering agreements with outside firms. Assignments will have high visibility, require extensive project management skills, and often require specific discipline and areas of expertise.</i></p>
Job Duties	<p><i>This is a senior-level project manager who has demonstrated mastery of the journey and associate project manager job duties. Additional job duties include:</i></p> <ul style="list-style-type: none"> • <i>Provides leadership, coaching, technical direction, and oversight for assigned projects; also provides knowledge transfer and assistance to many technical and/or project management employees and teams.</i> • <i>Proactively controls the scope, schedule, cost, and quality of a large portfolio of projects throughout the project life cycle.</i> • <i>Provides extensive knowledge and guidance to others in start-up testing, inspections, and condition assessment; actively supports complex and/or large project start-up tests and field inspections.</i> • <i>Provides guidance to engineering on producing complex risk and alternative analyses, studies and conceptual designs for presentation to project sponsors and/or leadership.</i> • <i>Oversees and administrates EPC contracts.</i> • <i>Negotiates third party contracts, in support of other departments when appropriate.</i> • <i>Makes presentations to PG&E Officers as appropriate.</i> • <i>Arbitrates and resolves conflicts within the project.</i> • <i>Mentors and provides guidance to less experienced project managers.</i>
Knowledge / Abilities	<p><i>Has demonstrated mastery of the journey and associate project manager knowledge and abilities. Additional items include:</i></p> <ul style="list-style-type: none"> • <i>Superior ability to interface with and across supporting organizations and conduct formal presentations to officers.</i> • <i>Knowledge of land acquisition, CPUC and environmental permitting, and EPC contracting procedures.</i> • <i>Demonstrated ability to lead multiple medium to large scale complex projects; provide resolution of complex technical and/or contractual issues; and/or provide Project Management on multiple projects with complex scope requiring non-standard approaches; without supervision.</i> • <i>Demonstrated application of extensive project management skills, including seasoned and experience-based judgment and organizational business acumen in applying and adapting traditional project management techniques.</i> • <i>Demonstrates extensive contracting knowledge and contract negotiation and management skills.</i> • <i>Demonstrates excellent verbal and written communication skills, utilizes a variety of styles to connect with the intended audience, and able to present complex information to upper management on a variety of topics.</i> • <i>Builds consensus around complex and controversial project & technical issues.</i> • <i>Demonstrated high quality work by self and others on project team.</i>
Qualifications	

Education	<i>A bachelor's degree (BS/BA) from an accredited college is required. See below for experience and in lieu of education.</i>
Experience	<p><i>Candidates must have at least eight (8) years of relevant experience in electric, gas, or power generation operations, engineering, business planning, accounting, finance, construction management, or project management. External hires must have a minimum of nine (9) years of applicable experience (including demonstrated successful leadership of these activities).</i></p> <p><i>In lieu of a four (4) year degree, candidates may qualify with twelve (12) or more years of directly related work experience in areas such as accounting, engineering, construction management, project scheduling, or project controls, with responsibilities comparable to those outlined for this role. External hires must have a minimum of thirteen (13) years of applicable experience.</i></p>
Licenses/certifications	<i>Required: Project Management Professional (PMP) certification (maintenance required).</i>

	SENIOR CONSULTING PROJECT MANAGER (XXXXXXXX)
Summary	<p><i>This position provides expert-level project management and leadership, where influence and collaboration across functional teams are critical. The Senior Consulting Project Manager is frequently engaged by leadership to guide high-risk, complex, or high-profile projects and/or initiatives—particularly those involving regulatory challenges or sensitive business exposure. (Amended XX/XX/26)</i></p> <p><i>As a recognized expert across the organization and among external stakeholders, this role relies on deep project management and contracting expertise, advanced negotiation skills, and strategic judgment to navigate cross-functional dynamics and resolve multifaceted challenges. The individual often contributes to projects beyond their direct oversight, offering program-level insight and support.</i></p> <p>Key responsibilities include:</p> <ul style="list-style-type: none"> ● <i>Leading strategic initiatives and/or projects through influence rather than direct authority.</i> ● <i>Advising and supporting functional teams to align project goals with organizational priorities.</i> ● <i>Coaching and mentoring less experienced project managers across departments.</i> ● <i>Delivering high-level briefings and recommendations to senior leadership.</i>
Job Duties	<p><i>Senior Consulting level Project Manager has demonstrated mastery of the Senior, Journey and Associate Project Manager job duties. Additional job duties include, but are not limited to:</i></p> <ul style="list-style-type: none"> ● <i>Relating to projects, acts as a company witness, liaison, and/or information provider on complex issues to outside parties; presents clear, concise, and well-reasoned positions for desired ideas and proposals.</i> ● <i>Mentors and provides guidance to less tenured project managers.</i> ● <i>Provides extensive leadership, coaching, and development of project managers.</i> ● <i>Applies extensive regulatory expertise to develop strategic and tactical strategies and solutions for the most complex business projects.</i> ● <i>Represents PG&E at external industry associations, committees, trade organizations and other inter-utility groups.</i> ● <i>Research and Works with team to develop innovative solutions to solve challenging technical and regulatory issues.</i> ● <i>Provides high-level technical briefings, advice, and recommendations to upper leadership.</i> ● <i>Develops relationships with internal and external individuals and teams.</i> ● <i>Routinely requested by management to apply their expertise to projects they don't otherwise manage, and at a programmatic level.</i> ● <i>Identifies and implements non-traditional techniques for projects and/or programs to reduce cost and/or schedule.</i>
Knowledge / Abilities	<p><i>Has demonstrated mastery of the Senior, Journey, and Associate Project Manager knowledge and abilities. Additional requirements include:</i></p> <ul style="list-style-type: none"> ● <i>Able to develop complex schedules with multiple dependencies.</i> ● <i>Superior ability to interface with and across supporting organizations and conduct formal presentations to officers.</i> ● <i>Ability to lead change</i> ● <i>Financial, strategic, and business acumen skills</i>

	<ul style="list-style-type: none"> ● <i>Acts as subject matter expert on PG&E PM body of knowledge and experience.</i> ● <i>Demonstrates extensive contracting knowledge and contract negotiation and management skills.</i> ● <i>Builds consensus around complex and controversial project & technical issues and successfully persuades others to act on agreements reached.</i> ● <i>Proactively identifies trends over multiple projects or years; takes needed action to initiate practical system-wide improvements, provides recommendations, develops implementation plans, and leads implementation.</i> ● <i>Proactively evolves engineering, project management, and regulatory skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education.</i>
Qualifications	
Education	<i>A bachelor's degree (BS/BA) from an accredited college is required. See below for experience and in lieu of education.</i>
Experience	<p><i>Candidates must have at least thirteen (13) years of relevant experience in electric, gas, or power generation operations, engineering, business planning, accounting, finance, construction management, or project management. External hires must have a minimum of fourteen (14) years of applicable experience. The candidate must demonstrate successful leadership and have a minimum of six (6) years of experience in project management, of which four (4) years are at Senior level.</i></p> <p><i>In lieu of a four (4) year degree, candidates may qualify with seventeen (17) or more years of directly related work experience in areas such as accounting, engineering, construction management, project scheduling, or project controls, with responsibilities comparable to those outlined for this role. External hires must have a minimum of eighteen (18) years of applicable experience.</i></p>
Licenses/Certification	<i>Required: PMP Certification (maintenance required).</i>

	JOURNEY PROJECT CONTROLS ANALYST (XXXXXXXXXX)
Summary:	<p><i>This is a journey-level Project Controls Analyst role that operates under the guidance of senior Project Controls Analysts, Project Managers, Project Engineers, Business Planners, and a supervisor. The analyst supports utility operations or power generation environments by providing oversight, control, and analysis for a variety of projects, including capital and expense initiatives, FERC relicensing, and license compliance efforts.</i></p> <p><i>The role involves supporting multiple projects concurrently and requires a strong grasp of project cost management, schedule control, and project management methodologies. The analyst must demonstrate advanced technical proficiency and possess strong verbal and written communication skills. While working independently with general direction, the analyst exercises sound judgment to prioritize tasks and ensure timely completion.</i></p> <p><i>Depending on assignment, responsibilities may also include contributions to the Project Support Function, Central Data Management Function, and/or Central Financial Analysis Function.</i></p>
Job Functions:	<p style="text-align: center;">Project Support Functions</p> <p>Schedule Development and Analysis:</p> <ul style="list-style-type: none"> ● <i>In coordination with Project Manager, develop project schedule and cash flow/forecast plans with functional department input.</i> ● <i>Create, maintain, and update schedules.</i> ● <i>Document, monitor and communicate project milestones and risks with appropriate stakeholders.</i> ● <i>Participate in project status meetings, collect progress data, and revise project plan as needed.</i> ● <i>Maintain projects within Project Manager's node; update schedules based on progress.</i> <p>Cost Plan Development and Analysis:</p> <ul style="list-style-type: none"> ● <i>Create, maintain, and update monthly forecast budgets.</i> ● <i>Prepare various cost reports and maintain forecast accuracy. Prepare project performance analysis, cost, and schedule status reports. Identify cost and schedule variances from objectives and recommend corrective action.</i> ● <i>Assess and report on project performance using established industry standards.</i> ● <i>Ensure that responses to project budget, and GRC or FERC cost requests reflect accurate and current project cost information and stakeholders are in concurrence.</i> ● <i>Provide regular communication on project cost, schedule, and risk status to project team members, stakeholders, and the public.</i> ● <i>Interface with design, planning resources, and software systems.</i> ● <i>Review and assist in the preparation of Business Cases, Job Estimates, Project Charters and Re-Authorizations and assist Project Manager in routing for approval.</i> ● <i>Prepare monthly accrual of vendor invoices, journal entries, and coordinate/process PO related vendor accrual goods receipts in the current software system.</i> <p>Project Documentation & Reporting:</p> <ul style="list-style-type: none"> ● <i>Verify that project cost and schedule milestones were/were not attained and provide input to identify future process or business improvements and work with responsible parties to implement.</i> ● <i>Work with key stakeholders to ensure compliance with all regulatory and contractual requirements throughout the project lifecycle. Manage the project closeout process, including the resolution of financial obligations, to facilitate full order closure.</i> ● <i>Maintain change log to track schedule, cost, and scope changes.</i> ● <i>Maintain written and electronic project documentation and records for required aspects of the project: Maintain project files in accordance with established guidelines and requirements (e.g., utilizing the electronic document management system or EDMS).</i>

- **Support change order requests, project status, key issues, risks and resolution, priority changes, and approvals**
- **Provide Project Manager with monthly report of project costs and/or schedule information including variance analysis according to an agreed upon level of detail and prioritization.**
- **Provide Project Team members with status reports containing schedule and cost information. Comply with Utility Operations Policies, Standards and Guidelines.**
- **Assist Project Manager with Post-Job Critique.**
- **Support the management of project risks through proactive identification, monitoring, and implementation of mitigation strategies.**

General Support Functions:

- **May assist Project Manager with procurement and contracting activities including but not limited to drafting of contract documents under the direction of the Project Manager; work directly with contractors to resolve errors and questions concerning invoices.**
- **Recommend improvements to assist in maintaining and updating Project Management Guidelines.**
- **Provide coordination and documentation support for key project meetings, including kickoff sessions, site walk downs, design reviews, and lesson learned discussions. May be required to attend meetings as needed to ensure accurate recordkeeping and follow-up.**
- **May manage low-complexity projects under mentorship to build project management skills.**
- **Support management on analyst related job duties as needed (e.g. updating intranet sites, data sheets, etc.).**

Central Data Management Functions

Data Management

- **Provide technical support for department databases, including creation of new reports, maintenance of databases, and consolidation, when needed.**
- **Support data analysis efforts to enable informed decision-making.**

Quality and Analysis

- **Prepare reports on a regular cadence, including dashboards, and other visual management tools.**
- **Ensure departmental reports meet quality standards for effective stakeholder communication.**
- **May provide support to Project Managers, as necessary.**

System Support

- **Provide technical support for the departmental job status system.**

Special Projects

- **Fulfill ad-hoc requests for cost-related data and analysis.**
- **Participate in or lead process improvement initiatives.**

Central Financial Analysis Functions

Project Budget & Cycle Forecast Monitoring/Reporting:

- **Generate weekly and monthly project performance reports including budget forecasts and financial status.**
- **Coordinate and work with all stakeholders, on creating new reports that best measure and support good business decisions, to meet the year end annual budget target.**
- **Coordinate and summarize project cycle forecast variance explanations for the department, to report to stakeholders.**
- **Ensure that all responses to budget and quarterly cycle requests reflect accurate and current project cost information and stakeholders are in concurrence.**

	<ul style="list-style-type: none"> • Publish and maintain project performance, budget forecast, and status reports on intranet sites. <p>Financial and Performance Management:</p> <ul style="list-style-type: none"> • Monitor, analyze, and report-out on the department's forecasting performance, with weekly performance reports, utilizing the financial tracking tools (e.g. SAP/BW). • Analyze financial results on a monthly basis, providing explanations of significant cost drivers to PM Leadership – reports such as the Green-Red Scorecard and Lessons Learned Reports.
Knowledge/ Abilities:	<ul style="list-style-type: none"> • Experience with appropriate software tools, work management tools, capital orders, planning orders, and BW. • Project Management, Project Controls, or Construction Management experience. • Risk Management and Earned Value Analysis experience. • Accounting, budgeting, and forecasting knowledge.
Qualifications:	
Education:	A four (4) year BA or BS Degree from an accredited curriculum in the US or the equivalent from outside the US. See below for experience and in lieu of education.
Experience:	<p>Candidates must have at least 1 year of relevant experience in electric, gas, or power generation operations, business planning, accounting, finance, construction management, or project management. External hires must have a minimum of two (2) years of applicable experience.</p> <p>In lieu of a four (4) year degree, candidates may qualify with five (5) or more years of directly related work experience in areas such as accounting, construction management, project scheduling, or project controls, with responsibilities comparable to those outlined for this role. External hires must have a minimum of six (6) years of applicable experience.</p>
License/ Certifications:	None Required

	SENIOR PROJECT CONTROLS ANALYST (XXXXXXXX)
Summary:	<p>This senior-level role supports utility operations and power generation by partnering with Project Managers, Project Engineers, Business Planners, and supervisory staff. The analyst provides expert oversight and control for a diverse portfolio of capital and expense projects, including FERC relicensing, license and facility compliance, and asset management initiatives.</p> <p>The position requires supporting multiple concurrent projects, some of which may involve privileged or confidential information. Success in this role demands a deep understanding of project cost and schedule controls, advanced project management methodologies, and strong technical proficiency. Exceptional verbal and written communication skills are essential, as is the ability to work independently with minimal supervision, exercise sound judgment, and effectively prioritize tasks.</p> <p>If assigned, they may perform functions in the Project Support Function, the Central Data Management Function, and/or the Central Financial Analysis Functions.</p>

Job Functions:

Demonstrates proficiency in the duties and responsibilities of a Journey-level Project Controls Analyst. In addition, performs advanced tasks requiring greater autonomy, strategic oversight, and leadership, as outlined below.

Project Support Functions

- **Prepare and develop project authorization requests, cost estimates, economic analyses, and justification documents with minimal guidance. Proactively assist Project Manager in securing management approval for projects and budgets.**
- **Provide guidance and mentorship to internal Journey project control analysts in the development and maintenance of project schedules, cost plans, and other project control tools.**
- **Design and implement new tools and templates to enhance the efficiency and consistency of project control processes across the team.**
- **Review, edit, and provide feedback on work products created by Journey analysts.**
- **Lead efforts to maintain and update Project Management Guidelines, including identifying and recommending process improvements.**
- **Support Project Managers in organizing and documenting key project meetings such as kickoffs, walk downs, lessons learned, and design reviews.**
- **Provide analyst-related support to management as needed to help achieve departmental objectives.**

Schedule Development and Analysis

- **Use the schedule plan as the basis for developing, maintaining and controlling the cost plan. Manage project forecast by collecting, coordinating, monitoring, and tracking project forecasts from project stakeholders, vendors, and contractors to ensure that expenditures are within the agreed-upon costs.**
- **Provide monthly cost variance explanations to line of business stakeholders, program management, and project sponsor(s).**

Cost Plan Development and Analysis

- **Perform advanced and customized data queries to extract and analyze financial performance data. Generate special reports for supervisors or managers as requested.**
- **Manage capital orders which may include order creation, order status changes, entry of asset settlement rules, etc. and ensure team members understand and utilize appropriate project accounting.**

Project Documentation & Reporting

- **Work with relevant departments to resolve issues and implement effective solutions.**

Central Data Management Functions

Data Management

- **Work with the Project Management Leadership Team to automate data gathering and reporting.**
- **Act as the point of contact for Project Management group for any Project Management software (e.g., PMD or CMP) updates or modifications to order groups.**
- **Work with the appropriate departments to resolve issues and implement solutions.**

Quality and Analysis

- **Provides direction and advice to Project Managers on Project Work Breakdown Structure set-up; Target and Performance reporting; and Project Scheduling.**
- **Create and maintain Electric Transmission work, in the "SAP Project System" module.**

System Support

- *Provide computer installation advice to the Department.*
- *Act as the Project Management User Rep, for all new project management software developments and enhancements that impact Project Management work.*

Special Projects

- *Coordinate, lead, and participate in meetings, and/or task force teams, in regard to accounting issues, system, or process changes, which impacts Project Management.*

Central Financial Analysis Functions

Project Budget & Cycle Forecast Planning:

- *Support Business Finance or Program Management in developing the annual budget by providing strategic analysis, guidance, and input.*
- *Support budget planning activities using appropriate financial software tools.*
- *Work with Management Reporting to ensure the PCC rates are accurate and are copied correctly into all planning versions in financial tracking software (SAP/BW).*
- *Serve as the primary contact for Project Management regarding financial software and budget forecasting topics, collaborating with relevant departments to resolve challenges and implement solutions.*

Project Budget & Cycle Forecast Monitoring/Reporting:

- *Produce regular cadenced reports on budget performance, including budget forecasts and financial status, and deliver insights to support data-driven decision-making to leadership.*

Financial and Performance Management:

- *Monitor, analyze and report out on the Department's Forecasting Performance, with weekly performance reports, utilizing the SAP/BW system and Project Management reporting systems.*
- *Analyze financial results on a monthly basis, providing explanations of significant cost drivers to PM Leadership – reports such as the Green-Red Scorecard and Lessons Learned Reports.*
- *Develop and maintain reports for senior management and project teams to review forecast performance.*

Accounting Support:

- *Single point of contact for all Capital Accounting data requests (Various).*
- *Coordinate the department responses, for Monthly capital accounting data requests such as Plant in Service Report for projects that are operative.*
- *Prepare accurate and timing responses to all internal and external accounting/financial data requests, related to T&D project work, including GRC/TO filings to the CPUC.*
- *Reviews Project Services work for compliance with accounting standards (e.g., Capital Accounting Standard, GAAP, FASB, FERC, and CPUC requirements).*
- *Research and resolves accounting and financial issues, impacting Project Services work.*
- *Acts as the Subject Matter Expert on Asset Settlements and the asset management software (e.g., Power Plant).*
- *Reviews for accuracy Job Estimates forwarded to the electric and gas Central PCA Department Team.*

System Support:

- *Serve as the department's technical liaison for financial tracking systems (e.g., SAP), supporting system development, testing, and troubleshooting in collaboration with IT and business stakeholders.*
- *Design, maintain, and enhance reports used by senior leadership and project teams to monitor forecast performance and financial health.*

	<ul style="list-style-type: none"> • <i>Act as the department's primary support contact for resolving system bugs and technical issues. Partner with IT and business stakeholders to develop, test, and implement solutions, and communicate resolutions effectively across teams.</i> • <i>Deliver training to team on financial tracking tools, ensuring consistent understanding and usage across teams.</i> • <i>Represent project management in new software development and enhancement initiatives related to project and financial systems, ensuring alignment with operational needs and user requirements.</i>
Knowledge-/Abilities:	<p><i>Exhibits comprehensive proficiency in all knowledge and skill areas expected of a journey-level Project Controls Analyst. In addition, applies advanced skills and expertise in the following areas:</i></p> <ul style="list-style-type: none"> • <i>Demonstrated knowledge and experience across key analyst functions supporting electric, gas, and /or power generation projects. This includes proficiency in schedule and cost development and analysis, data management, financial analysis, project budgeting, cycle forecast monitoring, and financial performance reporting. Proven track record of effectively managing project controls within each functional area of responsibility.</i> • <i>Senior level analyst supports multiple large and complex projects and can independently develop critical path method (CPM) schedules, detailed cost plans, project resource plans, and project authorization and justification documentation for these projects.</i> • <i>Communicates on a variety of topics effectively; and utilizes a variety of styles to connect with the intended audience; presents complex project information in informal and formal group settings; promotes greater understanding by providing background information and analysis rationale.</i> • <i>Support in procurement and contracting activities by drafting, reviewing, and refining contract documentation in alignment with project requirements. Act as a liaison with contractors to resolve invoice discrepancies and contractual issues, ensuring timely and accurate financial processing. Collaborate closely with project managers to drive strategic contracting decisions and uphold compliance with internal policies and external regulations.</i>
Qualifications:	
Education:	<p><i>A four (4) year BA or BS Degree from an accredited curriculum in the US or the equivalent from outside the US. See below for experience and in lieu of education.</i></p>
Experience:	<p><i>Candidates must have at least five (5) years of relevant experience in electric, gas, or power generation operations in business planning, accounting, finance, construction management, or project management. External hires must have a minimum of six (6) years of applicable experience.</i></p> <p><i>In lieu of a four (4) year degree, candidates may qualify with nine (9) or more years of directly related work experience in areas such as accounting, construction management, project scheduling, or project controls, with responsibilities comparable to those outlined for this role. External hires must have a minimum of ten (10) years of applicable experience.</i></p>
Licenses/ Certifications:	

	EXPERT PROJECT CONTROLS ANALYST (XXXXXXXX)
Summary:	<p><i>The Expert Project Controls Analyst demonstrates advanced expertise in Cost Management, Schedule Management, and/or Earned Value Management. This role provides strategic leadership and technical guidance across project controls systems and functions, including the development and implementation of standards and tools. The expert analyst is a recognized authority in proactively identifying opportunities for improvement and applying deep knowledge to resolve complex challenges with minimal oversight.</i></p> <p><i>This role will serve as a lead in one or more of these three key knowledge areas: Cost Management, Schedule Management, and/or Earned Value Management.</i></p>
Job Duties:	<p><i>Demonstrates proficiency in the duties and responsibilities of a Senior-level Project Controls Analyst. In addition, performs advanced tasks requiring greater autonomy, strategic oversight, and leadership, including:</i></p> <ul style="list-style-type: none"> ● <i>Resolve problems with complex scope. Assignments may require complex solutions. Works independently with limited feedback from supervisors. Expected to apply creative solutions, techniques, and approaches to work assignments. Customarily and regularly use discretion and independent judgment in fulfilling these job functions.</i> ● <i>Assists lower classification of Project Controls Analysts and works with the supervisor. Interact with Managers and Directors to influence, design and implement processes. Internal contacts include project team members and company management across various departments. Has specialized technical expertise and provides information and training as appropriate in the assigned specialized area.</i> <p style="text-align: center;">Cost Management</p> <ul style="list-style-type: none"> ● <i>Partner with Business Finance and Program Management to translate strategic objectives into detailed annual budgets and ensure alignment with organizational targets.</i> ● <i>Reconcile forecasts with historical spend and future cost drivers to maintain accuracy and consistency across financial plans.</i> ● <i>Lead monthly and quarterly cost variance reviews, identify root causes for deviations, and present actionable recommendations to leadership.</i> ● <i>Develop dynamic forecasting models incorporating key drivers such as labor, material, and contractor costs; perform scenario analyses to support informed decision-making.</i> ● <i>Design and automate advanced budget tracking dashboards (e.g., Power BI) to visualize spend versus plan in real time.</i> ● <i>Establish standardized datasets and definitions for cost categories, ensuring data integrity and consistency across reporting tools.</i> ● <i>Provide predictive insights using trend analysis and KPIs (e.g., unit cost) to influence investment decisions and optimize resource allocation.</i> <p style="text-align: center;">Schedule Management</p> <ul style="list-style-type: none"> ● <i>Develops tools and provides analysis to ensure accurate, integrated project timelines that drive on-time delivery and resource optimization.</i> ● <i>Review and validate contractor/internal resource schedule submissions for accuracy, baseline integrity, and legitimacy of delay or scope change claims; enforce schedule specifications and standards.</i> ● <i>Integrate contractor schedules into enterprise tools to provide a unified view of project timelines and dependencies.</i> ● <i>Conduct forward-looking schedule analysis to forecast milestone completion, identify risks, and recommend corrective actions to mitigate delays or accelerate progress.</i>

	<ul style="list-style-type: none"> ● <i>Establish and enforce schedule quality standards, including logic ties, float analysis, and critical path accuracy, to ensure reliable reporting and decision-making.</i> ● <i>Develop tools to perform schedule change impact analysis, including comparing schedule versions, document changes, and assess implications for project timelines.</i> ● <i>Collaborate with Earned Value Management analysts to link schedule performance metrics (SPI, CPI) with cost and progress indicators for holistic project control.</i> ● <i>Create dashboards and reports that connect schedule trends to resource needs and budget impacts; communicate risks and mitigation strategies to leadership.</i> <p style="text-align: center;">Earned Value Management</p> <ul style="list-style-type: none"> ● <i>Track and analyze key earned value metrics to assess cost and scope performance against annual targets.</i> ● <i>Identify trends and variances in cost and schedule data, forecast year-end outcomes, and highlight risks to compliance with scope and budget.</i> ● <i>Partner with scheduling teams to ensure EV data aligns with contractors and internal schedules for accurate forecasting and milestone tracking.</i> ● <i>Investigate variances between planned and actual performance, providing actionable insights and recovery strategies to leadership.</i> ● <i>Build and automate EV dashboards and scorecards integrating cost, schedule, and scope data for real-time visibility and improved decision-making.</i> ● <i>Communicate complex EV findings in clear, actionable recommendations to support leadership decisions on resource allocation and corrective actions.</i> ● <i>Develop and enforce EVM standards and methodologies, ensuring consistency and compliance across projects.</i> ● <i>Provide predictive insights using EVM data to forecast project completion dates and final costs, influencing strategic planning.</i>
<p>Knowledge-/Abilities:</p>	<p><i>Exhibits comprehensive proficiency in all knowledge and skill areas expected of a Senior Project Controls Analyst. In addition, applies advanced skills and expertise in the following areas:</i></p> <ul style="list-style-type: none"> ● <i>Demonstrated extensive knowledge and experience across key analyst functions supporting electric, gas, and/or power generation projects. This includes proficiency in schedule and cost development and analysis, data management, financial analysis, project budgeting, cycle forecast monitoring, and financial performance reporting. Proven track record of effectively managing project controls within each functional area of responsibility.</i> ● <i>Applies advanced judgment and experience to independently manage complex assignments, often with limited direction, delivering high-impact results.</i> ● <i>Expert-level proficiency in SAP, MS Excel, Word, <u>or</u> project scheduling tools (e.g., Primavera P6), and reporting platforms.</i> ● <i>Provides leadership, direction, and expert support to project teams, ensuring alignment with objectives and promoting effective execution across schedule, cost, and performance.</i> ● <i>Successfully negotiate cost effective solutions beneficial to our customers and PG&E.</i> ● <i>Apply extensive knowledge of concepts, principles and practices in a specific field or area of expertise to resolve complex problems.</i> ● <i>Demonstrates strong technical and communications skills.</i>
<p>Job Qualifications:</p>	
<p>Education:</p>	<p><i>A four (4) year BA or BS Degree from an accredited curriculum in the US or the equivalent from outside the US. See below for experience and in lieu of education.</i></p>

<p>Experience:</p>	<p>Candidates must have relevant experience gained through a minimum of seven (7) years as a project analyst (PCA, Sr. PCA, PMA, Sr. PMA) This includes a mastery of journey and senior job duties and demonstrated knowledge and ability to perform the duties of the expert level PCA. External hires must have a minimum of 8 years of applicable experience.</p> <p>In lieu of a four (4) year degree, candidates may qualify with eleven (11) or more years of directly related work experience in areas such as accounting, construction management, project scheduling, or project controls, with responsibilities comparable to those outlined for this role. External hires must have a minimum of thirteen (13) years of applicable experience.</p>
<p>Licenses/ Certifications:</p>	<p>Required:</p> <ul style="list-style-type: none"> ● Current in Earned Value Professional (EVP) or ● Project Scheduler Professional (PSP) or ● Certified Cost Professional (CCP) <p>Depending on specific position being filled:</p> <ul style="list-style-type: none"> ● PSP Expert PCA in Scheduling Management, ● EVP for Expert PCA in Earned Value Management, ● CCP for Expert PCA in Cost Management.

E. PROJECT TYPES BY CAREER STAGE

Gas and Electric Transmission and Distribution

Associate PM

- Electric Distribution substation equipment replacements (e.g. switches, circuit breakers and circuit switchers).
- Electric Distribution substation distribution bank replacements
- Electric Distribution electric overhead relocation and reconductoring.
- Generator Interconnection relay work
- Electric transmission wood, fiberglass and light duty steel pole replacements and relocations
- Electric Transmission circuit breaker and switch replacements
- Electric Transmission 230 kV and below relay replacements
- Electric Transmission and Distribution MRTU installations and upgrades
- Electric Transmission and Distribution security installations and upgrades
- Distribution gas relocation.
- GPRP and copper services
- Gas meter protection
- Gas compressor station in-kind equipment replacements.
- Gas storage station in-kind equipment replacements.
- Gas metering and regulation station (greater than 60 psi) in-kind equipment replacements.
- Gas transmission pipeline (greater than 60 psi) projects (to include small routine projects such as pipe repairs; replacements; hydro-tests; recoating, and casing contacts).
- NOTE: The above gas project types:
- Do not require development of engineering alternatives, new engineering designs, equipment specifications or work procedures; however, alternative analyses are expected in the job authorization process.
- Employ commonly used standard designs and specifications.
- Are straight forward and implementation can be replicated from similar successful projects.
- Require limited interactions and input from Station or Pipeline Engineering and Maintenance/Operations or similar line work groups.

Journey PM

- SCADA installations.
- Distribution underground cable replacement and relocation.
- Rule 20A with one joint trench participant.
- Distribution reliability work.
- New distribution electric capacity circuits.
- New distribution gas capacity pipelines.
- Electric Transmission 230 kV and below integrated (IPAC) relay replacements
- Electric Transmission and Distribution emergency like for like transformer replacements
- Electric transmission steel relocations.
- Gas distribution regulator installations.
- Gas compressor station equipment replacement projects.
- Gas storage station equipment replacement projects.
- Gas metering and regulation station (greater than 60 psi) equipment replacement projects.
- Gas transmission pipeline (greater than 60 psi) projects (such as replacement in-kind [reliability]; upgraded operating pressure [reclassification]; new installation [relocation, capacity, Work Required by Others (WRO), and New Business [new or upgraded services for power plants and major commercial/industrial customers]).
- NOTE: The above gas project types:
- Require development of engineering alternatives and business analysis, and include project specific engineering designs, equipment specifications or work procedures.
- Employ a combination of standard and non-standard engineered designs and specifications
- Require close interactions with Station or Pipeline Engineering, Maintenance/Operations, Marketing and similar work groups
- Entail land acquisition or environmental permitting issues requiring interaction with Land and Environmental Services Departments, land owners, and regulatory agencies.
- Require the PM to provide Project Sponsors and others with recurring status updates and tailboard like presentations.

Senior PM

- Rule 20A with multiple joint trench participants.
- Generator interconnections transmission line work.
- Electric transmission line reconductoring

- Special Protection Scheme automation work.
- Electric Transmission 500 kV relay replacements
- Electric transmission bank/substation work.
- New electric transmission line.
- Greenfield transmission and substation work.
- MPAC projects.
- Static VAR Compensation (SVC) Systems.
- Gas compressor station major equipment and system overhauls, replacements, upgrades or new construction projects (such as gas compressors, compressor engines and motors, gas coolers, station/unit controls, electric substations, emergency power systems and environmental equipment retrofits).
- Gas storage station major equipment and system replacements, upgrades or new construction projects (such as gas dehydration equipment, gas odorizer, main gas piping, valves, meter runs, station/process controls, emergency power systems and environmental equipment retrofits).
- Gas transmission metering and regulation station major equipment and system replacements, upgrades or new construction projects (such installation of main gas metering, regulation and SCADA equipment)
- Gas transmission pipeline projects (such as large diameter, long distance or built-up pipeline reliability replacements, WRO, relocations, capacity installations, and integrity (pigging) projects. On a project-by-project basis, these projects entail pipelines serving large geographic core gas customer areas, or large commercial/industrial customers or wholesale gas shippers.
- NOTE: The above gas project types:
- Require development of engineering alternatives and business analysis, and include project specific engineering designs, equipment specifications or work procedures. Nonstandard engineered designs and specifications are used. One-off or special techniques, technologies and/or skills may be required to engineer, design, procure and construct the project.
- Require close interactions with Station or Pipeline Engineering, Maintenance/Operations and Marketing work groups.
- May entail land acquisition or environmental permitting issues requiring interaction with Land and Environmental Services Departments, land owners, regulatory agencies, as well as other IOUS and CPUC representatives.
- Routinely require the PM to provide Project Sponsors, upper management and others both within and outside the Company, with recurring status updates and presentations.

Senior Consulting PM

- Any electric and gas transmission, distribution or substation project requiring CPCN
- Transmission interconnection or reconstruction project involving other utility companies where PG&E is the lead utility or the interconnecting utilities are equal partners. Utilities is defined as SCE, SOCAL Gas, SDG&E, SMUD , WAPA or as defined by CAISO which can be complex in nature. Generator interconnection services are not included
- Major gas pipeline projects (e.g. 57C) requiring CEQA permitting (i.e., full EIR required, not just negative declaration).
- Gas Transmission new/rebuild compressor stations.
- Program Management work for Gas and Electric Transmission and Distribution, i.e. a grouping of projects having a common purpose to be implemented over multiple years. The Sr. Consulting Project Manager is expected to both manage individual projects and provide programmatic guidance to other Project Managers to implement the program in an efficient, organized, and repeatable manner.

(NUC) ASSOCIATE PROJECT MANAGER (50229569)

Summary

This associate level Project Manager position is the first in a progression responsible for project management work at Diablo Canyon Power Plant (DCPP).

Job Duties

- Develops and defines project scope and objectives.
- Obtain commitment on detailed work plans, including schedule, cost, resource, contingency and communication plans.
- Obtains management approval as needed and is responsible for project tracking and analysis of project costs, scope and schedule.
- Ensure project documentation is maintained.
- Manages dates, operations, tasks and scheduling in current software system (e.g. SAP)
- Manages the integration of vendor tasks and tracks and reviews vendor deliverables.
- Implements quality standards, reviews project deliverables and communicates variances accordingly.
- Identify and communicate lessons learned and incorporate prior lessons learned as best practices into projects.
- Adjusts project scope with project sponsor approval, and schedule as appropriate to accommodate change.
- Identifies project performance issues and addresses them in a timely manner.
- Represents and promotes the project and its contribution to company goals.
- May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team).

Knowledge / Abilities

- Ability to work with both internal and external customers/clients.
- Ability to handle multiple projects simultaneously and prioritize work effectively.
- Problem resolution and decision making ability — shows initiative and good judgment in resolving issues.
- Ability to lead group meetings effectively, influence others, and build agreement.
- Strong communications and analytical skills.
- Business computer skills such as Microsoft Office Suite Programs (emphasis on Excel, Word, and MS Project) and SAP.
- Ability to forecast and manage costs and schedules based on project assignments
- Ability to make effective presentations to project stakeholders to include summary progress including challenges and risks.

Qualifications – Minimum

1 year experience in project management, project controls, engineering and/or construction if PG&E or 2 years of the same experience from another company. May be required to hold a Project Management Institute (PMI) Project Management Professional (PMP) certificate or Certified Associate in Project Management (CAPM) certificate

(NUC) JOURNEY PROJECT MANAGER (50229568)

Summary

This position is a journey level Project Manager position responsible for project management work at Diablo Canyon Power Plant (DCPP).

Job Duties Is able to perform the job duties of an Associate Project Manager. Additional job duties include:

- Establishes and leads project teams with agreed upon roles and responsibilities.
- Provides technical and analytical guidance to project team.
- Determines that project objectives are achievable.
- Provides guidance to engineering on producing complex risk and alternative analyses, studies and conceptual designs for presentation to project sponsor.
- Negotiates third party contracts in support of other departments when appropriate.
- Arbitrates and resolves conflicts within the project.
- Establishes unit cost and monitors progress/accomplishment.
- Identifies and implements non-traditional processes to implement the project that reduce cost and/or schedule.
- Regularly interface with appropriate key contractor personnel to ensure all project quality standards are met.
- Maintain a project team through the contracting, design, procurement, fabrication, and implementation phases of a long term project using a mix of PG&E and contract personnel as appropriate to the stage of the project.
- Ensure technical aspects of the project are implemented in accordance with the project specification and contractual requirements.
- Manage the resolution of technical and licensing issues associated with the design and implementation of the project.
- Maintain a detailed and accurate project financial model to track historical financial performance and accurately predict future project financial performance.
- Maintain and provide periodic reporting of project financial data to plant management.
- Monitor ongoing project expenses and ensure that they are in accordance with the amounts authorized for the project.
- Ensure that the design aspects of the project are coordinated with plant stakeholders.
- Plan communication so that information is accurately transferred from the Project Team to those who have need of it.
- Monitor written project documentation and records.
- Review and approve document change requests, project status reports, key decisions, key issues and resolution, and priority changes.
- Oversee use of appropriate communications media for various communications messages.
- Ensure that contractors, suppliers, and designers of final project outcomes adhere to and perform at the highest of quality standards.
- Assesses project risk and formulates mitigating contingency plans.

Knowledge / Abilities

- Knowledge with DCPP systems, structures, components and facilities.
- Uses independent judgment in selecting and applying Project Management methods and techniques to determine cost-effective and practical solutions.
- Knowledge in the use of Project Management tools and current company tools, such as SAP Financials and Work Management modules.
- Ability to interface with and across supporting organizations and conduct presentations.

Qualifications – Minimum

3 years' experience in project management, project controls, engineering and/or construction if PG&E or 4 years of the same experience from another company. May be required to have a Project Management Institute (PMI) Project Management Professional (PMP) certificate.

(NUC) SENIOR PROJECT MANAGER (50229570)

Summary

This job is the fully qualified, career-oriented, Senior Project Manager position that requires mastery of the journey level Project Manager job duties.

Job Duties

An employee who performs the duties of a Project Manager and may be required to perform such additional duties as supporting developing training programs, performing training, directing, reviewing, and/or approving the work, of an associate or journey Project Manager, and assisting supervisors in coordinating and scheduling work assignments. It is recognized that such duties may also be performed by non-unit supervisors.

Qualifications – Minimum

8 years' experience as a Project Manager or equivalent and Project Management Institute (PMI) Project Management Professional (PMP) certificate is required.

(NUC) SECURITY COORDINATOR (50312860)

Summary

This position is a journey level Security Coordinator position responsible for security coordination work at Diablo Canyon Power Plant (DCPP).

Job Duties

- Perform daily scheduling of security resources to support planned activities.
- Coordinate with maintenance supervisors, engineering, operations personnel, and contractor personnel to develop security work schedules.
- Ensure work activities are scheduled to support a safe working environment, for both personnel and equipment.
- Periodically attend and provide assigned security department job progress status at the daily update meetings.
- Coordinate emergent work flow among security teams.
- Ensure security support is scheduled and performed to meet commitment dates.
- Support security schedule goals by reinforcing security coordination fundamentals.
- Advise on modifications or enhancements related to coordination and scheduling of security process procedures affecting internal and/or external organizations.
- May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team).

Knowledge / Abilities

- Knowledge and experience with DCPP security processes.
- Knowledge with Primavera Project Planner (P3E) scheduling software.
- Knowledge of the Service Employees International Union (SEIU) contract as it relates to scheduling issues.
- Excel application experience.
- Knowledge to the security shift rotation schedule.
- Knowledge of Workforce time accounting software and fatigue management rule requirements for security personnel.

Qualifications – Minimum

3 years' experience in security, scheduling, project management, engineering, maintenance and/or construction if PG&E or 4 years' experience from another company.

ASSOCIATE PROJECT MANAGER (51874290)	
Summary	<p>This project management position is the first in a progression and is responsible for managing the scope, schedule, and cost of low to medium complexity electric and gas transmission and distribution projects. In this role, there are no direct reports; rather people and other resources are managed indirectly as part of a project team with limited supervision and guidance. External contacts are typically limited to overseeing contractors and providing information to third parties. Project duration is typically less than 1 year and projects do not require CPUC or Agency permits. The level of responsibility of this position increases with experience.</p> <p>Associate Project Managers may be assigned to work on up to three Journey or Sr. Project Manager Projects as defined on the attached table of Project Types by Career Stage. The Associate Project</p>

	Manager will not have primary responsibility for these assigned projects, but rather work under the guidance and direction of a Project Manager of a higher classification for developmental purposes.
Job Duties	<ul style="list-style-type: none"> • Develops and defines project scope and objectives. • Establishes and leads project team with agreed upon roles and responsibilities. • Obtain commitment on detailed work plans including schedule, cost, resource, contingency and communication plans. • Obtains management approval as needed and is responsible for project tracking and analysis of project costs, scope and schedule. • Ensures project documentation is maintained. • Develops, monitors and updates the project cash flow and financial forecasts. • Manages dates, operations, tasks and scheduling in current software system (e.g. WM, EPM Microsoft Project Server). • Ensures all specialized materials are ordered in a timely manner. • Manages the integration of vendor tasks and tracks and reviews vendor deliverables. • Communicates project status on a regular basis to all stakeholders. • Assesses project risk and formulates mitigative contingency plans. • Implements quality standards, reviews project deliverables and communicates variances accordingly. • Identify and communicate lessons learned and incorporate prior lessons learned as best practices into projects. • Adjusts project scope, with project sponsor approval, and schedule as appropriate to accommodate change • Identifies project performance issues, analyzes and addresses them in a timely manner. • Effectively completes multiple projects concurrently. • Represents and promotes the project and its contribution to company goals.
Knowledge / Abilities	<ul style="list-style-type: none"> • Ability to work with both internal and external customers/clients. • Ability to handle many projects simultaneously and prioritize work effectively. • Problem resolution and decision making ability — shows initiative and good judgment in resolving issues. • Ability to lead group meetings effectively, influence others and build agreement. • Strong communications and analytical skills. • Good facilitation and presentation skills. • Business computer skills, such as Microsoft Office Suite Programs (Emphasis on Excel, Word, and MS Project) • Ability to forecast and manage costs and schedules based on project assignments.
Qualifications	A bachelor's degree from an accredited college or its equivalent in education and experience. Plus 1 year experience in project management, project controls, engineering and/or construction if PG&E/2 years if outside hire.

	JOURNEY PROJECT MANAGER (51874291)
Summary	This is a career or journey level project management position that requires mastery of the Associate level Project Manager skills and duties and is responsible for all aspects of the development and implementation of assigned projects. This position has overall project management responsibility and provides a single point of contact for those projects. Uses independent judgment in applying Project Management fundamentals, working with minimal supervision. Interacts with senior internal and external contacts. External contacts include overseeing contractors and providing information to or exchanging information with third parties (e.g. Government, regulatory, or community groups).
Job Duties	<p>Is able to perform the job duties of an Associate Project Manager. Additional job duties include:</p> <ul style="list-style-type: none"> • Provides technical and analytical guidance to project team. • Recommends and takes action to direct the analysis and resolution of problems. • Oversees and administrates low risk EPC contracts per project type table in accordance with ESC Work Oversight Committee. • Represents PG&E to government agencies as required for assigned projects.

	<ul style="list-style-type: none"> Provides guidance to Associate Project Managers who are assigned Journey Level Projects for developmental purposes in accordance with the Associate Project Manager Job Description.
Knowledge / Abilities	<ul style="list-style-type: none"> Knowledge and experience with electric substations, gas and electric distribution and transmission projects. Uses independent judgment in selecting and applying Project Management methods and techniques to determine cost effective and practical solutions. Fluent in the use of Project Management tools and current company tools, such as SAP Financials and Work Management modules and Microsoft Project Scheduling Software.
Qualifications	A bachelor's degree from an accredited college or its equivalent in education and experience. Plus 3 years' experience in project management, project controls, engineering, and/or construction if PG&E/4 years if outside hire. Project Management Professional (PMP) Certification desired.

SENIOR PROJECT MANAGER (51874292)	
Summary	This job is the fully qualified, career-oriented, Senior Project Manager position that requires mastery of the journey level Project Manager job duties. Under general direction, exercises judgment and discretion and is responsible for all aspects of the development and implementation of assigned projects and provides a single point of contact for those projects. Project duration is generally multi-year, requires significant risk management, and may include formal partnering agreements with outside firms. Assignments will have high visibility, require extensive project management skills and often require specific discipline and areas of expertise.
Job Duties	<p>Is able to perform the job duties of a journey level Project Manager. Additional job duties include:</p> <ul style="list-style-type: none"> Determines that project objectives are achievable. Provides guidance to engineering on producing complex risk and alternative analyses, studies and conceptual designs for presentation to project sponsor. Oversees and administrates EPC contracts in accordance with ESC Work Oversight Committee. Negotiates third party contracts, in support of other departments when appropriate. Develops and champions company wide best practices. Makes presentations to PG&E Officers as appropriate. Arbitrates and resolves conflicts within the project. Mentors and provides guidance to less experienced project managers.
Knowledge / Abilities	<ul style="list-style-type: none"> Knowledge of land acquisition, CPUC and environmental permitting and EPC contracting procedures. Superior ability to interface with and across supporting organizations and conduct formal presentations to officers.
Qualifications	A bachelor's degree from an accredited college or its equivalent in education and experience. Plus 8 years' experience in project management, project controls, engineering and/or construction if PG&E/9 years if outside hire. Project Management Professional (PMP) certification and maintenance required for new entrants.

SENIOR CONSULTING PROJECT MANAGER (51874295)	
Summary	This position provides expert level project management and leadership of diverse teams for Project Management's largest projects. These projects impact Business Unit financial performance, success, and strategic objectives. Projects typically are multi-year, exceed \$10 million, require significant risk management, are highly complex, and may include formal Partnering agreements with other firms.

	Under general direction, responsible for all aspects of the development and implementation of assigned projects and provides a single point of contact for those projects.
Job Functions	<p>Is able to perform the job duties of a Senior Project Manager. Additional job duties include:</p> <p>PROJECT MANAGEMENT</p> <ul style="list-style-type: none"> Establishes unit cost and monitors progress/accomplishment Identifies and implements non-traditional processes to implement the project that reduce cost and/or schedule. <p>COMMUNICATION/TEAMWORK</p> <ul style="list-style-type: none"> Communicates regularly with PG&E Officers, managers, critical project partners and high-level public sector contacts. <p>LEADERSHIP</p> <ul style="list-style-type: none"> Mentors and provides guidance to less tenured project managers.
Knowledge / Abilities	<ul style="list-style-type: none"> Proven advanced project management skills. Able to develop complex schedules with multiple dependencies. Understanding of integrated cost and schedule management. Strategic and business acumen skills. Superior ability to interface with and across supporting organizations and conduct formal presentations to officers. Ability to mentor other PMs.
Qualifications	A bachelor's degree from an accredited college or its equivalent in education and experience. Plus 13 years' experience in project management, project controls, engineering and/or construction if PG&E/14 years if outside hire. Project Management Professional (PMP) certification and maintenance required.

	JOURNEY PROJECT MANAGER (50216541)
Summary	This is a Journey-level Project Manager who works under the general direction of more senior project managers. In this role, people and other resources are managed indirectly as part of a project team. The Journey-Level Project Manager is responsible for all aspects of the development and implementation of assigned projects. Multiple projects are managed simultaneously, with a range of low to moderate complexity. The complexity, budget, range of internal and external entities involved, and risk to the company increase as an employee gains more experience and expertise. The position requires a working knowledge of industry practices, standards, and equipment; use of independent judgment; enhanced verbal and written communication skills; and ability to work with minimal supervision. Represents and promotes assigned projects and their contribution to company goals. Responsibilities may include Privileged and Confidential work.
Job Duties:	<p>Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease. Job duties will include but are not limited to:</p> <ul style="list-style-type: none"> Fully understands the Power Generation safety program and requirements; looks for and resolves unsafe situations; models safe behavior through personal actions and project leadership efforts; holds themselves and others accountable for safety; and contributes to Power Generation's safety programs Proactively recommends and takes action to direct the analysis and resolution of issues Develops and defines project scope and objectives Establishes and leads project team with agreed-upon roles and responsibilities Obtains commitment on detailed work plans including schedule, cost, resource, contingency and communication plans Obtains management approval as needed and is responsible for on-going project tracking, analysis and resolution of project cost, scope, resource and schedule issues Adjusts project scope, with project sponsor approval, and schedule as appropriate to accommodate change

	JOURNEY PROJECT MANAGER (50216541)
	<ul style="list-style-type: none"> — Ensures project documentation is maintained — Coordinates and participates in the preparation of written technical documents such as design criteria, equipment and construction specifications, SPCC plans, and reports — Responsible for developing, monitoring, and updating the project cash flow — Collaboratively with supervisor, prepares, evaluates and negotiates contracts and proposals from consultants, equipment vendors, and construction firms, and manages resulting work — Communicates project status on a regular basis to all stakeholders — Assesses project risk and formulates contingency plans — Assures implementation of applicable quality standards — Identifies and communicates lessons learned and incorporates prior lessons learned as best practices into projects — Plans and leads project meetings — Assists in the development of budget and long-term plans for future projects — Some job duties may overlap with the Project Management Analyst classifications — Will work with Supervisors and Principals for some duties — Other duties as assigned as related to Project Management — The project manager also provides normal and emergency maintenance and operation support — In emergencies, promptly responds to facility failures to support assessment and corrective actions — Works with supervisors to provide technical direction to the project team and support for less experienced project managers. — May provide independent oversight and administration of lower risk/less complex EPC contracts — Works with supervisor and others to represent PG&E to government bodies, regulatory agencies and non-governmental organizations as required for assigned projects — May support O&M by serving as the “on-call supervisor” on a periodic basis — Identifies gaps between current business practices and stated objectives and provides recommendations for process improvements to address gaps
Scope	<p>Manages multiple moderately complex issues and projects and resolves problems of moderate scope. Supports more experienced engineers and project managers on more complex and large scope projects. Assignments typically require standard solutions, but may include a moderate level of innovation. Under limited general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.</p>
Interaction	<p>External contacts primarily include directing project related work and contract administration with contractors and vendors. Provides information to third parties (for example, government, regulatory or community groups), conducts limited discussions with external stakeholders, and obtains approvals from regulatory agencies. Internal contacts are primarily with Power Gen personnel, including O&M clients and project team members, and PG&E internal services organizations. May provide guidance and/or oversight of work of less experienced team members.</p>
Job Qualifications:	
Education	<p>A 4-year Bachelor's Degree in Construction Management, or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.</p> <p>Or 8 years of experience in significant related work experience in lieu of educational requirements.</p>
Licenses / Certifications	<p>PMP Certification strongly desired. Current and active California PE license desired. Valid driver's license.</p>
Experience	<p>Meets specific technical requirements gained through a minimum of three years of cumulative experience in project engineering, design, and construction, including demonstrated successful leadership of these activities.</p>
Knowledge / Abilities	<ul style="list-style-type: none"> — Has demonstrated application of broad and in-depth knowledge of project management concepts, principals, practices, and design requirements for generation assets (or facilities of

	JOURNEY PROJECT MANAGER (50216541)
	<p>comparable size, diversity, and complexity) and developed moderately complex project scopes and implementation plans.</p> <ul style="list-style-type: none"> — Has a working knowledge of power generation industry including understanding of design, construction, and/or operation of rotating machines, and experience interpreting applicable codes, standards, regulations, and practices. — Can provide thorough analysis of issues, develop viable alternatives, and provide sound justification of recommendations. — Demonstrated exercise of informed judgment when making decisions and recommendations and use of technical & business judgment in applying engineering and project management principles and techniques to determine cost effective and practical solutions. — Able to function as a journey level project manager to lead multiple projects concurrently with moderate scope and/or support more experienced project managers on larger or more complex projects. — Track record of building consensus with internal and external stakeholders around moderately complex and controversial project issues and successfully persuading others to act on agreements reached. — Able to provide clear and effective technical direction and guidance to less experienced team members. — Able to independently provide technical and/or project oversight and direction to consultants, suppliers, and construction firms to meet moderately complex project needs; understands contracting principals and options; able to negotiate and resolve contract disputes favorably. — Understands PG&E's basic financial and business policies & practices and tools, and able to apply appropriately to the cost estimating, economic analysis, justification, and approval of moderately complex projects. — Track record of taking ownership of problems and their solutions. — Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps. — Works with more experienced engineers and project managers to further their own development. Proactively evolves project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education. — Strong communications and analytical skills — Good facilitation and presentation skills — Proficient business computer skills such as Microsoft Office Suite Programs (Emphasis on Excel, Word, and MS Project)

	SENIOR PROJECT MANAGER (50216542)
Summary	<p>This is a senior level Project Manager who has demonstrated mastery of the Journey Project Manager job duties. In this role, people and other resources are managed indirectly as a part of a project team. The Senior Level Project Manager is responsible for leading all aspects of the development and implementation of assigned projects, and/or water rights management as assigned. Multiple projects are managed simultaneously, with a range of moderate to high complexity. Project duration is generally multi-year, requires significant risk management, and may include formal partnering agreements with outside firms. The complexity, budget, range of internal and external entities involved, and risk to the company increase as an employee gains more experience and expertise. The position requires an extensive knowledge of the power generation or heavy industry; extensive project management skills; extensive contract management skills; excellent verbal and written communication skills; and sound judgment to independently resolve complex problems with only general direction. Represents and promotes assigned projects and their contribution to company goals. Responsibilities may include Privileged and Confidential work.</p>
Job Duties:	<p>Performs functions of the Journey level Project Managers, but for more complex, larger budget, and higher profile projects. Jobs duties will include but are not limited to:</p> <ul style="list-style-type: none"> ● Fully understands Power Gen safety program and requirements; looks for and resolves unsafe situations; models safe behavior through personal actions and project leadership

	SENIOR PROJECT MANAGER (50216542)
	<p>efforts; holds themselves and others accountable for safety; and contributes to Power Gen's safety programs.</p> <ul style="list-style-type: none"> ● Provides leadership, coaching, technical direction, oversight and quality control for assigned projects; also provides knowledge transfer and assistance to many technical and/or project management employees and teams. ● Leads and applies extensive knowledge in project management efforts for multiple complex and/or large generation projects that can be discipline specific, multi-discipline, programmatic in nature, or related to water rights management. ● As assigned, may perform water rights management, including interpreting, preserving, investigating, tracking, records management, permitting, licensing, filing and responding to protests and complaints, reviewing and responding to water right applications and other filings by entities other than PG&E, preparing and providing expert witness testimony, representing PG&E in regulatory and other proceedings, providing internal expert counsel and direction, reviewing and payment of water right fees, and other tasks related to water rights. ● Develops and/or evolves standards and specifications. ● Proactively controls scope, schedule, cost, and quality of a large portfolio of projects throughout the asset life cycle. ● Interprets, applies, and educates others in applicable industry standards, regulations, and statutes. ● Provides extensive knowledge and guidance to others in start-up testing, inspections, and condition assessment; actively supports complex and/or large project start-up tests and field inspections. ● Assesses project objectives for feasibility and recommends alternatives where applicable. — Provides guidance to engineering on producing complex risk and alternative analyses, studies and conceptual designs for presentation to project sponsor — May provide independent oversight and administration of EPC contracts — Develops and champions company-wide best practices — Makes presentations to PG&E Officers, various agencies, and the public as appropriate — Mentors and provides guidance to less experienced team members — Uses knowledge of hydro systems to take a lead role in long term planning
Scope	<p>Manages multiple complex issues and projects and resolves problems of complex scope. Supports others on programmatic solutions, process improvements, regulatory relations, contracting strategies, and very large and/or complex projects. Assignments regularly provide an opportunity for creative or non-standard approaches. Under limited general direction, independently plans and conducts work to meet assigned general objectives. Work may be reviewed upon completion; solutions may provide an opportunity for future creative/non-standard approaches.</p>
Interaction	<p>External contacts primarily include directing project related work and contract administration with contractors and vendors; provides information to third parties (for example, government, regulatory or community groups), conducts discussions with external stakeholders, obtains approvals from regulatory agencies; and interacts with industry associations. Internal contacts are primarily with Power Gen personnel, including O&M clients and project team members, and PG&E internal services organizations. The Senior Project Manager directs project related work, discusses and reports progress, exchanges and coordinates information, manages meetings and provides appropriate documentation. May provide technical guidance and/or oversight of work to less experienced team members.</p>
Job Qualifications:	
Education	<p>A 4-year Bachelor's Degree in Engineering, Construction Management, or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US. MS Degree in Engineering, Construction Management, scientific discipline or MBA is desirable.</p> <p>Or 13 years of experience in significant related work experience in lieu of educational requirements.</p>
Licenses / Certifications	<p>PMP certification is required. Current and active California PE license desired. Valid driver's license.</p>

	SENIOR PROJECT MANAGER (50216542)
Experience	Mastery of the Journey level Project Manager job duties and demonstrated knowledge, leadership, and ability to perform the basic duties of the Senior level Project Manager. Meets specific technical requirements gained through a minimum of ten years of cumulative experience in project engineering, design, and construction (or water rights, as applicable); at least five of which must be in generation or heavy industry.
Knowledge / Abilities	<p>Knowledge/abilities of Associate and Journey level Project Manager and in addition:</p> <ul style="list-style-type: none"> — Demonstrated ability to lead multiple medium to large scale complex projects; provide resolution of complex technical and/or contractual issues; and/or provide Project Management on multiple projects with complex scope requiring non-standard approaches; without supervision. — Demonstrates extensive knowledge of the generation industry, including extensive understanding of design, construction, and/or operation of rotating machines, and experience interpreting applicable codes, standards, regulations, and practices. — Demonstrated application of extensive project management skills, including seasoned and experience-based judgment and organizational savvy in applying and adapting traditional project management techniques. — Demonstrates extensive contracting knowledge and contract negotiation and management skills. — Demonstrates excellent verbal and written communication skills; utilizes a variety of styles to connect with the intended audience; able to present complex information to upper management on a variety of topics. — Builds consensus around complex and controversial project & technical issues and successfully persuades others to act on agreements reached. — Track record of ensuring high quality work by self and others on project team and overseeing work of less experienced team members. — Experienced in integrating industry knowledge and best practices into everyday business practices and decision making; provides others with interpretation and guidance on industry standards and regulations. — Fully understands PG&E's financial and business policies & practices, and provides guidance and oversight to incorporate into day-to-day activities. — Ability to identify trends over multiple projects or years and take needed action to initiate practical system-wide improvements, provide recommendations, develop implementation plans, and lead implementation. — Track record of working to further their own professional development through industry associations & conferences, technical workshops, trade publications, and additional formal education, and of mentoring less experienced project team members. — Demonstrates extensive knowledge and abilities related to water rights and ability to apply to PG&E's water rights.

	JOURNEY LEVEL LICENSE PROJECT MANAGER (50262563)
Summary	<p>This is a journey level License Project Manager job that is responsible for managing one or more moderately large and complex regulatory projects ("license projects") related to the Federal Energy Regulatory Commission (FERC) licenses and associated lands for the Company's extensive hydroelectric system. The position may also manage license projects for emerging technologies such as wave and tidal. "Complex" refers to the overall character of a license project compared to other license projects, and includes consideration of project size, asset value, issues and risk to the Company, cost, number of external stakeholders, etc. The position helps assure the Company's license projects are managed in compliance with applicable regulation and laws to provide reliable and cost-effective service to our customers while achieving sound environmental stewardship, a high level of social responsibility, positive stakeholder relationships and an outstanding public and employee safety record. Types of projects managed include original licenses, relicensing, license surrender, decommissioning, license transfer, major license amendments, transition to license implementation, non-routine license implementation projects, license-related programs, land conservation programs and other license-related projects. The position may also act as an assistant project manager on larger, more complex license projects. The position uses independent judgment in applying project</p>

	JOURNEY LEVEL LICENSE PROJECT MANAGER (50262563)
	<p>management and regulatory concepts, principles, and practices working with minimal supervision. The position works with License Coordinators, other Project Managers, Project Analysts, Lawyers, Business Planners, Project Engineers, scientists, operating personnel, construction personnel, other business partners, contractors, and others in managing license projects. Responsibilities include, but are not limited to the traditional project management responsibilities of defining project scope and objectives; developing project teams; and leading projects from inception through closeout. Additional responsibilities specific to license projects include, but are not limited to developing project strategy; representing the project to external project participants, including resource agencies, non-governmental organizations, and other third parties; and negotiating agreements with these external project participants. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work.</p>
Job Duties:	<p>Job duties will vary by assignment. Job duties include, but are not limited to:</p> <ul style="list-style-type: none"> — Manages license projects including, but not limited to original licenses, relicensing, license surrender, decommissioning, license transfer, major license amendments, transition to license implementation, non-routine license implementation projects, license-related programs, land conservation programs and other license-related projects — Leads projects from inception through closeout — Performs traditional project management duties including, but not limited to: <ul style="list-style-type: none"> ○ Defines project scope and objectives ○ Plans, prepares and manages project cost estimates, economic analyses, job authorizations and annual budgets ○ Plans, prepares and manages cost plans, schedule plans and resource plans ○ Monitors and manages the project scope, schedule and cost ○ Establishes and manages project teams with agreed upon roles and responsibilities ○ Obtains commitments on detailed work plans including schedule, cost, resource, contingency and communication plans ○ Obtains management approvals as needed ○ Ensures project documentation is maintained ○ Proactively identifies, analyzes, addresses and corrects project variances and performance issues ○ Communicates project status on a regular basis to management and other stakeholders ○ Assesses project risk and formulates mitigating contingency plans ○ Provides guidance to and works with internal and external project team members ○ Coordinates with other lines of business internal and external to Power Generation to ensure project activities meet appropriate criteria, quality, and job scope. ○ Coordinates project activities among disciplines — Identifies and communicates lessons learned and best practices — Solicits, prepares, and evaluates proposals from contractors; awards, administers and manages contracts — Manages the integration of contractor tasks, and tracks and reviews contractor deliverables — Interprets and applies applicable laws and regulations — Plans, prepares and files reports, regulatory filings and other documents — Manages and approves reports, regulatory filings and other documents prepared by others — Represents project to external project participants including regulatory agencies, non-governmental organizations and other third parties — Use SAP for required job duties <p>Works with Supervisor to:</p> <ul style="list-style-type: none"> — Prepare written and verbal project communications with regulatory agencies, non-governmental organizations and other third parties — Manage relationships with external project participants including regulatory agencies, non-governmental organizations, contractors, and other third parties — Negotiate project agreements with regulatory agencies, non-governmental organizations and other third parties

	JOURNEY LEVEL LICENSE PROJECT MANAGER (50262563)
	<ul style="list-style-type: none"> — Develop project strategies — Monitor and adopt changes in industry, laws, and regulation related to hydropower
Scope	Manages one or more moderately complex license projects and resolves problems of moderately complex scope. Assignments typically require standard solutions, but may include a moderate level of innovation. Under general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.
Interaction	Internal contacts are with Power Generation personnel, Law Department, and other service organizations, and typically include directing project related work, reporting and discussing project matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts, which typically involve discussion with more senior Project Managers or Supervision in advance, are with contractors, regulatory agencies, non-governmental organizations, and other third parties. Contacts with contractors typically include directing project related work, and discussing contract administration and results. Other external contacts typically include reporting and discussing project matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating. Provides guidance to team members. May partner with internal or external stakeholders to solve problems or explore alternative solutions.
Job Qualifications:	
Education	A 4-year BS/BA Degree in Engineering*, Project Management, Regulatory Policy, Resource Management, Biological or Ecological Science, Law, Business or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US required. Advanced degree in same fields desired. * See Pay Band table for difference in compensation for individuals with or without Engineering degree or license.
Licenses / Certifications	Engineering or Project Management Professional certification desired. Valid driver's license.
Experience	Mastery of Associate level Project Engineer or Journey level License Coordinator job duties or applicable equivalent, and demonstrated knowledge and ability to perform the basic duties of the Journey Level License Project Manager. Meets specific knowledge/ability requirements gained through a minimum of three years of cumulative experience in project engineering, Journey level license coordination, or applicable equivalent.
Knowledge / Abilities	Demonstrates knowledge and abilities required for the Associate level Project Engineer, Journey level License Coordinator or equivalent and also: <ul style="list-style-type: none"> — Prioritizes, plans, and develops solutions for moderately complex projects. — Approaches and plans work in an organized manner to meet project commitments. — Shows initiative and takes action proactively. — Coordinates well with others, and has basic understanding of the roles and responsibilities of License Project Managers. — Able to work with limited supervision and guidance to meet project commitments. — Able to work with internal and external stakeholders. — Able to understand and implement the requirements of interfacing disciplines. — Demonstrates informed judgment when making decisions and recommendations. — Uses judgment in applying project management and regulatory principles and techniques to determine cost effective and practical solutions. — Ability to manage and complete several license projects concurrently, depending on scope and complexity. — Accurately interprets applicable laws, standards and regulations and educates others. — Can provide thorough analysis of issues and justification of recommendations. — Takes ownership of problems and their solutions. — Demonstrates ability and desire to effectively engage others, including external stakeholders, in discussion and present clear and well-reasoned positions for desired ideas and proposals.

	JOURNEY LEVEL LICENSE PROJECT MANAGER (50262563)
	<ul style="list-style-type: none"> — Able to collaboratively negotiate and build consensus with external parties and reach agreement on moderately complex issues. — Sees the big picture. Understands organization and individual roles. Journey level strategic and critical thinking skills. Able to develop and implement strategies and tactics to address moderately complex issues. — Demonstrates ability to make clear, persuasive presentations of basic information in internal and external settings. — Demonstrates ability to organize ideas and communicate effectively orally and in writing both informally and in formal business settings. Communications demonstrate strategic and critical thinking skills. Demonstrates ability to craft effective correspondence, reports, filings, applications, agreements and proposed license conditions. — Shares information and lessons learned with co-workers to promote efficient learning and development within the organization. Helps train and mentor project team members and others. — Demonstrates ability to develop and maintain constructive relationships with individuals and teams both internally and externally including with difficult individuals. — Has received formal project management training. Able to effectively develop and manage moderately complex license projects, parts of complex license projects; Demonstrates ability to achieve project objectives on schedule and within authorized cost. — Demonstrates ability to understand and correctly interpret regulations and requirements, meet difficult time constraints, meet all regulatory requirements and maintain accurate, timely compliance records. Understands and helps develop and implement project strategies. Proficient at achieving desired project results. — Demonstrates ability to understand complex regulatory, operations and maintenance, engineering, and environmental issues; develop, evaluate and support alternatives and concerns; and prepare well organized presentations and documentation of results. — Knowledgeable about current hydro issues, seeks deeper understanding of issues. — Understands and is able to apply contract principles, able to develop bid packages, evaluate proposals and effectively manage moderately complex contracts — Understands Company basic financial and business policies and practices. Able to prepare cost estimates, perform economic analyses, and prepare project justifications for moderately complex projects. — Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps. — Proactively evolves license coordination and project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education.

	SENIOR LEVEL LICENSE PROJECT MANAGER 50262564)
Summary	<p>This is a senior level License Project Manager job that requires mastery of the Journey License Project Manager job duties and is responsible for managing one or more high profile and complex regulatory projects (“license projects”) related to the FERC licenses and associated lands for the Company’s extensive hydroelectric system. The position may also manage high profile and complex license projects for emerging technologies such as wave and tidal. “Complex” refers to the overall character of a license project compared to other license projects, and includes consideration of project size, asset value, issues and risk to the Company, cost, number of external stakeholders, etc. The position applies extensive knowledge of, and skills in, project management and regulatory concepts, principles, and practices to manage complex regulatory projects and resolve complex problems with only general direction. Additional responsibilities beyond the Journey level License Project Manager include, but are not limited to, the following: providing leadership, coaching, training, technical direction, oversight, quality assurance, knowledge transfer and assistance to Journey level License Project Managers, other employees and teams; delivering high profile presentations in challenging external settings; leading team meetings on complex project issues; interpreting laws, regulations and standards for broad use; taking a lead role in managing external relationships with regulatory agencies and</p>

	SENIOR LEVEL LICENSE PROJECT MANAGER 50262564)
	third parties that may extend beyond single projects; taking a lead role in developing project strategies; developing or assisting in the development of new or updated project management processes, systems, guidelines and standards; taking a lead role in monitoring and adopting changes in the industry, laws, and regulation related to hydropower; and participating in external industry forums. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work.
Job Duties:	<p>Performs functions of Journey level License Project Managers, but for more high profile and complex projects. Also performs job duties listed below. Job duties will vary by assignment.</p> <p>Additional Job duties include, but are not limited to:</p> <ul style="list-style-type: none"> — Leads, coaches, directs and assists employees and teams on project management issues. May act as a mentor to Journey License Project Managers — Provides regulatory project management support to other departments — Manages one or more high profile and complex license projects as may be assigned — Develops or assists in the development of new or updated project management processes, systems, guidelines and standards <p>Works with Supervisor to:</p> <ul style="list-style-type: none"> — Negotiate with regulatory agencies, non-governmental organizations and other third parties on complex project issues that may affect more than one project — Take leadership role in managing external relationships with regulatory agencies, non-governmental organizations, contractors and other third parties — Take leadership role in developing project strategies — Take a leadership role in monitoring and adopting changes in industry, laws, and regulation related to hydropower — Participate in external and industry forums
Scope	Manages one or more high profile and complex license projects and resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed in process and upon completion; solutions may provide an opportunity for creative/non-standard approaches.
Interaction	Internal contacts are with Power Generation personnel, Law Department, and other service organizations at the senior and management level, and typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts, which may involve discussion with Supervision in advance, are with contractors, regulatory agencies, non-governmental organizations, and other third parties at the senior staff level. Contacts with contractors typically include directing work, discussing contract administration and results. Other external contacts typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating. May provide direction to less experienced License Project Managers and other team members. May partner with internal or external stakeholders at the senior staff level to solve problems or explore alternative solutions.
Job Qualifications:	
Education	<p>A 4-year BS/BA Degree in Engineering*, Project Management, Regulatory Policy, Resource Management, Biological or Ecological Science, Law, Business or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US required. Advanced degree in same fields desired.</p> <p>* See Pay Band table for difference in compensation for individuals with or without Engineering degree or license.</p>
Licenses / Certifications	Engineering or Project Management Professional certification required. Valid driver's license.

	SENIOR LEVEL LICENSE PROJECT MANAGER 50262564}
Experience	Mastery of the Journey level Project Engineer or License Project Manager job duties, or applicable equivalent, and demonstrated knowledge and ability to perform the basic duties of the Senior level License Project Manager. Meets specific knowledge/ability requirements gained through a minimum of six years of cumulative experience in regulatory project management.
Knowledge / Abilities	<p>Demonstrate knowledge and abilities required for Journey level License Project Manager and also:</p> <ul style="list-style-type: none"> — Demonstrates ability to handle multiple high profile, large budget, and complex license projects without supervision. — Demonstrates good presentation skills including knowledge transfer presentations. — Able to lead license project management teams including outside contractors. — Successfully completes assignments of broad scope and complexity. — Able to integrate information from a variety of sources. — Demonstrates ability and desire to effectively engage others, including external stakeholders, in discussion and present clear and well-reasoned positions for complex ideas and proposals. — Demonstrates ability to collaboratively negotiate and build consensus with external parties and reach agreement on complex and difficult issues — Sees the big picture. Deep understanding of department and individual roles. Strong strategic and critical thinking skills. Demonstrates ability to develop and implement strategies and tactics to address complex and difficult issues — Demonstrates ability to make clear, persuasive presentations on complex issues in large internal or external settings that may be difficult or contentious. — Demonstrates strong ability to organize ideas and communicate orally and in writing on complex topics informally and in formal business settings both internal and external. Communications demonstrate strong strategic and critical thinking skills. Demonstrates skilled ability to craft effective correspondence, reports, filings, applications, agreements and proposed license conditions. Able to critically review communications prepared by others. — Seeks opportunities to share information and lessons learned with co-workers to promote efficient learning and development within the organization. Helps train and mentor Journey License Project Managers and others. — Demonstrates ability to develop, maintain and nurture constructive relationships with individuals and teams, internally and externally in the face of adversity. Acts as a positive influence on internal and external team dynamics to achieve more effective outcomes. — Demonstrates ability to effectively develop and manage multiple, complex license projects. Demonstrates ability to effectively balance priorities, maintain an efficient team organization and achieve project objectives on schedule and within authorized cost. Demonstrates ability to continually evaluate engineering, operations and maintenance, environmental, regulatory and strategic options and make effective adjustments as conditions change. — Demonstrates ability to understand and correctly interpret complex regulations and requirements, meet difficult time constraints, meet all regulatory requirements and maintain accurate, timely compliance records. Demonstrates ability to develop and implement effective regulatory strategies. Expert at achieving desired regulatory results. Assists in industry and legislative and regulatory matters. — Demonstrates ability to understand complex regulatory, operations and maintenance, engineering and environmental issues; independently develop, evaluate and support creative solutions, alternatives and concerns; prepare and present clear, well-organized presentations and documentation for internal and external decision makers. — Highly knowledgeable about current hydro issues, seeks deeper understanding of issues, and interacts effectively with other industry representatives and organizations. — Understands and able to apply advanced contracting principles. Demonstrated ability to develop bid packages, evaluate proposals, award contracts and effectively manage large and complex contracts. — Understands Company financial and business policies and practices. Demonstrates ability to prepare complex cost estimates, perform complex economic analyses, prepare

	SENIOR LEVEL LICENSE PROJECT MANAGER 50262564)
	<p>complex project justifications, and to critically review those prepared by others. Demonstrates ability to make effective financial and business presentations.</p> <ul style="list-style-type: none"> — Able to identify gaps between current business practices and stated objectives and takes the lead for process improvements to address gaps. — Proactively evolves license coordination and project management skills and knowledge through industry associations & conferences, technical workshops, trade publications, and additional formal education.

	JOURNEY LEVEL PROJECT MANAGEMENT ANALYST (50216537)
Summary	<p>This is a Journey level Project Management Analyst who works with the direction of more senior PM Analysts, Project Managers, Project Engineers, Business Planners and a supervisor. The position provides project oversight, control and analysis for capital and expense improvement projects and/or FERC relicensing and license compliance projects for hydro power and/or fossil fired and infrastructure facilities. Multiple projects are supported simultaneously. The position requires a thorough understanding of project cost and schedule controls and project management methodologies, strong computer skills, and enhanced verbal and written communication skills. Employee works independently with general direction and applies judgment to set priorities and complete tasks. Responsibilities may include Privileged and Confidential work.</p>
Job Duties:	<p>Position responsibilities include assisting project leads (Project Managers and Project Engineers) with management and successful completion of projects, on time and within budget, and assisting supervisors and managers through analysis and reporting on projects and programs. Job duties may vary by assignment but demand more in depth skill and knowledge, involve more complex projects and analysis and greater autonomy as skill and experience develop. Duties for Journey level PM Analysts are completed under general direction from project leads and supervisors; complexity and autonomy of assignments increase as an employee gains more experience and expertise. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> — Assist project leads as needed to obtain management approval of projects and budgets, including independently drafting and developing project authorization requests, cost estimates, economic analyses, project justification, and other supporting documents some direction from project lead and other team members. — Efficiently and accurately perform monitoring and analysis functions for the various projects. Work in collaboration with project leads and project teams to develop and maintain project schedules and monitor cost status and forecasts. Analyze schedule start and duration variances. Perform targeted SAP queries to extract financial performance data. — Maintains written and electronic project documentation and records for required aspects of the project in accordance with established guidelines and requirements. — Maintains order groups by managing orders from inception through completion and closure. — Analyze and trend cost and schedule variances against authorized and budgeted cost plans. Alert team when corrective actions are needed, including anticipating future problems based on trends. Analyze actual charges to validate their correctness and appropriateness, and take corrective measures when appropriate. Provide project leads and project team members with status information and milestones that will ensure timely decisions that will take advantage of changing circumstances and resource availability. — Independently prepare and maintain project status reports, programmatic spreadsheets, project database updates and various management communication reports (in coordination with project lead). Recommends and implements improvements to these systems. — Assist project leads with procurement and contracting activities including but not limited to drafting of contract documents under direction of project lead; work directly with contractors to resolve errors and questions concerning invoices. — Recommend improvements to assist in maintaining and updating Project Management Guidelines, including recommending process improvements. Assist in updating Project Management website. — Proactively support attaining Departmental objectives.

	JOURNEY LEVEL PROJECT MANAGEMENT ANALYST (50216537)
	<ul style="list-style-type: none"> - Assist project leads with coordination and documentation of project kickoff meetings, walk downs, lessons learned meetings, and design review meetings. Occasionally stand in for project lead when he or she is not available. - Mentor newer employees and assist in training and developmental functions. - Will support management on analyst related job duties as needed.
Scope	Supports multiple projects by providing cost and schedule reporting and analysis and other project documentation. Assignments typically require proficiency with company systems and analysis techniques and require some direction from project leads and supervisor. Work progress is reviewed occasionally for technical accuracy and adequacy in process and upon completion. Represents project lead when he or she is not available. May provide guidance and/or review of work of less experienced team members. May partner with internal or external stakeholders to solve problems or explore alternative solutions.
Interaction	External contacts primarily include project related work and support contract administration with contractors and vendors. May include some interaction with agencies or non-governmental organizations. Internal contacts are primarily with Power Gen personnel, including O&M clients, business planners, project team members, and PG&E internal services organizations and typically include supporting project related work, documenting and reporting progress, exchanging and coordinating information, documenting meetings and providing appropriate documentation.
Job Qualifications:	
Education	A 4-year BS/BA Degree in Engineering, Construction Management, a scientific discipline, economics, finance or business administration from an accredited curriculum in the US or the equivalent from outside the US is required. A minimum of 5 years of applicable work experience (such as in accounting, construction management, project scheduling or controls) with responsibilities similar to those required for this classification is acceptable in lieu of formal education.
Licenses / Certifications	Project Management Certification desired.
Experience	Meets specific technical requirements gained through education or experience as specified above.
Knowledge / Abilities	<p>Demonstrates knowledge and as described below:</p> <ul style="list-style-type: none"> - Strong computer skills, including competency with SAP, MS Word and Excel; competent with databases and project scheduling software. - Able to complete assignments independently and meet commitments based on general direction including when tasks are complex and require experience based judgment to accomplish. - Able to support several projects concurrently, prioritizing tasks appropriately depending on the needs of respective projects. - Applies sound knowledge of project management concepts, principals, practices, and requirements for power generation assets to help with development and documentation of project scopes and implementation plans. - Can create and provide detailed analysis of cost and schedule reports and is able to identify key information. - Demonstrates experienced judgment when making decisions and recommendations; uses technical & business judgment to determine cost effective and practical solutions. - Able to function as a Journey level Project Management analyst on multiple large and moderately complex projects, and is able to develop CPM schedules, detailed cost plans, project resource plans, and project authorization and justification documentation for these projects. - Able to communicate a variety of topics effectively; and utilize a variety of styles in order to connect with the intended audience; able to present moderately complex project information in informal and formal group settings; promotes greater understanding by providing background information and analysis rational. - Demonstrates strong proficiency in written and verbal communication skills. - Able to facilitate routine project meetings & walk downs. - Understands PG&E's basic financial and business policies and practices, and is able to apply them appropriately to the cost estimating, economic analysis, justification, and approval of small to

	JOURNEY LEVEL PROJECT MANAGEMENT ANALYST (50216537)
	<p>moderately complex projects. Proficiency with company systems including but not limited to SAP, EDRS, and SRM.</p> <ul style="list-style-type: none"> -Track record of Identifying process improvements, and taking ownership of problems and their solutions. -Able to mentor less senior employees and demonstrate ability to assist in training and development of technical skill sets with others. -Applies sound judgment, forward thinking, takes initiative, and acts as a team player when performing job function.

	EXPERT PROJECT CONTROLS ANALYST (51731345)
Summary	<p>The Expert Project Controls Analyst job requires mastery of the Scheduling or Earned Value discipline and skills. This position is responsible for providing technical standards, strategy and implementation support for the Earned Value and Scheduling systems and functions, and handles complex problems and issues. The Expert Project Controls Analyst is a recognized expert within their area of project cost analysis, identifies opportunities and brings in ideas to help improve company performance and applies extensive knowledge of concepts, principles, and practices to resolve complex problems with only minimal guidance.</p>
Job Duties:	<p>Is able to perform the job duties of a Senior level Project Controls Analyst. As assigned, additional job duties include:</p> <ol style="list-style-type: none"> 1. Support the development of Earning Rules / and Baseline Schedule Templates 2. Assist in tracking and reporting work stream portfolio trend analysis 3. Identify, provide recommendations and lead improvements or corrective action to program 4. Train and mentor less experienced PCA's, provide guidance and assistance 5. Help develop and implement earned value and portfolio schedule strategies 6. Manage complex 2,000-10,000 line item schedule 7. Understand and keep track of granularity of PG&E and third party contractor schedules. Create and maintain complex integrated schedules including import of contractor schedules, functional schedules and schedule data from codependent projects. Ensure horizontal and vertical integration of master schedules. <ul style="list-style-type: none"> ○ Create contractor scheduling specifications for bid packages to facilitate contractor schedule integration into Master Integrated Schedules including definition of key milestones, activity naming and calendar conventions, contractor baseline requires, and contractor schedule of payments based on weekly and/or monthly ○ Review contractor schedule submissions and PG&E generated schedules for accuracy, unapproved baseline changes, legitimacy of delay and scope change claims 8. Use tools to manage Schedule Change (Claim Digger or equivalent). Identify and evaluate changes made to different versions of the same schedule. Compare schedules, perform impact analysis and document delays to the schedule. 9. Works across multiple cross functional work streams to generate comprehensive solutions 10. Interact with Managers and or Directors to influence, design and implement processes 11. Create detailed plans with limited information including WBS structure and core logic 12. May maintain, utilize and mentor other PCA's regarding ANSI/EIA-748-Compliant Earned Value Management systems and procedures for project management organizations

Scope	Resolves problems of complex scope. Assignments may require complex solutions. Works independently with limited feedback from supervisor. Expected to apply creative solutions, techniques and approaches to work assignments. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions.
Interaction	Assists lower classification Project Controls Analysts and works with the supervisor. Interacts with Managers and or Directors to influence, design and implement processes. Internal contacts include project team members and company management across various departments. Has specialized technical expertise and provides information and training as appropriate in the assigned specialized area.
Knowledge / Abilities	Demonstrates knowledge and abilities required for the Journey and Senior level Project Controls Analyst and also: Able to handle multiple large and complex projects without supervision and serve as team leader. Provide leadership, direction, and assistance to project team. Successfully negotiate cost effective solutions beneficial to our customers and PG&E. Complete complex assignments with few or no precedents or standards. Apply extensive knowledge of concepts, principles and practices in a specific field or area of expertise to resolve complex problems. Demonstrates strong technical and communications skills.
Job Qualifications:	
Education	A 4-year BA or BS Degree from an accredited curriculum in the US or the equivalent from outside the US.
Licenses / Certifications	Project Management Professional (PMP) certification and maintenance. Current Earned Value Professional (EVP) or Project Scheduler Professional (PSP) Certification by AACEI, depending on specific position being filled: PSP for Expert PCA in Scheduling, EVP for Expert PCA in Earned Value. Must pass PG&E-ESC developed competency assessment.
Experience	Mastery of the Journey, and Senior level Project Controls Analyst job duties and demonstrated knowledge and ability to perform the duties of the Expert Level PCA. Meets specific technical requirements gained through a minimum of 7 years as a Project Controls Analyst (including Sr. PCA) or 12 years of PG&E relevant experience or 14 related industry experience.

	JOURNEY PROJECT CONTROLS ANALYST (50208709)
Summary	A journey level Analyst position that provides support to Associate to Journey Project Manager level distribution and/or transmission projects (per Project Types table) with minimal guidance of the Project Manager/PCA Supervisor. . If assigned, may perform functions in the Project Support Function; the Central Data Management Function; and/or the Central Financial Analysis Functions
Job Functions	Project Support Functions
	<p>Schedule Development and Analysis:</p> <ul style="list-style-type: none"> ● In coordination with Project Manager develop project schedule and cash flow/forecast plans with functional department input. ● Attend Project and Job kickoff and walk down meetings. ● Create, maintain and update schedules. ● Document, monitor and communicate project milestones and risks with appropriate stakeholders. ● Participate in project status meetings, collect progress data and revise project plan as needed. ● Monitor financial progress and maintain Project Manager's order group. Develop, maintain and control project schedule plans using appropriate software (for ex: SAP Project System, SAP Work Management System, and MS Project). <p>Cost Plan Development and Analysis:</p>

- Use the cost and schedule plan to determine if project objectives are achievable.
- Create, maintain, and update monthly forecast budgets.
- Prepare various cost reports and maintain forecast accuracy. Prepare project performance analysis, cost, and schedule status reports. Identify cost and schedule variances from objectives and recommend corrective action.
- Assess and report on project performance using established industry standards.
- Ensure that responses to project budget, and GRC or FERC cost requests reflect accurate and current project cost information and stakeholders are in concurrence.
- Provide regular communication on project cost, schedule and risk status to project team members, stakeholders and public.
- Interface with design and planning resources and software systems.
- Review and assist in the preparation of Advance Authorizations, Job Estimates and Re-Authorizations and assist PM in routing for approval.
- Prepare journal entries and coordinate or process goods receipts in current software system.
- Ensure that responses to budget and cost requests reflect correct project cost information and stakeholders are in concurrence.
- Input data into various programs and prepare various cost and forecasting reports.

Project Documentation & Reporting:

- Verify that project cost and schedule milestones were/were not attained and provide input to identify future process or business improvements and work with responsible parties to implement.
- Manage orders from inception through completion and all required documentation is entered in current software system (Ex: EDMS).
- Resolve all open items, ensure compliance requirements are met and settlement rules are entered, and close out order.
- Maintain scope change, contingency release, change order, and journal entry logs.
- Maintain written and electronic project documentation and records for required aspects of the project: Maintain project files in accordance with established guidelines and requirements (Ex: utilizing the electronic document management system or EDMS).
- Document change order requests, project status, key issues, risks and resolution, priority changes and approvals.
- Provide Project Manager with monthly report of project costs and/or schedule information including variance analysis according to an agreed upon level of detail and prioritization.
- Provide Project Team members with current status report containing schedule and cost information. Comply with Utility Operations Policies, Standards and Guidelines.
- Assist PM with Post Job Critique.

Central Data Management Functions

Data Management

- Maintain Construction Management Databases for tracking Operational Metrics.

Quality and Analysis

- Prepare various monthly and weekly project management reports and report performance reports to management group including scorecards.
- Ensure quality of reports for the department, to report out to stakeholders.
- Validate weekly and monthly data sets.
- May provide support to project manager(s) as necessary

System Support

- Provide technical support for the job status system (e.g. CMP), for the Department.

Special Projects

- Fulfill ad hoc requests for cost-related data and analysis
- Participate on (or lead) various process improvement initiatives, within Project Services.

Central Financial Analysis Functions

	<p>Project Budget & Cycle Forecast Monitoring/Reporting:</p> <ul style="list-style-type: none"> ● Prepare various monthly and weekly project performance reports— budget and cycle forecast reports; and finance status reports, utilizing the financial tracking software (e.g. SAP/BW system and PMD). ● Coordinate and work with all stakeholders, on creating new reports, that best measure and support good business decisions, to meet the Year End Annual Budget target. ● Coordinate and summarize project cycle forecast variance explanations, for the department, to report out to stakeholders. ● Ensure that all responses to budget, quarterly cycle requests reflect accurate and current project cost information and stakeholders are in concurrence. ● Post and update all the project performance; budget and cycle forecast; and status reports on the Project Management website. <p>Financial and Performance Management:</p> <ul style="list-style-type: none"> ● Monitor, analyze and report out on the Department's Forecasting Performance, with weekly performance reports, utilizing the financial tracking tools (e.g. SAP/BW). ● Analyze financial results on a monthly basis, providing explanations of significant cost drivers to PM Leadership— reports such as the Green-Red Scorecard and Lessons Learned Reports.
<p>Knowledge / Abilities</p>	<p>DESIRED:</p> <ul style="list-style-type: none"> ● Experience with appropriate software tools, currently SAP Work Management, Controlling Orders, Planning Orders, and BW ● Project Management, Project Controls, or Construction Management experience ● Risk Management and Earned Value Analysis experience ● Accounting/budgeting knowledge ● Mathematical skills ● Forecasting skills
<p>Qualifications</p>	<p>A bachelor's degree from an accredited college or its equivalent in education and experience. Must include minimum 1 year experience in an electric or gas transmission and/or distribution business operations area, business planning, accounting, finance, construction management and/or project management. Two years' experience if hired externally. Certified Associate in Project Management (CAPM) Project Management Professional (PMP) Certification desired.</p>

	<p style="text-align: center;">SENIOR PROJECT CONTROLS ANALYST (50208709)</p>
<p>Summary</p>	<p>A senior level analyst position able to work and to provide analytical support on any distribution and transmission projects. The Senior Analyst will have excellent computer skills and knowledge of the various tools and software of Project Services. If assigned, may perform different functions in the Central Data Management or Financial units.</p>
<p>Job Functions</p>	<p>May perform all the functions of the Journey Project Controls Analyst and in addition:</p> <p style="text-align: center;">Project Support Functions</p> <p>Schedule Development and Analysis:</p> <ul style="list-style-type: none"> ● Attend, actively participate and at times assist in leading the project and job kick-off and walk down meetings ● Lead the project team to develop project plans ● Educate and ensure team members understand and utilize appropriate project accounting. Conduct project status meeting, collect progress data and revise project plan, as needed. ● Use the schedule plan as the basis for developing, maintaining and controlling the cost plan. Manage project forecast by collecting, coordinating, monitoring and tracking project forecasts from project players, vendors and contractors to ensure that expenditures are within the agreed-upon costs. ● Provide cost variance explanations to program managers or planners when necessary ● Work in collaboration with the Project Manager and project team to develop, maintain and control project schedules.

- Analyze schedule start, completion, and duration variances utilizing the baseline schedule as the approved plan. Identify schedule variance and provide Project Manager with recommendations for corrective actions.
- Perform Earned Value analysis for assigned projects with regard to project schedule.

Cost Plan Development and Analysis:

- Analyze and trend cost variances by comparing the current cost plan against the actual cost to date.
- Forecast costs to completion up to approved or authorized cost budget amount.
- Identify cost variances and investigate suspicious charges and provide recommendations for corrective action. Analyze and validate actual charges to project orders and notify responsible individual(s) of cost issues; take corrective actions as necessary.
- Manage controlling orders which may include order creation, order status changes, entry of asset settlement rules, etc. and ensure team members understand and utilize appropriate project accounting.
- Ensure that responses to budget and cost requests reflect correct project cost information and stakeholders are in concurrence.
- Create Work Management System Notifications as needed to identify future work and resources.
- Perform Earned Value analysis for assigned projects with regard to project costs.

Project Documentation & Reporting:

- May provide special reports for supervisor or manager upon request.

Central Data Management Functions

Data Management

- Maintain Project Management and Construction Management databases for tracking Operational Metrics.
- Work with the Project Management Leadership Team to automate data gathering and reporting.
- Act as the point of contact for Project Management group for any Project Management software (e.g. PMD or CMP) updates or modifications to order groups.
- Work with the appropriate departments to resolve issues and implement solutions.

Quality and Analysis

- Provides direction and advice to Project Managers on Project Work Breakdown Structure set-up; Target and Performance reporting; and Project Scheduling.
- Create and maintain Electric Transmission work, in the "SAP Project System" module.

System Support

- Provide technical support for the PMD system, for the Department.
- Provide computer installation advice to the Department.
- Act as the Project Management User Rep, for all new project management software developments and enhancements, that impact Project Management work.

Special Projects

- Coordinate, lead, and participate in meetings, and/or task force teams, in regards to accounting issues, system, or process changes, that impacts Project Management.

Central Financial Analysis Functions

Project Budget & Cycle Forecast Planning:

- Work with Business Planning in preparing the Annual Budget Plan, for all three Project Management Departments — Electric and Gas Transmission, and Distribution.
- Document, monitor, and communicate the Budget plan with appropriate stakeholders.
- Attend all department related planning meetings, and revise project plan, as needed.
- Oversee the Budget planning with appropriate software tools (currently in BW, ensuring the PRJ planning version data is properly rolled up to RES.

	<ul style="list-style-type: none"> • Work with Management Reporting to ensure the PCC rates are accurate and are copied correctly into all planning versions in financial tracking software (SAP/BW). • Act as the point of contact, for Project Management, for financial software (BW) and for Budget forecast planning issues. Work with the appropriate departments to resolve issues and implement solutions. <p>Project Budget & Cycle Forecast Monitoring/Reporting:</p> <ul style="list-style-type: none"> • Set up and maintain SAP Order Groups, and also is responsible to work with Controllers on any process or maintenance changes on the Order Groups <p>Financial and Performance Management:</p> <ul style="list-style-type: none"> • Monitor, analyze and report out on the Department's Forecasting Performance, with weekly performance reports, utilizing the SAP/BW system and Project Management reporting systems. • Analyze financial results on a monthly basis, providing explanations of significant cost drivers to PM Leadership—reports such as the Green-Red Scorecard and Lessons Learned Reports. • Create new and maintain existing BW reports, for use with upper Management, and for Project Manager/Analysts, to review forecast performance. <p>Accounting Support:</p> <ul style="list-style-type: none"> • Single point of contact for all Capital Accounting data requests (Various) • Coordinate the department responses, for Monthly capital accounting data requests such as Plant in Service Report for projects that are operative • Prepare accurate and timing responses to all internal and external accounting/financial data requests, related to T&D project work, including GRC/TO filings to the CPUC. • Reviews Project Services work for compliance with accounting standards (e.g. Capital Accounting Standard, GAAP, FASB, FERC and CPUC requirements). • Researches and resolves accounting and financial issues, impacting Project Services work. • Acts as the Subject Matter Expert on Asset Settlements and the asset management software (e.g. Power Plant). • Reviews for accuracy Job Estimates forwarded to the Central Team. <p>System Support:</p> <ul style="list-style-type: none"> • Act as the User Rep in developing, testing, and troubleshooting technical issues with the financial tracking system (SAP/BW) for the Department. • Create new and maintain existing BW reports, for use with upper Management, and for Project Manager/Analysts, to review forecast performance • Serves as the Department Hot Line, for resolving technical bugs and systems errors. This involves working with programmers in ISTS; developing and testing solutions; or creating new financial tracking (BW) reports; and communicating resolutions. • Develop and provide training on financial tracking software (SAP/BW) to the Department. • Act as the Project Management User Rep, for all new project management and financial software (SAP) developments and enhancements, that impact Project Management work.
Qualifications	<p>A bachelor's degree from an accredited college or its equivalent in education and experience, plus 5 years as a Project Controls Analyst; or 7 years PG&E experience in an electric or gas transmission and/or, distribution business operations area, business planning, accounting, finance, construction management and/or project management; or 8 years of related experience if hired externally. Certified Associate in Project Management (CAPM) or Project Management Professional (PMP) Certification required.</p>

	SENIOR LEVEL PROJECT MANAGEMENT ANALYST (50262813)
Summary	<p>This is a Senior level Project Management Analyst who provides support to a broad portfolio of Project Managers, Project Engineers, Business Planners and a supervisor. The position provides project oversight, control and analysis for capital and expense improvement projects and/or FERC relicensing and license compliance projects for fossil fired and/or hydro power and infrastructure facilities. Multiple projects are supported simultaneously. The employee also coaches and</p>

	SENIOR-LEVEL PROJECT MANAGEMENT ANALYST (50262813)
	mentors others, and initiates and leads process improvement efforts. The position requires expert level understanding of project cost and schedule controls and project management, exceptional computer skills, and enhanced verbal and written communication skills. Employee works independently with limited direction and applies judgment to set priorities and complete tasks. Responsibilities may include Privileged and Confidential work.
Job Duties:	<p>Position responsibilities include assisting project leads with management and successful completion of projects, on time and within budget, and assisting supervisors and managers through analysis and reporting on projects and programs. Job Duties will vary by assignment and include those of a Journey level PM Analyst, but demand more in-depth skill and knowledge, involve more complex projects and analyses, and significant autonomy. Duties for Senior level PM Analyst are completed under general direction from project leads and supervisors; complexity and autonomy of assignments increase even further as an employee gains more experience and expertise. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> - Proactively assist project leads to obtain management approval of projects and budgets, including independently drafting and developing project authorization requests, cost estimates, economic analyses, project justification, and other supporting documents with limited direction from project lead. - Coaches less senior PM Analysts in their development and maintenance of project schedules, cost plans, and other project controls. Perform complex and customized SAP queries to extract financial performance data. Develops new tools and templates for other PM Analysts to use in their work. - Provides review, edit and comment upon work products of less senior PM analysts on behalf of the job lead and/or supervisor. - Takes lead in maintaining and updating Project Management Guidelines, including recommending process improvements. - Identifies opportunities to improve analyst tools, methodologies, or processes and proactively works with supervisors or other team members to implements improvements. - Provide mentoring and leadership to less senior PM Analysts to support attaining Departmental objectives. - Assist project leads with coordination and documentation of project kickoff meetings, walk downs, lessons learned meetings, and design review meetings. - May function as project lead on small or short duration projects, and/or when a project lead is away (e.g., on vacation). - Will support management on analyst related job duties as needed.
Scope	Supports multiple projects by providing cost and schedule reporting and analysis and other project documentation. Assignments typically require expert knowledge of company systems and analysis techniques and require very limited direction from project leads and supervisor. Work requires limited review for technical accuracy and adequacy in process and upon completion. Represents project lead when he or she is not available. Routinely provides guidance and/or review of work of less experienced team members. Partners with internal or external stakeholders to solve problems or explore alternative solutions.
Interaction	External contacts primarily include project-related work and support contract administration with contractors and vendors. May include some interaction with agencies or non-governmental organizations. Internal contacts are primarily with Power Gen personnel, including O&M clients, business planners, project team members, and PG&E internal services organizations and typically include supporting project-related work, documenting and reporting progress, exchanging and coordinating information, documenting meetings and providing appropriate documentation.
Job Qualifications:	
Education	A 4-year BS/BA Degree in Engineering, Construction Management, a scientific discipline, economics, finance or business administration from an accredited curriculum in the US or the equivalent from outside the US is required. Or a minimum of 8 years of applicable work experience (such as in accounting, construction management, project scheduling or controls) with

	SENIOR-LEVEL PROJECT MANAGEMENT ANALYST (50262813)
	responsibilities similar to those required for this classification is acceptable in lieu of formal education.
Licenses / Certifications	Project Management Certification highly desired.
Experience	Level of experience required depends on education: If the degree requirement noted above is satisfied, meets specific technical requirements gained through a minimum of 5 years of cumulative experience supporting project engineering, design, and construction, including demonstrated successful leadership of these activities. If degree requirement is not satisfied, 10 years of experience is required.
Knowledge / Abilities	<ul style="list-style-type: none"> -Exceptional computer skills, including expertise with SAP, MS Word and Excel, and with databases and project scheduling software. -Able to complete assignments independently and meet commitments based on limited direction, including when tasks are complex and require significant experience-based judgment to accomplish. -Applies extensive knowledge of project management concepts, principals, practices, and requirements for power generation assets to help with development and documentation of project scopes and implementation plans. -Can create and provide novel and complex analysis of cost and schedule reports and is able to identify key information missed by others. -Demonstrates experienced judgment when making decisions and recommendations; uses technical & business judgment to determine cost effective and practical solutions. -Able to function as a Senior level Project Management Analyst on multiple large and complex projects, and is able to independently develop CPM schedules, detailed cost plans, project resource plans, and project authorization and justification documentation for these projects. -Able to communicate a variety of topics effectively; and utilize a variety of styles in order to connect with the intended audience; able to present complex project information in informal and formal group settings; promotes greater understanding by providing background information and analysis rational. -Able to facilitate and lead cross functional teams for the purpose of tools, processes and methodologies. -Demonstrates mastery of written and verbal communication skills. -Able to facilitate routine and non-routine project meetings & walk downs. -Thoroughly understands PG&E's basic financial and business policies and practices, and is able to apply them appropriately to the cost estimating, economic analysis, justification, and approval of large and complex projects. Demonstrates mastery of company systems including but not limited to SAP, EDRS, and SRM. -Identifies process improvements, and takes ownership of problems and their solutions.

	Sourcing and Contract Specialist, Associate (53170029)
Summary	<ul style="list-style-type: none"> A. Works with internal Line of Business (LOB) clients and the Supply Chain team to source, negotiate, execute and implement contracts for the procurement of goods and services for clients in assigned functional areas. B. Supports governance and compliance of contract approval process from sourcing and contract initiation to contract creation, and through the contract award process. C. Works to enhance client experience with Supply Chain by demonstrating aptitude in driving strategic value and operational excellence to meet client needs. D. Collaboratively works with client partners and Supply Chain team members in developing and amending all types of contracts between PG&E and suppliers, which may include Master Service Agreements. E. The Associate classification is developmental, expected to work with higher level Specialists to develop skills and expertise
Job Duties	<ul style="list-style-type: none"> 1. Creates, reviews, and issues purchase requests (PRs) if needed, purchase orders and simple contracts, regardless of type. Executes up to signing authority. 2. Ensures all PRs, purchase orders and contract documents comply with all PG&E policies, processes and procedures, including federal and state compliance requirements. 3. Manages transactions through the transactional procurement (i.e., procure-to-pay) process, including tracking of requisitions and contract development status, and providing updates on status of PR's when requested. 4. Processes Return Material Authorizations for materials purchases, as needed. 5. Maintains accurate records in procurement systems 6. Works with the Supply Chain team to identify and maintain catalogs in procurement systems. 7. Gather documentation and compliance requirements and approvals to submit new vendor setups and collaborate with stakeholders for supplier profile updates in procurement systems. 8. Engages Women, Minority, and Disabled Veteran business enterprises from among PG&E approved vendors to support supplier diversity goals. 9. Works with the LOB to ensure that contracts can be properly administered.
Knowledge / Abilities	<ul style="list-style-type: none"> ● Ability to learn and become proficient in Enterprise Resource planning/Procurement systems used by PG&E (e.g., SAP, Ariba, etc.) ● Proficient in Microsoft Office (Excel, Word, and PowerPoint) Strong attention to details ● Strong attention to details ● Ability to work in team environment ● Ability to work on multiple issues and tasks ● Possesses general technical knowledge with ability and desire to continue

	<p>increasing business and technical knowledge base (Amended XX/XX/26)</p>
Job Qualifications	<p>BA/BS from an accredited college/university. OR Four (4) years of job-related experience.</p> <p>Job-related experience includes experience in a utility business operations area, contract drafting and negotiations, development of statements of work, pricing strategies, competitive or tactical sourcing, review and processing purchase requisitions.</p> <p>Desired:</p> <ul style="list-style-type: none"> • ISM Certified Professional in Supply Management (CPSM) • ISM Certified Purchasing Manager (CPM) • APICS Certified in Production and Inventory Management (CPIM) • APICS Certified Supply Chain Professional (CSCP) • NCMA Certified Professional Contracts Manager (CPCM) • IACCM CCM & SRM Certifications <p>(Added XX/XX/26)</p>
Education	<p>BA/BS or equivalent experience required (one year of experience for every one year of college) (Deleted XX/XX/26)</p>
Licenses / Certifications	
Experience	

	<p>Sourcing and Contract Specialist (53170030)</p>
Summary	<p>A. Works with internal Line of Business (LOB) clients and the Supply Chain team to source, negotiate, execute and implement contracts for the procurement of goods and services for clients in assigned functional areas.</p> <p>B. Supports governance and compliance of contract approval process from sourcing and contract initiation to contract creation, and through the contract award process.</p> <p>C. Works to enhance client experience with Supply Chain by demonstrating aptitude in driving strategic value and operational excellence to meet client needs.</p> <p>D. Collaboratively works with client partners and Supply Chain team members in developing and amending all types of contracts between PG&E and suppliers, which may include Master Service Agreements.</p> <p>E. The Associate classification is developmental, expected to work with higher level Specialists to develop skills and expertise</p>
Job Duties	<p>For Career level, in addition to those listed above for Associate level:</p> <ol style="list-style-type: none"> 1. Collaborates with LOB partners and Supply Chain team members to develop, write, and negotiate new contracts and renewals (i.e., all types of contracts between PG&E and suppliers) of low to medium complexity. 2. Leads and/or assists in running Quick Bids and other quote and bid events. 3. Consults and trains LOB on the Supply Chain process; utilizes training materials as available. 4. Provides support in interpreting contractual language for contracts of low to medium level of complexity. 5. May proactively review Supply Chain processes across LOBs to identify areas of improvement.

	<p>6. Provides peer review of contracts and other quality control and assurance activities for contracts and purchase orders when needed.</p> <p>7. May process simple master service agreement change orders as needed.</p>
Knowledge / Abilities	<p>For Career level, in addition to those listed for Associate level:</p> <ul style="list-style-type: none"> • Advanced SAP and Ariba skills (or advanced skills on similar procurement systems) • Advanced Microsoft Office skills (Excel, Word, and PowerPoint) • Ability to prioritize, plan, perform and communicate activities, both in written and verbal form • Good interpersonal skills and team focus • Ability to interface effectively with the line of business up to the Director level
Job Qualifications	<p><i>BA/BS from an accredited college/university.</i></p> <p><i>OR</i></p> <p><i>Four (4) years of job-related experience.</i></p> <p><i>PLUS two (2) years of job-related experience.</i></p> <p><i>Job-related experience includes experience in a utility business operations area, contract drafting and negotiations, development of statements of work, pricing strategies, competitive or tactical sourcing, review and processing purchase requisitions.</i></p> <p><i>Desired:</i></p> <ul style="list-style-type: none"> • <i>ISM Certified Professional in Supply Management (CPSM)</i> • <i>ISM Certified Purchasing Manager (CPM)</i> • <i>APICS Certified in Production and Inventory Management (CPIM)</i> • <i>APICS Certified Supply Chain Professional (CSCP)</i> • <i>NCMA Certified Professional Contracts Manager (CPCM)</i> • <i>IACCM CCM & SRM Certifications</i> <p><i>(Added XX/XX/26)</i></p>
Education	<p>BA/BS or equivalent experience required (one year of experience for every one year of college)</p> <p><i>(Deleted XX/XX/26)</i></p>
Licenses / Certifications	
Experience	<p>Two (2) years of supply chain or other related discipline</p> <p><i>(Deleted XX/XX/26)</i></p>

	Sourcing and Contract Specialist, SENIOR (53170031)
Summary	<p>A. <u>Works with internal Line of Business (LOB) clients and the Supply Chain team to source, negotiate, execute and implement contracts for the procurement of goods and services for clients in assigned functional areas.</u></p> <p>B. <u>Supports governance and compliance of contract approval process from sourcing and contract initiation to contract creation, and through the contract award process.</u></p> <p>C. <u>Works to enhance client experience with Supply Chain by demonstrating aptitude in driving strategic value and operational excellence to meet client needs.</u></p>

	<p>D. <u>Collaboratively works with client partners and Supply Chain team members to develop and amend all types of contracts between PG&E and suppliers, which may include Master Service Agreements.</u></p> <p>E. <u>The Senior Sourcing and Contract Specialist is similar to the Associate and Career Sourcing and Contract Specialist but works on more complex contract sand has a higher level of responsibility</u></p>
<p><u>Job Duties</u></p>	<p><u>Perform all Associate and Career duties, and in addition:</u></p> <ol style="list-style-type: none"> 1. <u>Collaborates with LOB partners and Supply Chain team members to develop, write, and negotiate new contracts, change orders and renewals(i.e., all types of contracts between PG&E and suppliers, which may include Master Service Agreements) of medium to high complexity.</u> 2. <u>Provides training to other Sourcing and Contract Specialists on sourcing and contracting processes. Assists in developing training materials.</u> 3. <u>Collaborates with other Supply Chain team members to develop new suppliers and to assess supplier performance and implement lessons learned in procurement and contracting.</u> 4. <u>Recognize gaps and needs in current Company procurement policies and procedures, identify appropriate corrective action, and work with management to continuously improve processes and implement changes if appropriate.</u>
<p><u>Knowledge / Abilities</u></p>	<p><u>In addition to those listed for the Associate and Career level:</u></p> <ul style="list-style-type: none"> • <u>Strong business and technical background</u> • <u>Strong interpersonal skills and ability to work in cross-functional teams</u> • <u>Ability to work autonomously with little supervision and to direct the work of others to some degree</u> • <u>Strong analytical and research skills</u>
<p><u>Job Qualifications</u></p>	<p>BA/BS or equivalent experience required (one year of experience for every one year of college)</p> <p>AND-</p> <p>Four (4) year supply chain or other related discipline</p> <p>BA/BS from an accredited college/university.</p> <p>OR</p> <p>Four (4) years of job-related experience</p> <p>PLUS</p> <p>Four (4) years of job-related experience.</p> <p>Job-related experience includes experience in a utility business operations area, contract drafting and negotiations, development of statements of work, pricing strategies, competitive or tactical sourcing, review and processing purchase requisitions.</p> <p>Desired:</p> <ul style="list-style-type: none"> • ISM Certified Professional in Supply Management (CPSM) • ISM Certified Purchasing Manager (CPM) • APICS Certified in Production and Inventory Management (CPIM) • APICS Certified Supply Chain Professional (CSCP)

	<ul style="list-style-type: none"> • NCMA Certified Professional Contracts Manager (CPCM) • IACCM CCM & SRM Certifications (Added XX/XX/26)
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	Sourcing and Contract Specialist, EXPERT (53170032)
Summary	<ul style="list-style-type: none"> A. <u>Works with internal Line of Business (LOB) clients and the Supply Chain team to source, negotiate, execute and implement contracts for the procurement of goods and services for clients in assigned functional areas.</u> B. <u>Supports governance and compliance of contract approval process from sourcing and contract initiation to contract creation, and through the contract award process.</u> C. <u>Works to enhance client experience with Supply Chain by demonstrating aptitude in driving strategic value and operational excellence to meet client needs.</u> D. <u>Collaboratively works with client partners and Supply Chain team members to develop and amend all types of contracts between PG&E and suppliers, which may include Master Service Agreements.</u> E. <u>The Sourcing and Contracting Specialist, Expert is similar to the Associate, Career and Senior Sourcing and Contracting Specialist but works on the most complex contracts and has the highest level of responsibility.</u>
Job Duties	<p><u>Perform all Associate, Career and Senior duties, and in addition:</u></p> <ul style="list-style-type: none"> 1. <u>Collaborate with LOB partners and Supply Chain team members to develop, write, and negotiate contracts that are unusually complex, new, novel, which no template is available, or which contain extensive exceptions to terms and conditions.</u> 2. <u>Expand self-service opportunities through identification of new catalog master agreements, and develop, write, and negotiate new catalog contracts.</u> 3. <u>Collaborate on development of business cases of various scenarios, options and proposals for new tools, software or processes for Supply Chain and present findings, analysis and recommendations to management.</u> 4. <u>Review complicated or escalated contract negotiations and help facilitate to successful conclusion.</u> 5. <u>Evaluate contract work scopes, bid results and quotes, drawings and the existence of contractor work packages for accuracy and completeness.</u> 6. <u>Develop training materials, job aids, and work instructions.</u>
Knowledge / Abilities	<p>In addition to those listed for the Associate and Career level:</p> <ul style="list-style-type: none"> • In depth understanding of Supply Chain business processes. • Strong understanding of procurement needs of the business and how to provide contract documents that meet those needs consistent with Supply Chain procurement strategies and policies, processes and procedures
Job Qualifications	<p>BA/BS or equivalent experience required (one year of experience for every one year of college)- AND Eight (8) years of supply chain or other related discipline.</p>

	<p><i>BA/BS from an accredited college/university.</i></p> <p><i>OR</i></p> <p><i>Four (4) years of job-related experience.</i></p> <p><i>PLUS</i></p> <p><i>Eight (8) years of job-related experience.</i></p> <p><i>Job-related experience includes experience in a utility business operations area, contract drafting and negotiations, development of statements of work, pricing strategies, competitive or tactical sourcing, review and processing purchase requisitions.</i></p> <p><i>Desired:</i></p> <ul style="list-style-type: none"> • <i>ISM Certified Professional in Supply Management (CPSM)</i> • <i>ISM Certified Purchasing Manager (CPM)</i> • <i>APICS Certified in Production and Inventory Management (CPIM)</i> • <i>APICS Certified Supply Chain Professional (CSCP)</i> • <i>NCMA Certified Professional Contracts Manager (CPCM)</i> • <i>IACCM CCM & SRM Certifications</i>
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SENIOR LAND PLANNER (50074115)

Position Summary:

The Senior Land Planner is responsible for providing land-related technical project support for the construction, operation, and maintenance of PG&E facilities, typically working on projects of a more complex nature. As a senior member of multi-disciplinary project teams, the position is responsible for, but not limited to, the following: provide technical support for FERC relicensing, recreation facility operation and maintenance, perform property management of hydroelectric watershed lands, and license compliance for PG&E hydroelectric facilities; perform feasibility studies and ensure ESA/CESA compliance and cultural resource compliance for complex gas and electric projects; perform routing and siting for PG&E facilities; develop and monitor landrelated project budgets and schedules; support land project teams responsible for the land component of regulatory filings; perform environmental assessments of project alternatives; negotiate the acquisition of complicated or sensitive permits and clearances from regulatory agencies; research and analyze PG&E/public records to develop strategies for the construction, operation, and maintenance of PG&E facilities; present projects to the public via information programs or public hearings; provide guidance, technical direction, and legal liaison to LSO staff on land issues; and analyze federal and state legislation and local development plans and policies for impacts on PG&E operations; monitor the work of contractors.

Essential Job Functions:

1. Routing/Siting and Feasibility Studies: Perform routing and siting for new/relocated gas and electric transmission facilities and fee properties. Develop alternatives for siting and locating electric and gas transmission facilities utilizing environmental and regulatory planning documentation and consultation with local planning agencies. Perform necessary studies to incorporate engineering requirements, environmental constraints, public concerns, and existing and proposed land uses into an alternative site analysis. Develop alternative site costs and schedules and assist in the evaluation of site risks including anticipated regulatory approval processes and timelines.
2. Regulatory Filings: Support environmental, land engineering, and acquisition teams responsible for completing land component of CPUC/CEQA compatible filings for electric and gas transmission construction projects. Negotiate project scope of work with the project sponsor or project manager. Prepare contract Specifications and/or Request for Proposals (RFP) to contract the performance of environmental studies, investigations, and preparation of the Proponents Environmental Assessment (PEA) for inclusion with PG&E's application to the CPUC. Monitor the work of the Consultant. Responsible for cost and schedule performance of land project team.
3. Permitting/Notifications: Obtain all discretionary permits and clearances required for the construction, operation and maintenance of PG&E's facilities. Contribute to the development of project descriptions. Coordinate cultural

and ES studies for permit acquisition and work with ES to develop protection and mitigation measures. Work with revegetation contractor and construction to implement permit conditions. Acquire permissions from landowners or coordinate with R/W Agents to negotiate for new rights. Work with Land Engineering for survey and document preparation. During and upon project completion, ensure permit conditions have been met.

4. **Review and Compliance:** Review complex gas and electric projects in regards to permitting issues and/or ESA/CESA and cultural resource compliance. As necessary, coordinate ESA/CESA studies and recommendations with ES. Review complex electric transmission projects to ensure compliance with GO 131-D, including the preparation and filing of Notice of Constructions (NOC). As necessary, consults with Law Department regarding GO 131-D compliance.
5. **Research and Analysis:** Research and analyze PG&E and public records to assess land rights, land uses, and constraints, regulatory jurisdictions, and local, state, and federal permit requirements. Develop strategies to mitigate public concerns regarding the construction, operation, and maintenance of PG&E facilities. Provide assistance to Real Estate Strategy relative to local approvals required for the sale and purchase of PG&E properties.
6. **FERC Compliance:** Ensure compliance with FERC License conditions in all matters related to recreation, land rights and land management. This includes unauthorized uses within the FERC boundary or Hydro fee lands, boat dock management, leases and licenses, new developments, negotiations with property owners and governmental agencies. Provide recreation operation and maintenance management for improvements within the FERC boundary through contract management and coordination with Hydro. Ensure all public facilities are safe for the general public and comply with the FERC license and the recreation contract. Provide support over watershed lands for the protection of significant and sensitive cultural and natural resources. Represent the company at public meetings regarding company policies.
7. **Relicensing:** Represent the company in negotiations with governmental agencies and NGO's on FERC relicensing and Recreation Settlement Agreements. Develop and coordinate the design and construction of new or upgraded facilities as defined in the Recreation Plan. Review and comment on draft EIS on land and recreation issues. Responsible for coordinating preparation of FERC Exhibit G maps. Prepare cost estimates on land and recreation issues as proposed in the new license. Monitor work of consultants. Prepare study plans and Exhibit E, Exhibit R Recreation Resource and Land Management Reports and mitigation or enhancement plans (e.g., Transportation and Circulation Plans, Water Surface Management Plans, Shoreline Management Plans, etc.)
8. **Land Rights:** Investigate and provide guidance and technical direction and legal liaison to LSO staff on land issues. Ensure adherence to company policy regarding development and uses within the FERC boundaries. Represent the company at public meetings regarding company policies. Ensure adherence to company policies regarding development and uses within the FERC boundaries.
9. **Miscellaneous:** Consults with Technical Services clients such as, but not limited to, General Construction, CGT, Transmission Engineering, ISTS, Transmission Planning, Hydro Generation, and Law Department to determine the appropriate level of Technical Services involvement. May be required to monitor the work of contractors performing any of the job duties listed above. May perform the duties of lower classifications.

Minimum Job Qualifications:

EDUCATION: BA/BS with emphasis in Land Use/Environmental Planning, Land Surveying, Business, Recreation Management or related resource field, or the equivalent in education and/or experience. If qualifying education is not in Land/Environmental Planning the candidate shall have successfully completed the core courses for the Land Use and Environmental Planning certificate program or equivalent in content and hours of continuing education courses or seminars; or possess a certificate in Land/Environmental Planning; or have an AICP certification; or PLS License.

TRAINING:

LICENSES / CERTIFICATIONS: California PLS license, certificate from a Land Use /Environmental Planning program, or AICP certification (desired).

PRIOR EXPERIENCE: Minimum thirty months experience in Land Planning, Environmental Analysis, Resource Management or equivalent.

KNOWLEDGE/ABILITIES: Strong written and oral communication skills; strong team-building and facilitation skills; strong organization skills; goal oriented, ability to manage concurrent responsibilities. Applied knowledge of CEQA/NEPA and the CESA/ESA, FERC and other resource laws.

Application

- 1) Progression to the classification of Senior Land Planner will occur when the employee:
 - a) has met the above requirements of the higher classification, and
 - b) has completed six months at the top wage rate or has completed at least ~~30~~ 42 months in the previous classification on a regular basis.
 - c) has demonstrated satisfactory performance in their current position

EXHIBIT D

E. SENIOR ENGINEERING ESTIMATOR EXAMINATION

1. The Senior Engineering Estimator examination will be offered during the same week as the Associate Distribution Engineer examination. Changes to the date will be made by mutual agreement.
2. Eligibility
 - a. Regular status Estimators will be eligible to take the examination if they have begun module six in the routine Estimator classification by the end of the month in which the examination is administered. Those who attain a passing score, as well as completing all other training requirements for Senior Engineering Estimator, will advance to Senior Engineering Estimator after successful completion of the Estimating Training Program (ETP).
 - b. Wage treatment will be in accordance with Section 15.4(a)(1). The effective date of promotion will be the first of the month following successful completion of the examination or after completion of the ETP, whichever is later.
 - c. An employee in the Engineering Estimator classification shall be eligible to take only the examination given for advancement in their Department if they will have been in such classification on a regular basis on the last day of the month in which the examination is held.
3. The format of the examination will be part computer-based knowledge assessment and part computer-based practical skills assessment using the tools actually used by Estimators. Estimators taking the examination will be provided appropriate reference tools to look up the necessary standards, job aids and other documents. Online materials will be made available as appropriate.
4. This agreement does not supersede any of the provisions of LA 03-35-ESC regarding the Gas Transmission Senior Engineering Estimator exam.
5. The Union and Company will agree on the passing score of the Senior Engineering Estimator Exam. Any future changes to the passing score of the Senior Engineering Estimator Exam will be discussed and agreed upon by the parties.
6. ***Gas Engineering Estimators assigned in CGT will have the opportunity to take an annual examination to qualify for SREE. The examination will be created by a joint committee and will be offered to qualified CGT estimators on the same date that the annual ADE exam is offered. CGT gas estimators will be eligible to take the exam if they will complete 30 months in the classification (3143) on a regular basis by the end of the month in which the exam is administered; currently that is the end of March. Those who attain a passing score of 70%, as well as demonstrate on-the-job proficiency required of the higher classification, will advance to SREE after accruing 36 months in the classification on a regular basis. Their wage treatment will be in accordance with Section 15.4 (a) (1). (Added XX/XX/26)***
7. ***Since SREEs in both CGT and OM&C share common bidding priorities, there may be occasions where an SREE from CGT bids to an OM&C local office and will need on-the-job training on new business and distribution work. ETP materials are available as training aids, but SREEs will not be required to enroll in or complete ETP. Similarly, SREEs who complete ETP may bid CGT SREE vacancies and may need on-the-job training on some gas transmission work. Promotional exams for SREEs may become necessary for other populations, such the electric transmission estimating function. Such issues should be referred to the ETP Ad Hoc Committee for review and recommendations. (Added XX/XX/26)***

III. JOB DESCRIPTIONS

All employees shall assist and provide advice to other less-experienced employees in the performance of their work when requested to by their supervisor. (Added XX/XX/26)

A. DEGREES OF SUPERVISION

The degrees of supervision applicable to Job Descriptions of classifications contained herein are: Provides

Guidance -

Assists other employees in the performance of their work, providing advice and training. Assigns Work

-

Makes specific work assignments to other employees. (Added 1/1/83) Directs the

Work -

Makes specific work assignments to employees in lower classifications, providing guidance and reviewing the completed work for conformance with Company standards.

Supervises -

Directs the work of, provides guidance to, is responsible for the work of and represents the management in relationship with employees under *their* supervision.

B. JOB DESCRIPTIONS

The lists of "knowledge/abilities" included in job descriptions are among the desirable criteria for individuals who occupy the positions in question. The lists are not intended to be exhaustive, and individuals need not satisfy every criteria to be considered qualified. (Added 1/1/2012)

D. ESTIMATOR TRAINING PROGRAM PROVISIONS

- 1) The ETP Program Administrator may implement appropriate program controls and systems to assure effective administration and protect the integrity of the training program. The Joint Training Committee, a joint labor-management committee, will have overall responsibility for revisions to the Estimator Training Program and will review requests for exceptions to the procedures outlined in this Agreement and the ETP User's Guide.
- 2) New hires entering ETP shall be placed at the beginning wage step of Estimator and begin the training with Module 1. Requests for exceptions will be referred to the Joint Training Committee.
- 3) Employees entering the ETP are expected to immediately begin the training program, starting with Module 1. These employees will progress in accordance with the provisions of this Agreement (at six month intervals). Upon successful completion of the training program **and passing the senior exam**, these employees will progress to the Senior Estimator classification. **Former Hiring Hall Estimators placed in regular Estimator classifications in the same line of progression as their hiring hall assignment, may challenge the first two modules of ETP if they meet the criteria below. The supervisor, mentor, and ETP participant will meet to determine what OJT requirements have been met during the hiring hall assignment and develop a plan to address the remaining OJT requirements. Upon completion of module 2, there will be no further acceleration through remaining modules.**
(Amended XX/XX/26)
 - a. **Challenge of Module 1 is allowed if employee has accrued a minimum of 12 months as a HH Estimator in the same line of progression. The employee must fulfill all OJT requirements of this module and pass the end of module exam.**
 - b. **Challenge of Module 2 is allowed if employee has accrued a minimum of 24 months as a HH Estimator in the same line of progression. The employee must fulfill all OJT requirements of this module and pass the end of module exam.**
(Added XX/XX/26)
- 4) When an employee successfully completes a module, their wage rate will be increased the next workday to the appropriate wage step, but no sooner than six months from the start of the module or the last progressive wage increase.
- 5) Progression shall be contingent on the successful completion of each module until the employee completes the final ETP module. The employee will then progress to Senior Engineering Estimator at the appropriate wage step. The effective date will be either the next workday, or six months from the start of the final module; whichever comes later. Promotion dates for employees entitled to accelerate may be as early as 4.5 months from start of the final module.
- 6) An employee entering the Estimator classification with a wage rate above the beginning step of Estimator may retain that rate as long as it does not exceed the 12-month step of Senior Engineering Estimator. If above the latter, the wage rate will be reduced to the 12-month step of Senior Engineering Estimator. The employee will receive no further increases (except for general wage increases) until progressing to a module with a wage step higher than their own. Upon successful completion of the training program, the employee will progress to Senior Estimator and paid in accordance with Section 15.4 (a) (1) of the Agreement.
- 7) A maximum of six months is allowed for completion of each module, including the on-the-job (OJT) training requirements. OJT requirements must be completed prior to taking the end-of- module exams.
- 8) Unsatisfactory Progress
 - A. Those who fail to successfully complete any module shall:
 - be notified of inadequate performance in writing prior to the date the trainee would be scheduled to receive the next higher wage step;
 - be held in their present wage step;
 - have ninety (90) days to correct the specified deficiency(ies) and one more opportunity to

demonstrate successful completion; and

- be removed from the program in accordance Section 22.4 (“Demotion Other Than For Lack Of Work”) of the Agreement if the module is not successfully completed within the 90 day period.
- B. Employees who have been removed from the program may not re-enter ETP in the same commodity without the approval of the Joint Training Committee.
- 9) Joint Training Committee members will jointly apply the aforementioned provisions to the affected population and address any issues resulting from this decision. The provisions of this decision represent a final resolution of the parties’ dispute regarding the implementation of the ETP.
- 10) ***Any employee enrolled in a company training program as required by their regular classification shall receive a minimum of 5 hours of paid training time per week for studying or other on-the-job training. (Added XX/XX/26)***

Note: Item D was moved to this section from Exhibit N.

SENIOR NEW BUSINESS REPRESENTATIVE (SNBR) - 3272 50274876

A. *Position Summary-(Amended XX/XX/26)*

This position is charged with coordinating the installation of new gas and/or electric facilities, WRO projects, overhead and/or underground line extensions and services associated with large residential, commercial and agricultural projects. The position also handles street lighting, traffic controllers, un-metered load and State Highway lighting projects. Assigned SNBRs also act as coordinators for city and county relocation projects, street widening and street repaving that have conflicts with PG&E facilities. ***The job duties and responsibilities of an SNBR include all NBR responsibilities, in addition to the following: (Amended XX/XX/26)***

~~For training purposes, A SNBR may be assigned handle no more than 3 10 IPE-level jobs at the same time, and must work under the guidance of an IPE. The duties as outlined in this job description may vary by location. This position includes office work and site visits. (Amended XX/XX/26)~~

B. *Duties DUTIES (Amended XX/XX/26)*

Provides guidance to less experienced employees as assigned, and workload permits. (Added XX/XX/26)

~~SAFETY~~

~~Maximize public and employee safety by ensuring that job designs are performed to Company & State standards and meet all compliance requirements. Follow USP 22 guidelines.~~

~~PROJECT MANAGEMENT~~

~~Manages scope, schedule and cost for all assigned projects, from initiation to meter set. Scope and schedule is adjusted as appropriate to accommodate change (e.g., new customer needs, competition, and new regulation).~~

~~Coordinates all other departments or individuals who are involved with the project and works to define the project's background, objective, design scope, schedule, roles and responsibilities.~~

~~Coordinates with others, such as Planning, Estimating, Construction and Metering, etc., in completing the project in a timely manner. Includes understanding of industrial project schedules and working closely with the work and resource group to prioritize work using available tools or technology, such as CLICK scheduling.~~

~~Monitors project schedule and prioritizes work in coordination with the work and resource group.~~

~~Schedules and conducts pre-engineering meetings, provides all pertinent data and addresses potential project risks including schedule setbacks and coordinates actions before setbacks occur.~~

~~Conducts and documents pre-construction meeting.~~

~~Ensures that project is performed as planned. Upon request, provides input to the development of the capital and/or expense budget through ongoing validation of project estimating and construction timelines. Looks for ways to minimize costs on projects for both the applicant and PG&E.~~

~~Ensures that the correct type of financial order, work category, etc., has been applied and actively monitors costs and proactively addresses potential overrun issues in accordance with Company guidelines.~~

~~COMMUNICATION~~

~~Communicates project status (e.g., scope, schedule, cost) to all stakeholders throughout the project, as applicable. This may include Service and Sales Representatives to ensure competition issues are addressed. Facilitates resolution of project-related disputes. Continuous formal communication (both written and verbal) with all stakeholders is given a high priority throughout all stages of the project. Prepares contracts, as applicable, to ensure compliance with standards and tariffs. (Amended 1/1/09)~~

~~Provides applicants, estimating, engineering, clerical and construction partners with complete and accurate information on rate and rule applicability, potential costs and timelines.~~

~~May be required to attend after hours meetings related to their projects.~~

~~MANAGING CUSTOMER EXPECTATIONS~~

~~Ensures that customer's needs and issues are solicited regularly and communicated to project stakeholders, both internal and external. To the extent possible, balances customer needs/requests with all internal work including compliance, reliability and capacity projects.~~

~~Negotiates reasonable estimating and construction dates that address customer's anticipated schedules. May provide customer with an initial non-binding cost. (Amended 1/1/09)~~

~~TARIFFS~~

~~Ensures that all charges mandated under the applicable tariffs are identified in the contract and secured before beginning construction. This position is responsible for ensuring correct tariff interpretation and application, and for working with Law department on exceptional case projects when required. Ensures project is designed and priced in accordance with applicable rates and rules. Provide leadership, technical support and guidance to other departments on projects involving Gas & Electric Rules 1,2,3,4,12,13,14,15,16-18 & 20.~~

~~May partner with Service and Sales Representatives and/or Rates and Tariffs for application of best rates when appropriate. (Amended 1/1/09)~~

COMPLIANCE MANAGEMENT

~~Ensures all applicable project documentation is maintained in an orderly job file. Ensures all project dependencies are met prior to allowing a construction start. Ensures all permits are obtained and land rights issues are resolved per procedures.~~

C. KNOWLEDGE/ABILITIES

~~Familiar with tariffs, rates, contracts/tools, WM SAP, project approval process, document routing system and estimating and construction work processes.~~

~~Works effectively as a member of a team.~~

~~Ability to work with both internal and external customers/clients.~~

~~Facilitation and conflict resolution skills.~~

~~Ability to manage for results and in the process work as a team to build agreement~~

~~Strong focus on safety.~~

~~Committed to providing superior customer service.~~

~~Strong verbal and written communication skills.~~

~~Ability to demonstrate initiative and decisiveness.~~

~~Ability to demonstrate sound judgment and forward thinking.~~

~~Problem solving skills.~~

~~Knowledge of PG&E's rates and tariffs.~~

~~Knowledge of PG&E's Gas & Electric Service Requirements.~~

~~Computer skills (SAP, Excel, Word etc.).~~

~~Conflict Resolution Skills.~~

~~Knowledge of overrun/under run policy.~~

~~Knowledge of Delegation of Authority guidelines.~~

~~Knowledge of Distribution Service Policy (Added 1/1/09)~~

~~(Deleted XX/XX/26)~~

C. D-QUALIFICATIONS (Amended XX/XX/26)

Passage of the agreed-upon SNBR examination

Completion of the NBR Phase Training Program

~~Must have five (5) years of relevant experience, or a Bachelor's degree and two years of relevant experience. Relevant experience is defined as experience in internal or external construction project management or PG&E technical service planning experience (e.g. Service Planning, Estimating, HH Service Planning or HH Estimating, Contractor Service Planning or Contractor Estimating).~~

~~Must have strong project management, customer contact and communications skills.~~

~~Basic computer skills: MS Word, Excel, e-mail.~~

~~Valid California Driver's license and California minimum insurance coverage if using personal car.~~

~~**Driving is an essential function of this job, therefore the employee must have and maintain a valid driver's license. (Amended XX/XX/26)**~~

D. WORK JURISDICTION (Added XX/XX/26)

~~**Electric services up to but not including 2000A. Gas loads up to 1M BTU and greater. Streetlight requests. WRO requests. (Added XX/XX/26)**~~

NEW BUSINESS REPRESENTATIVE (52047231)

A. SUMMARY

This is a Beginning Level Classification.

This position is charged with customer contact, project coordination, billing, and contract preparation in connection with less complex installation of new business gas and/or electric facilities. NBRs will not prepare job estimates. This does not preclude job owners from preparing invoices or contracts based on simplified charge methodology.

~~For training purposes, a~~ **A** New Business Representative may be assigned no more than 50% of their workload in SNBR-level jobs at the same time, and must work under the guidance of an SNBR or IPE. **(Amended XX/XX/26)**

Employees hired into this classification from outside the bargaining unit will not have their bids or transfers considered under the provisions of title 21 for a period of 24 months following their employment date ("employment date" means the date placed into the regular classification, not date of hire with PG&E if different) (Added XX/XX/26)

Employees in this classification may still bid to higher classifications in the same line of progression while still within the 24-month period. (Added XX/XX/26)

B. Duties – DUTIES: (Amended XX/XX/26)

~~The duties as outlined in this job description may vary by location. This position includes office work and site visits.~~

SAFETY

1. Maximize public and employee safety by ensuring that job designs are performed to Company and State standards and meet all compliance requirements.

PROJECT MANAGEMENT

2. Prepares **pre-design job packages with all required information including** field sketches ~~and~~ layouts for the scoping of construction of additions or improvements to electric or gas systems. ~~Provides~~ **and** accurate field data including pictures **and measurements** ~~or videos as needed to estimators.~~
3. Manages scope **and** schedule and cost for all assigned projects, from initiation to meter set. ~~Scope and schedule is adjusted as appropriate to accommodate change (e.g., new customer needs, competition, and new regulation).~~
4. Coordinates all other departments or individuals who are involved with the project and works to define the project's background, objective, design scope, schedule, roles and responsibilities.
5. Coordinates with **internal and external stakeholders** ~~others, such as Planning, Estimating, Construction and Metering, etc., in~~ **to** completing the project in a timely manner. Includes understanding of industrial project schedules and working closely with the work and resource group to prioritize work using available tools or technology.
6. **Proactively manages a new business portfolio of work to ensure compliance to standard work or ensures variances are in accordance with company guidelines. Effectively** ~~monitors~~ project schedule and prioritizes work in coordination with the work and resource group **dependency partners and construction execution teams.**
7. Schedules and conducts **project** ~~pre-engineering~~ meetings, provides all pertinent data and addresses potential project risks including schedule setbacks and coordinates actions before setbacks occur.
8. ~~Conducts and documents pre-construction meeting.~~
9. **Ensures that project is performed as planned or manages project delays in accordance with company guidelines.**
10. Looks for ways to minimize costs on projects for both the applicant and PG&E.
11. Ensures that the correct type of financial order, work category, etc., has been applied and actively monitors costs.

(Amended XX/XX/26)

FIELDING (Added XX/XX/26)

Fielding including job site visits and customer meetings are required. Fielding will include but not limited to site visits for pre-design job package creation, facilitating pre-construction meetings, verifying site readiness and any emergent issues that might require a site visit.

NBRs will gather information on field conditions for pre-design packages for single locations. A single location is defined as one or more of the following:

a. Electric: Nearest point of electric distribution to panel, service work only if within 200 feet for Under Ground (UG) or 150 Over Head (OH).

b. Gas: Nearest point of gas distribution main to single meter location, service work only, if within 200 feet.

If a and/or b occurs more than once within a single premise, NBRs will field these as well (Example: House and Pump).

At all other locations, the Job Owners Checklist is required, and the Field Notes Template is optional for each NBR, who will consult with their assigned mentor or supervisor as to whether collecting that information will be efficient. (Added XX/XX/26)

COMMUNICATION

12. Communicates project status (e.g., scope, schedule, and cost) to all stakeholders throughout the project, as applicable.
13. Facilitates resolution of project-related disputes. Continuous formal communication (both written and verbal) with all stakeholders is given a high priority throughout all stages of the project.
14. Prepares contracts, as applicable, to ensure compliance with standards and tariffs.
15. Provides applicants, estimating, engineering, clerical and construction partners with complete and accurate information on rate and rule applicability, potential costs and timelines.

MANAGING CUSTOMER EXPECTATIONS

16. Proactively communicates to project stakeholders, both internal and external.
17. Negotiates reasonable estimating and construction dates that address customer's anticipated schedules **and meets compliance requirements, including communications and timelines**. May provide customer with an initial non-binding cost. **(Amended XX/XX/26)**

TARIFFS

18. Ensures that all charges mandated under the applicable tariffs are identified in the contract and secured before beginning construction. **This position is responsible for ensuring correct tariff interpretation and application, and for working with Law department on exceptional case projects when required.**
19. ~~May p~~Partner with other PG&E departments and/or rates and tariffs for application of best rates when appropriate.

(Amended XX/XX/26)

COMPLIANCE MANAGEMENT

- ~~20. 19-~~Ensures all applicable project documentation is maintained in ~~an orderly job file~~ **the system of record**. **(Amended XX/XX/26)**
21. ~~20-~~Ensures all project dependencies are met prior to allowing a construction start.
- ~~21-~~Ensures all permits are obtained and land rights issues are resolved per procedures.

C. KNOWLEDGE/ABILITIES

1. Familiar with tariffs, rates, contracts/tools, Work Management (WM) SAP, ~~project approval process, document routing system and estimating and construction~~ **and work processes and tools**.
2. Works effectively as a member of a team.
3. Ability to work with both internal and external customers/clients
4. Facilitation and conflict resolution skills
5. Ability to manage for results and in the process work as a team to build agreement
6. Strong focus on safety
7. Committed to providing superior and proactive customer service.
8. Strong verbal and written communication skills
9. Ability to demonstrate initiative and decisiveness
10. Ability to demonstrate sound judgment and forward thinking

- 11. Problem solving skills
- 12. Knowledge of PG&E's rates and tariffs
- 13. Knowledge of PG&E's Gas & Electric Service Requirements
- 14. Computer skills (SAP, Microsoft Excel, Word, etc.)
- 12. 15. Conflict resolution skills
- 13. 16. Knowledge of overrun/underrun policies
- 17. Knowledge of Delegation of Authority guidelines
- 18. Knowledge of Customer Service Policies
- 14. 19. Measurement skills and ability to use some physical tools (drive stake in the ground, use Range Finder or Height Stick and Shovel, etc.) in the field

(Amended XX/XX/26)

D. QUALIFICATIONS

- A Bachelor's degree from a recognized college or its equivalent in education and experience. Such experience must include three (3) or more years in construction project management or PG&E technical service planning experience **or 12 months of experience as a Hiring Hall (HH) New Business Representative, HH Senior New Business Representative and/or HH Engineering Estimator.**
- Must have strong project management, customer contact and communications skills. Basic computer skills including Microsoft Word, Excel, email.
- Valid California Driver's license and California minimum insurance coverage if using personal car
- **Driving is an essential function of this job, therefore the employee must have and maintain a valid driver's license.**
- Pre-employment tests: Physical Test Battery (PTB)

The Company will negotiate with the Union what pre-employment tests will be required for the classification. The agreement will be added to the requirements section of the job description.

(Amended XX/XX/26)

~~E. PROGRESSION~~

~~Upon completion of five years of relevant experience and having passed an agreed to examination, the employee will progress to a Senior New Business Representative position. The exam will be offered at least once per year. The parties agree to meet and finalize the details of the examination process at a later date.~~

~~Training Program:~~

~~Company and Union will jointly develop appropriate modules for job owner duties. The parties will then establish policies for the use of Estimator Training Program modules for NBRs, and the credit NBRs may receive if they move into Estimator positions.~~

~~Estimator experience will be considered relevant experience for the purpose of progression above.~~

~~SNBR position will be added to the list of classifications held open for bidding at the senior level in Section 21.1c note as shown below:~~

~~Note: All Senior Engineering Estimator, **Senior New Business Rep.** Senior Mapping Technician, Senior Land Technician and Scheduler vacancies will be held open for bidding, in accordance with Section 21.2. Of those jobs not filled under 21.2(a) or (b), every other one will be subject to the provisions of Subsection 21.2(d) before it may be downgraded to Engineering Estimator, **New Business Rep.** Mapping Technician, Land Technician or Scheduler in Training, respectively. (Amended 1/1/09, 7/7/14, 1/1/16)~~

E. WORK JURISDICTION PROGRESSION (Added XX/XX/26)

Residential, up to four lot subdivisions, or WRO, Commercial, Agricultural service requests with: Electric service ratings up to 400A, Gas loads up to meter aggregate badge rating 1M BTU at standard pressure (7" W.C.). Single service streetlights. Other small or medium WRO requests.

Upon completion of five years of relevant experience and having passed an agreed to examination, the employee will progress to a Senior New Business Representative position. The exam will be offered at least once per year. The parties agree to meet and finalize the details of the examination process at a later date.

~~Training Program:~~

~~Company and Union will jointly develop appropriate modules for job owner duties. The parties will then establish policies for the use of Estimator Training Program modules for NBRs, and the credit NBRs may receive if they move into Estimator positions.~~

~~Estimator experience will be considered relevant experience for the purpose of progression above.~~

~~**(Deleted XX/XX/26)**~~

NEW BUSINESS REPRESENTATIVE (52047231)

E. PROGRESSION

Upon completion of five years of relevant experience and having passed an agreed-to examination, the employee will progress to a Senior New Business Representative position. The exam will be offered at least once per year. The parties agree to meet and finalize the details of the examination process at a later date.

Training Program:

Company and Union will jointly develop appropriate modules for job owner duties. The parties will then establish policies for the use of Estimator Training Program modules for NBRs, and the credit NBRs may receive if they move into Estimator positions.

- a) Any employee enrolled in a company training program as required by their regular classification shall receive a minimum of 5 hours of paid training time per week for studying or other on-the-job training. (Added XX/XX/26)***

Estimator experience will be considered relevant experience for the purpose of progression above.

(Deleted XX/XX/26)

A. SUMMARY

This position is charged with coordinating the installation of new gas and/or electric projects. The job duties and responsibilities of an IPE may include all SNBR responsibilities; however this position includes management of, larger, more complex, projects. These projects include but ***are not limited to*** primary services, Electric transmission projects, and commercial or industrial jobs, over 2,000 amps. The position also handles major commercial and/or industrial developments and initiates and manages Large Load Interconnection process, ***and*** ~~Also handles~~ requests for non-core gas services. Depending on the volume of specific types of projects in a particular office, this position may be deployed to manage specific types of work as opposed to broad assignments (i.e., commercial, residential or PG&E generated work). ***The job duties and responsibilities of an IPE include all SNBR and NBR responsibilities, in addition to the following: (Amended XX/XX/26)***

IPE's must have an understanding of ***understand*** system and protection requirements when coordinating between Transmission and Distribution Planning and external engineering firms, designers or consultants. An advanced knowledge of rates ***and tariffs*** is also required to accurately assign the most beneficial rate to large Gas & Electric customers. ***(Amended XX/XX/26)***

B. DUTIES (Added XX/XX/26)

Train and mentor peers as assigned (Added XX/XX/26)

PROJECT MANAGEMENT (Added XX/XX/26)

Includes understanding of industrial project schedules and working closely with the work and resource group to prioritize work using available tools or technology. (Added XX/XX/26)

TARIFFS (Added XX/XX/26)

May partner with Service and Sales Representatives and/or Rates and Tariffs for application of best rates when appropriate. (Added XX/XX/26)

C. ADDITIONAL KNOWLEDGE/ABILITIES

Understanding of PG&E's large load process.
Knowledge of Cogeneration standards and tariffs and Distributed Generation.
Knowledge of Electric Rules 21, and Interconnection Handbook.
Knowledge of special or complex metering.
Understanding of Gas Rates including G-NR2, G-CP, G-CPX, G-NT, G-LNG.

D. QUALIFICATIONS

For internal candidates, five (5) years of PG&E project management experience, or a bachelor's degree from a recognized college plus three (3) years of PG&E project management experience. For external candidates, seven (7) years of construction project management experience, or a bachelor's degree from a recognized college plus four (4) years of construction project management experience. All SNBR experience is included as "PG&E project management experience" for the purpose of meeting minimum qualifications of IPE. Must have strong project management, customer contact and communications skills. Basic computer skills: MS Word, Excel, e-mail. Valid California Driver's license and California minimum insurance coverage if using personal car. (Amended 6/1/16)

DIVISION MAPPING DEPARTMENTS

MAPPING TECHNICIAN **DATA SPECIALIST** (Amended XX/XX/26)

Electric 3241 50010549 Gas 3242 50010550

Duties:

~~Under the supervision of an exempt employee and under the direction of a Principal Mapping Technician~~ **Data Specialist**, or Lead Mapping Technician **Data Specialist**, ~~a Mapping Data Specialist posts maps jobs and records updates to maps, prepares mapped asset data in the relevant systems of record based on receipt and review of construction design and as-built drawings, asset maintenance records, verbal or written instructions, rough sketches, diagrams, and single-line job drawings and data collected by Engineers, Estimators, Surveyors, or others. May also consult various map datasets, such as city, subdivision, parcel, railway, road, aerial imagery and other utility data, to keep maps of electric, gas, steam and water systems up to date.~~

Such mapping work includes but is not limited to the use of ~~electronic mapping systems and electronic media data entry~~ **geographic information systems (GIS) editors and viewers, computer-aided design (CAD) software, and other digital tools and databases for asset and record management.** May be assigned the work of a Senior Mapping Technician **Data Specialist** for training and experience. (Amended XX/XX/26)

Supports data and records reviews, corrections, and clean-up as necessary. Provides mapping information to requesting parties. (Added XX/XX/26)

~~From data or sketches provided by others, updates maps and data bases not requiring the interpretation of Surveyor's notes. (Deleted XX/XX/26)~~

~~May be required to operate reproducing machines Records and mechanical, optical and electronic mapping devices.~~ Performs field checking and clerical work related to the Mapping Department, maintains the accuracy of and updating of mapping-related utility databases. (Amended XX/XX/26)

A Mapping Technician **Data Specialist** may be assigned to work alone, or in the absence of a Principal, Lead or Senior Mapping Technician **Data Specialist** (passed test) as situations require during normal work and overtime hours. (Amended XX/XX/26)

In these situations, a Mapping Technician **Data Specialist** may perform the mapping duties identified by the Mapping Supervisor to which the employee has demonstrated the ability to perform. (Amended XX/XX/26)

~~If these situations are the result of management shifting the locations of its working forces, which require a Senior Mapping Technician or a Mapping Technician to work alone, said employee will be entitled to 1.5 percent above their corresponding wage step, until the situation is corrected or the employee has met the requirements and is assigned to a Local designation. (Deleted XX/XX/26)~~

Upon successful completion of the Mapping Advancement Program, will progress to Senior Mapping Technician **Data Specialist.** (Amended XX/XX/26)

Requirements:

Must pass applicable employment tests (PTB and EEI Tech Test) and possess basic computer skills.

Must possess significant relevant field or industry experience, or its equivalent in training and education, for example: a relevant 2-year technical degree, a relevant technical/trade school certificate, a bachelor's degree, 2 years of experience in a classification in Exhibit A, or 2 years of experience with mapping, GIS, drafting, estimating, computers or CAD. This is not applicable to employees displaced into a Mapping Technician **Data Specialist** vacancy under Title 22. (Amended 3/4/15, XX/XX/26)

Application:

Normally new Mapping Technician **Data Specialists** will start at the beginning rate. An employee of the Company entering the Mapping Technician **Data Specialist** classification with a wage rate above the entry rate may retain that rate as long as it does not exceed the top of the Mapping Technician **Data Specialist** wage range. (Added 1/1/16, Amended

XX/XX/26)

SENIOR MAPPING TECHNICIAN DATA SPECIALIST (Amended XX/XX/26)

Electric - 3230 50010543 Gas – 3231 50010544

Electric-passed test – 3232 50010545 Gas-passed test – 3233 50010546

Duties:

~~Under the supervision of an exempt employee and under the direction of a Principal Mapping Technician **Data Specialist** or Lead Mapping Technician **Data Specialist**, performs the work of a Mapping Data Specialist and other duties as required. Reviews job and asset maintenance documents for consistency, completeness, and conformance with company standards and procedures as applicable to making updates~~ post jobs to maps, updates mapping-related utility databases, and makes field checks in connection therewith. Interprets and maps verbal or written instructions, rough sketches, and **to the mapped asset data in company assigned systems of record** collected by Engineers, Estimators, Surveyors or others. (Amended XX/XX/26)

~~Consults standard maps of cities, subdivision plots, railroads, and highways incidental to the preparation of new maps for plotting transmission, distribution and Company lines and facilities. Manually or electronically revises maps as changes occur.~~ (Deleted XX/XX/26)

~~Performs clerical work and t~~Tabulates reports required of the Mapping Department. May do occasional reducing of field survey notes and field checking. May be required to make mechanical and architectural drawings. Performs other related duties as required. Provides guidance to and may review/check the work of Mapping Technician **Data Specialists** and/or other Senior Mapping Technician **Data Specialists** as needed. **As assigned, may review work of contract mapping resources to ensure conformance with company standards and mapping guidelines.** (Amended XX/XX/26)

A Senior Mapping Technician may be assigned to work alone, or in the absence of a Principal, Lead or Senior Mapping Technician **Data Specialist** (passed test) as situations require during normal work and overtime hours. (Amended XX/XX/26)

In these situations a Senior Mapping Technician **Data Specialist** and may perform the mapping duties identified by the Mapping Supervisor to which the employee has demonstrated the ability to perform. (Amended XX/XX/26)

~~If these situations are the result of management shifting the locations of its working forces, which require a Senior Mapping Technician or a Mapping Technician to work alone, said employee will be entitled to 1.5 percent above their corresponding wage step, until the situation is corrected or the employee has met the requirements and is assigned to a Local designation.~~ (Deleted XX/XX/26)

Requirements:

The full qualifications of a Mapping Technician **Data Specialist** and the demonstrated ability to perform work of a difficult nature as evidenced by the quality and quantity of the work as a Mapping Technician **Data Specialist**. Understanding of basic gas and electric distribution systems, **engineering and design standards, and applicable regulations and procedures**. Must have successfully completed the Mapping Advancement Program. (Amended XX/XX/26)

- a) **Any employee enrolled in a company training program as required by their regular classification shall receive a minimum of 5 hours of paid training time per week for studying or other on-the-job training.** (Added XX/XX/26)

Temporary Upgrade – Senior Gas Mapping Data Specialist to Lead (Added XX/XX/26)

When Senior Gas Mapping Data Specialists are required to check the work of others, the Company will temporarily upgrade qualified Senior Gas Mapping Data Specialists to the Gas Mapping Lead classification for the performance of Checking (QC) Work, as defined below. Such temporary upgrades shall be limited to the duration of the Checking (QC) Work assignment.

No bypass pay shall apply to temporary upgrades performed pursuant to this section.

A. Eligibility and Selection

1. **The determination of when Checking (QC) Work is needed shall be made solely by management.**

2. **Senior Gas Mapping Data Specialists who have passed the applicable qualification test (“Seniors Passed Test”) shall be considered more qualified and shall be upgraded to Lead before other Senior Gas Mapping Data Specialists when temporary upgrades are utilized.**
3. **Selection for temporary upgrade shall be based on demonstrated skill and ability and shall not be determined by seniority.**
4. **Management will consult with Lead or Principal Gas Mapping Data Specialists to confirm technical proficiency of employees eligible for temporary upgrade.**
5. **Temporary upgrades under this section shall not result in bypass pay.**

B. Definition of Checking (QC) Work

For purposes of this section, Checking (QC) Work means the mandatory, formal verification and final approval of technical production mapping work performed by Mapping Data Specialists, Senior Mapping Data Specialists, or Lead Mapping Data Specialists, where such verification is a non-discretionary requirement for final posting of mapped asset data into the Company’s official systems of record.

Checking (QC) Work includes responsibility for final sign-off of production work, including but not limited to review and approval of:

- **Attribute updates;**
 - **Geometry changes;**
 - **Asset removals;**
 - **Asset abandonments; and/or**
 - **New asset installations.**
- (Added XX/XX/26)**

C. Excluded Activities

Activities that do not meet the definition of Checking (QC) Work include, but are not limited to, the following:

- **General technical reviews;**
- **Informal peer feedback or self-checks;**
- **Training, coaching, or mentoring activities; and**
- **Any review that does not include responsibility for final production approval.**
- **Any oversight activity that is not required for final posting to a system of record**

Performance of excluded activities remains part of the normal job functions of the Mapping Data Specialist, but shall not satisfy the requirements for temporary upgrade to Lead.

D. Other Lead Duties

While temporarily upgraded pursuant to this section, an employee may also be assigned to perform other duties of a Lead Mapping Data Specialist as defined in the Agreement.

(Added XX/XX/26)

LEAD MAPPING TECHNICIAN DATA SPECIALIST (Amended XX/XX/26)

Electric – 3228 50010541 Gas -3229 50010542

Duties:

~~Under the supervision of an exempt employee or~~ **under the direction of a Principal Mapping Technician Data Specialist,** directs the work of not more than three other ~~m~~Mapping employees **Data Specialists. (Amended XX/XX/26)**

Performs the work of a Senior Mapping Technician **Data Specialist** and other duties as required. **(Amended XX/XX/26)**

~~When regularly assigned to work alone, in the absence of other mapping personnel, under the supervision of an exempt employee performs the duties of a Senior Mapping Technician. Completed work may be reviewed for conformance with Company standards by a Principal Mapping Technician or Lead Mapping Technician at the discretion of local supervision. (Deleted XX/XX/26)~~

~~In addition, assumes **Additional duties include, but are not limited to, taking** responsibility for the maintenance of all maps in their operating area, the scheduling of work priorities, the timely filing of required reports, and the furnishing of mapping information to requesting parties. (Amended 3/1/15,XX/XX/26)~~

Requirements:

~~Must meet the requirements for a Senior Mapping Technician **Data Specialist (Passed Test)** and have demonstrated the ability to direct the work of Mapping Technician **Data Specialists**, and Senior Mapping Technician **Data Specialists**. (Amended XX/XX/26)~~

~~In an agreed upon testing procedure, must successfully pass a Company examination.~~

Filling Vacancies:

~~Vacancies in the Lead Mapping Technician **Data Specialist** classification shall be filled as follows: (Amended XX/XX/26)~~

- ~~(a) Regular Vacancies - The provisions of Title 21 shall govern the filling of Lead Mapping Technician **Data Specialist** vacancies. The successful completion of the appropriate examination is a prerequisite, and selection shall be made after consideration of the stated requirements. (Amended XX/XX/26)~~
- ~~(b) Temporary Vacancies - In the filling of temporary vacancies pursuant to Section 21.7 of the Agreement, employees shall be considered in respect to the full requirements of the classification, giving preferences where practical to those who have passed the Promotional examination.~~

Advancement of Senior Mapping Technician **Data Specialist working at System/DCCC to a Lead Mapping Technician **Data Specialist** (Added 11/5/13) (Amended XX/XX/26)**

- 1) ~~Senior Mapping Technician **Data Specialists** working at the System Mapping Center or a DCC (Distribution Control Center) shall advance to Lead Mapping Technician **Data Specialist** after meeting both of the following requirements:~~
 - ~~a) Successfully completed a minimum of 6 months at the top of the rate as a Senior Mapping Technician **Data Specialist**~~
 - ~~b) Successfully passed the mutually agreed upon Expert Mapping Technician **Data Specialist** Exam.~~

~~(Amended XX/XX/26)~~

PRINCIPAL MAPPING TECHNICIAN **DATA SPECIALIST (Amended XX/XX/26)**

Electric – 3226 50010539 Gas -3227 50010540

Duties:

~~Under the supervision of an exempt employee, directs the work of not less than four or more than eight other mapping employees **Mapping Data Specialists**. Such Principal Mapping Technician **Data Specialist** shall not be considered as directing the work of other mapping employees who are being directed by a Lead Mapping Technician **Data Specialist**. (Amended XX/XX/26)~~

~~Performs the work of a Senior Mapping Technician **Data Specialist, Lead Mapping Data Specialists**, and other related duties as required. (Amended XX/XX/26)~~

Requirements:

~~Must meet the requirements for a Senior Mapping Technician **Data Specialist** and have demonstrated the ability to direct~~

the work of Mapping Technician **Data Specialists** and Senior Mapping Technician **Data Specialists**. (Amended XX/XX/26)

In an agreed upon testing procedure, must successfully pass a Company examination

Refer to Section 15.7 of the Agreement on application of Present Incumbent Only (PIO) before downgrading classification.

Filling Vacancies:

(a) Regular Vacancies - The provisions of Title 21 shall govern the filling of Principal Mapping Technician **Data Specialist** vacancies. The successful completion of the appropriate examination is a prerequisite, and selection shall be made after consideration of the stated requirements. A Lead Mapping Technician **Data Specialist** shall be considered as a 21.2(b) bidder and a Senior Mapping Technician **Data Specialist** who has passed the above examination shall be considered as a 21.2(c) bidder to Principal Mapping Technician **Data Specialist**. (Amended XX/XX/26)

A new Principal Mapping Technician **Data Specialist** position at a headquarters shall be filled in accordance with Section 21.2 from among those qualified employees at the headquarters only. If not filled from within the headquarters, then the job will be filled as provided in Title 21. (Amended XX/XX/26)

(b) Temporary Vacancies - Temporary Vacancies - In the filling of temporary vacancies pursuant to Section 21.7 of the Agreement, employees shall be considered in respect to the full requirements of the classification, giving preferences where practical to those who have passed the promotional examination.

EXPERT ELECTRIC MAPPING TECHNICIAN **DATA SPECIALIST** (LOA 13-30) (Added 11/5/13 (Amended XX/XX/26)
SAP Job Code: 51576990

Duties:

~~Under the supervision of an exempt employee, directs the work of not more than 8 other mapping employees, including Lead Mapping Technicians in the Distribution Control Centers (DCC) or the Electric System Mapping Center (System Center) **Data Specialists**. Additional Expert Mapping Technician **Data Specialist** positions may be created at the Company's discretion to meet business needs, and the 8:1 ratio is meant as a maximum, not a limitation. Performs the work of Lead, Senior and/or Mapping Technician **Data Specialist**. Responsible for the work processes identified for the DCC and/or System Center. The Expert Electric Mapping Technician **Data Specialist** will have the authority to direct Lead Mapping Technician **Data Specialists** to work with each other and at the direction of another Lead **Mapping Data Specialist** as prescribed by the Expert. (Amended XX/XX/26)~~

~~Expert Electric Mapping Technician **Data Specialist** working in Distribution Control Centers or System Center will be responsible to provide mapping support for PG&E's Electric Distribution Control Centers and/or **other groups**. System Center. This support consists of, but not limited to the following: (Amended XX/XX/26)~~

- ~~1. ORMap Updates for Planned Changes (CMCS)~~
- ~~2. ORMap Updates for Unplanned Changes~~
- ~~3. ORMap Incremental Updates~~
- ~~4. Substation Single Line Diagrams~~
- ~~5. Schematics~~

~~(Deleted XX/XX/26)~~

Requirements:

Must meet the requirements of a Senior Mapping Technician **Data Specialist** (passed test) and have demonstrated the ability to direct the work of Mapping Technician **Data Specialists**, Senior Mapping Technician **Data Specialists**, and Lead Mapping Technician **Data Specialists**. In an agreed upon testing procedure, must successfully pass the newly developed Expert Mapping Technician **Data Specialist** Exam (Until such time as a new Expert Mapping Technician exam is developed and approved by the parties, passing of the Lead/Principal Exam revised in 2009 shall be required). (Amended XX/XX/26)

Filling Vacancies:

1. Regular Vacancies - The provisions of Title 21 shall govern the filling of Expert Mapping Technician **Data Specialist** vacancies. The successful completion of the appropriate examination is a prerequisite, and selection shall be made after consideration of the stated requirements. **(Amended XX/XX/26)**
2. New positions - A new Expert Mapping Technician **Data Specialist** position at a headquarters shall be filled in accordance with Section 21.2 from among those qualified employees at the headquarters only. If not filled from within the headquarters, then the job will be filled as provided in Title 21. **(Amended XX/XX/26)**
3. Temporary Vacancies - In the filling of temporary vacancies pursuant to Section 21.7 of the Agreement, employees shall be considered in respect to the full requirements of the classification, giving preferences where practical to those who have passed the promotional examination.

~~4. Provisional Expert Mapping Technicians~~**(Deleted XX/XX/26)**

- ~~a. When an Expert Mapping Technician vacancy is not filled pursuant to Section 21.2 as a result of "No Qualified Bidders," the vacancy may be filled on a provisional basis from the list of pre-bidders under the provisions of Subsection 21.2(f).~~
- ~~b. Provisional Expert Mapping Technicians will not be allowed to bid "same or higher" classifications until the qualifications for the position, as described in Exhibit D of the Agreement, are met. Further, such employees will not be eligible for consideration under the "Critical Classification" letter agreement until such time as they meet the full requirements of the job. A Provisional Expert Mapping Technician shall be required to take the appropriate examination each time it is offered and must pass within the first three attempts. If a provisional Expert Mapping Technician does not pass in three attempts, the provisions of Section 22.4 shall be effected. The testing procedure shall be in accordance with the language of Exhibit D, II, A2 of the Agreement; i.e., the Company will provide that an employee be granted paid time off to take the examination a total of three times, regardless of the employee's classification. The employee shall be granted time off with permission without pay when attempting subsequent examinations.~~
- ~~c. It is the intent of the parties to fill Expert Mapping Technician vacancies with employees who have passed the Expert Mapping Technician exam. However, a former Provisional Expert Mapping Technician demoted via Section 22.4 can subsequently fill an Expert Mapping Technician vacancy pursuant to Subsection 21.2.(f) of the Agreement. In such instances, the employee would have one additional opportunity to pass the Expert exam, including exhausting the test appeal process, before Section 22.4 is again applied. This process is expected to take up to one year, after which Section 22.4 is applied. If the position cannot be filled by an employee who has passed the appropriate Expert exam, the incumbent Provisional may remain in the position, subject to the annual cycle described above.~~

(Deleted XX/XX/26)

3. LAND DEPARTMENTS

LAND AGENT – 2909 50010493

(Divisions & Regions)

A. DUTIES

Under the supervision of an exempt supervisor is responsible for land matters, including discussing them with private, public, or governmental bodies and agencies to obtain necessary rights-of-way, contracts, agreements or concurrence within established Company policies. This work includes such duties as coordinating relocation projects, review of encroachments, and gathering material and preparing preliminary reports/data sheets for use in land sales and leases. May perform the duties of lower classifications.

B. REQUIREMENTS

(1) ~~Four years of college in a technical or liberal arts curriculum or the equivalent in education and/or experience.~~ **Bachelor's degree in an appropriate field of study or four (4) years of relevant job experience. Relevant job experience includes experience in land rights, California land regulations, or other related land/environmental policies. Desired job experience; utility experience; experience in title and/or survey work; demonstrated experience and excellence in customer service; a customer-centric vision.**

OR (Amended XX/XX/26)

(2) A minimum of one (1) year as a Senior Land Technician and must have demonstrated the ability to perform such work as evidenced by the quality and quantity of the work product.

(3) Must be able to make effective oral and written presentations on land matters.

C. FILLING VACANCIES

Vacancies in the Land Agent classification shall be filled as follows:

(a) Regular Vacancies

For promotions to Land Agent under Title 21.2~~(c), (e), (g) or (h)~~, preference will first be given to those employees who have passed the Land Agent test which was discontinued after 2012. If there are no bidders who have passed the test, the following process will be used:

1) The company will review the bid list to determine which employees have expressed an interest in the position. Employees must have demonstrated satisfactory performance in their current position and meet the minimum qualifications of the new position to be considered for the position.

2) A selection board comprised of two management and two union appointed employees will interview all interested and qualified employees. The selection board will jointly create the interview questions and will consider the employee's current performance, assessment feedback, interview information and seniority.

3) The selection board will evaluate the candidates against the selection criteria to determine who is most qualified. To the extent that the board cannot agree on which candidate is most qualified and the candidates possess substantially equal qualifications, the most senior candidate will be selected

4) All candidates will receive feedback on the results of the interview.

(b) Temporary Vacancies

In the filling of temporary vacancies, employees shall be considered in respect to the full requirements of the classification, giving preferences, where practical, to those who have passed the formerly required written examination.

ENGINEERING ASSISTANT II – 2917 50010495

~~(LA 13-16)~~–(Amended 5/29/13 **XX/XX/26**)

Performs full range of advanced duties under guidance. Many assignments are at an advanced level of knowledge, design, construction, maintenance, or operation of the Company's plant.

Supports the issuance of engineering/design service/consulting contracts including generating shopping carts, change orders, review and processing invoices, posting good receipts, tracking and record keeping, coordination with engineers, sourcing, project management, portfolio, accounting, contractors and various other PG&E stakeholders. Maintains project files and provides project documentation and status as requested.

REQUIREMENTS (Added XX/XX/26)

Three (3) years of satisfactory performance in the Engineering Assistant I classification.

Automatic advancement upon reaching minimum years of experience; such advancement will be effective as of the beginning of the next pay period.

(Added XX/XX/26)

SENIOR DESIGN DRAFTER 3000 50010505

A. DUTIES

~~Under supervision, makes all types of drawings or maps or portions thereof from preliminary layout sketches, notes, diagrams, or other data including the maps of other agencies~~ **the role of a Senior Design Drafter builds upon the responsibilities of a Design Drafter with added complexity. Develops complex layout and design drawings using advanced CAD techniques.** ~~May be required to prepare details and studies that involve limited engineering knowledge.~~ **Applies knowledge of construction materials, fabrication methods, and standards.** ~~May be required to use tables and make engineering calculations. Is responsible for the development of their drawings in conjunction with the work of others and directs the work of other drafters.~~ **Coordinates and directs the work of junior drafters and design staff, providing guidance for training and orientation. Works closely with engineers and other disciplines to ensure coordinated design systems. (Amended XX/XX/26)**

B. REQUIREMENTS

Two or more years of college in the appropriate engineering field or the equivalent in education and practical drafting experience. Must be familiar with construction materials and their use and modern methods of construction or fabrication.

- 1. Any newly hired or transferred into the classification of Senior Design Drafter will be required to hold either an "Autodesk Certified User (ACU)" certificate or two-year technical degree in Drafting, or a mutually agreed-upon alternate qualification. Preferred qualification: Bachelor of Science Degree (BS).**
- 2. Current and recent ESC Hiring Hall, those who have obtained the experienced status as of the date of this Agreement, will be considered for regular status even if they do not have the certificate or degree, but must obtain one within the first twelve months of hire. Failure to obtain the certificate or degree within their first twelve months will be considered just cause for termination of a newly hired employee.**

(Added XX/XX/26)

DESIGN DRAFTER

A. DUTIES

Under supervision, performs general **2D and 3D Computer Aided Design Drafting (CADD)** drafting or mapping work of a moderately difficult nature frequently requiring a search for data and coordination of information. Frequently works from design studies, sketches, computations, or other data of moderate complexity prepared by an employee of higher classification. May be required to do computing work involving a limited knowledge of engineering formula. **(Amended XX-XX-26)**

B. REQUIREMENTS

Not less than one year of college in the appropriate engineering field or high school graduation with equivalent experience or training in drafting.

1. Any newly hired or internal bid/transfer into the classification of Design Drafter will be required to hold either an "Autodesk Certified User (ACU)" certificate or two-year technical degree in Drafting, or a mutually agreed-upon alternate qualification. Preferred qualification: Bachelor of Science Degree (BS).

2. Current and recent ESC Hiring Hall, those who have obtained the experienced status as of the date of this Agreement, will be considered for regular status even if they do not have the certificate or degree, but must obtain one within the first twelve months of hire. Failure to obtain the certificate or degree within their first twelve months will be considered just cause for termination of a newly hired employee.

(Added XX-XX-26)

6. APPLIED TECHNOLOGY SERVICES

SENIOR ENGINEERING TECHNICIAN – 3250 50010551

A. DUTIES

Under the supervision of an employee in a higher classification, performs complex laboratory and field assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a large and more diverse project. May coordinate portions of overall assignments, direct, review, analyze, and integrate the technical work of others. Will be required to assist or perform laboratory and field tests, repairs, calibrations, and investigations of a difficult nature on a wide variety of materials and equipment and prepare reports thereon. May be required to perform tests in the field without direct supervision, including dielectric testing, and may provide project supervision over other personnel. Performs the work of an Engineering Technician II and other related work duties as required. (Amended 4/10/12)

B. REQUIREMENTS

An AA degree or equivalent education and/or certifications in the appropriate field of technology. The successful completion of an agreed to examination offered under the guidelines of a nationally recognized engineering or scientific society will satisfy the requirements of equivalent education. The qualifications of an Engineering Technician II with five or more years' experience and the demonstrated ability to perform work of a difficult nature as evidenced by the quality and quantity of work as an Engineering Technician I and II or in the Industry with emphasis on laboratory procedures, techniques, equipment, and materials involved. (Amended 1/1/91) (Amended 1/1/91, 4/10/12)

C. APPLICATION

Progression to this classification requires satisfactory work performance. (Amended 1/1/80, 1/1/12)

ENGINEERING TECHNICIAN II – 3253 50010552

A. DUTIES

Under the direction or supervision of an employee in a higher classification, performs all laboratory and field assignments, maintenance and repairs, calibrations, and investigations of a difficult nature on a wide variety of materials and equipment. Performs other investigative work as directed. Prepares reports on results of investigations. May be required to perform tests in the field, including dielectric testing, without direct supervision and may direct the work of other employees.

This is the fully experienced, skilled level of Engineering Technician.

B. REQUIREMENTS

An AA degree in the appropriate field of technology and two to three years experience in the classification of Engineering Technician I or equivalent education and experience with emphasis on laboratory procedures, techniques, equipment, and materials involved.

C. APPLICATION

Progression to this classification requires satisfactory work performance and six months at the top of Engineering Technician I.
(Amended 1/1/80)

ENGINEERING TECHNICIAN I – 3254 50073275 (Beginning Classification)

A. DUTIES

Under direction or supervision of an employee in a higher classification, performs laboratory and field assignments including dielectric testing, maintenance and repairs, calibration, and investigation on a wide variety of material and equipment. Catalogs and maintains instruments.

This is the entry-level position for engineering technical work. Work performed at this level will be assigned as required to prepare the employee for advancement to Engineering Technician II.

B. REQUIREMENTS

An AA degree in the appropriate field of technology or its equivalent in education and experience with emphasis on the laboratory procedures, techniques, equipment, and materials involved.

TECHNICAL SPECIALIST

(Technical Specialist I, Beginning Classification)

A. DUTIES

Under supervision or direction of an employee of a higher classification, performs technical work in the Research Center or in the field in connection with the design, construction, maintenance, or operation of the Company's plant or functions. Works directly with the professional staff as an assistant to an engineer/scientist or group of engineers/scientists.

Typical assignments may include drafting and technical illustration for technical publications; coordinating and performing audits and writing post-audit reports; writing, reviewing, and modifying procedures; contract work and liaison with suppliers; writing and revising computer programs and user documentation and instructing program users; indexing and retrieving documents for the Company's Records Management System; preparing and reviewing computer input and output; making and checking mathematical computation; obtaining and analyzing engineering data; chart making, preparing graphs, drawings, and sketches; writing reports; and assisting in administrative work associated with the technical office activities.

B. SUBCLASSIFICATIONS

SENIOR TECHNICAL SPECIALIST – 2919 50010497

A. DUTIES

Performs full range of complex Research Center and field assignments involving responsibility for planning, coordinating, and conducting a complete assignment of relatively limited scope or a portion of a large and more diverse effort. Most assignments are at an advanced level of knowledge and application. May provide guidance and/or direct work of employees in lower classifications. Significant independent action required. May be required to work in the field without direct supervision. Performs the work of a Technical Specialist II and other related duties as required.

B. REQUIREMENTS

An AA degree or equivalent education in the appropriate technical field. The qualifications of a Technical Specialist II with five or more years experience including at least two years in the classification of Technical Specialist II and the demonstrated ability to perform work of a difficult nature as evidenced by the quality and quantity of work as a Technical Specialists I and II.

C. FILLING VACANCIES

Operational needs will determine the number of Senior Technical Specialist positions. These positions will be filled in accordance with Title 21 of the Agreement.

TECHNICAL SPECIALIST II – 2920 50073153

A. DUTIES

Performs full range of advanced duties under guidance. Many assignments are at an advanced level of knowledge and application. May provide guidance and/or assigns work to employees of lower classifications. May require independent action and/or may be required to work in the field without direct supervision. This is the fully experienced, skilled level of Technical Specialists.

B. REQUIREMENTS

An AA degree in the appropriate technical field and two or three years experience in the classification of Technical Specialist I or equivalent education and experience. Progression to this classification requires satisfactory work performance and six months at the top of Technical Specialist I.

TECHNICAL SPECIALIST I – 2921 50073152

(Beginning Classification)

A. DUTIES

Performs routine work under direction or supervision of an employee in a higher classification. This is the entry level Technical Specialist classification. Work performed at this level will be assigned, as required, to prepare the employee for advancement to Technical Specialist II.

B. REQUIREMENTS

An AA degree in the appropriate technical field or its equivalent in education and experience. (Definitions for Technical Specialists added 1/1/83)

TECHNOLOGIST – 3265 50010556

A. DUTIES

Under minimal supervision, perform engineering or scientific work in one or more of the specific assignment areas listed below. Work at this level requires the interpretation and application of engineering or scientific theory and practice, as well as the exercise of independent judgment. May perform field tests or inspections, provide staff training, make recommendations on matters within their area of expertise, prepare reports and direct the work of others. In addition, may be assigned to act as technical liaison on behalf of TES to other Company organizations. Also, can be assigned to work with outside companies in specified technical capacity.

(1) Design and prepare complex tests, plans and procedures.

(2) Design, fabricate, assemble, repair, calibrate, and/or operate complex equipment or systems requiring technical knowledge of each component in the operation of the total system.

(3) Develop complex computer hardware and/or software for scientific or engineering application.

(4) Plan, write and execute complex procedure qualifications, specify code related testing and evaluate test results.

B. REQUIREMENTS

An AA degree or equivalent education in the appropriate field of technology. The qualifications of a Senior Engineering Technician with ten or more years experience including at least three years in the classification of Engineering Technician II or above, and the demonstrated ability to perform work of a difficult nature as evidenced by the quality and quantity of work as a Senior Engineering Technician.

C. FILLING VACANCIES

The filling of these vacancies will be by the consensus of a five member committee. The committee will be comprised of the following: Committee Chairman appointed by the TES Manager, member named by Chairman, member named by candidate, and member named by Committee Chairman, and ESC Steward. (Amended 1/01/00)

Operational needs will determine the number of Technologist positions that will be created.

Note: Classifications of Engineering Tech I, II, Senior, and Technologist who are performing Non Destructive Examination (NDE) work and travel to perform NDE work will be eligible for per diem under the terms and conditions of title 10.9. Added (XX/XX/26)

NUCLEAR PLANNER- 3591 50352681

A. DUTIES

(SAP Planning):

An employee who develops work packages and provides technical support /oversight for field personnel for design modification, construction, corrective maintenance, preventive maintenance, and recurring tasks to comply with plant licensing documents, regulatory commitments, technical specifications, preventive maintenance, and equipment qualification programs.

Development of work instruction and packages include engineering drawings, plant administrative procedures, maintenance and construction procedures, vendor recommendations and other governing documents and specifications. Assists in determination of post maintenance testing requirements, clearance, ALARA and foreign material exclusion program information. Identifies required parts, special tools and material and coordinates generation of support activities. Performs job walkdowns to identify potential work activity interference. May develop as-built drawings and required field changes. Performs applicable final work package review and closure.

Interfaces and assist various departments with the development of permanent and temporary design changes. Participates in preparation of preliminary job estimates, schedules, and constructability reviews. Provides technical support to field personnel, performs field inspections, prepares progress reports, monitors the work of contractors to assure compliance with applicable site procedures, management expectations, work orders, construction standards, drawings, specifications, regulations and plans. While it is recognized that some limited contractor interface will be performed by non-unit employees, the primary point of contact will be the Nuclear Planner Classification. May direct the activities of certain employees or crews on job assignments requiring technical support. Assists engineering with studies and analysis. May perform duties as assistant Supervisor when the project size warrants. Employees will be assigned to a primary discipline of I&C; Mechanical; Electrical; or Civil but may also be assigned to perform work on occasion in another discipline if qualified. (Amended 10/28/14)

B. REQUIREMENTS

Three to five (3-5) years related discipline experience in nuclear power, and a high school diploma or equivalent.

OR

Two (2) years experience in maintenance in nuclear power, engineering or nuclear plant operations, and an associate's degree in engineering or related physical science.

OR

One (1) year experience in maintenance in nuclear power, engineering or nuclear plant operations, and a B.S. degree in engineering or related physical science.

Understanding of drawings, schematics, diagrams and other technical material. Basic software skills (word, excel, power point, access).

C. APPLICATION

Automatic Progression

Progression from Associate Nuclear Planner to Nuclear Planner is automatic after successfully completing a training program, meeting ANSI Standards, and achieving the top rate of pay, **or upon consistent demonstration of performance that meets the standards outlined in the Nuclear Planner job description.** (Amended XX/XX/26)

Filling vacancies

Prior to filling vacancies through the bid process, Company shall consider requests for transfers between disciplines provided the employee meets the requirements for the discipline, but such placement shall be at the discretion of the Company.

Demotion/layoff rights:

Rights under Title 22 of the Agreement shall be by classification and discipline

Attachment A: Modifications to Exhibit D.IV.10: (Added XX/XX/26)

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

~~A. Project Management (Deleted XX/XX/26)~~

~~Distribution Engineers will have exclusive jurisdiction over capacity and reliability projects of \$100,000 or less.~~

~~B. Travel Time (Deleted XX/XX/26)~~

~~Distribution Engineers may be required to travel to attend training and such travel may be considered as time worked and paid under the Additional Time Worked policy. However, employees are not eligible for pay for additional time worked for commuting to or from their regular headquarters.~~

~~C. Entry Engineers (Deleted XX/XX/26)~~

~~Notwithstanding Title 27.2 (a) Engineer Trainees may perform bargaining unit work as part of the Engineer Trainee Program for a period not to exceed one year.~~

~~D. Certification And Registration (Deleted XX/XX/26)~~

~~Employees in these classifications shall be reimbursed by Company for costs incurred in successfully obtaining Engineer In Training certification and Professional Engineer registration, and subsequent renewals.~~

~~E. Advancement~~

~~Associate to Journey (Deleted XX/XX/26)~~

~~Monthly Distribution Engineer Associates who meet the requirements for advancement to Journey and are performing satisfactorily in their current classification shall advance to Journey upon meeting specific technical requirements gained through a minimum of three years of relevant cumulative experience in the field of Distribution Engineering.~~

~~Senior Distribution Operations Engineer (DOE) vacancies (Deleted XX/XX/26)~~

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

~~Temporary Upgrades to DOE (Deleted XX/XX/26)~~

~~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 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.~~

~~F. Additional Time Worked (Deleted XX/XX/26)~~

~~When serving as Construction Supervisor on-call capacity and required to act in a supervisory capacity in the field directing crews, compensation will be at 1 ½ the straight time rate.~~

~~G. On-call for Electric Distribution Operations Engineers (DOE) Line of Progression (LOA 14-02)~~

~~(Amended 10/24/22) (Deleted XX/XX/26)~~

- ~~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 (including Lead and Associate 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 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 (including Associates and Leads) 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 Electric Distribution Operations Engineers (including Associates) (Amended 10/24/22) (Deleted XX/XX/26)~~

- ~~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) (Deleted XX/XX/26)~~

~~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).~~

J. ~~Seniority and Title 22 Application (Deleted XX/XX/26)~~

~~In the event that Demotions and Layoffs are needed, the Company will follow the provisions of Title 22 of the Agreement. Senior and higher Electric Distribution Engineers may not displace another less senior ESC-represented incumbent unless the Electric Distribution Engineer has previously held that classification on a regular basis, meets all current requirements for the position, and has more ESC service than the impacted employee.~~

K. ~~Temporary Upgrades to Principal Distribution Engineer (Deleted XX/XX/26)~~

~~Temporary upgrades to Principal Distribution Engineer will be solely at the discretion of management and not subject to the grievance procedure.~~

L. ~~Filling of Principal Distribution Engineer vacancies (Deleted XX/XX/26)~~

~~Should the Company determine at its sole discretion to fill a Principal Distribution Engineer vacancy, the vacancy will be filled through the use of a joint selection panel which will consider internal and external applicants simultaneously.~~

M. ~~Disciplines within the Gas Distribution Engineer classification (Deleted XX/XX/26)~~

~~Each classification has several disciplines, as noted in the job descriptions: Division Engineering and Design, Planning, and Control Center. Employees will work in one discipline, but may be assigned the work of other disciplines. PG&E will provide appropriate training as needed. Gas Distribution Control Center (GDCC) working conditions will only apply to Engineers assigned to the GDCC headquarters.~~

N. ~~Professional Engineer (PE) License Requirement, Stamping of Documents and Drawings (Deleted XX/XX/26)~~

~~1. Gas Senior and Senior Consulting Level Engineers may be required to have a current California PE license as described below. Their job duties include signing and stamping and acting as the engineer in "responsible charge" for engineering drawings, specifications, reports, or documents that are to be released for construction.~~

~~a. Current incumbent Senior Gas Distribution Engineers will be "grandfathered" into the classification and will not be required to hold the PE license or sign and stamp documents; however, unlicensed incumbents will not be permitted to bid into positions in the SCADA/ Regulator Station group except by agreement between the Company and the Union.~~

~~b. For operational needs, management may require a PE License for other vacancies for Senior Gas Distribution Engineer, so long as the total percentage of Senior Gas Distribution Engineers holding the PE License is not more than 60%; however, management may exceed this percentage to require a PE License for any Senior or Senior Consulting Engineer vacancies in the SCADA/Regulator Station group.~~

~~2. The PE license is not required for Associate and Journey Engineers.~~

~~3. Any engineer who stamps documents must meet all the following criteria:~~

~~a. hold a current and valid California PE license in the applicable field of engineering,~~

~~b. be fully competent and proficient by education and experience in the field or fields of professional engineering relevant to the project,~~

~~c. possess sufficient knowledge of the project to make, or review and approve, the engineering decisions for the project, and~~

~~d. be capable of answering questions asked by other similarly licensed, competent and proficient engineers so as to leave little questions as to the engineer's technical knowledge of the engineering performed.~~

O. ~~Seniority and Title 22 Application (Deleted XX/XX/26)~~

~~In the event that Demotions and Layoffs are needed, the Company will follow the provisions of Title 22 of the Agreement. Senior and higher Gas Distribution Engineers may not displace another less senior ESC-represented incumbent unless the Gas Distribution Engineer has previously held that classification on a regular basis, meets all current requirements for the position, and has more ESC service than the impacted employee.~~

10. DISTRIBUTION ENGINEERS (Added XX/XX/26)

Senior Distribution Operations Engineer (DOE) vacancies

There will be a minimum of one (1) Senior DOE position in each Distribution Control Center.

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 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.

Job Bidding (Added XX/XX/26)

Journey level Electric Distribution Engineer and Journey level Electric Distribution Operations Engineer shall be considered the same classification for the purposes of pertinent Title 21 sections pertaining to filling vacancies.

Additional Time Worked

When serving as Construction Supervisor on-call capacity and required to act in a supervisory capacity in the field directing crews, compensation will be at 1 ½ the straight time rate.

On-call for Electric Distribution Operations Engineers (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 (including Lead and Associate 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 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 (including Associates and Leads) 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

4x10 and Saturday work schedules for Electric Distribution Operations Engineers (including Associates) (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.

Temporary Upgrades to Principal Distribution Engineer

Temporary upgrades to Principal Distribution Engineer will be solely at the discretion of management and not subject to the grievance procedure.

Filling of Principal Distribution Engineer vacancies

Should the Company determine at its sole discretion to fill a Principal Distribution Engineer vacancy, the vacancy will be filled through the use of a joint selection panel which will consider internal and external applicants simultaneously.

Disciplines within the Gas Distribution Engineer classification

Each classification has several disciplines, as noted in the job descriptions: Division Engineering and Design, Planning, and Control Center. Employees will work in one discipline, but may be assigned the work of other disciplines. PG&E will provide appropriate training as needed. Gas Distribution Control Center (GDCC) working conditions will only apply to Engineers assigned to the GDCC headquarters.

Professional Engineer (PE) License Requirement, Stamping of Documents and Drawings

1. Gas Senior and Senior Consulting Level Engineers may be required to have a current California PE license as described below. Their job duties include signing and stamping and acting as the engineer in "responsible charge" for engineering drawings, specifications, reports, or documents that are to be released for construction.
 - a. Current incumbent Senior Gas Distribution Engineers will be "grandfathered" into the classification and will not be required to hold the PE license or sign and stamp documents; however, unlicensed incumbents will not be permitted to bid into positions in the SCADA/ Regulator Station group except by agreement between the Company and the Union.
 - b. For operational needs, management may require a PE License for other vacancies for Senior Gas Distribution Engineer. ~~so long as the total percentage of Senior Gas Distribution Engineers holding the PE License is not more than 60%; however, management may exceed this percentage to require a PE License for any Senior or Senior Consulting Engineer vacancies in the SCADA/Regulator Station group.~~ **(Amended XX/XX/26)**
2. The PE license is not required for Associate and Journey Engineers.
3. Any engineer who stamps documents must meet all the following criteria:
 - a. hold a current and valid California PE license in the applicable field of engineering,
 - b. be fully competent and proficient by education and experience in the field or fields of professional

engineering relevant to the project,

- c. possess sufficient knowledge of the project to make, or review and approve, the engineering decisions for the project, and
- d. be capable of answering questions asked by other similarly licensed, competent and proficient engineers so as to leave little questions as to the engineer's technical knowledge of the engineering performed.

~~Q. Seniority and Title 22 Application (*Deleted XX/XX/26*)~~

~~In the event that Demotions and layoffs are needed, the Company will follow the provisions of Title 22 of the Agreement. Senior and higher Gas Distribution Engineers may not displace another less senior ESC represented incumbent unless the Gas Distribution Engineer has previously held that classification on a regular basis, meets all current requirements for the position, and has more ESC service than the impacted employee.~~

P. Provisions for Gas Distribution Engineers at the Gas Distribution Control Center (DCC) (LA 14-10) (Added 3/27/14)

1. General Schedule and Compensation

- a. Gas DCC Engineers will work a basic work week of three days per week, 12 hours per day in order to meet the requirements of the position. Although this requires a minimum of 36 hours of work per week, they will be paid the same monthly rate as other Gas Distribution Engineers who work five days per week. This will be communicated in all job postings and made clear to all employees bidding into the position prior to their acceptance of the position.
- b. Gas DCC Engineers will be considered full-time exempt monthly employees for all purposes of the ESC contract.
- c. The work day will be 6:30am to 6:30pm. After the initial six months and prior to one year after implementation of this Letter Agreement, the Company will have the option to switch to a 6am-6pm schedule, with 30 days' notice to affected employees.
- d. The Company's goal is to have a Gas DCC Engineer on duty in the DCC up to seven days per week, 365 day per year. The Company and Union have discussed that five Engineers cover the schedule with on-call responsibilities, while providing adequate time for rest to avoid fatigue, especially if one or more Engineers is on vacation or sick leave or otherwise unavailable. If there are less than five Engineers on staff, the Company may choose to reduce coverage to six or fewer days per week.

4. Accrued Benefits

a. Holidays

- i. ~~Currently, e~~Employees **will receive 8 hours of pay for all holidays listed in Title 8.1c.** ~~are entitled to 10 eight-hour holidays and three eight-hour floating holidays.~~ Employees will continue to observe these same holidays subject to the following provisions: **(Amended XX/XX/26)**
- ii. ~~Eight hours' pay will be paid for the following holidays.~~
 1. ~~New Year's Day~~
 2. ~~Martin Luther King, Jr. Day~~
 3. ~~President's Day~~
 4. ~~Memorial Day~~
 5. ~~Independence Day~~
 6. ~~Labor Day~~
 7. ~~Veteran's Day~~
 8. ~~Thanksgiving Day~~
 9. ~~Friday after Thanksgiving~~
 10. ~~Christmas Day~~

(Deleted XX/XX/26)

- iii. Employees will be allowed to bank holiday hours for use at a later time.
 - iv. To supplement the eight hours of holiday pay, employees may use hours from their three Floating Holidays (24 hours total), banked holiday hours, or accrued vacation hours.
 - v. An employee scheduled to work on a holiday will be paid at 1.5 times for hours worked, except for the Day After Thanksgiving, which is paid at straight time in accordance with Title 8.1(d). In addition to pay for working the holiday, an employee will be permitted to take 12 hours pay or allowed to "Bank" the holiday hours.
 - vi. An employee not scheduled to work on a holiday will schedule another day off as the holiday using banked holiday hours if available for use.
- b. Vacation accrual. Gas DCC Engineers will accrue a total amount of vacation per section 9.2 based upon working 40 hours per week. All other provisions of Title 9 will apply. Despite being considered monthly employees, Gas DCC Engineers will be permitted to use Unanticipated Vacation per section 9.14., up to 12 hours consecutively,
- c. Sick time accrual and usage will follow Title 11.

14. Project Control Analysts Deleted as of 1/25/19. See LOA 19-01-ESC (Amended XX/XX/26)

A. Expert Project Controls Analyst Provisions (Added XX/XX/26)

Each Expert PCA position posted may be for either Cost Management, Earned Value Management or Scheduling Management, as needed and determined by the Company, and this will be clearly identified at the time of posting. and may not be changed while an incumbent is in the position.

- 1) **The minimum requirement for Expert PCA is an active certification from the Association for the Advancement of Cost Engineering (AACE) International in one of the following.**
 - **Certified Cost Professional (CCP),**
 - **Planning & Scheduling Professional (PSP), or**
 - **Earned Value Professional (EVP),**

The Certification requirement is dependent on position being filled: CCP for Expert PCA in Cost Management,

PSP for Expert PCA in Scheduling Management, EVP for Expert PCA in Earned Value Management. Qualified Senior and Journey PCA may also perform “Earned Value” analysis within their respective current classifications.

B. Temporary Assignments to Higher Classification

Project Controls Analysts can review and track Project Management work and get support from an assigned back-up PM covering for a vacation or otherwise absent Project Manager for up to two weeks. For vacations or temporary absences exceeding two weeks, a back-up Project Manager will be assigned to provide coverage, or the Project Controls Analysts will be temporarily upgraded to the appropriate Project Manager classification.

A Project Controls Analyst (PCA) assigned to support Sr Consulting PM-level projects, if not an Expert PCA, shall receive an upgrade to Expert for the duration of the assignment. If more than one PCA is assigned to a Senior Consulting PM-level project, only one Expert PCA per Senior Consulting PM-level project is required. If there are multiple PCA’s assigned to the same project, and a temporary upgrade is required, then seniority shall apply. Other temporary upgrades to Expert PCA are at the discretion of the Company.

C. Staffing Requirements

The Company also agrees to maintain a minimum ratio of Senior and Expert Project Controls Analyst in this unit such that a minimum of 50% of all Project Controls Analyst positions are Senior and Expert Project Controls Analyst positions. Additional Senior or Expert Project Controls Analyst positions will be added as regular Project Control Analysts positions are added to reflect this ratio as closely as possible. Normal rounding will apply in determining the number of Senior and Expert Project Controls Analyst positions. In no case, will the ratio result in the selection of a Senior or Expert Project Controls Analyst who is unqualified for the position. The Company may expand or reduce the number of Senior and Expert Project Controls Analyst positions provided it maintains the minimum ratio. If the Company chooses to downgrade a Senior or Expert Project Controls position to a Project Controls Analyst position solely to maintain the ratio, the incumbent will be placed as a present incumbent only (PIO) Senior or Expert Project Controls Analyst, however, such PIO assignment will not be made if the reduction is the result of the application of Title 22 or due to a demotion resulting from a documented performance deficiency.

15. Project Managers and Project Controls Analysts (LOA 08-18, Classification Specific Provisions from Exhibit W) (Amended XX/XX/26)

Project Managers (PM) are included under one job classification and include career stages from associate to senior consulting for all PM disciplines listed below; job descriptions for this classification are included in Appendix 1. Each functional area within the Company requires expertise in certain knowledge areas and duties that are outside of the general job description. The PM's that support these functional areas are defined by a specific discipline listed below. (Added XX/XX/26)

Disciplines: (Added XX/X/26)

Project Management (Added XX/XX/26)

- ***Electric & Gas PM***
- ***Power Generation PM***
- ***Power Generation Licensing PM***
- ***Nuclear PM***

Discipline specific requirements are listed below. Requirements support journey classification and above unless otherwise noted. (Added XX/XX/26)

I. Electric & Gas PM (Added XX/XX/26)

A. Specific Knowledge Areas Salary Range (Amended XX/XX/26)

- ***Knowledge and experience with station, distribution, and transmission projects. This includes working knowledge of industry including understanding of design, construction, and/or operation of equipment, and experience interpreting applicable codes, standards, regulations, and practices. (Added XX/XX/26)***
- ***Knowledge of clearance coordination activities. (Added XX/XX/26)***
- ***Knowledge of land acquisition, CPUC and environmental permitting, and EPC contracting procedures. (Added XX/XX/26)***

~~The Engineering Degree requirement for the higher pay band shall refer specifically to a BS degree in Mechanical, Civil or Electrical Engineering from an accredited college or university. (Amended 1/1/12)~~

B. Work Jurisdiction

The parties agree that there is shared work jurisdiction between the Principal Project Manager and this unit. The Company and Union agree to continue the shared work jurisdiction as currently practiced; there are currently 4 Principal Project Manager positions: 2 regular Principal Project Managers and 2 rotational Principal Project Managers (whose base classification is Senior Project Manager). The Company will notify the Union of projects assigned to Principal Project Managers in advance and will meet and confer with the Union before increasing the number of Principal positions, including rotational positions, to more than 4.

C. Staffing Requirements (Added XX/XX/26)

The Company also agrees to maintain a minimum ratio of Senior Project Managers in this unit such that a minimum of 50% of all Project Manager positions are Senior Project Manager positions. Additional Senior Project Manager positions will be added as regular Project Manager positions are added to reflect this ratio as closely as possible. Normal rounding will apply in determining the number of Senior Project Manager positions. In no case will the ratio result in the selection of a Senior Project Manager who is unqualified for the position. The Company may expand or reduce the number of Senior Project Manager positions provided it maintains the minimum ratio. If the Company chooses to downgrade a Senior Project Manager position to a journey Project Manager position solely to maintain the ratio, the incumbent will be placed as a PIO Senior Project Manager, however, such PIO assignment will not be made if the reduction is the result of the application of Title 22 or due to a demotion resulting from a documented performance deficiency.

D. ~~C. Temporary Assignments to Higher Classification Performance Standards (Amended XX/XX/26)~~
The provisions of Section 15.3 shall not be applicable to these Exempt employees. (Added XX/XX/26)

The Company shall determine when work or projects warrant a temporary upgrade to the classification of Senior Project Manager or Senior Consulting Project Manager based on the complexity of the project and using

the list of projects by career stage (list). The company will then make an upgrade assignment for a term defined in section (3) below. The company may deviate from the list below. (Added XX/XX/26)

In the event of a disagreement regarding such determination, a Joint Committee shall be convened. This committee shall consist of two (2) representatives appointed by the Company and two (2) employees from the appropriate organization and job classifications appointed by the Union. Job classification must be at or above the career stage of project type being discussed for upgrade, or the next lower career stage if there are not two (2) employees at or above the career stage in the same PM classification available. Decisions of the committee shall be made by majority vote. If the committee cannot reach a majority decision, the ruling will go back to what is written in the list of projects by career types. The committee may deviate from the following list as appropriate. (Added XX/XX/26)

The list of project types by career stage below is illustrative only and a project type listed may not constitute sufficient complexity warranting an upgrade. Adjustments to the list of project types by career stage may be made with mutual agreement. (Added XX/XX/26)

- 1) Journey Project Managers shall be upgraded to Senior Project Manager while assigned three or more projects defined as Senior Project Manager level on the attached table of Project Types by Career Stage. (Added XX/XX/26)*
- 2) Senior Project Managers shall be upgraded to Senior Consulting Project Manager while assigned one or more projects defined as Senior Consulting Project Manager level on the attached table of Project Types by Career Stage. The PMP certification is not required for upgrade to Senior Consulting Project Manager. (Added XX/XX/26)*
- 3) For all these upgrades, the term of assignment is defined as initial assignment until the end of construction. Projects that have finished construction shall not be counted. For Upgrades to Sr. Consulting Project Manager that require a CPCN or CEQA permit, the term of the upgrade is defined as the time the PG&E Law Department advises that a CPCN or CEQA permit will be required until the end of construction. The parties agreed the intent of the CPCN and CEQA requirements for the Senior Consulting Project Managers applied to PG&E projects where the Project Manager is responsible for managing the environmental assessment and work necessary for obtaining state approval for the CPCN permit or CEQA. (Added XX/XX/26)*
- 4) Associate Project Managers may be assigned to work on up to three Journey or Sr. Project Manager Projects as defined on the attached table of Project Types by Career Stage. The Associate Project Manager will not have primary responsibility for these assigned projects, but rather work under the guidance and direction of a Project Manager of a higher classification for developmental purposes. The Associate Project Manager will not be upgraded when assigned projects in this manner. Notwithstanding the above, Associate Project Managers shall be upgraded to the appropriate Project Manager position while assigned three or more projects to manage on an independent basis as defined in the attached table of Project Types by Career Stage. (Added XX/XX/26)*

~~The Company will continue with the existing performance appraisal standards and those will be updated by a joint Company Union Committee to support the shared objective of achieving top quartile performance. The company may from time to time update appraisal standards and annual goals provided that such updates are not substantially different from the previously agreed standards. (Amended 1/1/12)~~

~~D. Expert Project Controls Analyst Provisions (LOA 15-11) (Added 5/27/15)~~

- ~~1) Each Expert PCA position posted will be for either "Earned Value" or "Scheduling," as needed and determined by the Company, and this will be clearly identified at the time of posting and may not be changed while an incumbent is in the position. (Deleted XX/XX/26)~~
- ~~2) The minimum additional requirement for Expert PCA is the PSP or EVP certificate depending on position being filled: PSP for Expert PCA in Scheduling, EVP for Expert PCA in Earned Value. Qualified Senior and Journey PCA may also perform "Earned Value" analysis within their respective current classifications. (Deleted XX/XX/26)~~
- ~~3) The position will be filled when an operational need exists. (Deleted XX/XX/26)~~

- ~~4) All candidates will be required to pass a jointly developed competency assessment with a jointly developed scoring mechanism and cutoff score. This assessment will be given when a vacancy occurs, in advance of interviews, either in writing or by computer, and all candidates (internal and external) must pass in order to be considered by the interview panel. The assessment will be jointly revised as needed; it is not necessary to develop a new assessment exam when vacancies occur close together. A candidate who has successfully passed the assessment will not be required to take the assessment again. (Deleted XX/XX/26)~~

**II. Power Generation PM (Added XX/XX/26)
Specific Job Duties and Knowledge Area**

Job Duties

- **The project manager also provides normal and emergency maintenance and operation support**
- **In emergencies, promptly responds to facility failures to support assessment and corrective actions**
- **Works with their supervisor and others to represent PG&E to government bodies, regulatory agencies and non-governmental organizations as required for assigned projects.**
- **Leads and applies knowledge in project management efforts for multiple generation projects that can be discipline specific, multi-discipline, programmatic in nature, or related to water rights management.**
- **Provides extensive knowledge and guidance to others in start-up testing, inspections, and condition assessment; actively supports complex and/or large project start-up tests and field inspections.**

Specific Knowledge Areas

- **Knowledge and experience within specific functional areas of power generation projects. This includes but is not limited to civil infrastructure, storage (e.g. water or fuel), conveyance, and generation.**
- **Working knowledge of industry including understanding of design, construction, and/or operation of equipment, and experience interpreting applicable codes, standards, regulations, and practices.**

Temporary Upgrades

The Company shall determine when work assignments or projects warrant a temporary upgrade to the classification of Senior Consulting Project Manager based on the complexity of the projects and descriptions provided below. The company will then make an upgrade assignment with a term defined as the initial assignment until the end of construction, which excludes projects that have finished construction. The company may deviate from the descriptions below.

In the event of a disagreement regarding such determination, a Joint Committee shall be convened. This committee shall consist of two (2) representatives appointed by the Company and two (2) employees from the appropriate organization and job classifications appointed by the Union. Job classification must be at or above the career stage of assignment type being discussed for upgrade or the next lower career stage if there are not two (2) employees at or above the career stage in the same PM classification available. Decisions of the committee shall be made by majority vote. If a majority decision cannot be reached, determination will be based on the descriptions listed below. The committee may deviate from the following descriptions as appropriate.

- **Lead project manager for a high complexity and/or, multidisciplinary portfolio of powerhouse overhaul projects with significant capital, risk, and operational impact. Such as a Board level project as described by EPG governance.**
- **Lead project manager for complex, high risk capital projects executing full replacement, removal, or significant modification of dams and associated civil infrastructure under FERC jurisdiction.**

III. Nuclear PM (Added XX/XX/26)

Specific Job Duties and Knowledge Areas

Job Duties (Added XX/XX/26)

- **May participate in an assigned Emergency Response Organization position (may be part of an on-call duty team).**
- **Regularly interface with appropriate key contractor personnel to ensure all project quality standards are met.**
- **Manage the resolution of technical and licensing issues associated with the design and implementation of the project.**
- **(Senior and Above) May be required to perform additional duties supporting training programs, performing training and assisting supervisors in coordinating and scheduling work assignments. It is recognized that such duties may also be performed by non-unit supervisors**
- **(Senior) Ensures project team implementation of applicable technical policies, procedures, standards, specifications, regulations, and guidelines in consultation with appropriate technical SMEs.**
- **(Senior Consulting) Interprets, advises, and educates others, including leadership and other PMs, in areas of project management specific industry guidelines and standards.**

Knowledge Areas (Added XX/XX/26)

- **Working knowledge and understanding of nuclear design, construction, and/or operation of equipment, and experience interpreting applicable codes, standards, regulations, and practices.**
- **Knowledge of Diablo Canyon Power Plant (DCPP) systems, structures, components and facilities.**

Licenses/Certifications (Associated and Journey) (Added XX/XX/26)

- **Desired to hold a Project Management Institute (PMI) Project Management Professional (PMP) certificate or Certified Associate in Project Management (CAPM) certificate.**

Temporary Upgrades (Added XX/XX/26)

- **The Company shall determine when work assignments or projects warrant a temporary upgrade to the classification of Senior Consulting Project Manager based on the complexity of the projects and descriptions provided below. The company will then make an upgrade assignment with a term defined as the initial assignment until the end of construction, which excludes projects that have finished construction. The company may deviate from the descriptions below.**
- **In the event of a disagreement regarding such determination, a Joint Committee shall be convened. This committee shall consist of two (2) representatives appointed by the Company and two (2) employees from the appropriate organization and job classifications appointed by the Union. Job classification must be at or above the career stage of assignment type being discussed for upgrade or the next lower career stage if there are not two (2) employees at or above the career stage in the same PM classification available. Decisions of the committee shall be made by majority vote. If a majority decision cannot be reached, determination will be based on the descriptions listed below. The committee may deviate from the following descriptions as appropriate.**
 - (1) Project manager for a high complexity and/or multidisciplinary or multiphase nuclear projects with significant expense or capital cost, regulatory risk, and operational impact. Such as a Board level project as described by EPG governance, or projects that introduce enterprise risk.**
 - (2) Project manager for complex, high risk capital or expense projects executing full replacement, removal, or significant modification of a System, Structure, or Component.**
 - (3) Lead project manager for complex projects with significant expense or capital cost and operational impact, and which has project managers supporting the lead during execution due to the complexity of the project.**

Supervisors Performing Bargaining Unit Work (Added XX/XX/26)

- **The number of supervisors doing bargaining unit work will not exceed the historical practice of the number of supervisors who perform such work as of May 29, 2008, and the percentage of bargaining unit work those supervisors perform as compared to their total workload will also be consistent with historic practice as of May 29, 2008. In no event will bargaining unit work comprise more than 50% of a supervisor's duties.**

Emergency Response Organization (ERO) Duties (Added XX/XX/26)

- **Employees shall be provided one day off with pay (coded as time off with pay/with permission) for each 6 month period that the employee is assigned to an ERO position with the same reporting requirements of minimum staff. Such one day off with pay will be granted after the employee has completed a 6 month assignment and shall be taken by the employee within 6 months of the date earned. Additionally, such one day off with pay will be for the full workday that the employee is assigned when the day is taken. For example, when assigned to a 10 hour workday, the employee would be given the full day off when assigned to an 8 hour workday, the employee would be given the full day off.**

Diablo Canyon Power Plant Practices (Added XX/XX/26)

- **Monthly ESC-represented employees at Diablo Canyon Power Plant will continue to observe practices established by L/A 09-42-ESC and 11-17-ESC as follows:**
 - (1) **all travel time provisions of the contract apply except travel to and from an employee's regular headquarters.**
 - (2) **employees are not subject to overtime equalization or minimum pay for emergency overtime.**
 - (3) **the ERO Labor Management committee will continue to meet.**
 - (4) **Nuclear employees working at a headquarters outside of Diablo Canyon may be assigned work at Diablo Canyon to support refueling outages, and are not eligible for travel time or mileage reimbursement for the duration of their outage assignment. Employees will return to their previous classification and/or headquarter following their outage assignment.**
 - (5) **The alternative work schedule of an individual employee may be canceled based on the needs of the operation and/or the employee's performance. Employees who work an alternative work schedule shall be available to support business needs on their regular day off (RDO) by, for example, responding to phone calls or rescheduling their RDO as needed.**
 - (6) **Management will make every reasonable effort to schedule employee business travel to occur on scheduled work days.**

Diablo Canyon Power Plant (DCPP) Outages (Added XX/XX/26)

- **Employees are eligible for pay at the 1.5x rate when required to work during scheduled or unscheduled outages and in selected work activities outside of outages in support of preventing a unit shutdown or loss of generation are eligible for pay for additional hours worked beyond the normal daily work schedule. Outage duration is defined as when the main generator output breaker is opened to when it is closed. Certain departments that support the outage work, but perform their overtime prior to the breaker being opened or after the breaker is closed, are eligible if approved in advance by the Company.**

IV. Power Generation Licensing PM (Added XX/XX/26)

Specific Job Duties and Knowledge Areas

Job Duties (Added XX/XX/26)

- **Manage license projects including, but not limited to original licenses, relicensing, license surrender, decommissioning, license transfer, major license amendments, transition to license implementation, non-routine license implementation projects, license-related projects, land conservation programs and other license-related projects.**
- **Interprets and applies applicable industry standards, regulations, statutes and company best practices.**
- **Plans, prepares and files reports, regulatory filings and other documents.**

- **Manages and approves reports, regulatory filings, and other documents prepared by others.**
- **Represents project to external project participants including regulatory agencies, non-governmental organizations and other third parties.**
- **Prepare written and verbal project communications with regulatory agencies, non-governmental organizations, and other third parties.**
- **Manage relationships with external project participants including regulatory agencies, non-governmental organizations, contractors, and other third parties.**
- **Negotiate project agreements with regulatory agencies, non-governmental organizations, and other third parties.**
- **Monitor and adopt changes in industry, laws, and regulation related to hydropower.**
- **Provides regulatory project management support to other departments.**
- **As assigned, may perform water rights management, including interpreting, preserving, investigating, tracking, records management, permitting, licensing, filing and responding to protests and complaints, reviewing and responding to water right applications and other filings by entities other than PG&E, preparing and providing expert witness testimony, representing PG&E in regulatory and other proceedings, providing internal expert counsel and direction, reviewing and payment of water right fees, and other tasks related to water rights.**
- **Collaboratively negotiates and resolves settlement agreements with multiple external parties.**
- **Develops strategies and provides negotiation leadership on contracts and regulatory issues.**
- **Interprets and clarifies applicable industry standards, and regulatory codes and regulations.**
- **Develops project specific technical policies, procedures, standards, specifications, and guidelines.**
- **Participate in external and industry forums**

Specific Knowledge Areas (Added XX/XX/26)

- **Knowledge of industry Relicensing Regulations, including Federal Power Act, FERC regulations and Agency specify requirements related to Relicensing such as Mandatory Conditioning Authority, ESA, etc.**
- **Able to collaboratively negotiate and build consensus with external parties and reach agreement on moderately to complex issues.**
- **Demonstrates ability to craft effective correspondence, reports, filings, applications, agreements and proposed license conditions.**
- **Demonstrates ability to understand and correctly interpret regulations and requirements, meet all regulatory requirements and maintain accurate, timely compliance records.**
- **Knowledgeable about current hydro issues.**

Temporary Upgrades (Added XX/XX/26)

The Company shall determine when work assignments or projects warrant a temporary upgrade to the classification of Senior Consulting Project Manager based on the complexity of the projects and descriptions provided below. The company will then make an upgrade assignment with a term defined as the initial assignment until the end of construction, which excludes projects that have finished construction. The company may deviate from the descriptions below.

In the event of a disagreement regarding such determination, a Joint Committee shall be convened. This committee shall consist of two (2) representatives appointed by the Company and two (2) employees from the appropriate organization and job classifications appointed by the Union. Job classification must be at or above the career stage of assignment type being discussed for upgrade or the next lower career stage if there are not two (2) employees at or above the career stage in the same PM classification available. Decisions of the committee shall be made by majority vote. If a majority decision cannot be reached, determination will be based on the descriptions listed below. The committee may deviate from the following descriptions as appropriate.

- **The lead Project Manager for exceptionally complex regulatory licensing and surrender efforts involving multiple, interdependent Federal Energy Regulatory Commission (FERC) actions, extensive interagency coordination, and active negotiations with material organizational consequences. These projects carry elevated regulatory, political, reputational, environmental, and financial risk and require continuous high -level judgment.**

- ***Leads integrated applications that combine license or surrender actions, non-project use of lands, and amendments into a single regulatory filing. Represents the organization in direct negotiations with senior agency leadership and State and Federal elected officials, exercising a level of influence and accountability beyond typical project management or customer-facing roles.***

E. PMP Certification

New entrants at the Senior Project Manager level shall be required to have and maintain a Project Management Professional (PMP) certification. New entrants at the Senior Project Controls Analyst level shall be required to have and maintain a Project Management Professional (PMP) or Certified Associate in Project Management (CAPM) certification. Current Senior Project Managers and Senior Project Controls Analysts are encouraged, but not required, to obtain certification. Furthermore, the Company will make a one-time payment of \$500 to existing Project Managers and Project Controls Analysts who obtain certification. (Added 1/1/12)

F. Temporary Assignments to Higher Classification

The provisions of Section 15.3 shall not be applicable to these Exempt employees.

- 1) Journey Project Managers shall be upgraded to Senior Project Manager while assigned three or more projects defined as Senior Project Manager level on the attached table of Project Types by Career Stage.
- 2) Senior Project Managers shall be upgraded to Senior Consulting Project Manager while assigned one or more projects defined as Senior Consulting Project Manager level on the attached table of Project Types by Career Stage. The PMP certification is not required for upgrade to Senior Consulting Project Manager.
- 3) (Deleted 1/1/12)
- 4) For all these upgrades, the term of assignment is defined as initial assignment until the end of construction. Projects that have finished construction shall not be counted. For Upgrades to Sr. Consulting Project Manager that require a CPCN or CEQA permit, the term of the upgrade is defined as the time the PG&E Law Department advises that a CPCN or CEQA permit will be required until the end of construction. The parties agreed the intent of the CPCN and CEQA requirements for the Senior Consulting Project Managers applied to PG&E projects where the Project Manager is responsible for managing the environmental assessment and work necessary for obtaining state approval for the CPCN permit or CEQA. (Amended 1/1/12)
- 5) Project Controls Analysts can review and track Project Management work and get support from an assigned back-up PM covering for a vacation or otherwise absent Project Manager for up to two weeks. For vacations or temporary absences exceeding two weeks, a back-up Project Manager will be assigned to provide coverage or the Project Controls Analysts will be temporarily upgraded to the appropriate Project Manager classification. (Added 1/1/12)
- 6) Associate Project Managers may be assigned to work on up to three Journey or Sr. Project Manager Projects as defined on the attached table of Project Types by Career Stage. The Associate Project Manager will not have primary responsibility for these assigned projects, but rather work under the guidance and direction of a Project Manager of a higher classification for developmental purposes. The Associate Project Manager will not be upgraded when assigned projects in this manner. Notwithstanding the above, Associate Project Managers shall be upgraded to the appropriate Project Manager position while assigned three or more projects to manage on an independent basis as defined in the attached table of Project Types by Career Stage. (Added 1/1/12)

G. Job Bidding Promotion and Transfer

Advancement to Senior Analyst

Project Controls Analyst who meet the requirements of the Senior Project Controls Analyst position and are performing satisfactorily in their current classification shall advance to Senior Project Controls Analyst upon reaching 5 years experience; such experience may include 7 years PG&E relevant experience or 8 years related industry experience as well as time in Project Services. Relevance of prior experience (PG&E or industry experience) shall be documented by the Selection Board at the time of selection. (Amended 1/1/12)

Promotion in Place

When business needs require the creation of a Sr. PM position in an office without an increase in the

combined number of journey and Sr. PM positions in that office, the Company and Union may agree in writing to promote an incumbent journey PM in that office to Sr. PM without a vacancy. If there is more than one incumbent journey PM in the office, the joint selection panel process described above shall be used to select the individual most qualified for promotion.

Posting of Positions in more than one Headquarters

In filling positions in field locations, the Company may identify multiple locations as a possible headquarters. All potential locations must be in the same geographical bid region; there are currently 4 geographical bid regions per Title 21.3 of the contract: Bay Region, Mission Trail Region, Northern Region and San Joaquin Valley Region. If these are changed, any changes will also apply to this agreement. In those cases, the successful candidate will choose the office from those listed to use as their work headquarters. If an employee vacates a position, the position may be re-posted in more than one office, as long as all potential headquarters are within the same geographical bid region. In the event work shifts locations, any movement of employees on a non-voluntary basis will follow the provisions of Title 22.

Job Descriptions

- Job Descriptions are published in Appendix 1 of this Agreement.

29. SMARTMETER OPERATIONS CENTER (LOA 15-07) (Added 4/5/15)

A. Advancement

Advancement from Senior to Expert as follows: SMOC senior level employees who meet the requirements for advancement to Expert level and are performing satisfactorily in their current classification may advance to Expert upon reaching the minimum number of years of either Company or external experience or any combination thereof, provided that the Company determines that an operational need exists for an additional SMOC Expert in the employee's Line of Progression.

If, when an operational need exists, more than one Senior employee is qualified to advance as set forth above, the Company shall select the employee whose ability and personal qualifications make *them* most qualified for the job. If ability and personal qualifications are substantially equal, seniority shall prevail.

~~B. Performance Standards (Deleted XX/XX/26)~~

~~Employees shall continue to be covered by the management performance appraisal/development process. The performance appraisal form may be modified by Company from time to time, but significant and or substantive changes to the standards used must first be bargained with the Union.~~

B. ~~C.~~ On-Call Policy for SMOC Employees

1. An on-call calendar will be established for the IT Applications Operations Analysts. The number of on-call employees for a given week will depend on the qualifications of the available workforce. If an employee is qualified to support all applications and is the only person on call for a week, the employee will be given the Friday following an on-call week as a paid day off.
2. On-call duty will be for one week: from the end of the employee's regular workday Friday to the beginning of the employee's regular workday the following Friday.
3. 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.
4. Employees will be informed no less than 4 weeks before that they will be on-call.
5. On-call duty will be rotated and equally distributed among qualified employees. Employees may, with management permission, swap on-call weeks. Any requests to swap should be made as soon as possible and, except in the case of an emergency, must be made no less than one week in advance.
6. Employees must be qualified to support the application(s) for which they are placed on the On- call calendar.
7. 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.
8. For monthly employees, time worked after the first 2 hours of work performed during an on-call week shall be compensated at the straight-time rate.

Job Descriptions

Job Descriptions are published in Appendix 1 of this Agreement.

37. IT PROJECT MANAGERS (LOA 19-21) (Added 1/8/2020)

A. Shared Work Jurisdiction

1. The IT Methodology is not exclusive to IT Infrastructure PMs.
2. First-Line Supervisors (including managers or directors who directly supervise IT Infrastructure PM's) may support IT PM's, including performance of IT Infrastructure PM duties (as delineated in the job descriptions) up to 30% of the first-line supervisor's time. This will not include a first-line supervisor being assigned as the Project Manager for any specific project.
3. IT Infrastructure PMs will continue to be assigned infrastructure projects; however, the Company has historically utilized other represented and non-represented employees to support the delivery of projects. These other represented and non-represented employees may continue to support the delivery of projects and IT Infrastructure PMs through the performance of work historically performed through their normal job functions. As described in the chart below, only IT Infrastructure PM's will perform IT Infrastructure PM duties.
4. Other management employees may be utilized to initiate projects by performing IT Infrastructure PM work for up to four weeks. The project will then be transitioned to an IT Infrastructure PM.
5. The chart below shows work jurisdiction between ESC represented IT Infrastructure PMs and non-union represented IT PM's. The following notes apply:
 - a. "Non-union" or "shared" projects are assigned at management's discretion. If infrastructure costs (with exception to Cybersecurity projects) are above \$200,000, an IT Infrastructure PM will be engaged to manage the scope, schedule and cost of the infrastructure installation. Cybersecurity PMs will manage infrastructure installation of Cybersecurity projects, but this may be assigned to IT Infrastructure PMs at management discretion.
 - b. The Chart is based on current IT Infrastructure Assets. If PG&E changes the IT Infrastructure Assets included on this chart, the Company will meet with ESC to discuss how to update this chart. Changes will require mutual agreement.

Type of Project	ESC	Shared	Non-Union
Power Gen IT Infrastructure projects		X	
Cybersecurity IT Infrastructure projects			X
Application based Infrastructure buildout (e.g. Office 365, Remedy, Cloud)		X	
IT Infrastructure Projects - New install and Lifecycle of Infrastructure (including but not limited to): <u>Data Networks:</u> <ul style="list-style-type: none"> • LAN/WAN - Router and Switch • Data Transmission <ol style="list-style-type: none"> 1. Microwave Systems 2. Fiber 3. Multiplex Equipment (Channel Banks etc.) 4. WiFi - WAP's and Controllers 5. Project related Bandwidth Upgrades (3rd Party Carriers) 6. VSAT 7. Operational Technology - Network Connectivity <u>Voice Platforms:</u> <ul style="list-style-type: none"> • VOIP Call Manager (CUCM) • ROIP (Radio) Controllers, Base Stations, Turrets • Voice Loggers <u>Common Facilities:</u> <ul style="list-style-type: none"> • DC Plant - Battery, Powerboard • AC Plant - Generators, Transfer Switch, UPS • Towers - Replacements or Upgrades • Smart Meter – AP's, DCU's, Networks 	X		

<ul style="list-style-type: none"> Structured Cabling Audio Visual Equipment <p><u>Operational Technology:</u></p> <ul style="list-style-type: none"> Server Lifecycle Protection Equipment <p><u>Data Center:</u></p> <ul style="list-style-type: none"> Server Lifecycle Network Services - DNS/DHCP, Network Synchronization etc. IAAS - (Infrastructure as a Service) Monitoring Tools – Project requiring Infrastructure (Non-App based) <p><u>Miscellaneous:</u></p> <ul style="list-style-type: none"> Project Related End User Devices - PC's, Imaging Devices, Mobile Radios 			
IT-owned application support		X	
LOB Applications (e.g. DMS, GIS)		X	

A. PMP Certification

All employees at the Senior IT Infrastructure Project Manager level and higher shall be required to have and maintain a Project Management Professional (PMP) certification from the Project Management Institute (PMI). Current Senior, Expert and Principal IT Infrastructure Project Managers are encouraged, but not required, to obtain certification; however, current Senior and Expert IT Infrastructure Project Managers will be required to obtain and maintain a PMP certification in order to be eligible for promotion to the next classification level.

B. Temporary Assignments to Higher Classification

The provisions of Section 15.3(d) shall not be applicable for upgrades to Senior or ~~Expert~~ **Senior Consulting** IT Infrastructure PM; instead the provisions below will be substituted. **(Amended XX/XX/26)**

The Company shall determine when work assignments or projects warrant a temporary upgrade to the classification of Senior or Senior Consulting Project Manager based on the complexity of the projects and descriptions provided below. The company may deviate from the descriptions and math below.

In the event of a disagreement regarding such determination, a Joint Selection Committee shall be convened. This committee shall consist of two (2) representatives appointed by the Company and two (2) employees from the appropriate organization and job classifications appointed by the Union. Job classification must be at or above the career stage of assignment type being discussed for upgrade. Decisions of the committee shall be made by majority vote. If a majority decision cannot be reached, determination will be based on the descriptions listed below. The committee however, may deviate from the descriptions and math as it deems appropriate.

(Added XX/XX/26)

- 1) Every project assigned to an IT Infrastructure PM shall be defined as Low, Medium or High Complexity.
- 2) The initial complexity rating will be assigned by a Principal IT Infrastructure PM in consultation with technical experts. Management will review any Medium or High ratings and may change the rating assigned by the Principal IT Infrastructure PM. The methodology used to establish the initial rating will be determined by management.
- ~~3) If an IT Infrastructure PM disagrees with the complexity rating of a project assigned to them, they will submit a Project Change Request and will attach a completed Risk and Complexity Calculator. The Calculator is a negotiated document (item 8 below) which shows multiple factors and a formula for assigning a rating of Low, Medium and High Complexity. **(Deleted XX/XX/26)**~~

- 4) ~~If a project changes complexity during its term, the IT Infrastructure PM or management (Supervisor, Program Manager, etc.) will submit a Project Change Request and explain the reason for the change. This may cause a pay upgrade to begin or end, based on the date of the approval meeting; if approval takes more than two weeks, or if there is a grievance and resolution occurs later, then the date will be the date of the request (currently this is the date the PM entered the Project Change Request into the SharePoint and routed the request to their Supervisor). (Deleted XX/XX/26)~~
- 5) ~~If Management denies a change request, the Union may file a grievance. The Union will only file grievances over project complexity ratings if the outcome will affect pay or temporary upgrade for an IT Infrastructure PM; the Union may grieve the complexity rating of more than one project assigned to the same IT Infrastructure PM. (Deleted XX/XX/26)~~
- 3) (6) Associate, Career and Senior Project Managers shall be temporarily upgraded as indicated in the chart below. The PMP certification is not required as condition of a temporary upgrade to Senior or ~~Expert~~ **Senior Consulting** IT Infrastructure Project Manager. (Amended XX/XX/26)

If 3 or fewer projects		Upgrade to
	If majority (>50%) is MEDIUM or if 1 HIGH project	Senior
	If 2+ projects are HIGH	Expert
If >3 projects		
	If >5150% MEDIUM/HIGH	Senior
Or	If 3+ projects are MEDIUM/HIGH	Senior
	If >76% MEDIUM/HIGH (With at least 1 HIGH)	ExpertSenior Consulting
Or	If 2+ projects are HIGH	ExpertSenior Consulting

(Amended XX/XX/26)

- 4) (7) For all temporary upgrades, the term of assignment is defined as initial assignment until reassignment or construction and stabilization are complete.
- 5) (8) Complexity and Risk Calculator

Each project will be scored 1, 2 or 3 points on each factor (row) using the criteria as shown in the matrix below. Low complexity is one point, medium complexity is two points, high complexity is three points. The project score will be the sum of all the points divided by six. The final complexity rating will be determined as follows:

Project Score	Complexity Rating
>2.25	High
1.46-2.24	Medium
<1.45	Low

Complexity Factor	High Complexity [3]	Medium Complexity [2]	Low Complexity [1]	Notes/Details
Compliance Impact	Project requires exceptional regulatory validation or must meet other significant regulatory needs. IT PM is directly responsible for managing the relationship with the regulatory agency/body.	Project must meet well-established regulatory needs	Project will have few or no compliance or regulatory impact or LOB responsibility	Ex: compliance with FCC, CAISO, NERC, SOX, etc. PM is not responsible for the approval but must coordinate PG&E's resources to get those approvals.

Impact to Change Management	Project requires extensive new training program and standards/procedures/policies to implement and maintain (e.g. Windows 10, Office 365, Distribution Control Centers)	Project requires custom developed training (e.g. WBT, onsite training, dedicated support line) to implement	Project requires simple training, up to a 5MM to explain.	Ex: ADMS required lots of training
Project Management and Coordination Complexity	Team directly led by IT PM requires Infrastructure Core Team plus 3 or more non-IT additional departments	Team directly led by IT PM requires Infrastructure Core Team plus minimum 1 additional IT departments and 1 non-IT additional departments	Typically, only requires Core Infrastructure team	Core Team: PM, Eng, T300, Design Draft, T200, ENOC, IT Specialists, Cyber Security, Architects, Service Introduction Non-Core Additional IT Departments: Environmental, Software Base Specialists, etc. Non-IT Additional Departments: Land Rights, Land Planning, Substation, Law Dept, Govt Entities, etc.
Labor Commitment	Work effort over 10,000 hours or Budget > \$3M	Work effort between 5,000 and 10,000 hrs or Budget \$1M - \$3M	Work effort between 1,500 and 5,000 hrs or Budget < \$1M	Total IT Job Estimate, including labor, materials, contracts
Technology Complexity	Project requires new technology and new standards - new to Industry	Project requires deviation from existing technology standards - new to PG&E	Project fits within existing PG&E technology standards and guiding principles	
Business Impact on Performance and Availability	Project impacts mission-critical or highly visible business functions; may affect a very large number of users (>500)	Project impacts "business-critical or significant" business functions; may affect a medium number of users (100-500)	Project impacts "noncritical or important" business functions	Either outcome of project or project itself may have this impact. EG if a clearance will impact "business-critical" functions. Or the project will modify critical systems Note: Site critically based on Business Continuity BIA Tier

(Amended XX/XX/26)

C. Principal IT Infrastructure Project Manager – ITCC Role

IT Principal Infrastructure Project Managers may voluntarily participate on an Information Technology Command Center (ITCC) team. If a Principal IT Infrastructure PM volunteers to participate on an ITCC team, they understand that they are committing for 1-year period. However, if a Principal IT Infrastructure PM can no longer serve as an ITCC team member, they shall give IT Infrastructure management a minimum of a 30-day advance notice. Principal IT PMs will be given the option to voluntarily recommit to the ITCC team each year.

D. ~~Job Bidding, Promotion and Transfer (Deleted (XX/XX/26))~~

Promotion in Place

When business needs require the creation of a Sr. PM position in an office without an increase in the combined number of journey and Sr. PM positions in that office, the Company and Union may agree in writing to promote an incumbent journey PM in that office to Senior PM without a vacancy. If there is more than one incumbent journey PM in the office, the joint selection panel process shall be used to select the individual most qualified for promotion.

Posting of Positions in more than one Headquarters

In filling positions in field locations, the Company may identify multiple locations as a possible headquarters. In those cases, the successful candidate will choose the office from those listed to use as their work headquarters. If an employee vacates a position, the position may be re-posted in more than one office. In the event work shifts locations, any movement of employees on a non-voluntary basis will follow the provisions of Title 22.

Filling Vacancies for Principal IT Infrastructure Project Manager

When filling vacancies for Principal IT Infrastructure Project Manager, Senior PM's will be considered at equal priority along with Expert PM's in section 21.15.c.1.

This item may be cancelled by either the Company or the Union with 60 day's written notice. If cancelled, any Principal openings already in process on the date of the cancellation would still include Senior PM's.

(Deleted XX/XX/26)

E. IT Methodology

IT Infrastructure PM's will follow the IT Methodology to perform their duties. The Company may make changes to the IT Methodology at its discretion as long as those changes do not alter the duties as described in the IT Infrastructure Project Manager job descriptions.

IT Infrastructure Project Managers may lead any known type of project methodology (Waterfall, Agile, Iterative, Hybrid, etc.), as approved by management, as well as future project methodology models that are not yet developed that require a Project Manager.

Job Descriptions

See Appendix 1 for job descriptions

DIVISION GAS AND ELECTRIC DEPARTMENTS

SENIOR DISTRIBUTION ENGINEER (SR DDE) – ELECTRIC (XXXXXXXX) (Added XX/XX/26)

A. DUTIES

Under supervision, performs work required of a Distribution Design Engineer and, in addition, directs the work of other employees performing design work, and prepares plans and cost estimates for a job, project, or portions thereof. Checks for general and overall coordination of the various branches of the work involved.

Completes general assignments from supervisor involving applications for service, operating problems, or general improvements by gathering field and office information, by making field observations and measurements, and by consulting division maps and operating records. Makes engineering analyses of problems, plans and prepares layouts showing recommendations for installation of new facilities or rearrangement of existing facilities. Recommends types, kinds, quantities, and sizes of facilities to be installed and methods and types of construction. Assists in preparing annual budgets. Under the supervision of an engineer or local operating head, makes specific work assignment to employees in lower classifications and provides guidance and training to distribution design engineer, new business and mapping employees performing field and office work of a less difficult nature than that performed by the SR DDE.

B. REQUIREMENTS

Must have a Bachelor's degree in the appropriate field of engineering from a college or university accredited by the Accreditation Board of Engineering and Technology and three years experience as DDE or Sr Estimator and successfully passing the SRDDE exam. A combination of three years' experience as DDE or Sr Estimator and successfully passing the SRDDE exam also meets the requirement for this classification. Other engineering degrees may be considered by mutual agreement of the interview panel.

The successful completion of the Engineer in Training Examination of the California State Board for Professional Engineers, Land Surveyors and Geologists will also be taken into account when promotions to this classification are being considered.

C. APPLICATION

The Company will maintain a ratio of Senior Distribution Design Engineers such that a minimum percentage of all Distribution Design Engineers line of progression positions that are Sr Distribution Design Engineer shall be greater than 20% in each region. Additional Senior Distribution Design Engineer positions will be added as regular Distribution Design Engineers and Distribution Design Engineer Associate positions are added to reflect this ratio as closely as possible. Normal rounding will apply in determining the number of Senior Distribution Design Engineer positions. In no case will the ratio result in the selection of a Senior Distribution Design Engineer who is unqualified for the position. The Company may expand or reduce the number of Senior Distribution Design Engineer positions provided it maintains the minimum ratio. If the Company chooses to downgrade a Senior Distribution Design Engineer position to a journey Distribution Design Engineer position solely to maintain the ratio, the incumbent will be placed as a PIO Senior Distribution Design Engineer, however, such PIO assignment will not be made if the reduction is the result of the application of Title 22 or due to a demotion resulting from a documented performance deficiency.

(1) The examination for Sr. Distribution Design Engineer will be given the fourth week in May or on a mutually agreed upon date.

(2) An employee in the Distribution Design Engineer classification shall be eligible to take only the examination given for advancement if they will have been in such classification on a regular basis on the last day of the month in which the examination is held.

DISTRIBUTION DESIGN ENGINEER (DDE) - ELECTRIC (XXXXXXXX)

A. DUTIES

Under supervision, performs work required of a Distribution Design Engineer, Associate and prepares cost estimates and designs of engineering jobs, projects, or parts thereof. Prepares designs, calculations, drawings, layouts and/or studies from field observations and measurements, preliminary sketches, rough diagrams, specifications, and/or instructions requiring knowledge of engineering practices and shop and field procedures.

Prepares estimates where work involves the application of existing standards to complete final estimate. Obtains joint pole agreements, initiates right-of-way procedures, applications for licenses, permits, etc. May be required to investigate and prepare reports on third party accidents.

Provides guidance to Distribution Design Engineer, Associates .

May be required to perform customer contact, project coordination, billing, and contract preparation in connection with new business and WRO requests.

May be required to manage customer voltage complaints involving transformer, secondary and service facilities. Analyzes data provided from field personnel and other sources to identify issues to resolve voltage complaints and other inquiries. Supports troubleshooters in investigations and may provide training and guidance to field personnel. Supports voltage complaints on the primary circuits and hand offs to Power Quality or other engineering departments. Designs capital voltage correction projects. Acts as Job Owner of voltage correction projects including managing customer communications throughout the process.

B. REQUIREMENTS

Must have a Bachelor's degree in the appropriate field of engineering from a college or university accredited by the Accreditation Board of Engineering and Technology. Other engineering degrees may be considered by mutual agreement. Additionally successful completion of the DDETP (Distribution Design Engineer Training Program) is required for advancement to this classification.

SR. Electric Estimators who are in the classification as of {ratification date} shall be converted to Distribution Design Engineers and not be required to have an engineering degree to be in the classification or advance to Sr. DDE.

Working knowledge of material and equipment including commonly used national specifications and standards, building, or other appropriate codes and fundamental engineering principles and techniques.

Proficiency in 3D design tools, facility layout, designing for permitting requirements, and constructability.

DISTRIBUTION DESIGN ENGINEER, ASSOCIATE – ELECTRIC (XXXXXXXX)

A. DUTIES

Under general supervision, prepares cost estimates and construction plans of less difficult nature than work performed by a DDE.

Makes field sketches and prepares layouts for construction of additions or improvements to electric or gas systems of such a nature that the plans and methods are embodied in existing standards, specifications, rules, and regulations. Estimates labor and material costs; obtains joint-pole agreements; initiates right-of-way procedures, licenses, permits, etc., and performs such other work as required to prepare the estimate in final form.

Shall be required to perform customer contact, project coordination, billing, and contract preparation in connection with non-subdivision residential services. Non-subdivision residential work is defined as gas and electric work of four or fewer applicants or lots. Typical jobs include temporary and permanent services, service

alterations, rewires and rule 16 gas/electric extensions.

Where clear business efficiencies can be gained, may also be assigned similar customer contact work within the employee's line of progression

May be required to prepare final sketch or layout and cost estimate of more complex jobs from field notes prepared by an employee in a higher classification. May be required to investigate and prepare reports on third-party accidents.

B. REQUIREMENTS

A bachelor's degree or above in the appropriate field of engineering (electrical, mechanical, civil) from a college or university accredited by the Accreditation Board of Engineering & Technology. Applicants with other Engineering degrees may be considered by mutual agreement.

Electric Estimators who are in the classification as of {ratification date} shall be converted to Distribution Design Engineer Associates and not be required to have an engineering degree to be in the classification or advance to DDE or Sr. DDE but must hold either an "Autodesk Certified User (ACU)" certificate or two-year technical degree in Drafting or a mutually agreed-upon alternate qualification. Preferred qualification: Bachelor of Science Degree (BS).

C. APPLICATION

(1) Progression to the classification of distribution design engineer will occur when the employee has completed DDETP and has successfully completed the Distribution Design Engineer examination.

(2) Following completion of DDETP and successful completion of the distribution design engineer examination, the effective date of promotion will be the first of the month following successful completion of the examination or after completion of the DDETP, whichever is later.

(3) An DDE, Associate is eligible to sign-up for and work Emergency Overtime only if approved by their Supervisor and SR DDE .

(4) For purposes of equitable distribution of Overtime, DDE, Associate and DDE are considered as one classification.

D. DDE TRAINING PROGRAM PROVISIONS

1) The DDETP Program Administrator may implement appropriate program controls and systems to assure effective administration and protect the integrity of the training program. The Joint Training Committee, a joint labor-management committee, will have overall responsibility for revisions to the Distribution Design Engineer Training Program and will review requests for exceptions to the procedures outlined in this Agreement and the DDETP User's Guide.

2) New hires entering DDETP shall be placed at the beginning wage step of Distribution Design Engineer, Associate and begin the training with Module 1. Requests for exceptions will be referred to the Joint Training Committee.

3) Employees entering the DDETP are expected to immediately begin the training program, starting with Module 1. These employees will progress in accordance with the provisions of this Agreement (at six month intervals). Former Hiring Hall DDE, associates placed in regular DDE, associate classifications in the same line of progression as their hiring hall assignment, may challenge the first two modules of ETP if they meet the criteria below. The supervisor, mentor, and ETP participant will meet to determine what OJT requirements have been met during the hiring hall assignment and develop a plan to address the remaining

OJT requirements. Upon completion of module 2, there will be no further acceleration through remaining modules. (Amended XX/XX/26)

a. Challenge of Module 1 is allowed if employee has accrued a minimum of 12 months as a HH DDE, associate in the same line of progression. The employee must fulfill all OJT requirements of this module and pass the end of module exam.

b. Challenge of Module 2 is allowed if employee has accrued a minimum of 24 months as a HH DDE, associate in the same line of progression. The employee must fulfill all OJT requirements of this module and pass the end of module exam.

(Added XX/XX/26)

4) When an employee successfully completes a module, their wage rate will be increased the next workday to the appropriate wage step, but no sooner than six months from the start of the module or the last progressive wage increase.

5) Progression shall be contingent on the successful completion of each module until the employee completes the final DDETP module and passes the Distribution Design Engineer Examination. The employee will then progress to Distribution Design Engineer at the appropriate wage step. The effective date will be either the next workday, or six months from the start of the final module; whichever comes later. Promotion dates for employees entitled to accelerate may be as early as 4.5 months from start of the final module.

6) An employee entering the DDE, Associate classification with a wage rate above the beginning step of DDE, Associate may retain that rate as long as it does not exceed the 12-month step of Distribution Design Engineer. If above the latter, the wage rate will be reduced to the 12-month step of Distribution Design Engineer. The employee will receive no further increases (except for general wage increases) until progressing to a module with a wage step higher than their own.

7) A maximum of six months is allowed for completion of each module, including the on-the-job (OJT) training requirements. OJT requirements must be completed prior to taking the end-of-module exams.

8) Unsatisfactory Progress

A. Those who fail to successfully complete any module shall:

- be notified of inadequate performance in writing prior to the date the trainee would be scheduled to receive the next higher wage step;**
- be held in their present wage step;**
- have ninety (90) days to correct the specified deficiency(ies) and one more opportunity to demonstrate successful completion; and**
- be removed from the program in accordance Section 22.4 (“Demotion Other Than For Lack Of Work”) of the Agreement if the module is not successfully completed within the 90 day period.**

B. Employees who have been removed from the program may not re-enter DDETP in the same commodity without the approval of the Joint Training Committee.

9) Joint Training Committee members will jointly apply the aforementioned provisions to the affected population and address any issues resulting from this decision.

10) Any employee enrolled in a company training program as required by their regular classification shall

receive a minimum of 5 hours of paid training time per week for studying or other on-the-job training.

SENIOR PERMIT FACILITATOR (New Classification) (Added XX/XX/26)

DUTIES

- 1. May perform the duties of the lower classification**
- 2. Subject matter expert in Enterprise Public Works (EPW) permit process**
 - a. Encroachment Permits**
 - i. Understand and contribute to EPW process maps**
 - ii. Ability to read and understand construction drawings (i.e. gas or electric) depending on assignment.**
 - iii. Knowledge of agency requirements for assigned area to reduce agency rejections for faster approval (Construction drawings and TCPs)**
 - iv. Ministerial vs. Discretionary permits request**
 - Work with Permit Facilitators for clear understanding and training around discretionary permits**
 - v. Support conversations with agency and internal stakeholders (in person and on Teams)**
- 3. Salesforce**
 - i. Update and create records**
 - ii. Perform in-depth research and explanation**
 - iii. Lead enhancements and training**
- 4. Partner with Supervisors to;**
 - a. Conduct training on agency requirements and or internal process changes or updates**
 - b. Build subject matter expertise of the permit process among workgroups**
 - c. Train/mentor new Permit Facilitators**
 - d. Assist with escalations**
 - e. Work with team on metrics/dashboards**
 - f. Create and manage visual management tools**
 - g. Lead daily operating reviews (DORs) - as needed**
 - h. Support conversations with agency and internal stakeholders**
- 5. Coordinate among internal and or external stakeholders to:**
 - a. Host and or participate in meetings**
 - b. Provide comprehensive regional update for assigned area**
 - c. Communicate metrics and dashboards to drive collaboration**
- 6. Software skills:**
 - a. Ability to make additions to a drawing (such as adding labels or symbols, specifying measurements, etc.) utilizing the software necessary to meet permit conditions as required by the jurisdiction.**
 - b. Train Permit Facilitators as required per (a) above.**

A. REQUIREMENTS

- 1. Functional understanding of Microsoft Office Suite, Salesforce, SAP and other reporting and monitoring tools and software**
- 2. Functional understanding of Primavera P6 desired**
- 3. Be an effective team member by having the ability to work collaboratively with various internal and external stakeholders at all levels and positions**
- 4. Functional understanding of updating construction drawings**

Minimum of 2 years of experience as a Permit Facilitator or equivalent relevant experience, eg., engineering, estimating/design

PERMIT FACILITATOR (52048138)

DUTIES

1. May review project scopes to identify need for encroachment permit and Traffic Control Plan.
2. May draft permit sketches based upon construction drawings provided by line of business (LOBs) **functional areas** where applicable that conform to all agency-specific criteria/requirements and complete permit applications. Any changes to drawings that would require Estimator or ADE approval must be made by an Estimator. **(Amended XX/XX/26)**
3. Coordinates, acquires and renews permits for all assigned projects.
4. Interfaces with all internal stakeholders regarding upcoming permits, permit status, and/or permit requirements/conditions.
5. Support Agency Liaison in coordination of encroachment permitting and public works as needed.
6. Select or acquire (internal or external) appropriate Traffic Control Plan according to PG&E requirements and agency requirements.
7. Provides information on site restoration requirements as needed.
8. May create, run and present reports applicable to the encroachment permitting process.
9. Coordinates with appropriate personnel to facilitate payment of permit fees in support of deadlines.
10. If upfront payment is required, requests a check from clerical staff. (Note: receipt of payment is performed by clerical employees). LA 18-02-ESC Attachment 2 2
11. Ensures all permit application packages are submitted to appropriate agency on or before the Permit Submittal Deadline. If permit application is to be submitted in person, may deliver permit application to agency office.
12. Updates/Tracks permit from pre-submittal to close in SAP (includes managing the permit notification, updating permit status in long text, completing all associated tasks). Clerical employees may also complete certain permit functions in SAP as assigned.
13. Ensures that permit tasks are complete and associated documents are uploaded, and receipt of the permit is communicated to the job owner.
14. Communicates to job owner, Project Manager, GC FE/FET or M&C crew foreman any specific or new/different requirements on the approved permit.
15. Coordinates permit-related job closeout activities with clerical staff.

A. REQUIREMENTS

1. Functional understanding of Microsoft Office, SAP, and other reporting and monitoring tools and software **utilized by the department (Amended XX/XX/26)**
2. Functional understanding of Primavera P6 desired
3. Ability to communicate with a wide variety of individuals with various backgrounds
4. Be an effective team member by having the ability to work collaboratively with various internal and external stakeholders at all levels and positions.
5. Minimum one year of construction, engineering, estimating/design, or work management experience
- ~~6. CADD experience if hired externally, desired for internal hire (Deleted XX/XX/26)~~
7. Pre-employment tests: Physical Test Battery (PTB)

The Company will negotiate with the Union what pre-employment tests will be required for the classification. The agreement will be added to the requirements section of the job description.

- B. APPLICATION Permit Facilitator is not a beginning level job, but there is no lower job in the line of progression. Vacancies will be filled under ~~section~~ **Title 21-10**. All ESC-represented employees will be considered as "F" bidders and subject to interview.