



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
300 LAKESIDE DRIVE
OAKLAND, CA 94612

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

MATTHEW LEVY
SENIOR DIRECTOR

CARL HARLAND
ASSISTANT EXECUTIVE DIRECTOR

26-03-ESC

March 11, 2026

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

Dear Mr. Harland:

The Company and Union have concluded negotiations for newly represented Advanced Distribution Management System (ADMS) Specialist in the Grid Operations Applications & Transformation department. The agreed upon contract language and job descriptions are included as attachments to this agreement.

1. Implementation Date, GWI and PWI

All incumbent ADMS Specialist employees will be included in the general ESC-PG&E contract as of the implementation date of February 1, 2026.

Effective upon implementation, each incumbent employee will be placed into the appropriate ADMS Specialist classification, and their current salaried wage rate will be moved into the salary range for their respective ADMS Specialist classification; however, no employee's salaried wage rate shall go beyond the maximum of their respective pay range.

Incumbent employees whose current wage rate is greater than the maximum of their respective pay range shall have their current wage rate "grandfathered," (i.e., they will continue to reside outside the pay range for their classification), but they will not receive any salaried wage increases (e.g. general wage increases) until the maximum pay range for their classification surpasses their current salaried wage, at which time their salaried wage will be increased to the maximum pay range for their classification and the employee will receive all future general wage increases.

For those incumbent employees who do not receive a general wage increase due to their current salaried wage rate being greater than the maximum of their respective pay ranges, they will receive a lump sum payment equal to the percentage increase they did not receive as a base salary increase for the given year in question.

In addition, current incumbent employees will have their time in related management classifications counted towards time in their respective ADMS Specialist classification for purposes of determining progressive wage increases as described in Title 15.4(b)(2) of the general ESC-PG&E contract.

2. Classification Groups

All Classifications will be part of one Classification Group in the Contract, to be called "ADMS Specialists."

3. Seniority

Seniority shall be determined per Title 13 using each employee's date of hire at PG&E.

4. Short Term Incentive Plan (STIP)

Eligible employees will be included in the Company's Short Term Incentive Plan (STIP) that is established for each plan year for all Company STIP eligible employees. The STIP target participation rate for ADMS Specialist classifications will remain at current rates: 10% for Career, Senior, and Expert level positions. Future hires' STIP target is 10% for all classifications and prospectively shall be consistent with the PG&E STIP Plan.

5. Recognition Clause

The parties agree to modify Title 3 of the Contract to reflect the inclusion of this group by referring to the NLRB case number as shown below and adding the next number to the list in section 3.1:

TITLE 3. RECOGNITION

3.1 RECOGNITION

XX. NLRB Case 20-RC-317766, July 28, 2023, Grid Operations Applications & Transformation department

6. Exhibit A, Exhibit D and Appendix 1

The new Classification Group will be added to Exhibit A with salary ranges as shown in Attachment 1. Pre-bid codes will be established for all positions. Classification-specific working conditions (Attachment 2) will be added to Exhibit D and job descriptions (Attachment 3) will be added to Appendix 1.

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

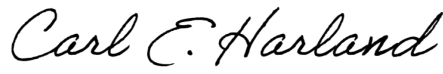
Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: 
Matthew Levy
Senior Director

The Union is in agreement.

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

March 11th, 2026 By: 
Carl Harland
Assistant Executive Director

Attachment 1 – New Classification Group and Salary Ranges

2026 Salary Ranges

Classification Level	2026 Minimum	2026 Maximum
ADMS Specialist (53582538)	\$97,253	\$121,800
ADMS Specialist, Senior (53582539)	\$124,013	\$155,400
ADMS Specialist, Expert (53582540)	\$140,839	\$178,533

Attachment 2 – Additions to Exhibit D

ADMS SPECIALISTS

A. Contracting

This provision addresses temporary agency employees who are hired to augment bargaining unit staffing on a temporary basis.

Group A: The ADMS Specialist Group, may, for a period of five (5) years from the implementation date of this Agreement (February 1, 2026), use up to eight (8) individuals from temporary agencies at any one time working on Legacy/RT Scada outside any contracting limitations or restrictions in Title 27.2(c) of the Agreement. Any temporary agency employees used beyond these eight (8) employees are subject to the contracting requirements of Section 27.2.

Group B: The ADMS Specialist Group, may, for a period of two (2) years from the implementation date of this Agreement (February 1, 2026), use up to five (5) individuals from temporary agencies at any one time working on ADMS outside any contracting limitations or restrictions in Title 27.2(c) of the Agreement. Any temporary agency employees used beyond these five (5) employees are subject to Section 27.2.

On January 1st of each year the Company will provide a list of contractors that are covered by this provision to ESC. This list shall include full names and what "Group" they are in. Should the list change during the year, the Company shall make a reasonable effort to update the Union.

During the time periods referred to in this section, the Company will be exempted from the provisions of Title 21.17 and may fill beginning level monthly vacancies by Unrestricted Appointment. In addition, when filling mid-level monthly vacancies (i.e., Career and Senior), the Company will be exempted from the provisions of Title 21.16(c) so long as there are no eligible and qualified ESC-represented ADMS Specialist candidates desiring promotion with a bid and required documentation on file.

B. Alternative Work Schedules

The Company and Union have discussed alternative work schedules within the ADMS Specialist group and have agreed that all existing incumbents at the time of implementation of this agreement may remain on their existing regular work schedule (five-day, eight-hour schedule) or existing alternative work schedule (9/80's or 4/10's) under the same terms and conditions consistent with LA 24-14-ESC (9/80 agreement) and LA 93-11-ESC (4/10 agreement).

All future incumbents hired after the implementation of this agreement may be placed on a regular work schedule (five-day, eight-hour schedule) and may request an alternative work schedule (9/80's or 4/10's), with management approval.

Either the Company or Union reserves the right to return all incumbents to the five-day, eight-hour work schedule by giving a thirty (30) day written notice to the other party.

C. On-Call System

The parties share a common goal in ensuring the appropriate ESC-represented ADMS Specialists are available when needed to support any after-hours issues that may arise, the parties agree to the following:

1. ADMS Specialists will be required to participate in an on-call rotation system. ADMS Specialists may be exempted by management due to qualification reasons. In order to activate the on-call

ADMS Specialist, departments must call the hotline number and not the individual on-call ADMS Specialist.

2. The Company reserves the right to utilize contactors to supplement the on-call rotation system for Legacy/RT SCADA.
3. When on-call, employees 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 must contact management immediately. On-call ADMS Specialists are expected to respond by phone as soon as possible in accordance with On-Call procedures for the respective group.
4. On-call assignments will be for one week at a time. The on-call schedule is from 0600 Monday to 0559 the following Monday. A one-week on-call assignment will consist of seven (7) on-call periods. Each on-call period will be 24 hours, from 0600 to 0559 the following day. The ADMS Specialist group will have two (2) ADMS Specialists on-call each week, one Primary and one Back-up. Contractors will not be utilized as Primaries or Back-ups for ADMS Specialist disciplines, specifically Network Modeling, ADMS/SCADA, and Business Application Support. However, contractors may be utilized after the Primary and Back-up specialist options have been exhausted. No ADMS Specialist will be required to be on-call more than one (1) week out of four (4), or 13 weeks per calendar year, unless an ADMS Specialist volunteers to do so.
5. ADMS Specialists will not be required to remain at home during their on-call assignment; however, on-call ADMS Specialists must carry a Company issued laptop and cell phone with them if they are away from their home. On-call ADMS Specialists must remain in areas that provide good internet and cell phone connectivity. The on-call ADMS Specialist may also be required to report to a Distribution Control Center (DCC) when needed. For critical issues that are unable to be resolved remotely, as determined by management, the on-call ADMS Specialist shall contact their supervisor to determine next steps.
6. ADMS Specialists are responsible for answering phone calls and addressing tickets to ensure all issues are resolved or properly assigned throughout their on-call assignment week. If the Primary or Back-up On-Call ADMS Specialist are unable to troubleshoot the problem on their own and they require assistance from another ADMS Specialist, they will promptly contact their supervisor. Should the Primary or Back-up On-Call ADMS Specialist be unable to contact their supervisor, they will promptly call their manager. Management shall have the discretion to assign an ADMS Specialist or contractor to on-call responsibilities.
7. Establishment of the on-call rotation schedule for the ADMS Specialists group will honor employee requests as much as possible, with seniority used as a tiebreaker where practicable. Employees may swap on-call weeks or days, with management permission.
8. In order to avoid fatigue and the possibility of human performance errors, ADMS Specialists working excessive hours during an on-call week may be provided with reasonable rest, following notification and approval by management.
9. Reasonable requests for temporary removal from the on-call rotation system due to personal circumstances or hardships not to exceed six (6) months will be considered by management and will not be unreasonably denied.
10. As practicable, ADMS Specialists will be provided the necessary equipment and may work remotely to provide after-hours and weekend support when responding to an incident that does not require the ADMS Specialists physical presence at the DCC; however, ADMS Specialists must be able to report to the DCC within thirty (30) minutes, but no later than 60 minutes, to provide support when operational needs require, or when directed by management. If an employee cannot report to the DCC within 30 minutes, but no later than 60 minutes, the employee must contact management immediately. The purpose of these on-call procedures is to

obtain operational efficiency and sufficient emergency response and is not intended to be disciplinary in nature.

11. During the on-call assignment week, ADMS Specialists will receive additional compensation at the rate of 1.5 times their straight-time rate of pay reduced to their hourly equivalent for all hours where they perform support work outside of their normal work hours. If support is needed and a call is received, an employee shall be paid at this rate for not less than a total of two (2) hours for an on-call shift/day outside of the employee's normal work schedule. Such support may include telephone, remote computer access, and other methods of response; however, incidental phone calls of less than 5 minutes will not be considered a callout. On-call compensation 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 only when authorized under Section 17.11 of the ESC collective bargaining agreement.
12. Should support from an ADMS Specialist other than the Primary or Back-up on-call ADMS Specialist be needed (e.g., when a situation requires expertise in a specific subject matter) the ADMS Specialist called for support will be paid at 1.5 times their straight-time rate of pay reduced to their hourly equivalent for all hours where they perform support work outside of their normal work hours. If support is needed and a call is received, the employee shall be paid at this rate for not less than a total of two (2) hours for an on-call shift/day outside of an employee's regular work schedule. Only the individual who actually provides a solution/fix will be compensated as described above.
13. In situations where there is a System Event, including but not limited to Emergency Operations Center (EOC), Electric Distribution Emergency Center (EDEC) or Electric Transmission Emergency Center (ETEC) activation, or Incident Management Team, there may be a need for additional ADMS Specialists support beyond those that are on-call. In these situations, management will coordinate a staffing plan to provide additional support based on individual availability either remotely, at the respective DCC, or any other PG&E location. This staffing plan may include all team members, including those not currently participating in the on-call rotation system. Establishment of the staffing plan will honor employee requests as much as possible, with seniority used as a tiebreaker where practical. When not on-call or assigned duty, ADMS Specialists are not obligated to respond to Company communications.

D. Shared Work Jurisdiction / Exclusive Duties List

The parties agree that ADMS Specialists perform some job duties that are also performed by other Company classifications (other represented classifications and non-represented classifications, including supervisors). The Company and Union agree to continue the shared work jurisdiction as currently practiced. This agreement is not intended to transfer work currently performed by other classifications to or from the ADMS Specialists. This provision shall not be used by the Company solely to reduce bargaining unit positions.

The number of supervisors performing shared jurisdictional job duties will not exceed the historical practice of the number of supervisors who perform such work, and the percentage of shared jurisdictional job duties those supervisors perform as compared to their total workload will also be consistent with historic practice. In no event will shared jurisdictional job duties comprise more than 50% of a supervisor's job duties.

The ADMS Specialists will have exclusive work jurisdiction over the following:

Network Model

- Process and validate incoming changesets automatically created through integration with external systems in ADMS production. Such Feeder/Alarm limit imports

- Working with the SCADA team to ensure prompt additions/removals/updates of distribution equipment to align with DLT testing schedules
- Building/Maintaining ADMS Substation, Faceplates, SF Network Views, Derms, Microgrid and other Custom Screens within ADMS Production.
- Working with GIS mapping to align EDGIS display with ADMS when misalignment affects stitching points in ADMS Production
- Utilizing the GIS team substation dashboard to keep ADMS substation one lines updated in ADMS Production

Business Applications

- First level of Issue troubleshooting from End-Users (On-Call, Triage Remedy tickets, Teams, Email, etc.)
- First Point of contact for DCCs for troubleshooting ADMS application issues
- Adding, Removing, or Modifying signals/devices on the Exclusion List (EPSS, FLISR) in ADMS Production.
- Creating or Removing the Load Blocks in the Load Shed Block Editor in ADMS Production.
- Assigning and removing devices to Load Shed Blocks via the Load Shed Block Editor in ADMS Production.
- Adding or removing devices from the Load Shed Exclusion List in ADMS Production.
- Test and Release new FLISR devices/circuits to Operations (AFW with profile assignments / exclusion list removal) in ADMS Production.

SCADA

- Test, Release & Maintain Remote Terminal Units (RTUs), Meters & Relays within ADMS production.
 - Within the ADMS Production environment, create, modify, or remove Telemetry Data Templates (TDT) for devices that have standardized point lists.
 - Within the ADMS Production environment, validate and instantiate RTU templates for devices that have standardized points list.

E. Vacation Scheduling

The parties have agreed to revise Section 9.12 of the ESC-PG&E contract for ADMS Specialists as follows:

- a. ADMS Specialists desiring to use vacation during the following year (April 1 of the current year to March 31 of the following year) shall indicate their choice of vacation periods no later than March 31 of the current year by email to their supervisor and/or manager.
- b. The Company shall prepare the annual vacation schedule on the basis of the sign-up giving effect where possible to the selection of employees in order of their Service as defined in Section 13.3. Employees can request vacation time, and the Company shall schedule vacations throughout the year (April 1 to March 31). This refers to requests between April 1, current year, and March 31, the following year.
- c. If an employee elects to divide their annual vacation into two or more periods of a sign-up schedule and it is possible for the Company to give effect thereto, such employee shall be given preferential consideration over other employees in their selection of only one of such periods until all other employees have indicated their first choice of a vacation period. Where more than one employee desires to divide their vacation into two or more periods on a sign-up schedule, there shall be subsequent sign-ups as required for selection of open periods not filled by the previous sign-up. Sign-ups for additional periods shall be conducted in the same manner with the employee with the most Service having their choice of vacation periods not yet selected.

- d. Vacation requests after the March 31 deadline will be handled on a first-come, first-served basis, regardless of the employee's Service.
- e. To prevent undue interference with the proper and economic rendition of service to the public, the Company may designate the number of employees by functional group (e.g., ADMS, Network Modeling, Business Applications, etc.) which may be on vacation at one time.

Either the Company or Union reserves the right to return to the standards outlined in Section 9.12 of the ESC-PG&E contract by giving a thirty (30) day written notice to the other party.

F. Cross-Training

ADMS Specialists duties are comprised of three different disciplines – ADMS/SCADA, Network Modeling, and Business Applications.

To allow employees to gain experience and proficiency in each of these disciplines, the Company and ESC agree to create a Cross-Training program.

The Cross-Training program is available to all ESC-represented ADMS Specialists. To participate, the employee must notify their supervisor in writing of their desire to gain experience in a discipline, or disciplines, beyond their primary assignment. The parties agree the number of employees participating in the Cross Training program at any given time may be limited based upon staffing and/or business needs.

The supervisor will develop a plan that exposes the employee to a discipline, or disciplines, beyond their primary assignment. This plan must be in writing, with a beginning and ending date, and check-in points.

Based on business needs, the plan may be interrupted, altered, or extended. The plan will not be interrupted for more than 90 days without written notice by the Company.

The Union and the Company agree to evaluate the effectiveness of the Cross-Training program on a yearly basis.

Either the employee can remove themselves from the program, or the supervisor can remove the employee from the program, if the employee is not meeting agreed-upon goals with a two (2) week written notice from either the supervisor or the employee.

G. Oversight Committee

The Company and Union shall each appoint two members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 14.2(b) and timelines will be waived for the forty-five-day period.

H. Risk Matrix

Category	Risk Definitions	Journey	Senior	Expert
Major	Technical proficiency in SCADA troubleshooting, Device Template Development, Help develop/maintain/facilitate skills Training, Provide technical recommendations, strategies and objectives in support of business units. Proficiency in performing, organizing, troubleshooting, and communicating all actions related to ADMS model promotions; functions as single-point-of-contact for all model-promotion related activities, including Incremental-Sync-Up-Process (ISUP)/network model alignment with ABB DMS.			x
Significant	Multiple Device Location: Line & Substations Device (e.g., Build, test, support SCADA system and associated SCADA apparatuses within Electric Distribution and Transmission.) Competent SCADA troubleshooting capabilities. Technical proficiency in change-set troubleshooting related to model promotions (i.e., rejected, invalid, and pending changesets); understanding of changeset-organization for inclusion in model promotions; proficiency in organizing changesets for ISUP execution/alignment with minimal oversight.		x	x
Moderate	Single Device Location: Line & Substation Device (e.g., Build, test Annunciator, Remote Terminal Unit updates, Relay update, Communication channel changes for Line Reclosure, Underground Switch, Fuse Saver) with minimal oversight. Virtual device generation. Identify changesets required for execution of ISUP.	x	x	x
Minor	Single Device Location: Line Device (e.g., Line Reclosure, Underground Switch, Fuse Saver) with oversight of a career level or higher SCADA Specialist.	x	x	x

Attachment 3 – Job Descriptions

Classification Title	ADMS Specialist
Summary	<p>The ADMS (Advanced Distribution Management System) Specialist classification series is responsible for supporting the operation and maintenance of the distribution ADMS system including building and commissioning of new field assets, changes to assets, and directly supporting end users.</p> <p>This is a "career/journey - level" ADMS Specialist position in which the incumbent performs SCADA/ADMS assignments with moderate risk in an autonomous fashion with limited guidance.</p> <p>Resolves problems within SCADA/ADMS procedural guidelines. Assignments typically require standard solutions and creative approaches.</p> <p>The incumbent independently plans SCADA/ADMS work to meet assigned specific objectives.</p> <p>Must maintain a close working relationship with the line of business operations group. May be a point of contact for LOB operations for all SCADA/ADMS and Distribution Network Model related issues.</p>
Job Duties	<ol style="list-style-type: none"> 1. May assist in updating policies and procedures. 2. Provides support to operations to monitor performance of existing equipment. 3. Assists in identifying, evaluating and resolving problems associated with the SCADA/ADMS system. 4. Test, build and maintain SCADA/ADMS control systems and services associated with Electric distribution SCADA/ADMS. 5. Work closely with ODS (Operation Data Service), EMS (Energy Management System), and System Automation to build and test SCADA/ADMS. 6. Supports the maintenance of PG&E's distribution electrical model used by ADMS. 7. Assist System Automation and Telecom on SCADA/ADMS projects. 8. Provides on-site and remote support as needed. 9. Provide support in testing, diagnosing and resolving problems associated with the ADMS system. 10. Supports System Automation and IT personnel and Operations users in the commissioning of SCADA/ADMS. 11. May work with ENOC for large outages, planned clearances and data requests. 12. Supports the maintenance and sustainability of Advanced Application in ADMS . 13. May support the maintenance of the UI (User Interface), e.g., Faceplates, Views, etc. 14. Assists with Application patching, testing and troubleshooting. 15. May be required to provide on-site testing of new SCADA/ADMS equipment and database for all groups. 16. As required, may provide training, conduct internal classes and work with vendors on new training. 17. Supports System Automation to validate Substation apparatus data signals list.
Knowledge / Abilities	<p><u>Minimum:</u></p> <ul style="list-style-type: none"> • Knowledge of operating systems and/or network administration • Good written and verbal communication skills and an ability to develop positive relationships with vendors and clients • Knowledge of best practices and benchmarks to achieve efficient and effective services. • Ability to apply specific best practices, as appropriate, for continued

	<p>improvement in core competencies.</p> <ul style="list-style-type: none"> • Knowledge of industry recognized approaches, methodologies and techniques, specific to competency area, to deliver quality real-time control and monitoring solutions. • Ability to use MS Office including Word, Excel, Power Point, Access, and other Windows programs is required • Familiarity with engineering and substation single line drawings <p><u>Desired:</u></p> <ul style="list-style-type: none"> • Knowledge of Electric transmission and distribution systems • Knowledge of display and database building procedures • Graphical user interface (GUI) and design • Knowledge of computer networking and SCADA/ADMS protocols • Knowledge of telecommunications system • Ability to be self-managing and to welcome the challenges of problem solving • Understanding of operations systems, power systems, power flow analysis, power system theory, and voltage stability
Education	<p><u>Minimum:</u> Bachelor's degree in Computer Science, Engineering, Business or related discipline or equivalent experience or technical training.</p> <p>Equivalent experience or technical training is defined as experience or training working with SCADA/ADMS or other Control System.</p> <p>One (1) year experience is the equivalent of one (1) year of formal education.</p> <p>Formal education beyond a 4-year degree cannot be applied to meet this minimum requirement.</p>
Experience	<p><u>Minimum:</u> Two (2) years of experience working with SCADA/ADMS or other Control Systems</p>

Classification Title	ADMS Specialist, Senior
Summary	<p>The ADMS (Advanced Distribution Management System) Specialist classification series is responsible for supporting the operation and maintenance of the distribution ADMS system including building and commissioning of new field assets, changes to assets, and directly supporting end users.</p> <p>This is a fully experienced ADMS Specialist position. Incumbent performs SCADA/ADMS assignments with significant risk and few precedents or standard solutions in an autonomous fashion under general guidance.</p> <p>Resolves problems within SCADA/ADMS procedural guidelines. Seeks assistance from the supervisor or more senior employees on unusual or especially controversial problems. Assignments may provide an opportunity for creative or non-standard approaches.</p> <p>Once assigned a work order, the incumbent independently resolves SCADA/ADMS and Network Model issues to meet assigned general objectives; progress is reviewed upon completion and solutions may provide an opportunity for creative/non-standard approaches.</p>
Job Duties	<p>In addition to the job duties for the ADMS Specialist classification, the ADMS Specialist, Senior also performs the following job duties:</p>

	<ol style="list-style-type: none"> 1. Build, test, commission, and maintain the SCADA/ADMS system and associated SCADA/ADMS apparatuses within Electric Distribution. 2. Provides technical SCADA/ADMS troubleshooting capabilities, including tiered support for substation/line apparatus. 3. Performs SCADA/ADMS-system-related tasks with considerable independence and initiative, including how tasks align with up and downstream applications and uses. 4. Works under minimal supervision, uses time efficiently, and provides functional guidance and mentoring to other ADMS Specialists and interconnected stakeholders regarding SCADA/ADMS system related tasks. 5. Upgrades and maintains new and existing SCADA/ADMS apparatuses, Remote Terminal Unit's (RTU's) and data acquisition/telemetry. 6. May perform programming corrections/edits in the SCADA/ADMS system. 7. Provide advanced level support with, but not limited to, device testing, evaluating, diagnosing, and resolving problems associated with the SCADA/ADMS system. 8. Partners with field personnel to troubleshoot equipment failures and repairs related to the SCADA/ADMS system during apparatus failures. 9. May provide reporting as necessary for SCADA/ADMS for data requests and for analyzing system performance 10. Reviews and approves data requests for IT/ENOC planned clearances. 11. Reviews all COE (Critical Operating Equipment)/ERR (Equipment Requiring Repair) items for SCADA related issues, updates SAP notifications, initiates mitigation, and recommends course of action to address issue for adherence to Company standards. 12. Assists end-users and vendors for SCADA/ADMS software enhancements and problems. 13. May work with Vendors to test and improve SCADA/ADMS devices and applications. 14. May respond to regulatory data requests. 15. Helps manage access, permissions, and profiles within ADMS. 16. Assists engineering to evaluate and finalize new data elements and catalog entries. 17. Mentors and trains other staff as needed. 18. Supports System Automation to validate Substation apparatus data signals list.
<p>Knowledge / Abilities</p>	<p><u>Minimum:</u></p> <ul style="list-style-type: none"> • Advanced knowledge of operating systems and/or network administration • Good written and verbal communication skills and an ability to develop positive relationships with vendors and clients • Knowledge of SCADA/ADMS related NERC CIP requirements in the ODN (Operation Data Network) • Ability to use MS Office including Word, Excel, Power Point, Access, and other Windows programs is required • Knowledge of engineering and substation single line drawings <p><u>Desired:</u></p> <ul style="list-style-type: none"> • Advanced knowledge of Electric transmission and distribution systems • Knowledge of display and database building procedures • Ability to evaluate existing and proposed systems and recommend upgrades and/or modifications • Graphical user interface (GUI) and design skills • Knowledge of computer networking and SCADA protocols • Knowledge of telecommunications systems • Ability to establish and document SCADA/ADMS procedures • Ability to research and survey new products and/or releases (e.g., productivity tools)

	<ul style="list-style-type: none"> • Ability to be self-managing and to welcome the challenges of problem solving. • Proficient at designing and writing software/scripting (e.g., VBA, Perl, C++, SQL, Oracle, Python, c#, .net, java, etc.)
Education	<p><u>Minimum:</u> Bachelor's degree in Computer Science, Engineering, Business or related discipline or equivalent experience or technical training.</p> <p>Equivalent experience or technical training is defined as experience or training working with SCADA/ADMS or other Control System.</p> <p>One (1) year experience is the equivalent of one (1) year formal education.</p> <p>Formal education beyond a 4-year degree cannot be applied to meet this minimum requirement.</p>
Experience	<p><u>Minimum:</u> Four (4) years of working with SCADA/ADMS or other Control Systems</p> <p><u>Desired:</u> Experience working as journeyman System Operator, Electrical Technician, Electrician, Distribution Line Technician, Telecommunication Technician or Communications Technician</p> <p>Experience with Geographical Information Systems (GIS) or Networking</p>

Classification Title	ADMS Specialist, Expert
Summary	<p>The ADMS (Advanced Distribution Management System) Specialist classification series is responsible for supporting the operation and maintenance of the distribution ADMS system including building and commissioning of new field assets, changes to assets, and directly supporting end users.</p> <p>This is a fully experienced and the most advanced level ADMS Specialist position. Incumbent performs SCADA/ADMS assignments with major risk and few precedents or standard solutions in an autonomous fashion under general guidance.</p> <p>Resolves problems within SCADA/ADMS procedural guidelines. Assignments may require creative or non-standard approaches.</p> <p>Once assigned a work order or an escalation, the incumbent independently resolves SCADA/ADMS and Network Model issues to meet assigned general objectives within the Service Level Agreement (SLA).</p>
Job Duties	<p>In addition to the job duties for the ADMS Specialist, and ADMS Specialist, Senior classifications, the ADMS Specialist, Expert also performs the following job duties:</p> <ol style="list-style-type: none"> 1. Collaborates with Standards and Engineering to validate new SCADA/ADMS equipment designs and templates on the distribution system. 2. Provide long term solution options for future application upgrades and design. 3. Trains ADMS Specialist team and others on new technologies, software, & related processes & procedures 4. Provide support and analysis for SCADA/ADMS applications and standards to clients and vendors. 5. Supports the analysis, diagnosis and resolution of problems on all aspects of SCADA/ADMS. 6. May lead cross-functional projects/initiatives and will mentor less experienced

	<p>SCADA/ADMS employees.</p> <ol style="list-style-type: none"> 7. Creates, updates, and maintains applicable SCADA/ADMS internal processes and procedures. 8. Works with Electric Standards group for any updates to existing Operational Standards & Procedures related to SCADA/ADMS. 9. Manages testing environments specific to Business Application Systems. 10. Acts as a subject matter expert within assigned area of responsibility. 11. Provides input to designs of SCADA/ADMS system solutions and projects. 12. Tests new devices, protocols, and equipment required for SCADA/ADMS and works with engineering on new technology to implement within existing SCADA/ADMS systems. 13. Provides operational and technical assistance input and testing for all SCADA/ADMS applicable pre-production devices as needed. 14. Provides support, guidance, and consultation to System Automation, System Reliability and IT personnel in the development and implementation of SCADA/ADMS system and automation applications. 15. Works with stakeholders to align technical recommendations with business objectives by understanding the strategies and objectives of supported business units. 16. Supports System Automation to validate Substation apparatus data signals list.
<p>Knowledge / Abilities</p>	<p><u>Minimum:</u></p> <ul style="list-style-type: none"> • Advanced knowledge of operating systems and/or network administration • Knowledge of industry standards • Ability to resolve the most complex and wide-ranging SCADA/ADMS operations issues • Ability to act as a team lead on projects and train/mentor other ADMS Specialists • Ability to evaluate existing and proposed systems and recommend upgrades and/or modifications • Ability to be self-managing and to welcome the challenges of problem solving. • Ability to use MS Office including Word, Excel, Power Point, Access, and other Windows programs is required • Ability to establish and document SCADA/ADMS procedures • Ability to research and survey new products and/or releases (e.g., productivity tools) • Excellent written and verbal communication skills and an ability to develop positive relationships with vendors and clients • Knowledge of business workflow for Distribution, Substation, & Transmission Maintenance & Construction and work procedures for field workers that support SCADA/ADMS • Advanced knowledge of Electric transmission and distribution systems • Advanced knowledge of SCADA/ADMS and/or Network modeling build/commissioning procedures • Advanced knowledge of user interface (UI) and design skills <p><u>Desired:</u></p> <ul style="list-style-type: none"> • Advanced knowledge of computer networking and SCADA protocols • Advanced knowledge of telecommunications systems • Proficient at designing and writing software/scripting (e.g., VBA, Perl, C++, SQL, Oracle, Python, c#, .net, java, etc.)
<p>Education</p>	<p><u>Minimum:</u> Bachelor's degree in Computer Science, Engineering, Business or related discipline or equivalent experience or technical training.</p> <p>Equivalent experience or technical training is defined as experience or training working with SCADA/ADMS or other Control System.</p>

	<p>One (1) year experience is the equivalent of one (1) year formal education.</p> <p>Formal education beyond a 4-year degree cannot be applied to meet this minimum requirement.</p>
Experience	<p><u>Minimum:</u> Eight (8) years of SCADA field experience in installing testing and maintaining SCADA/ADMS systems and or advanced control systems.</p> <p><u>Desired:</u> Programming skills (Python, SQL, etc.).</p> <p>Experience working as journeyman System Operator, Electrical Technician, Electrician, Distribution Line Technician, Telecommunication Technician or Communications Technician</p> <p>Experience with Geographical Information Systems (GIS) or Networking</p>