

Exhibit A WAGES

STANDARD OF WAGE AND SALARY RANGES ON 40-HOUR WORKWEEK BASIS AND CODES, AND BEGINNING CLASSIFICATIONS

AS AMENDED January 1, 2020

PACIFIC GAS AND ELECTRIC COMPANY

REPRESENTED BY

ENGINEERS AND SCIENTISTS OF CALIFORNIA, LOCAL 20 IFTPE, AFL-CIO & CLC

SAP Job Code	Pay Scale Code	CLASSIFICATIONS	PROGRESSION		RATES EFFECTIVE	
					1/1/2020	1/1/2021
		Associate Distribution Engineer				
50010515	3091	Electric	Start	hourly	65.04	66.99
50010517	3093	Provisional - Electric	End 6 Months (1)	hourly	67.37	69.39
50010516	3092	Gas	End 12 Months	hourly	68.18	70.23
50010518	3094	Provisional - Gas				
		Senior Engineering Estimator				
50010525	3144	Electric	Start	hourly	49.31	50.79
50010526	3145	Gas	End 6 Months	hourly	52.15	53.71
			End 12 Months	hourly	54.66	56.30
			End 18 Months	hourly	57.21	58.93
			End 24 Months	hourly	59.71	61.50
			End 30 Months	hourly	61.9	63.76
		Senior Engineering Estimator (passed test)	Start	hourly	0	0
50010527	3147	Electric	End 6 Months	hourly	53.47	55.07
50010528	3148	Gas	End 12 Months	hourly	56.02	57.70
			End 18 Months	hourly	58.61	60.37
			End 24 Months	hourly	61.22	63.06
			End 30 Months	hourly	63.45	65.35
		Engineering Estimator				
50010529	3150	Electric	Start	ETP Module 1 hourly	40.71	41.93
50010530	3151	Gas	End 6 Months	ETP Module 2 hourly	42.28	43.55
			End 12 Months	ETP Module 3 hourly	43.92	45.24
			End 18 Months	ETP Module 4 hourly	45.57	46.94
			End 24 Months	ETP Module 5 hourly	47.36	48.78
			End 30 Months	ETP Module 6 hourly	49.31	50.79
		Associate Distribution Engineer Local				
50115106	3623	Electric	Start	hourly	65.04	66.99
50115105	3625	Provisional - Electric	End 6 Months (1)	hourly	67.37	69.39
50115108	3624	Gas	End 12 Months	hourly	68.18	70.23
50115107	3626	Provisional - Gas				

		Senior Engineering Estimator Local					
50115109	3627	Electric	Start	hourly	49.31	50.79	
50115111	3628	Gas	End 6 Months	hourly	52.15	53.71	
			End 12 Months	hourly	54.66	56.30	
			End 18 Months	hourly	57.21	58.93	
			End 24 Months	hourly	59.71	61.50	
			End 30 Months	hourly	61.9	63.76	

		Senior Engineering Estimator (passed test) Local					
50115112	3629	Electric	Start	hourly		0	
50115113	3630	Gas	End 6 Months	hourly	53.47	55.07	
			End 12 Months	hourly	56.02	57.70	
			End 18 Months	hourly	58.61	60.37	
			End 24 Months	hourly	61.22	63.06	
			End 30 Months	hourly	63.45	65.35	

		Engineering Estimator Local					
50115114	3631	Electric	Start	ETP Module 1	hourly	40.71	41.93
50115115	3632	Gas	End 6 Months	ETP Module 2	hourly	42.28	43.55
			End 12 Months	ETP Module 3	hourly	43.92	45.24
			End 18 Months	ETP Module 4	hourly	45.57	46.94
			End 24 Months	ETP Module 5	hourly	47.36	48.78
			End 30 Months	ETP Module 6	hourly	49.31	50.79

(1) Maximum rate for Provisional Associate Distribution Engineer.

50073850	3563	Scheduler	Start	hourly	53.69	55.30	
			End 6 Months	hourly	55.05	56.70	
			End 12 Months	hourly	56.42	58.11	
			End 18 Months	hourly	57.86	59.60	
			End 24 Months	hourly	59.31	61.09	
			End 30 Months	hourly	60.78	62.60	

50073851	3564	Scheduler in Training	Start	hourly	47.17	48.59	
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			1/1/2020		1/1/2021	
			Min	Max	Min	Max
52047231	3931	New Business Representative	40.71	49.31	41.93	50.79
50274876	3272	New Business Representative, Senior	52.66	65.58	54.24	67.55
50274725	3271	Industrial Power Engineer	59.76	72.88	61.55	75.07
51737178	0389	Rule 20A Program Liaison	53.58	66.74	55.19	68.74
52048138	3932	Permit Facilitator	37.24	57.55	38.36	59.28

GENERAL OFFICE CLASSIFICATIONS

1/1/2020		1/1/2021	
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			Min	Max	Min	Max
50010494	2916	Senior Engineering Assistant	49.81	55.15	51.30	56.80
50010495	2917	Engineering Assistant II	47.57	49.81	49.00	51.30
50010496	2918	Engineering Assistant I	33.20	47.57	34.20	49.00
50010531	3160	Material Inspector	54.50	64.12	56.14	66.04
50072904	3162	Assistant Material Inspector	38.14	49.81	39.28	51.30
50010503	2980	Senior Design Engineer	53.92	68.29	55.54	70.34
50010504	2983	Design Engineer	37.45	62.36	38.57	64.23
50010505	3000	Senior Design Drafter	50.05	54.12	51.55	55.74
50010506	3003	Design Drafter	40.55	49.81	41.77	51.30
50010507	3004	Drafter	31.47	40.55	32.41	41.77
50010523	3129	DCPP Senior Field Design Engineer	56.63	71.72	58.33	73.87
51905803	3129	Senior Field Design Engineer	56.63	71.72	58.33	73.87
50010522	3128	DCPP Field Design Engineer	39.36	65.47	40.54	67.43
51904942	3128	Field Design Engineer	39.36	65.47	40.54	67.43
50010511	3024	Field Drafter	38.51	50.70	39.67	52.22
50010509	3021	Senior Field Drafter	50.70	56.59	52.22	58.29

**APPLIED TECHNOLOGY SERVICES (ATS)
CLASSIFICATIONS**

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50010551	3250	Senior Engineering Technician	52.81	58.95	54.39	60.72
50486757	3250	DCPP Senior Engineering Technician	52.81	58.95	54.39	60.72
50010552	3253	Engineering Technician II	47.72	52.81	49.15	54.39
50486773	3253	DCPP Engineering Technician II	47.72	52.81	49.15	54.39
50073275	3254	Engineering Technician I	36.51	47.72	37.61	49.15
50010556	3265	Technologist	58.95	66.67	60.72	68.67
50010497	2919	Senior Technical Specialist II	51.47	55.89	53.01	57.57
50073153	2920	Technical Specialist II	47.57	51.47	49.00	53.01
50073152	2921	Technical Specialist I	33.20	47.57	34.20	49.00

LAND CLASSIFICATIONS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50073036	2976	Senior Engineering Designer	53.94	68.29	55.56	70.34
50073089	2977	Engineering Designer	37.46	62.36	38.58	64.23
50010561	3315	Document Writer (PIO)	54.41	61.56	56.04	63.41
50010492	2906	Chief of Party	54.41	63.45	56.04	65.35
50010493	2909	Land Agent	58.30	63.45	60.05	65.35
50010501	2972	Lead Land Technician	58.30	61.56	60.05	63.41

				1/1/2020	1/1/2021
50010502	2974	Senior Land Technician	Start	46.44	47.83
			End 6 Months	49.12	50.59
			End 12 Months	51.45	52.99
			End 18 Months	53.89	55.51

End 24 Months	hourly	56.27	57.96
End 30 Months	hourly	58.30	60.05

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50010500	2971	Land Technician	36.51	51.92	37.61	53.48
50010512	3033	Land Draftsman	42.45	49.81	43.72	51.30
50073176	3034	Junior Land Draftsman	35.35	42.45	36.41	43.72

MATERIALS CLASSIFICATIONS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50010548	3239	Senior Instrument Technician (PIO)	54.50	58.4	56.14	60.15
50010553	3255	Senior Insulation Tester	45.95	54.50	47.33	56.14

			1/1/2020		1/1/2021	
50010554	3256	Insulation Tester	Start	hourly	37.32	38.44
			End 6 Months	hourly	39.15	40.32
			End 12 Months	hourly	40.96	42.19
			End 18 Months	hourly	42.79	44.07
			End 24 Months	hourly	44.64	45.98
			End 30 Months	hourly	46.45	47.84
			End 3 Yrs.	hourly	48.30	49.75

CONSTRUCTION CLASSIFICATIONS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50010510	3023	Field Draftsman	38.51	50.7	39.67	52.22
50010508	3020	Senior Field Draftsman	50.70	56.59	52.22	58.29
50010519	3100	Field Engineer	42.85	64.23	44.14	66.16
50010521	3118	Field Engineering Technician	37.22	52.43	38.34	54.00
50010520	3117	Senior Field Engineering Technician	54.22	61.82	55.85	63.67
50073067	3273	Transitman	39.89	50.91	41.09	52.44
50073105	3270	Senior Transitman	50.91	57.12	52.44	58.83

GAS SUPPLY CLASSIFICATIONS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50010524	3143	Engineering Estimator	40.71	55.16	41.93	56.81
50073037	3140	Senior Engineering Estimator	52.49	58.90	54.06	60.67

DISTRIBUTION ENGINEERING

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51874148	3910	Gas Distribution Engineer, Associate	6,646	9,982	6,845	10,281
51874178	3911	Gas Distribution Engineer	8,039	12,226	8,280	12,593
52031693	3912	Gas Distribution Engineer, Senior	10,742	13,800	11,064	14,214
52031694	3913	Gas Distribution Engineer, Sr Conslt	12,140	14,917	12,504	15,365
51874307	3921	Elec Distribution Ops Engineer, Asc	6,646	10,481	6,845	10,795
51874308	3922	Elec Distribution Ops Engineer	8,039	12,836	8,280	13,221

51874309	3923	Elec Distribution Ops Engineer, Lead	10,742	14,489	11,064	14,924
51874184	3910	Electric Distribution Engineer, Associate	6,646	9,982	6,845	10,281
51874186	3911	Electric Distribution Engineer	8,039	12,226	8,280	12,593
52011739	3912	Electric Distributin Engineer, Senior	10,742	13,800	11,064	14,214
52011740	3913	Electric DistributionEngineer, Sr Adv	12,140	14,917	12,504	15,365
52011741	3914	Electric Distribution Engineer, Prn	12,475	16,007	12,849	16,487

LAND/CORPORATE REAL ESTATE

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50074100	2961	Land Technical Specialist I	38.46	48.05	39.61	49.49
50074101	2962	Land Technical Specialist II	42.59	53.23	43.87	54.83
50074102	2963	Real Estate Technical Specialist I	38.46	48.05	39.61	49.49
50074103	2964	Real Estate Technical Specialist II	42.59	53.23	43.87	54.83
50074104	3601	Real Estate Technical Specialist, Senior	7,682	9,598	7,912	9,886
50073852	3602	GIS Analyst	7,466	9,552	7,690	9,839
50083020	3603	GIS Analyst, Senior	9,225	10,701	9,502	11,022
50073854	3604	GIS Application Engineer	11,134	12,253	11,468	12,621
50074105	3605	Right of Way Agent	7,819	9,694	8,054	9,985
50074106	3606	Right of Way Agent, Senior	9,119	10,603	9,393	10,921
50074107	3607	Right of Way Agent, Principal	10,138	12,245	10,442	12,612
50074108	3608	Land Technical Specialist, Senior	7,681	9,598	7,911	9,886
50074110	3610	Land Agent, Senior	9,023	11,280	9,294	11,618
50074111	3611	Project Surveyor	9,023	11,280	9,294	11,618
50074112	3612	Land Surveyor, Senior	9,990	12,546	10,290	12,922
50074113	3613	Land Surveyor, Principal	12,290	13,664	12,659	14,074
50074114	3614	Land Planner	8,870	10,545	9,136	10,861
50074115	3615	Land Planner, Senior	9,990	12,546	10,290	12,922
50074116	3616	Land Planner, Principal	12,290	13,664	12,659	14,074
50111357	3617	Land Agent, Principal	9,766	12,178	10,059	12,543
50329455	3618	Land Planning Analyst	5,586	8,547	5,754	8,803

MAINTENANCE & CONSTRUCTION (M&C)

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51874303	3910	Maintenance & Constr Engr, Asc	6,646	9,982	6,845	10,281
51874293	3911	Maintenance & Constr Engr	8,039	12,226	8,280	12,593
51874294	3912	Maintenance & Constr Engr, Sr	10,742	13,800	11,064	14,214
51874304	3913	Maintenance & Constr Engr, Sr Cnsltg	12,140	14,917	12,504	15,365
51874305	3913	Maintenance & Constr Engr, Sr Advsnng	12,140	14,917	12,504	15,365

NUCLEAR - DCP

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50352680	3590	Associate Nuclear Planner - ESC	49.45	58.16	50.93	59.90
50352681	3591	Nuclear Planner - ESC	59.68	70.96	61.47	73.09
50352682	3592	Senior Nuclear Planner - ESC	70.96	74.49	73.09	76.72

PROJECT ENGINEERING

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51874278	3910	Engineer - Prj Engg, Asc	6,646	9,982	6,845	10,281
51874276	3910	Civil Engineer - Prj Engg, Asc	6,646	9,982	6,845	10,281
51874197	3911	Civil Engineer - Prj Engg	8,039	12,226	8,280	12,593
51874193	3912	Civil Engineer - Prj Engg, Senior	10,742	13,800	11,064	14,214
51874188	3913	Civil Engineer-Prj Engg, Sr Cnsltng	12,140	14,917	12,504	15,365
51874200	3910	Electrical Engr-Prj Engg, Asc	6,646	9,982	6,845	10,281
51874196	3911	Electrical Engr-Prj Engg	8,039	12,226	8,280	12,593
51874192	3912	Electrical Engr-Prj Engg, Sr	10,742	13,800	11,064	14,214
51874187	3913	Electrical Engr-Prj Engg, Sr Cnsltng	12,140	14,917	12,504	15,365
51874199	3910	Substation Engineer - Prj Engg, Asc	6,646	9,982	6,845	10,281
51874195	3911	Substation Engineer - Prj Engg	8,039	12,226	8,280	12,593
51874191	3912	Substation Engineer - Prj Engg, Sr	10,742	13,800	11,064	14,214
51874198	3910	Transm Line Engineer - Prj Engg, Asc	6,646	9,982	6,845	10,281
51874194	3911	Transm Line Engineer - Prj Engg	8,039	12,226	8,280	12,593
51874189	3912	Transm Line Engineer - Prj Engg, Sr	10,742	13,800	11,064	14,214
51874306	3911	Project Architect	8,039	12,226	8,280	12,593

PROJECT MANAGERS AND PROJECT CONTROLS ANALYSTS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50208706	3659	Project Controls Analyst - ESC	6,938	9,247	7,146	9,524
50208709	3661	Project Controls Analyst - ESC, Sr	8,634	10,796	8,893	11,120
51731345	3878	Project Controls Analyst - ESC, Expert	9,575	11,970	9,862	12,329
51874290	3910	Project Manager - ESC, Assoc	6,646	9,982	6,845	10,281
51874291	3911	Project Manager - ESC	8,039	12,226	8,280	12,593
51874292	3912	Project Manager - ESC, Sr	10,742	13,800	11,064	14,214
51874295	3913	Project Manager, Sr Cnsltng-ESC	12,140	14,917	12,504	15,365

ELECTRIC STANDARDS AND STRATEGY

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51874283	3910	Electric Stds and Strategy Engineer, Associate	6,646	9,982	6,845	10,281
51874300	3911	Electric Stds and Strategy Engineer	8,039	12,226	8,280	12,593
51874284	3912	Electric Stds and Strategy Engineer, Senior	10,742	13,800	11,064	14,214
51874285	3913	Consulting Electric Stds and Strategy Engineer, Sr	12,140	14,917	12,504	15,365

SYSTEM PROTECTION ENGINEERING

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51874279	3921	Protection Engineer, Asc	6,646	10,481	6,845	10,795
51874280	3922	Protection Engineer	8,039	12,836	8,280	13,221

51874281	3923	Protection Engineer, Sr	10,742	14,489	11,064	14,924
51874282	3924	Protection Engineer, Sr Cnsltng	12,140	15,663	12,504	16,133

NUCLEAR ENGINEERS AND QUALITY VERIFICATION

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50222824	3910	(Nuc) Engineer, Associate	6,646	9,982	6,845	10,281
50222853	3911	(Nuc) Engineer	8,039	12,226	8,280	12,593
50222852	3912	(Nuc) Engineer, Senior	10,742	13,800	11,064	14,214
50222819	3913	(Nuc) Engineer, Senior Advising	12,140	14,917	12,504	15,365
50222822	3913	(Nuc) Engineer, Senior Consulting	12,140	14,917	12,504	15,365
50222851	3914	(Nuc) Engineer, Principal	12,475	16,007	12,849	16,487
50311385	3910	(Nuc) Chemistry Engineer, Associate	6,646	9,982	6,845	10,281
50222821	3911	(Nuc) Chemistry Engineer	8,039	12,226	8,280	12,593
50311384	3912	(Nuc) Chemistry Engineer, Senior	10,742	13,800	11,064	14,214
50311812	3913	(Nuc) Chemistry Engineer, Senior Consulting	12,140	14,917	12,504	15,365
50478429	3914	(Nuc) Chemistry Engineer, Principal	12,475	16,007	12,849	16,487
50222823	3911	(Nuc) Instrument & Control Engineer	8,039	12,226	8,280	12,593
50222854	3912	(Nuc) Lead ISI / NDE Specialist, Senior	10,742	13,800	11,064	14,214
52016376	3927	(Nuc) Procurement Specialist, Sr. Advising	8,623	12,775	8,882	13,158
50222855	3701	(Nuc) Quality Auditor	8,518	12,226	8,774	12,593
50222856	3702	(Nuc) Quality Auditor, Senior	9,972	13,375	10,271	13,776
52016133	3926	(Nuc) Quality Auditor, Senior Advising	10,471	14,713	10,785	15,154
50458043	3910	(Nuc) Radiation Protection Engineer, Associate	6,646	9,982	6,845	10,281
50216526	3911	(Nuc) Radiation Protection Engineer	8,039	12,226	8,280	12,593
50216527	3912	(Nuc) Radiation Protection Engineer, Senior	10,742	13,800	11,064	14,214
50458044	3913	(Nuc) Radiation Protection Engineer, Senior Advising	12,140	14,917	12,504	15,365
50478431	3914	(Nuc) Radiation Protection Engineer, Principal	12,475	16,007	12,849	16,487

ENVIRONMENTAL SERVICES AND REMEDIATION

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50327906	3790	Aquatic Biologist, Associate	5,340	7,625	5,500	7,854
50327905	3791	Aquatic Biologist	7,039	9,972	7,250	10,271
50327907	3792	Aquatic Biologist, Senior	8,798	11,968	9,062	12,327
50327908	3796	Budget Analyst	6,253	9,127	6,441	9,401
50227114	3708	Budget Analyst, Senior	7,908	10,711	8,145	11,032
50227122	3712	Contract Administrator	5,867	8,411	6,043	8,663
50327909	3795	Contract Administrator, Senior	7,039	9,667	7,250	9,957
50327910	3793	Cultural Resource Specialist, Associate	5,069	7,240	5,221	7,457

50227123	3713	Cultural Resource Specialist	6,687	9,468	6,888	9,752
50227124	3714	Cultural Resource Specialist, Senior	8,798	11,968	9,062	12,327
50327911	3794	Cultural Resource Specialist, Senior Consulting	10,957	13,748	11,286	14,160
50327912	3797	Environmental Scientist	7,262	9,972	7,480	10,271
50327913	3798	Environmental Scientist, Senior	8,939	11,968	9,207	12,327
50327914	3799	Environmental Scientist, Senior Consulting	10,957	13,748	11,286	14,160
50227305	3720	Project Management Analyst-Environmental	6,253	9,127	6,441	9,401
50227306	3721	Project Management Analyst-Environmental, Senior	7,908	10,711	8,145	11,032
50227116	3911	Remediation Project Manager	8,039	12,226	8,280	12,593
50227117	3912	Remediation Project Manager, Senior	10,742	13,800	11,064	14,214
50227118	3913	Consulting Remediation Project Manager	12,140	14,917	12,504	15,365
50227121	3711	Scientist, Senior Consulting	10,957	13,748	11,286	14,160
50227307	3567	Technical Assistant-Environmental	28.09	35.12	28.93	36.17
50227308	3568	Technical Assistant-Environmental, Senior	34.30	42.10	35.33	43.36
50326837	3790	Terrestrial Biologist, Associate	5,340	7,625	5,500	7,854
50327916	3791	Terrestrial Biologist	7,039	9,972	7,250	10,271
50311306	3792	Terrestrial Biologist, Senior	8,798	11,968	9,062	12,327

TELECOM ENGINEERING

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50230679	3910	Telecommunications Engineer, Associate	6,646	9,982	6,845	10,281
50230680	3911	Telecommunications Engineer	8,039	12,226	8,280	12,593
50230681	3912	Telecommunications Engineer, Senior	10,742	13,800	11,064	14,214
50372615	3913	Telecommunications Engineer, Senior Advising	12,140	14,917	12,504	15,365
50372614	3913	Telecommunications Engineer, Senior Consulting	12,140	14,917	12,504	15,365

POWER GENERATION - HYDRO PROFESSIONALS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50216528	3670	Hydro Analyst	6,502	8,034	6,697	8,275
50262817	3777	Hydro Analyst, Senior	7,547	9,128	7,773	9,402
50216536	3678	Hydro Outage Coordinator	10,954	12,223	11,283	12,590
50216529	3671	Hydro Scheduling Consultant	8,508	10,516	8,763	10,831
50216530	3672	Hydro Scheduling Consultant, Senior	9,979	11,807	10,278	12,161
50262818	3778	Hydrographer, Associate	6,502	8,034	6,697	8,275
50216531	3673	Hydrographer	7,547	9,248	7,773	9,525
50216532	3674	Hydrographer, Senior	8,764	9,979	9,027	10,278

50262819	3779	Power Generation License Coordinator, Associate	6,084	8,034	6,267	8,275
50216533	3675	Power Generation License Coordinator	7,668	9,972	7,898	10,271
50216534	3676	Power Generation License Coordinator, Senior	9,007	11,968	9,277	12,327
50262562	3912	Power Generation License Project Manager BS Engineer, Senior (PIO)	10,742	13,800	11,064	14,214
50262563	3911	Power Generation License Project Manager	8,039	12,226	8,280	12,593
50262564	3912	Power Generation License Project Manager, Senior	10,742	13,800	11,064	14,214
51790901	3902	Power Generation Maintenance Planner, Associate	7,016	8,718	7,226	8,980
50216535	3677	Power Generation Maintenance Planner	8,117	10,346	8,361	10,656
50262812	3911	Power Generation Plant Engineer	8,039	12,226	8,280	12,593
50405464	3912	Power Generation Plant Engineer, Senior	10,742	13,800	11,064	14,214
50216539	3910	Power Generation Project Engineer, Associate	6,646	9,982	6,845	10,281
50216538	3911	Power Generation Project Engineer	8,039	12,226	8,280	12,593
50216540	3912	Power Generation Project Engineer, Senior	10,742	13,800	11,064	14,214
50262565	3913	Power Generation Project Engineer, Senior Consultant	12,140	14,917	12,504	15,365
50216541	3911	Power Generation Project Manager	8,039	12,226	8,280	12,593
50216542	3912	Power Generation Project Manager, Senior	10,742	13,800	11,064	14,214
50216537	3679	Power Generation Project Management Analyst	6,488	9,128	6,683	9,402
50262813	3774	Power Generation Project Management Analyst, Senior	7,912	10,711	8,149	11,032
50216543	3685	Power Generation Specialist	8,521	10,652	8,777	10,972
50216544	3686	Power Generation Specialist, Senior	9,979	11,860	10,278	12,216
50264453	3776	Power Generation Specialist, Senior Consultant	10,954	12,659	11,283	13,039
50262814	3775	Power Generation Technical Assistant	28.09	35.11	28.93	36.16
50216546	3666	Power Generation Technical Assistant, Senior	33.70	42.13	34.71	43.39

NUCLEAR PROFESSIONALS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50312848	3780	(Nuc) Biologist	7,039	9,972	7,250	10,271
50229560	3726	(Nuc) Biologist, Senior	8,798	11,968	9,062	12,327
50229562	3728	(Nuc) Business Planner, Senior	7,625	11,263	7,854	11,601
50252998	3755	(Nuc) Emergency Planning Coordinator	8,212	10,970	8,458	11,299
50252974	3756	(Nuc) Emergency Planning Coordinator, Senior	9,386	12,142	9,668	12,506

50314261	3865	(Nuc) Emergency Planning Coordinator, Senior Advising	12,750	13,356	13,133	13,757
50312851	3781	(Nuc) Financial Analyst	5,867	9,034	6,043	9,305
50229563	3729	(Nuc) Financial Analyst, Senior	7,625	11,263	7,854	11,601
50381221	3837	(Nuc) Financial Analyst, Senior Advising	11,824	12,388	12,179	12,760
50229564	3730	(Nuc) Maintenance Coordinator	7,625	10,911	7,854	11,238
50312853	3782	(Nuc) Maintenance Coordinator, Senior	9,386	11,851	9,668	12,207
51614341	0002	(Nuc) Maintenance Coor, Sr Advsnng-ESC	12,444	13,036	12,817	13,427
50311305	3783	(Nuc) Outage Window Manager, Senior	11,730	14,664	12,082	15,104
51722982	3257	(Nuc) Outage Window Manager, Senior Advising-ESC	12,317	16,131	12,687	16,615
50253122	3757	(Nuc) Performance Improvement Coordinator, Associate	7,039	9,386	7,250	9,668
50253123	3758	(Nuc) Performance Improvement Coordinator	8,212	10,970	8,458	11,299
50253124	3759	(Nuc) Performance Improvement Coordinator, Senior	9,386	12,023	9,668	12,384
50314271	3866	(Nuc) Performance Improvement Coordinator, Senior Advising	12,626	13,226	13,005	13,623
50312855	3911	(Nuc) Procedure Writer-Eng/OPS	8,039	12,226	8,280	12,593
50312856	3912	(Nuc) Procedure Writer-Eng/OPS, Senior	10,742	13,800	11,064	14,214
50445555	3913	(Nuc) Procedure Writer-Eng/OPS, Senior Advising	12,140	14,917	12,504	15,365
50312858	3784	(Nuc) Procedure Writer-Tech	8,264	11,857	8,512	12,213
50312859	3785	(Nuc) Procedure Writer-Tech, Senior	9,674	12,973	9,964	13,362
50381219	3836	(Nuc) Procedure Writer- Tech, Senior Advising	13,622	14,271	14,031	14,699
50253125	3760	(Nuc) Procurement Specialist, Associate	5,279	7,625	5,437	7,854
50253126	3761	(Nuc) Procurement Specialist	6,453	9,620	6,647	9,909
50253127	3762	(Nuc) Procurement Specialist, Senior	8,212	11,614	8,458	11,962
50238147	3748	(Nuc) Procurement Technical Specialist, Associate	5,396	7,860	5,558	8,096
50238148	3749	(Nuc) Procurement Technical Specialist	6,569	9,972	6,766	10,271
50238149	3750	(Nuc) Procurement Technical Specialist, Senior	8,447	11,968	8,700	12,327
51939100	3925	(Nuc) Procurement Technical Specialist, Sr. Advising	8,870	13,163	9,136	13,558
50229569	3910	(Nuc) Project Manager, Associate	6,646	9,982	6,845	10,281
50229568	3911	(Nuc) Project Manager	8,039	12,226	8,280	12,593
50229570	3912	(Nuc) Project Manager, Senior	10,742	13,800	11,064	14,214
50381222	3913	(Nuc) Project Manager, Senior Advising	12,140	14,917	12,504	15,365
50229571	3737	(Nuc) Records Analyst	5,867	9,034	6,043	9,305
50229572	3738	(Nuc) Scheduler	7,625	10,911	7,854	11,238
50229573	3739	(Nuc) Scheduler, Senior	9,386	11,851	9,668	12,207
51614338	0001	(Nuc) Scheduler, Sr Advising-ESC	12,444	13,036	12,817	13,427
50312860	3788	(Nuc) Security Coordinator	7,625	10,911	7,854	11,238

50229574	3740	(Nuc) Technical Analyst	5,867	9,034	6,043	9,305
50253128	3763	(Nuc) Work Week Manager	8,798	12,554	9,062	12,931
50312862	3789	(Nuc) Work Week Manager, Senior	10,560	14,079	10,877	14,501
50381223	3839	(Nuc) Work Week Manager, Senior Advising	14,784	15,485	15,228	15,950

DISTRIBUTION OUTAGE COORDINATORS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50245778	3751	Energy Delivery Outage Coordinator	6,785	8,765	6,989	9,028

GENERATION INTERCONNECTION

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51587857	0382	EGL Interconnection Manager - ESC, Asc	39.63	50.49	40.82	52.00
51587859	0383	EGL Interconnection Manager - ESC	52.66	65.58	54.24	67.55
51587860	0384	EGL Interconnection Manager - ESC, Sr	59.76	72.88	61.55	75.07
51587861	0372	EGL Account Representative - ESC	33.20	47.57	34.20	49.00
51587862	0385	EGL Business Analyst - ESC	35.79	49.07	36.86	50.54
51587863	0386	EGL Business Analyst - ESC, Sr	42.50	58.42	43.78	60.17
51587864	0387	EGL Contract Manager - ESC	35.79	49.07	36.86	50.54
51587865	0388	EGL Contract Manager - ESC, Sr	42.50	58.42	43.78	60.17

TRANSMISSION PLANNING

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51587866	3910	Transmission Planning Engineer, Asc-ESC	6,646	9,982	6,845	10,281
51587867	3911	Transmission Planning Engineer-ESC	8,039	12,226	8,280	12,593
51587868	3912	Transmission Planning Engineer, Sr-ESC	10,742	13,800	11,064	14,214
51587869	3913	Transmission Planning Engr, Sr Cslt-ESC	12,140	14,917	12,504	15,365
51592663	3913	Transmission Planning Eng,Sr Advsnng-ESC	12,140	14,917	12,504	15,365

AUTOMATION/POWER QUALITY

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51587870	3910	Automation Engineer, Associate-ESC	6,646	9,982	6,845	10,281
51587871	3911	Automation Engineer-ESC	8,039	12,226	8,280	12,593
51587872	3912	Automation Engineer, Senior-ESC	10,742	13,800	11,064	14,214
51587873	3913	Automation Engineer, Sr Consulting-ESC	12,140	14,917	12,504	15,365
51592664	3913	Automation Engineer, Senior Advising-ESC	12,140	14,917	12,504	15,365
51587874	3914	Automation Engineer, Principal-ESC	12,475	16,007	12,849	16,487
51587875	3910	Power Quality Engineer, Associate-ESC	6,646	9,982	6,845	10,281
51588176	3911	Power Quality Engineer-ESC	8,039	12,226	8,280	12,593
51588177	3912	Power Quality Engineer, Senior-ESC	10,742	13,800	11,064	14,214
51588178	3913	Power Quality Engr, Sr Consulting-ESC	12,140	14,917	12,504	15,365

51592666	3913	Power Quality Eng, Senior Advising-ESC	12,140	14,917	12,504	15,365
METER ENGINEERING			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51588179	3910	Metering Engineer, Associate-ESC	6,646	9,982	6,845	10,281
51588180	3911	Metering Engineer-ESC	8,039	12,226	8,280	12,593
51588181	3912	Metering Engineer, Senior-ESC	10,742	13,800	11,064	14,214
51588182	3913	Metering Engineer, Sr Consulting-ESC	12,140	14,917	12,504	15,365
51592667	3913	Metering Engineer, Sr Advising-ESC	12,140	14,917	12,504	15,365
51975240	3910	Gas Metering Engineer, Associate-ESC	6,646	9,982	6,845	10,281
51975241	3911	Gas Metering Engineer-ESC	8,039	12,226	8,280	12,593
51975242	3912	Gas Metering Engineer, Senior-ESC	10,742	13,800	11,064	14,214
51975243	3913	Gas Metering Engineer, Sr Consulting-ESC	12,140	14,917	12,504	15,365
51975244	3913	Gas Metering Engineer, Sr Advising-ESC	12,140	14,917	12,504	15,365
TRANSMISSION OPERATIONS ENGINEERING			1/1/2020		1/1/2021	
Critical Jobs			Min	Max	Min	Max
51729049	3915	Transmission Operations Engineer, Associate	6,646	10,481	6,845	10,795
51729102	3916	Transmission Operations Engineer	8,039	12,836	8,280	13,221
51729103	3917	Transmission Operations Engineer, Senior	10,742	14,489	11,064	14,924
51729104	3918	Transmission Operations Engineer, Senior Consulting	12,140	15,663	12,504	16,133
51730775	3918	Transmission Operations Engineer, Senior Advising	12,140	15,663	12,504	16,133
SMARTMETER OPERATIONS CENTER			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51738237	3323	IT Applications Operations Analyst, Assoc-ESC	34.61	43.26	35.65	44.56
51738946	3324	IT Applications Operations Analyst-ESC	38.87	53.13	40.04	54.72
51739131	3325	IT Business Operations Analyst, Associate-ESC	32.75	41.39	33.73	42.63
51738257	3326	IT Systems Operations Analyst, Associate-ESC	32.75	41.39	33.73	42.63
51738258	3327	IT Systems Operations Analyst, ESC	37.54	52.53	38.67	54.11
51738489	3327	PIO IT Systems Operations Analyst-ESC	37.54	52.53	38.67	54.11
51738488	3328	PIO IT Applications Operations Analyst-ESC	38.87	56.28	40.04	57.97

51739130	3329	IT Applications Operations Analyst, Senior-ESC	9,317	11,566	9,597	11,913
51739128	3330	IT Applications Operations Analyst, Expert-ESC	10,603	13,174	10,921	13,569
51739133	3331	IT Business Operations Analyst-ESC	6,510	9,102	6,705	9,375
51738253	3332	IT Business Operations Analyst, Senior-ESC	8,461	10,496	8,715	10,811
51738256	3333	IT Business Operations Analyst, Expert-ESC	10,175	12,743	10,480	13,125
51738263	3334	IT Systems Operations Analyst, Senior-ESC	8,461	10,496	8,715	10,811
51738264	3335	IT Systems Operations Analyst, Expert-ESC	10,175	12,743	10,480	13,125
51738485	3336	PIO IT Applications Operations Analyst, Senior-ESC	9,317	12,324	9,597	12,694
51738486	3337	PIO IT Business Operations Analyst, Senior-ESC	8,461	11,609	8,715	11,957
51738487	3338	PIO IT Systems Operations Analyst, Senior, ESC	8,461	11,609	8,715	11,957

GAS STATION ENGINEERING

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
51785471	3910	Control Systems Engineer, Associate	6,646	9,982	6,845	10,281
51785655	3911	Control Systems Engineer	8,039	12,226	8,280	12,593
51785656	3912	Control Systems Engineer, Senior	10,742	13,800	11,064	14,214
51785657	3913	Control Systems Engineer, Senior Consulting	12,140	14,917	12,504	15,365
51785658	3913	Control Systems Engineer, Senior Advising	12,140	14,917	12,504	15,365
51785659	3914	Control Systems Engineer, Principal	12,475	16,007	12,849	16,487
			-	-	-	-
51785378	3910	Gas Project (Plant) Engineer, Associate	6,646	9,982	6,845	10,281
51785384	3911	Gas Project (Plant) Engineer	8,039	12,226	8,280	12,593
51785389	3912	Gas Project (Plant) Engineer, Senior	10,742	13,800	11,064	14,214
51785393	3913	Gas Project (Plant) Engineer, Senior Consulting	12,140	14,917	12,504	15,365
51785394	3913	Gas Project (Plant) Engineer, Senior Advising	12,140	14,917	12,504	15,365
51785395	3914	Gas Project (Plant) Engineer, Principal	12,475	16,007	12,849	16,487
51785396	3910	Power Systems Engineer (Gas), Associate	6,646	9,982	6,845	10,281
51785397	3911	Power Systems Engineer (Gas)	8,039	12,226	8,280	12,593
51785398	3912	Power Systems Engineer (Gas), Senior	10,742	13,800	11,064	14,214
51785399	3913	Power Systems Engineer (Gas), Senior Consulting	12,140	14,917	12,504	15,365

51785400	3913	Power Systems Engineer (Gas), Senior Advising	12,140	14,917	12,504	15,365
51785463	3914	Power Systems Engineer (Gas), Principal	12,475	16,007	12,849	16,487

SUBSTATION TEST SPECIALISTS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
52041990	3928	Substation Test Specialist, Associate	34.93	43.60	35.98	44.91
52041991	3929	Substation Test Specialist	41.27	51.80	42.51	53.35
52041992	3930	Substation Test Specialist, Senior	50.80	63.66	52.32	65.57

SOURCING QUALITY INSPECTION ENGINEERS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
52232199	3938	Sourcing Quality Inspection Engineer	7,976	10,643	8,215	10,962
52232200	3939	Sourcing Quality Inspection Engineer, Senior	8,862	12,388	9,128	12,760
52232276	3940	Sourcing Quality Inspection Engineer, Sr Adv	10,812	13,913	11,136	14,330

SUPPLIER QUALITY ENGINEERS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
52232191	3941	Supplier Quality Engineer, Assoc	6,469	8,407	6,663	8,659
52232192	3942	Supplier Quality Engineer	7,976	10,643	8,215	10,962
52232193	3943	Supplier Quality Engineer, Senior	8,862	12,388	9,128	12,760
52232194	3944	Supplier Quality Engineer, Sr Adv	10,812	13,913	11,136	14,330

GAS PROCESS SAFETY ENGINEERING

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
52218592	3933	Gas Process Safety Engineer, Assoc	6,469	8,407	6,663	8,659
52218593	3934	Gas Process Safety Engineer	7,976	10,643	8,215	10,962
52218594	3935	Gas Process Safety Engineer, Senior	9,572	12,388	9,859	12,760
52218595	3936	Gas Process Safety Engineer, Sr. Adv	10,812	13,913	11,136	14,330
52219259	3636	Gas Process Safety Engineer, Sr. Conlst	10,812	13,913	11,136	14,330
52218596	3937	Gas Process Safety Engineer, Principal	11,786	14,977	12,140	15,426

SOURCING SPECIALISTS

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
52327307	3396	Sourcing Specialist, Associate	4,875	6,695	5,021	6,896
52327308	3397	Sourcing Specialist	5,914	8,138	6,091	8,382
52327309	3398	Sourcing Specialist, Senior	6,893	9,593	7,100	9,881

Exhibit A IV GOLD CIRCLE JOBS

"N1" GOLD CIRCLE JOBS

SAP Job Code	Pay Scale Code	CLASSIFICATIONS	RATES EFFECTIVE			
DISTRIBUTION ENGINEERING			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50010557	3266	Gas Distribution Engineer, Asc-GOLD CIR	6,646	10,452	6,845	10,766
50010558	3267	Gas Distribution Engineer-GOLD CIRCLE	10,196	12,944	10,502	13,332
51584535	0451	Elec Distribution Ops Engr, Asc-GOLD CIR	6,646	10,845	6,845	11,170
51584580	0452	Elec Distribution Ops Engineer-GOLD CIR	10,196	13,427	10,502	13,830
51584584	0496	Elec Distributn Ops Engr, Lead-GOLD CIR	11,276	15,211	11,614	15,667
50010559	3268	Electric Distribution Engr, Asc-GOLD CIR	6,646	10,452	6,845	10,766
50010560	3269	Electric Distribution Engineer-GOLD CIR	10,196	12,944	10,502	13,332
MAINTENANCE & CONSTRUCTION (M&C)			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50247307	3752	Maintnce & Constr Engr, Asc-GOLD CIR	6,646	10,452	6,845	10,766
50209179	3688	Maintnce & Constr Engr-GOLD CIRCLE	10,196	12,944	10,502	13,332
50209180	3689	Maintnce & Constr Engr, Sr-GOLD CIR	11,276	14,485	11,614	14,920
50247309	3753	Maintnce & Constr Engr, Sr Cnsltng-GLD CIR	12,476	16,121	12,850	16,605
50247311	3754	Maintnce & Constr Engr, Sr Advsnng-GLD CIR	12,476	16,121	12,850	16,605
PROJECT ENGINEERING			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50195463	3640	Engineer-Prj Engg, Asc-GOLD CIRCLE	6,646	10,452	6,845	10,766
50195462	3640	Civil Engineer-Prj Engg, Asc-GOLD CIRCLE	6,646	10,452	6,845	10,766
50195458	3641	Civil Engineer-Prj Engg-GOLD CIRCLE	10,196	12,944	10,502	13,332
50195454	3642	Civil Engineer-Prj Engg, Sr-GOLD CIRCLE	11,276	14,485	11,614	14,920
50195375	3643	Civil Engr-Prj Engg, Sr Cnsltng-GOLD CIR	12,476	16,121	12,850	16,605
50195461	3640	Electrical Engr-Prj Engg, Asc-GOLD CIR	6,646	10,452	6,845	10,766
50195457	3641	Electrical Engr-Prj Engg-GOLD CIRCLE	10,196	12,944	10,502	13,332

SAP Job Code	Pay Scale Code	CLASSIFICATIONS	RATES EFFECTIVE			
50195453	3642	Electrical Engr-Prj Engg, Sr-GOLD CIRCLE	11,276	14,485	11,614	14,920
50195374	3643	Electrc Engr-Prj Engg, Sr Cnsltng-GLDCIR	12,476	16,121	12,850	16,605
50195460	3640	Substation Engr-Prj Engg, Asc-GOLD CIR	6,646	10,452	6,845	10,766
50195456	3641	Substation Engineer-Prj Engg-GOLD CIRCLE	10,196	12,944	10,502	13,332
50195452	3642	Substation Engr-Prj Engg, Sr-GOLD CIR	11,276	14,485	11,614	14,920
50195459	3640	Transm Line Engr-Prj Engg, Asc-GOLD CIR	6,646	10,452	6,845	10,766
50195455	3641	Transm Line Engineer-Prj Engg-GOLD CIR	10,196	12,944	10,502	13,332
50195451	3642	Transm Line Engr-Prj Engg, Sr-GOLD CIR	11,276	14,485	11,614	14,920
50491852	3641	Project Architect-GOLD CIRCLE	10,196	12,944	10,502	13,332
PROJECT MANAGERS			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50230682	3745	Project Manager BSEng-ESC, Asc-GOLD CIR	6,646	10,452	6,845	10,766
50226689	3705	Project Manager BSEng-ESC - GOLD CIR	10,703	13,590	11,024	13,998
50226690	3706	Project Manager BSEng-ESC, Sr-GOLD CIR	11,840	15,211	12,195	15,667
50226691	3707	Proj Mgr BSEng-ESC, Sr Cnsltng-GOLD CIR	13,102	16,926	13,495	17,434
50208705	3658	Project Manager ESC, Asc -GOLD CIRCLE	6,646	10,452	6,845	10,766
50208707	3660	Project Manager ESC-GOLD CIRCLE	10,196	12,944	10,502	13,332
50208708	3662	Project Manager ESC, Sr-GOLD CIRCLE	11,276	14,485	11,614	14,920
50226688	3704	Project Mgr ESC, Sr Cnsltng-GOLD CIRCLE	12,476	16,121	12,850	16,605
ELECTRIC STANDARDS AND STRATEGY			1/1/2020		1/1/2021	
			Min	Max	Min	Max
50208670	3650	Electric Stds and Strategy Engineer, Asc-GOLD CIRCLE	6,646	10,452	6,845	10,766
50234734	3746	Electric Stds and Strategy Engineer-GOLD CIRCLE	10,196	12,944	10,502	13,332
50208671	3651	Electric Stds and Strategy Engineer, Sr-GOLD CIRCLE	11,276	14,485	11,614	14,920

SAP Job	Pay Scale		RATES EFFECTIVE			
Code	Code	CLASSIFICATIONS				
50208673	3652	Electric Stds and Strategy Engr, Sr Cnsltng-GOLD CIR	12,476	16,121	12,850	16,605
52278727	3652	Elec Stds and Strgy Eng, SrAdv-GLD CIR	12,476	16,121	12,850	16,605

SYSTEM PROTECTION ENGINEERING

			1/1/2020		1/1/2021	
			Min	Max	Min	Max
		Protection Engineer, Asc - GOLD CIRCLE				
50208661	3646		6,646	10,845	6,845	11,170
50208662	3647	Protection Engineer - GOLD CIRCLE	10,196	13,427	10,502	13,830
50208663	3648	Protection Engineer, Sr - GOLD CIRCLE	11,276	15,211	11,614	15,667
50208664	3649	Protection Engr, Sr Cnsltng-GOLD CIRCLE	12,476	16,926	12,850	17,434