

Board Finance & Audit Committee Meeting and Special SMUD Board of Directors Meeting

2023 Proposed Budget

DATE: Tuesday, November 8, 2022
TIME: Scheduled to begin at 5:30 p.m.

DATE: Wednesday, November 9, 2022
TIME: Scheduled to begin at 5:30 p.m.

LOCATION: Virtual Meeting (online)

AGENDA

BOARD FINANCE & AUDIT COMMITTEE MEETING AND SPECIAL SMUD BOARD OF DIRECTORS MEETING

Tuesday, November 8, 2022

Scheduled to begin at 5:30 p.m.

Zoom Webinar Link: [Join Board Finance & Audit Committee Meeting Here](#)

Webinar/Meeting ID: 161 667 8614

Passcode: 863965

Phone Dial-in Number: 1-669-254-5252 or 1-833-568-8864 (Toll Free)

Pursuant to Government Code section 54953(e) and the Emergency Board Meeting Procedures adopted by the SMUD Board of Directors, the regular Board meeting and other public meetings are currently conducted solely via virtual (online/teleconference) meeting to align with state, local, and federal guidelines for the containment of the coronavirus.

Live video streams and indexed archives of meetings are available at:

http://smud.granicus.com/ViewPublisher.php?view_id=16

Members of the public may register to provide verbal comments at an upcoming Board or Committee meeting by emailing a request to speak to PublicComment@smud.org. Please include the date of the meeting, name, and topic or agenda item the requestor wishes to speak on. The request may also be submitted while the meeting is in progress during the standard time for the agenda item or topic. **Pre-registration is strongly encouraged by no later than 3:00 p.m. on the day of the meeting.**

Members of the public may provide written public comments on a specific agenda item or on items not on the agenda (general public comment) by submitting comments via e-mail. Comments may be submitted to PublicComment@smud.org and will be placed into the record of the meeting.

Members of the public that are listening to or watching the live stream of a Committee meeting and wish to submit written comments on a specific agenda item as it is being heard may submit their comments, limited to 250 words or less, to PublicComment@smud.org, noting the agenda item number in the subject line. The Committee Chair may read comments for items on the agenda into the record, in her discretion, based upon such factors as the length of the agenda or the number of e-mail comments received. General public comment for items not on the agenda will not be read into the record but will be provided to the Board and placed into the record of the Board meeting if it is received within two hours after the meeting ends.

This Committee meeting is noticed as a joint meeting with the Board of Directors for the purpose of compliance with the Brown Act. In order to preserve the function of the Committee as advisory to the Board, members of the Board may attend and participate in the discussions, but no Board action will be taken. The Finance & Audit Committee will review, discuss and provide the Committee's recommendation on the following:

DISCUSSION ITEMS

1. Jennifer Davidson 2023 Proposed SMUD Budget.
 - a. SMUD 2023 Proposed Budget Overview, including Debt Service, Pay Schedule and Special Compensation, Corporate Services, Legal, Government Affairs & Reliability Compliance, Communications, Marketing & Community Relations, Enterprise Strategy, and Workforce, Diversity & Inclusion.

2. Jennifer Davidson 2023 Proposed Joint Power Authority Budgets.
 - a. Northern California Energy Authority (NCEA) 2023 Proposed Budget.
 - b. Northern California Gas Authority Number 1 (NCGA1) 2023 Proposed Budget.
 - c. Sacramento Municipal Utility District Financing Authority (SFA) 2023 Proposed Budget.

3. Frankie McDermott 2023 Proposed SMUD Budget (*cont.*).
 - a. Energy Delivery & Operations 2023 Proposed Budget.

INFORMATIONAL ITEMS

4. Public Comment

5. Rosanna Herber Summary of Committee Direction.

Pursuant to Resolution No. 20-06-08 adopted on June 18, 2020, Emergency Board Meeting Procedures are in effect:

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ADA Accessibility Procedures: Upon request, SMUD will generally provide appropriate aids and services leading to effective communication for qualified persons with disabilities so that they can participate equally in this virtual meeting. If you need a reasonable auxiliary aid or service for effective communication to participate, please email Toni.Stelling@smud.org, or contact by phone at (916) 732-7143, no later than 48 hours before this virtual meeting.

AGENDA

BOARD FINANCE & AUDIT COMMITTEE MEETING AND SPECIAL SMUD BOARD OF DIRECTORS MEETING

Wednesday, November 9, 2022

Scheduled to begin at 5:30 p.m.

Zoom Webinar Link: [Join Board Finance & Audit Committee Meeting Here](#)

Webinar/Meeting ID: 160 227 8067

Passcode: 230852

Phone Dial-in Number: 1-669-254-5252 or 1-833-568-8864 (Toll Free)

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DISCUSSION ITEMS

1. Lora Anguay
Brandy Bolden
Suresh Kotha
2023 Proposed SMUD Budget.
 - a. Zero Carbon Energy Solutions 2023 Proposed Budget.
 - b. Customer & Community Services 2023 Proposed Budget.
 - c. Information Technology 2023 Proposed Budget.

INFORMATIONAL ITEMS

2. Public Comment
3. Rosanna Herber
Summary of Committee Direction.

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SSS No.

CFO 22-010

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date Finance and Audit November 8 & 9, 2022
Board Meeting Date December 8, 2022

TO	TO
1. Jennifer Davidson	6.
2. Lora Anguay	7.
3. Scott Martin	8.
4.	9. Legal
5.	10. CEO & General Manager

Consent Calendar	Yes	No <i>If no, schedule a dry run presentation.</i>	Budgeted	Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR) Jennifer Restivo		DEPARTMENT Planning and Performance			MAIL STOP A309 EXT. 5193 DATE SENT 10/27/2022

NARRATIVE:

Requested Action: Approve the following:

- 2023 SMUD Budget Resolution
- 2023 Debt Resolution
- Pay Schedule and Special Compensation Items

Summary: 2023 Budget Resolution
 The 2023 proposed budget and adjustments have been reviewed by the Board’s Finance Committee. Major components include: Operations and Maintenance budget of \$1,253.2 million; Debt Service budget of \$224.2 million; and Capital budget of \$624.9 million. The proposed 2023 budget resolution limits spending to \$2,102.3 million (the total of these amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, weather hedge contracts, WAPA energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program’s sales, it is required to apply the proceeds toward specific expenses that support the program’s goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,242 plus 5 percent.

Public Good Charge
 The Public Good Charge is increasing from 15.05 percent to 16.77 percent of 1994 revenues. The percentage allocation for the public good charge expenditures will change from 6.61 percent to 6.60 percent for low-income assistance, from 6.56 percent to 8.16 percent for energy efficiency, stayed the same at 0.00 percent for new renewable generation, and from 1.88 percent to 2.01 percent for research and development.

2023 Debt Resolution
 The 2023 debt resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2023 and 2022 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Pay Schedule and Special Compensation Items
 Approve/Adopt SMUD’s pay schedule and special compensation pursuant to California Code of Regulations (CCR).

Board Policy: The 2023 Budget funds programs and initiatives that contribute to meeting Board strategic directives.
(Number & Title) GP-3 (e) Board will adopt SMUD’s budget on an annual basis.

Benefits: Approval of the 2023 Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

Cost/Budgeted: Approval of the 2023 Budget Resolution will authorize spending within the limits prescribed.

Alternatives: Approval of a budget is required before January 1, 2023, or SMUD would not have the authority to make purchases or pay employees.

Affected Parties: SMUD

Coordination: Budget Office, Treasury, Accounting, People, Services & Strategies, and Legal.

Presenter: Jennifer Davidson

Additional Links:

SUBJECT

2023 SMUD Proposed Budget

ITEM NO. (FOR LEGAL USE ONLY)

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

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RESOLUTION NO. _____

WHEREAS, the proposed 2023 Budget is expected to result in a positive net income for 2023; NOW THEREFORE,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Section 1. This resolution may be referred to as the 2023 Budget Resolution.

Section 2. (a) There is hereby appropriated from the General Fund sufficient monies for the payment of demands against SMUD which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of SMUD's program for the period January 1, 2023, through December 31, 2023.

Operations and maintenance:

Commodity - purchased power, fuel, and wheeling	\$484,983,574
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Public Goods	75,458,718
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Customer, energy delivery, enterprise strategy, workforce diversity & inclusion, information technology, corporate services and Rancho Seco	692,762,054
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Sub-Total	\$1,253,204,346
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Debt Service	225,492,038
Capital and reserve	624,924,320

TOTAL	\$2,103,620,704
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(b) The Commodity line item budget is based on assumptions of average rainfall and temperatures during 2023. SMUD has in

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place a Hydro Generation Adjustment (HGA) mechanism whereby, based on the actual rainfall amounts between April 1, 2022 and March 31, 2023 in comparison to the budget assumptions, SMUD may transfer funds to or from the Hydro Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates. The Commodity line item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the HGA adjustment.

(c) SMUD also has in place or may enter into additional agreements under which monies will be received by SMUD in the event actual weather conditions are drier than average. In the event of below average rainfall, the Commodity line item budget will be increased by an amount equal to the payments received under these contracts.

(d) SMUD has budgeted to receive 511 gigawatt hours of energy in 2023 under its contract with the Western Area Power Administration (WAPA). This energy primarily is generated at Central Valley Project hydroelectric plants, and the actual quantity of energy received will be dependent on rainfall, carryover water storage and operation of the WAPA system to meet contractual water deliveries. Because WAPA generation facilities are spread over a wide area, insurance is not practical for offsetting variations of energy deliveries due to weather. One purpose of the Rate Stabilization Fund is to mitigate such variations. The Accountant is hereby authorized to transfer funds as follows based on actual WAPA energy deliveries in the 2023 season: for every megawatt hour below 511,000 transfer NP15 EZ Gen Hub (NP15)

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power price per MWh from the Fund, up to a maximum of \$3.5 million; for every megawatt hour over 511,000 transfer the NP15 power price per MWh into the Fund, up to a maximum of \$30 million. The Commodity line item budget will be increased or reduced accordingly. The NP15 power price for the transfers is the weighted average of actual NP15 power prices based on when the energy from WAPA is received by SMUD on an hourly basis.

(e) Budgeted energy purchases necessary to meet customer energy sales requirements (10,458 GWh) are based on average weather conditions and expected customer growth in 2023. Should actual weather conditions or growth levels cause SMUD retail sales and related energy requirements to be higher, the Commodity line item budget will be increased by the NP15 power price per megawatt-hour of additional retail energy sales to offset the cost of these sales.

(f) SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. Under these programs, SMUD has the option to monetize the credits and allowances applicable to these programs through sales transactions. When SMUD collects revenues through these sales, it is required to apply the proceeds toward specific expenses that support the program goals. An additional purpose of the Rate Stabilization Fund is to mitigate fluctuations from regulatory programs. The Accountant is hereby authorized to transfer funds to or from the Rate Stabilization Fund to match LCFS and Cap-and-Trade revenues with expenses. The budgeted amount will be increased or decreased accordingly.

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(g) For purposes of Section 11891.6 of the Municipal Utility District Act, there shall be deemed added to each line item, in section 2a, a 10 percent contingency. Demands against SMUD which relate to obligations incurred for each line item and are within such line item amount plus the 10 percent contingency may be paid without prior specific approval of this Board, provided the total of such payments during 2023 may not exceed the total budget amount plus this 10% contingency, plus the commodity contingency and adjustments for weather hedge contracts, higher retail sales and Rate Stabilization transfers as set forth in paragraphs (b), (c), (d), (e) and (f) above.

Section 3. Demands against SMUD may be paid without the prior specific approval of this Board if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the CEO & General Manager or someone to whom he has delegated such approval authority. It is the purpose and intent of this paragraph to delegate to the CEO & General Manager authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of SMUD, all within the amounts and for the purposes set forth above, and subject to the provisions of existing law and of all the duly passed resolutions of this Board, including the Board-approved delegations of authority.

Section 4. At monthly intervals the Treasurer shall transfer from the General Fund appropriate amounts into each of the various funds established to service SMUD's general obligation indebtedness, its Electric System Revenue

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Bond indebtedness, and its Electric Revenue Bond indebtedness in approximately equal installments as set forth in the tabulations on file with the Accountant. Investment authority, for all funds, is delegated to the Treasurer for a one-year period in accordance with California Code Section 53607.

Section 5. The number of permanent full-time employees during 2023 shall not exceed 2,242 employees plus a five percent contingency without further authorization of this Board.

Section 6. The Public Goods Charge shall be adjusted from 15.05 percent of 1994 revenues to 16.77 percent of 1994 revenues. The percentage allocation for the public goods charge expenditures shall be adjusted from 6.61 percent to 6.60 percent for low-income assistance, and from 6.56 percent to 8.16 percent for energy efficiency, and from 1.88 percent to 2.01 percent for research and development, and stayed the same at 0.00 percent for new renewable generation.

Section 7. The authorization for spending includes \$20.4 million of commodity for Valley Clean Energy Alliance which will be reimbursed in full to SMUD.

RESOLUTION NO. _____

Supplemental Resolution (Supplemental)
to Resolutions No. 6457, 8107, 83-7-26)
as amended by Resolution No. 87-10-22,)
No. 92-12-29, No. 93-12-19, No. 94-12-16,)
No. 95-12-10, No. 96-12-07, No. 97-12-18,)
No. 98-11-12, No. 99-12-10, No. 00-12-11,)
No. 01-12-02, No. 02-11-04, No. 03-12-14,)
No. 04-12-11, No. 05-12-13, No. 06-12-08,)
No. 07-12-08, No. 08-12-05, No. 09-12-08,)
No. 10-12-03, No. 11-12-08, No. 12-12-06,)
No. 13-12-09, No. 14-12-13, No. 15-12-08,)
No. 16-12-14, No. 17-12-13, No. 18-12-12,)
No. 19-11-05, No. 20-12-14, and No. 21-12-11))
declaring the intention of the Board of Directors)
of the Sacramento Municipal Utility District to)
Authorize the issuance of additional)
Revenue Bonds)

WHEREAS, Sacramento Municipal Utility District (“SMUD”) on July 23, 1970, May 2, 1974, and July 21, 1983, by the adoption by its Board of Directors of Resolutions No. 6457, 8107, and 83-7-26, as amended by Resolution No. 87-10-22 adopted October 1, 1987; Resolutions No. 92-2-11, No. 92-12-29, No. 93-12-19, No. 94-12-16, No. 95-12-10, No. 96-12-07, No. 97-12-18, No. 98-11-12, No. 99-12-10, No. 00-12-11, No. 01-12-02, No. 02-11-04, No. 03-12-14, No. 04-12-11, No. 05-12-13, No. 06-12-08, No. 07-12-08, No. 08-12-05, No. 09-12-08, No. 10-12-03, No. 11-12-08, No. 12-12-06, No. 13-12-09, No. 14-12-13, No.15-12-08, No.17-12-13, No. 18-12-12, 19-11-05, 20-12-14, and 21-12-11 adopted by the Board of Directors on February 6, 1992, December 17, 1992, December 16, 1993, December 15, 1994, December 14, 1995, December 19, 1996, December 17, 1997, November 30,

1998, December 2, 1999, December 7, 2000, December 6, 2001, November 7, 2002, December 4, 2003, December 2, 2004, December 1, 2005, December 7, 2006, December 6, 2007, December 4, 2008, December 3, 2009, December 3, 2010, December 1, 2011, December 6, 2012, December 5, 2013, December 4, 2014, December 3, 2015, December 1, 2016, December 21, 2017, December 20, 2018, November 21, 2019, December 10, 2020, and December 9, 2021, respectively (collectively, the “Prior Resolutions”), found and determined that it was necessary to raise funds by the issuance of revenue bonds in the maximum principal amount of \$8,255,000,000 pursuant to Sections 12850, et seq., of the California Public Utilities Code (the “Act”); and

WHEREAS, in order to provide reliable electric service to its customers, it is necessary for SMUD to make certain capital improvements and other capital expenditures to its system, which capital improvements and other capital expenditures are designed to have useful lives of up to 40 years, or more; and

WHEREAS, to fairly apportion the costs of such capital improvements and other capital expenditures among SMUD’s customers who will receive the benefits of such improvements, SMUD has determined to authorize the financing of such improvements and expenditures with bonds of SMUD; and

WHEREAS, to provide bond financing for such improvements and expenditures, it now appears necessary to increase the authorized issue of revenue bonds that may be issued by SMUD pursuant to the Act; and

WHEREAS, the Board of Directors of SMUD desires to inform its customers and the public of its plans for financing capital improvements and other capital expenditures to its system by specifying certain items for which the proceeds of said revenue bonds are to be used, which uses shall not include daily maintenance and operations costs; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Section 1. The Board of Directors of SMUD declares its intention to authorize the issuance of additional revenue bonds or Clean Renewable Energy Bonds for the purpose of financing, in whole or in part, the costs of the capital items identified in SMUD's 2023 capital budget, 2021 and 2022 capital expenditures not previously financed, the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities, for all of which SMUD is authorized by law to issue such bonds. SMUD has paid or reasonably expects to pay certain expenditures (the "Reimbursement Expenditures") in connection with such capital items prior to the issuance of such bonds, and hereby officially declares its intent to use certain proceeds of such bonds to reimburse the Reimbursement Expenditures. The declarations contained in this section are made solely for purposes of establishing compliance with Section 1.150-2 of the U. S. Treasury Regulations, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

Section 2. The maximum principal amount of the additional revenue bonds proposed to be issued under this supplemental resolution is

\$400,000,000. Such maximum principal amount is in addition to the \$8,255,000,000 principal amount of revenue bonds authorized pursuant to the Prior Resolutions. Such additional bonds may be issued in series from time to time, and it shall not be necessary that all of the bonds proposed to be issued be issued at any one time.

Proceeds from the issuance of these bonds will be used to finance capital improvements identified in SMUD's 2023 capital budget, 2021 and 2022 capital expenditures not previously financed, capital expenditures for the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities. The declarations contained in this section are made solely for purposes of establishing compliance with Section 12852 of the California Public Utilities Code, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

Section 3. The maximum term of any of such bonds is 40 years. Said maximum term shall be calculated in each case from the date of each series of bonds in the event the maximum authorized amount is divided into two or more series.

Section 4. The maximum rate of interest to be payable upon such bonds shall not exceed the interest rate per annum equal to the greater of fifteen percent (15 percent) per annum or the yield of United States Treasury bonds having a remaining term equal, as nearly as practicable, to the final maturity of such bonds, as determined by SMUD as of the date of sale of such

bonds, plus three percent (3 percent). The maximum discount with respect to such bonds shall not exceed ten percent (10 percent).

Section 5. This resolution shall take effect immediately, subject only to the right of referendum provided in Article 6a of Chapter 6 of Division 6 of the California Public Utilities Code (beginning at Section 12850 thereof).

Section 6. The Secretary of SMUD is hereby directed to publish a copy of this resolution once a week for two successive weeks in a newspaper of general circulation published within SMUD. At any time within 60 days after the date of the second such publication, a referendum petition signed by voters in number equal to at least three percent (3 percent) of the total vote cast, as defined in Section 11507 of the California Public Utilities Code, demanding the submission of this resolution to a vote of the voters of SMUD for their assent to the issuance of the proposed bonds, may be filed with the Secretary of SMUD. Upon presentation to the Secretary of SMUD of such a referendary petition, this resolution shall not be of effect unless and until it has been assented to by the voters.

2023 BOD Wage Schedule
Effective 12/17/2022

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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type	Max Annual
50051540	ACCOUNTANT (E)	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Salary	\$ 96,319.38
50051541	ACCOUNTANT (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50083082	ACCOUNTING TECH	6	OSE0680A	\$ 30.59	\$ 31.37	\$ 32.17	\$ 32.96	\$ 33.80	\$ 34.66	\$ 35.51	\$ 36.43	\$ 37.36		Hourly	\$ 77,704.85
50051545	ADMIN SUPVR	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Salary	\$ 96,319.38
50131376	ANALYST TRAINEE	N/	PAS0039O	\$ 5,489.90									\$ 7,279.96	Salary	\$ 87,359.49
50157614	ART DIRECTOR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50051631	ASSET PROTECTION OFFICER I	12	SECU220A	\$ 22.09	\$ 22.68	\$ 23.25	\$ 23.82	\$ 24.42	\$ 25.01	\$ 25.64	\$ 26.26	\$ 26.94		Hourly	\$ 56,035.20
50051633	ASSET PROTECTION OFFICER II	12	SECU245A	\$ 28.03	\$ 28.73	\$ 29.44	\$ 30.18	\$ 30.95	\$ 31.74	\$ 32.50	\$ 33.33	\$ 34.17		Hourly	\$ 71,073.60
50169886	ASSET SUPVR POWER GEN	12	PAS0062H	\$ 9,678.73									\$ 15,615.83	Salary	\$ 187,389.96
50138722	ASSET SUPVR-BUS OPERS	12	PAS0062L	\$ 9,678.73									\$ 17,934.79	Salary	\$ 215,217.51
50121495	ASSIST ENGINEER	12	PAS0041O	\$ 5,767.82									\$ 7,636.81	Salary	\$ 91,641.74
50092300	ASSIST SUPT POWER GENERATION	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50051551	ASSOC BUS TECH ANALYST (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50090360	ASSOC CIVIL ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50097000	ASSOC CIVIL ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50051553	ASSOC DESKTOP SUPPORT SPCLST 1/	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50083179	ASSOC DISTRIB DESIGN ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50051525	ASSOC DISTRIB DESIGN ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50083180	ASSOC DISTRIB SYS ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50051539	ASSOC DISTRIB SYS ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50083181	ASSOC ELECTRICAL ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50051526	ASSOC ELECTRICAL ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50139912	ASSOC EMS ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50139910	ASSOC EMS ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50121331	ASSOC ENTERPRISE TECH ANALYST (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50121274	ASSOC ENTERPRISE TECH DEV (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50168400	ASSOC I&C ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50108175	ASSOC I&C ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50051532	ASSOC MECHANICAL ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50083182	ASSOC MECHANICAL ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50134736	ASSOC PROTECTION ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50120123	ASSOC PROTECTION ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50120408	ASSOC PWR OPS ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50121906	ASSOC TELECOMM ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50121894	ASSOC TELECOMM ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50123046	ASSOC TRNSMSN PLNG ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50123047	ASSOC TRNSMSN PLNG ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50136460	ASST GENERAL MANAGER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Hourly	\$ 463,500.00
50159051	ASST SUPVR,TELECOM O&M	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Salary	\$ 153,808.33
50051556	ATTORNEY (E)	N/	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50051557	ATTORNEY (J)	N/	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50054600	BOARD MEMBER	N/	BOARD001	\$ 275.00										Per Meeting	\$ -
50051564	BODY-FENDER MECH	12	IBEW884A	\$ 53.55										Hourly	\$ 111,383.38
50160320	BUSINESS CONTINUITY PROGRAM MGR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50166420	BUSINESS DEV MGR (CUST SALES)	N/	PAS0069B	\$ 11,502.70									\$ 16,009.03	Salary	\$ 192,108.39
50083187	BUSINESS PLANNING ANALYST (E)		PAS0043B	\$ 6,058.38									\$ 8,428.45	Salary	\$ 101,141.39
50051560	BUSINESS PLANNING ANALYST (J)	12	PAS0052B	\$ 7,565.53									\$ 10,522.44	Salary	\$ 126,269.27
50051561	BUSINESS TECH ANALYST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50111755	BUSINESS TECH PROGRAM MANAGER	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50088597	BUSINESS TRANSFORMATION SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50084255	BUSINESS UNIT PLANNING COORD	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Salary	\$ 161,620.97
50168961	C&I ENERGY EDUCATOR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50051586	CABLE LOCATOR	12	IBEW873G	\$ 46.03	\$ 47.00	\$ 48.33	\$ 49.56	\$ 50.49						Hourly	\$ 105,020.45
50051584	CABLE LOCATOR W/CL A	12	IBEW873M	\$ 47.18	\$ 48.15	\$ 49.48	\$ 50.71	\$ 51.64						Hourly	\$ 107,412.45
50051585	CABLE LOCATOR W/HAZ	12	IBEW873X	\$ 47.29	\$ 48.26	\$ 49.58	\$ 50.83	\$ 51.76						Hourly	\$ 107,662.05
50165732	CABLE SPLC CONSTR FRMN/WM	12	IBEW941I	\$ 77.37										Hourly	\$ 160,937.09
50167676	CABLE SPLC CONSTR FRMN/WM W/CL A	12	IBEW941F	\$ 78.52										Hourly	\$ 163,329.09
50051574	CABLE SPLC/ELEC	12	IBEW923K	\$ 65.17										Hourly	\$ 135,549.65
50083188	CABLE SPLC/ELEC APPR	54	IBEW909A	\$ 42.37	\$ 44.77	\$ 47.23	\$ 49.68	\$ 52.16	\$ 54.60	\$ 56.99	\$ 59.46	\$ 61.88		Hourly	\$ 128,715.39
50051575	CABLE SPLC/ELEC APPR W/CL A	54	IBEW909B	\$ 43.52	\$ 45.92	\$ 48.38	\$ 50.83	\$ 53.31	\$ 55.75	\$ 58.14	\$ 60.61	\$ 63.03		Hourly	\$ 131,107.39
50051579	CABLE SPLC/ELEC APPR W/HAZ	54	IBEW909C	\$ 43.64	\$ 46.04	\$ 48.50	\$ 50.95	\$ 53.43	\$ 55.87	\$ 58.26	\$ 60.73	\$ 63.15		Hourly	\$ 131,356.99
50051577	CABLE SPLC/ELEC FR,LT	12	IBEW942A	\$ 73.42										Hourly	\$ 152,710.27
50051578	CABLE SPLC/ELEC FR,LT W/CL A	12	IBEW942L	\$ 74.57										Hourly	\$ 155,102.27
50051844	CABLE SPLC/ELEC SUBFRMN/WM	12	IBEW937D	\$ 70.17										Hourly	\$ 145,961.71
50051576	CABLE SPLC/ELEC W/CL A	12	IBEW923L	\$ 66.32										Hourly	\$ 137,941.65
50051583	CALIBRATION TECH	12	IBEW925A	\$ 63.62										Hourly	\$ 132,336.05

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50051820	DIR,DISTRIBUTION PLANNING AND OPERATIONS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50123045	DIR,DIVERSITY EQUITY & INCLUSION	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50122304	DIR,ENERGY TRADING & CONTRACTS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Salary	\$ 282,027.39
50160223	DIR,ENV SAFETY & REAL ESTATE SERVICES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50051801	DIR,FAC & SECURITY OPS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50162575	DIR,GRID ASSETS STRATEGIC SVCS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50088304	DIR,IT INFRASTRUCTURE & OPS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50160638	DIR,IT STRATEGIC INITIATIVES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50051799	DIR,LINE ASSETS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Salary	\$ 282,027.39
50137965	DIR,MARKETING & CORP COMMUNICATION	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50133151	DIR,PEOPLE SVCS & STRATEGIES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50151556	DIR,PLANNING & PERFORMANCE	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50091575	DIR,POWER GENERATION	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Salary	\$ 282,027.39
50051856	DIR,PROCUREMENT, WHSE & FLEET	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50124607	DIR,RELIABILITY COMPLIANCE & COORD	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50131456	DIR,RESOURCE STRATEGY	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50051819	DIR,SUBST, TELECOMM & METERING ASSETS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50166082	DIR,SUSTAIN COMMUNITY PROGRAMS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50145212	DIR,TRANSMISSION PLANNING AND OPERATIONS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Salary	\$ 282,027.39
50083424	DIR,TREASURY & TREASURER	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Salary	\$ 249,289.33
50051630	DISTRBUTN SYS SPCLST	12	PAS0066A	\$ 10,684.71									\$ 14,502.83	Salary	\$ 174,033.99
50154341	DISTRBUTN SYSTEM OPER I	12	IBEW887J	\$ 58.23	\$ 59.68	\$ 61.20	\$ 62.81	\$ 64.39	\$ 66.03	\$ 67.72	\$ 69.53	\$ 71.28		Hourly	\$ 148,269.47
50051628	DISTRBUTN SYSTEM OPER I 1/	12	IBEW969A	\$ 63.18	\$ 64.77	\$ 66.44	\$ 68.18	\$ 69.86	\$ 71.69	\$ 73.48	\$ 75.45	\$ 77.36		Hourly	\$ 160,915.66
50154343	DISTRBUTN SYSTEM OPER II	12	IBEW945N	\$ 75.91										Hourly	\$ 157,884.06
50051629	DISTRBUTN SYSTEM OPER II 1/	12	IBEW977A	\$ 82.41										Hourly	\$ 171,413.42
50140181	DISTRIBUTION LINE DESIGN SUPVR	12	PAS0062T	\$ 9,678.73									\$ 14,154.34	Salary	\$ 169,852.11
50051624	DOC RECORDS SPCLST I	6	OSE0615A	\$ 22.04	\$ 22.59	\$ 23.15	\$ 23.71	\$ 24.30	\$ 24.94	\$ 25.54	\$ 26.18	\$ 26.85		Hourly	\$ 55,852.37
50051625	DOC RECORDS SPCLST II	6	OSE0634B	\$ 24.16	\$ 24.76	\$ 25.43	\$ 26.04	\$ 26.70	\$ 27.40	\$ 28.07	\$ 28.79	\$ 29.49		Hourly	\$ 61,336.91
50090307	DOC RECORDS SPCLST II-CONF	6	CONF634A	\$ 26.50	\$ 27.15	\$ 27.82	\$ 28.52	\$ 29.24	\$ 29.95	\$ 30.75	\$ 31.50	\$ 32.32		Hourly	\$ 67,228.51
50083194	DRAFTING TECH I	6	OSE0680A	\$ 30.59	\$ 31.37	\$ 32.17	\$ 32.96	\$ 33.80	\$ 34.66	\$ 35.51	\$ 36.43	\$ 37.36		Hourly	\$ 77,704.85
50051642	DRAFTING TECH II	6	OSE0716A	\$ 36.16	\$ 37.06	\$ 37.99	\$ 38.95	\$ 39.91	\$ 40.92	\$ 41.94	\$ 43.01	\$ 44.08		Hourly	\$ 91,694.72
50115039	ECON & SMALL BUS DEV REP I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50051822	ECON & SMALL BUS DEV REP II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50051590	ECON & SMALL BUS DEV REP III	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50051823	ECON & SMALL BUS DEV SUPVR	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Salary	\$ 161,620.97
50137576	ECON DEV & BUSINESS GROWTH MANAGER	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50170332	ECON DEV & BUSINESS GROWTH SPECIALIST	N/	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50051645	ECONOMIC DEVELOPMENT SPECIALIST	N/	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50051646	EDUCATION SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50099538	ELEC FRMN/WM, LT	12	IBEW941M	\$ 69.79										Hourly	\$ 145,169.02
50099539	ELEC FRMN/WM, LT W/CL A	12	IBEW941L	\$ 70.94										Hourly	\$ 147,561.02
50099540	ELEC FRMN/WM, LT W/HAZ	12	IBEW941X	\$ 71.06										Hourly	\$ 147,810.62
50140144	ELECTRICAL FIELD CONSULTANT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50051653	ELECTRICAL TECH	12	IBEW937E	\$ 72.80										Hourly	\$ 151,424.83
50089229	ELECTRICAL TECH APPR	48	IBEW928B	\$ 47.26	\$ 50.07	\$ 52.77	\$ 55.50	\$ 58.26	\$ 61.01	\$ 63.68	\$ 66.44	\$ 69.15		Hourly	\$ 143,840.74
50051654	ELECTRICAL TECH APPR W/HAZ	48	IBEW928C	\$ 48.53	\$ 51.34	\$ 54.04	\$ 56.77	\$ 59.53	\$ 62.28	\$ 64.95	\$ 67.87	\$ 70.42		Hourly	\$ 146,482.34
50092739	ELECTRICAL TECH FRMN/WN W/CL A	12	IBEW970M	\$ 84.49										Hourly	\$ 175,733.58
50092740	ELECTRICAL TECH FRMN/WN W/HAZ	12	IBEW970N	\$ 84.61										Hourly	\$ 175,983.18
50092679	ELECTRICAL TECH FRMN/WN, LT	12	IBEW970A	\$ 83.30										Hourly	\$ 173,255.89
50099277	ELECTRICAL TECH FRMN/WN, LT OC	12	IBEW970O	\$ 84.90										Hourly	\$ 176,598.03
50091431	ELECTRICAL TECH SUBFRMN/WM	12	IBEW937F	\$ 78.42										Hourly	\$ 163,122.34
50120394	ELECTRICAL TEST & REPAIR SPCLST	12	IBEW939A	\$ 71.11										Hourly	\$ 147,911.30
50051647	ELECTRICIAN	12	IBEW916A	\$ 60.98										Hourly	\$ 126,830.08
50051648	ELECTRICIAN APPR	48	IBEW880A	\$ 39.63	\$ 42.28	\$ 44.85	\$ 47.46	\$ 50.09	\$ 52.71	\$ 55.27	\$ 57.92			Hourly	\$ 120,467.15
50051649	ELECTRICIAN APPR W/CL A	48	IBEW880L	\$ 40.78	\$ 43.43	\$ 46.00	\$ 48.61	\$ 51.24	\$ 53.86	\$ 56.42	\$ 59.07			Hourly	\$ 122,859.15
50051650	ELECTRICIAN APPR W/HAZ	48	IBEW880X	\$ 40.90	\$ 43.55	\$ 46.12	\$ 48.73	\$ 51.36	\$ 53.98	\$ 56.54	\$ 59.19			Hourly	\$ 123,108.75
50051651	ELECTRICIAN W/CL A	12	IBEW916L	\$ 62.13										Hourly	\$ 129,222.08
50133656	ELECTRICIAN W/HAZ	12	IBEW916X	\$ 62.25										Hourly	\$ 129,471.68
50051663	EMERG PREP SPEC I	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Salary	\$ 111,682.86
50051664	EMERG PREP SPEC II	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50120629	EMERG PREP SPEC III	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50164527	END USER COMPUTING ANALYST	12	PAS0039O	\$ 5,489.90									\$ 7,279.96	Salary	\$ 87,359.49
50131802	ENERGY ADVISOR (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50131803	ENERGY ADVISOR (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50051666	ENERGY COORD-SPECIAL PROJ	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50131880	ENERGY SPCLST (E)	6	OSE0725D	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.99	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.38		Hourly	\$ 96,472.27
50131879	ENERGY SPCLST (J)	6	OSE0753A	\$ 43.91	\$ 45.02	\$ 46.12	\$ 47.28	\$ 48.47	\$ 49.65	\$ 50.90	\$ 52.19	\$ 53.46		Hourly	\$ 111,190.56
50108843	ENERGY TRADING SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Salary	\$ 96,319.38

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50051702	GARDENER W/HAZ 1/	12	IBEW848X	\$ 44.15	\$ 45.23	\$ 46.12									Hourly	\$ 95,921.70
50097100	GAS CONTROL TECH	12	IBEW924A	\$ 63.45											Hourly	\$ 131,971.84
50124993	GAS CONTROL TECH APPR	48	IBEW912E	\$ 41.35	\$ 44.07	\$ 46.81	\$ 49.53	\$ 52.28	\$ 54.97	\$ 57.71	\$ 60.43				Hourly	\$ 125,694.61
50113669	GAS CONTROL TECH W/CL A	12	IBEW924L	\$ 64.60											Hourly	\$ 134,363.84
50051690	GAS PIPELINE FIELDPERSON	12	IBEW873G	\$ 46.03	\$ 47.00	\$ 48.33	\$ 49.56	\$ 50.49							Hourly	\$ 105,020.45
50096042	GENERATION DES I	12	OSE0711B	\$ 35.36	\$ 36.25	\$ 37.15	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99	\$ 42.01	\$ 43.06			Hourly	\$ 89,573.74
50096043	GENERATION DES II	12	OSE0745A	\$ 42.00	\$ 43.05	\$ 44.11	\$ 45.25	\$ 46.37	\$ 47.52	\$ 48.71	\$ 49.92	\$ 51.18			Hourly	\$ 106,455.86
50096044	GENERATION DES III	12	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84			Hourly	\$ 126,551.57
50096045	GENERATION DES IV	12	OSE0780A	\$ 56.50	\$ 57.90	\$ 59.34	\$ 60.84	\$ 62.36	\$ 63.90	\$ 65.50	\$ 67.15	\$ 68.83			Hourly	\$ 143,176.59
50097651	GIS DATA ANALYST	12	PAS0052O	\$ 7,565.53										\$ 10,018.43	Salary	\$ 120,221.15
50164498	GIS DATA TECH (E)	6	OSE0705A	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.04	\$ 39.99	\$ 40.98	\$ 42.01			Hourly	\$ 87,388.50
50097650	GIS DATA TECH (J)	6	OSE0736A	\$ 40.74	\$ 41.75	\$ 42.82	\$ 43.89	\$ 44.98	\$ 46.06	\$ 47.25	\$ 48.43	\$ 49.62			Hourly	\$ 103,199.41
50110253	GIS MGR	12	PAS0064O	\$ 10,168.59										\$ 13,468.46	Salary	\$ 161,621.46
50051692	GOVERNMENT AFFRS REP I	12	PAS0047O	\$ 6,689.51										\$ 8,855.64	Salary	\$ 106,267.70
50051693	GOVERNMENT AFFRS REP II	12	PAS0056O	\$ 8,347.12										\$ 11,059.41	Salary	\$ 132,712.90
50051694	GOVERNMENT AFFRS REP III	12	PAS0062O	\$ 9,678.73										\$ 12,817.28	Salary	\$ 153,807.35
50130986	GRADUATE INTERN		PAS0041O	\$ 5,767.82										\$ 7,636.81	Salary	\$ 91,641.74
50083168	GRANTS ADMIN	12	PAS0056C	\$ 8,347.12										\$ 11,909.25	Salary	\$ 142,911.02
50051698	GRAPHIC ARTIST	6	OSE0699A	\$ 33.30	\$ 34.15	\$ 35.01	\$ 35.94	\$ 36.81	\$ 37.81	\$ 38.75	\$ 39.76	\$ 40.75			Hourly	\$ 84,753.34
50052175	HAZ WASTE FRMN/WN, LT	12	IBEW912G	\$ 60.16											Hourly	\$ 125,137.58
50052176	HAZ WASTE FRMN/WN, LT W/CL A	12	IBEW915B	\$ 61.29											Hourly	\$ 127,486.74
50052177	HAZ WASTE FRMN-WN, LT W/HAZ	12	IBEW915X	\$ 61.43											Hourly	\$ 127,779.18
50055201	HAZARD WASTE TECH	12	IBEW874H	\$ 30.94	\$ 32.33	\$ 43.45	\$ 44.04	\$ 45.47	\$ 46.94	\$ 48.64	\$ 51.04				Hourly	\$ 106,155.92
50119981	HAZARD WASTE TECH OC	12	IBEW886A	\$ 53.65											Hourly	\$ 111,597.62
50083169	HAZARD WASTE TECH W/CL A	12	IBEW878A	\$ 52.19											Hourly	\$ 108,547.92
50052178	HAZARD WASTE TECH W/HAZ	12	IBEW878X	\$ 52.31											Hourly	\$ 108,797.52
50154338	HEAD GARDENER	12	IBEW919D	\$ 41.31											Hourly	\$ 85,931.66
50051703	HEAD GARDENER 1/	12	IBEW863A	\$ 48.31											Hourly	\$ 100,478.56
50154339	HEAD GARDENER W/CL A	12	IBEW919F	\$ 42.46											Hourly	\$ 88,323.66
50051704	HEAD GARDENER W/CL A 1/	12	IBEW863L	\$ 49.46											Hourly	\$ 102,870.56
50154340	HEAD GARDENER W/HAZ	12	IBEW919G	\$ 42.58											Hourly	\$ 88,573.26
50051705	HEAD GARDENER W/HAZ 1/	12	IBEW863X	\$ 49.58											Hourly	\$ 103,120.16
50051709	HELP DESK SPCLST 1/	12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50109882	HELP DESK SPCLST 1//	12	PAS0052O	\$ 7,565.53										\$ 10,018.43	Salary	\$ 120,221.15
50099375	HIGH VOLTAGE TEST TECH	12	IBEW921E	\$ 62.71											Hourly	\$ 130,429.31
50083170	HUMAN RESOURCES ANALYST (E)		PAS0045O	\$ 6,365.92										\$ 8,428.49	Salary	\$ 101,141.88
50051710	HUMAN RESOURCES ANALYST (J)	12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50092250	HUMAN RESOURCES TECH-CONF	6	CONF702A	\$ 35.40	\$ 36.29	\$ 37.22	\$ 38.19	\$ 39.17	\$ 40.14	\$ 41.19	\$ 42.24	\$ 43.32			Hourly	\$ 90,109.34
50083171	HVY DUTY EQ OP	12	IBEW893F	\$ 55.94											Hourly	\$ 116,353.74
50051706	HVY DUTY EQ OP APPR	48	IBEW877A	\$ 36.35	\$ 38.73	\$ 41.16	\$ 43.55	\$ 45.92	\$ 48.33	\$ 50.71	\$ 53.12				Hourly	\$ 110,483.57
50092744	HVY DUTY EQ OP FRMN/WN, LT	12	IBEW922L	\$ 63.97											Hourly	\$ 133,064.46
50099278	HVY DUTY EQ OP FRMN/WN, LT OC	12	IBEW937G	\$ 67.14											Hourly	\$ 139,641.63
50092746	HVY DUTY EQ OP FRMN/WN, LT W/CL A	12	IBEW923A	\$ 65.12											Hourly	\$ 135,456.46
50092747	HVY DUTY EQ OP FRMN/WN, LT W/HAZ	12	IBEW923B	\$ 65.24											Hourly	\$ 135,706.06
50051707	HVY DUTY EQ OP W/CL A	12	IBEW898E	\$ 57.09											Hourly	\$ 118,745.74
50051708	HVY DUTY EQ OP W/HAZ	12	IBEW898X	\$ 57.21											Hourly	\$ 118,995.34
50099279	HYD ELEC FRMN/WN, LT OC	12	IBEW941C	\$ 73.29											Hourly	\$ 152,453.18
50051714	HYD ELEC FRMN/WN, LT W/HAZ	12	IBEW941X	\$ 71.06											Hourly	\$ 147,810.62
50051712	HYD ELEC FRMN/WN,LT	12	IBEW941M	\$ 69.79											Hourly	\$ 145,169.02
50051713	HYD ELEC FRMN/WN,LT W/CL A	12	IBEW941L	\$ 70.94											Hourly	\$ 147,561.02
50099894	HYD ELEC OP FRMN/WN,LT	12	IBEW945B	\$ 71.48											Hourly	\$ 148,682.56
50051735	HYD FLD TECH	12	IBEW915A	\$ 58.73											Hourly	\$ 122,159.65
50098810	HYD FLD TECH FRMN/WN,LT	12	IBEW939B	\$ 69.43											Hourly	\$ 144,419.18
50098811	HYD FLD TECH FRMN/WN,LT W/CLA	12	IBEW939F	\$ 70.58											Hourly	\$ 146,811.18
50098809	HYD FLD TECH FRMN/WN,LT W/HAZ	12	IBEW939H	\$ 70.70											Hourly	\$ 147,060.78
50051737	HYD FLD TECH W/ HAZ	12	IBEW915H	\$ 60.00											Hourly	\$ 124,801.25
50051736	HYD FLD TECH W/CL A	12	IBEW915F	\$ 59.88											Hourly	\$ 124,551.65
50099281	HYD MECH FRMN/WN, LT OC	12	IBEW939A	\$ 71.11											Hourly	\$ 147,911.30
50051720	HYD MECH FRMN/WN,LT	12	IBEW937G	\$ 67.14											Hourly	\$ 139,641.63
50051721	HYD MECH FRMN/WN,LT W/CL A	12	IBEW937L	\$ 68.29											Hourly	\$ 142,033.63
50051722	HYD MECH FRMN/WN,LT W/HAZ	12	IBEW937X	\$ 68.41											Hourly	\$ 142,283.23
50154344	HYD OPER	12	IBEW917C	\$ 62.16											Hourly	\$ 129,294.15
50051723	HYD OPER 1/	12	IBEW927F	\$ 64.98											Hourly	\$ 135,164.02
50154345	HYD OPER APPR	12	IBEW820B	\$ 40.42	\$ 43.07	\$ 45.75	\$ 48.39	\$ 51.08	\$ 53.71	\$ 56.40	\$ 59.05				Hourly	\$ 122,824.85
50083173	HYD OPER APPR 1/	48	IBEW919A	\$ 42.26	\$ 45.04	\$ 47.80	\$ 50.59	\$ 53.40	\$ 56.16	\$ 58.96	\$ 61.73				Hourly	\$ 128,394.03
50154346	HYD OPER APPR W/CL A	12	IBEW820C	\$ 41.57	\$ 44.22	\$ 46.90	\$ 49.54	\$ 52.23	\$ 54.86	\$ 57.55	\$ 60.26				Hourly	\$ 125,337.47
50094281	HYD OPER APPR W/CL A 1/	48	IBEW919B	\$ 43.41	\$ 46.19	\$ 48.95	\$ 51.74	\$ 54.55	\$ 57.31	\$ 60.11	\$ 62.88				Hourly	\$ 130,786.03
50154347	HYD OPER APPR W/HAZ	12	IBEW919H	\$ 41.69	\$ 44.39	\$ 47.05	\$ 49.71	\$ 52.39	\$ 55.02	\$ 57.71	\$ 60.38				Hourly	\$ 125,587.07

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50051724	HYD OPER APPR W/HAZ 1/	48	IBEW919C	\$ 43.53	\$ 46.31	\$ 49.07	\$ 51.86	\$ 54.67	\$ 57.43	\$ 60.23	\$ 63.00		Hourly	\$ 131,035.63	
50154348	HYD OPER FRMN/WN	12	IBEW941A	\$ 74.35									Hourly	\$ 154,645.09	
50114860	HYD OPER FRMN/WN 1/	12	IBEW970B	\$ 77.69									Hourly	\$ 161,601.23	
50154349	HYD OPER FRMN/WN W/CL A	12	IBEW941G	\$ 75.50									Hourly	\$ 157,037.09	
50114911	HYD OPER FRMN/WN W/CL A 1/	12	IBEW970L	\$ 78.84									Hourly	\$ 163,993.23	
50051725	HYD OPER W/CL A	12	IBEW928A	\$ 63.31									Hourly	\$ 131,686.15	
50051727	HYD OVERHAUL FRMN/WN	12	IBEW945B	\$ 71.48									Hourly	\$ 148,682.56	
50160050	HYD STATIONARY ENGINEER APPR	12	IBEW851J	\$ 32.41	\$ 34.30	\$ 36.14	\$ 38.03	\$ 39.88	\$ 41.76	\$ 43.64	\$ 45.50	\$ 47.40	Hourly	\$ 98,593.25	
50160051	HYD STATIONARY ENGINEER I	12	IBEW872G	\$ 49.88									Hourly	\$ 103,756.43	
50160052	HYD STATIONARY ENGINEER II	12	IBEW908A	\$ 58.70									Hourly	\$ 122,095.38	
50160200	HYD STATIONARY ENGINEER SUBFRMN/WN	12	IBEW922I	\$ 63.19									Hourly	\$ 131,436.24	
50160053	HYD STATIONARY ENGR FRMN/WN LT	12	IBEW937G	\$ 67.14									Hourly	\$ 139,641.63	
50164138	HYD STATIONARY ENGR II W/CL C-HAZ	12	IBEW908K	\$ 59.45									Hourly	\$ 123,655.38	
50160026	HYD STATIONARY ENGR II W/HAZ	12	IBEW908X	\$ 59.97									Hourly	\$ 124,736.98	
50155432	HYDROGRAPHER (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Salary	\$ 106,267.70
50051734	HYDROGRAPHER (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50051738	HYDROGRAPHY SPCLST	12	OSE0750A	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.19	\$ 52.45	Hourly	\$ 109,091.01	
50051741	I/T AUDITOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50051742	I/T BRM ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50051747	I/T PROC/CNTRCT SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50051748	I/T PROJECT MGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50051749	I/T SUPVR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50162765	I/T TECHNICIAN	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12	Hourly	\$ 77,212.10	
50051743	INSTRUCTOR	12	IBEW938A	\$ 69.22									Hourly	\$ 143,974.74	
50143123	INSURANCE PROGRAM MANAGER	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50083226	INTERNAL AUDITOR (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50051744	INTERNAL AUDITOR (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50051745	INVENTORY TECH	6	OSE0695A	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99	Hourly	\$ 83,189.39	
50051644	IPPS SPCLST I	6	OSE0646A	\$ 26.28	\$ 26.94	\$ 27.61	\$ 28.31	\$ 29.03	\$ 29.74	\$ 30.50	\$ 31.27	\$ 32.06	Hourly	\$ 66,692.91	
50052101	IPPS SPCLST II	6	OSE0657A	\$ 27.17	\$ 27.86	\$ 28.57	\$ 29.28	\$ 30.03	\$ 30.78	\$ 31.55	\$ 32.33	\$ 33.16	Hourly	\$ 68,963.86	
50052051	IPPS SPCLST III	6	OSE0670D	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	Hourly	\$ 73,548.59	
50092220	IVR COORD	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50096950	LABOR RELATIONS ANALYST (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50086678	LABOR RELATIONS ANALYST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50083228	LAND AGENT - A	6	OSE0725A	\$ 29.77	\$ 30.48	\$ 31.23	\$ 32.02						Hourly	\$ 66,607.22	
50083227	LAND AGENT - B	6	OSE0725B	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.12				Hourly	\$ 77,212.10	
50051757	LAND AGENT - C	6	OSE0725C	\$ 38.07	\$ 39.04	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.38	Hourly	\$ 96,472.27	
50083229	LAND SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Salary	\$ 96,319.38
50051758	LAND SPCLST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50126010	LAND SURVEYOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50051756	LAW CLERK		CONF300A	\$ 33.00	\$ 33.79	\$ 34.66							Hourly	\$ 72,091.76	
50162417	LEAD DIST SYS OPER	12	IBEW941K	\$ 78.89									Hourly	\$ 164,093.49	
50162418	LEAD DIST SYS OPER 1/	12	IBEW992A	\$ 85.73									Hourly	\$ 178,311.95	
50101752	LEAD OFFICE TECH	6	OSE0688A	\$ 31.95	\$ 32.74	\$ 33.57	\$ 34.42	\$ 35.26	\$ 36.14	\$ 37.06	\$ 37.99	\$ 38.94	Hourly	\$ 81,004.14	
50119427	LEAD OFFICE TECH-CONF	6	CONF688A	\$ 34.45	\$ 35.32	\$ 36.23	\$ 37.12	\$ 38.04	\$ 39.00	\$ 39.99	\$ 40.95	\$ 42.00	Hourly	\$ 87,367.07	
50051760	LEAD TOOL REPAIRER	12	IBEW922I	\$ 63.19									Hourly	\$ 131,436.24	
50165758	LEAD UTILITY COMPLIANCE SPECIALIST	12	IBEW828K	\$ 46.16									Hourly	\$ 96,022.37	
50154184	LEAD VEHICLE MECH	12	IBEW888D	\$ 53.06									Hourly	\$ 110,355.02	
50051761	LEAD VEHICLE MECH 1/	12	IBEW904B	\$ 57.86									Hourly	\$ 120,338.61	
50154185	LEAD VEHICLE MECH W/CL A	12	IBEW888D	\$ 53.02									Hourly	\$ 110,283.26	
50051762	LEAD VEHICLE MECH W/CL A 1/	12	IBEW909D	\$ 59.01									Hourly	\$ 122,730.61	
50154186	LEAD VEHICLE MECH W/HAZ	12	IBEW888H	\$ 54.33									Hourly	\$ 112,996.62	
50164311	LEAD VEHICLE MECH W/HAZ (FP)	12	IBEW904A	\$ 57.93									Hourly	\$ 120,495.02	
50164525	LEAD VEHICLE MECH W/HAZ (FP) 1/	12	IBEW922A	\$ 63.18									Hourly	\$ 131,421.26	
50051763	LEAD VEHICLE MECH W/HAZ 1/	12	IBEW909X	\$ 59.13									Hourly	\$ 122,980.21	
50160076	LEARNING & DEV SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50160077	LEARNING & DEV SPCLST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50169820	LEGAL ANALYST	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50090306	LEGAL ASSISTANT-CONF	6	CONF706A	\$ 36.82	\$ 37.74	\$ 38.71	\$ 39.72	\$ 40.73	\$ 41.76	\$ 42.85	\$ 43.92	\$ 45.06	Hourly	\$ 93,730.00	
50133108	LEGISLATIVE & REGULATORY COORDINATOR 1/	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50153089	LEGISLATIVE & REGULATORY PROG MGR	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50083472	LINE CONST FRMN/WN	12	IBEW976D	\$ 89.34									Hourly	\$ 185,831.78	
50083473	LINE CONST FRMN/WN W/CL A	12	IBEW976C	\$ 90.49									Hourly	\$ 188,223.78	
50083474	LINE CONST FRMN/WN W/HAZ	12	IBEW976X	\$ 90.61									Hourly	\$ 188,473.38	
50154187	LINE EQUIP OPER ASST W/CLA	12	IBEW795A	\$ 28.48	\$ 29.68	\$ 31.89	\$ 34.00	\$ 36.37					Hourly	\$ 75,640.66	
50128409	LINE EQUIP OPER ASST W/CLA 1/	12	IBEW830L	\$ 33.79	\$ 35.28	\$ 37.91	\$ 40.43	\$ 43.15					Hourly	\$ 89,759.07	
50106535	LINE EQUIP OPER W/CL A 1/	12	IBEW898B	\$ 57.09									Hourly	\$ 118,745.74	
50154188	LINE EQUIP OPER W/CLA	12	IBEW862D	\$ 52.20									Hourly	\$ 108,579.64	

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50169850	LINE EQUIP OPER W/CR & CL A	12	IBEW862G	\$ 53.15																Hourly	\$ 110,555.64	
50169884	LINE EQUIP OPER W/CR & CL A 1/	12	IBEW898D	\$ 58.04																	Hourly	\$ 120,721.74
50169852	LINE EQUIP OPER W/CR & HAZ	12	IBEW862F	\$ 53.27																	Hourly	\$ 110,805.24
50154140	LINE EQUIP OPER W/HAZ	12	IBEW862E	\$ 52.32																	Hourly	\$ 108,829.24
50108451	LINE EQUIP OPER W/HAZ 1/	12	IBEW862H	\$ 57.21																	Hourly	\$ 118,995.34
50051767	LINE FRMN/WN LT	12	IBEW965R	\$ 83.93																	Hourly	\$ 174,584.18
50051768	LINE FRMN/WN LT W/CL A	12	IBEW965C	\$ 85.08																	Hourly	\$ 176,976.18
50142318	LINE INSPECTOR I	12	IBEW933A	\$ 73.87																	Hourly	\$ 153,652.93
50108831	LINE INSPECTOR II	12	IBEW941R	\$ 78.89																	Hourly	\$ 164,086.42
50156652	LINE INSPECTOR W/CL A I	12	IBEW933C	\$ 75.01																	Hourly	\$ 156,023.50
50114932	LINE INSPECTOR W/CL A II	12	IBEW941D	\$ 80.04																	Hourly	\$ 166,478.42
50051770	LINE SUBFRMN/WN	12	IBEW941R	\$ 78.89																	Hourly	\$ 164,086.42
50051771	LINE SUBFRMN/WN W/CL A	12	IBEW941D	\$ 80.04																	Hourly	\$ 166,478.42
50083465	LINEMN/WN W/HAZ	12	IBEW933X	\$ 75.13																	Hourly	\$ 156,273.10
50083463	LINEMN/WN	12	IBEW933A	\$ 73.87																	Hourly	\$ 153,652.93
50083464	LINEMN/WN W/CL A	12	IBEW933C	\$ 75.01																	Hourly	\$ 156,023.50
50136767	LINEMN/WN W/HEL	12	IBEW933Y	\$ 77.56																	Hourly	\$ 161,322.72
50083460	LINEMN/WN-APPR	49	IBEW922R	\$ 48.03	\$ 51.19	\$ 54.35	\$ 57.53	\$ 60.65	\$ 63.84	\$ 67.02	\$ 70.18										Hourly	\$ 145,983.14
50083461	LINEMN/WN-APPR W/CL A	49	IBEW922C	\$ 49.18	\$ 52.34	\$ 55.50	\$ 58.68	\$ 61.80	\$ 64.99	\$ 68.17	\$ 71.33										Hourly	\$ 148,375.14
50083462	LINEMN/WN-APPR W/HAZ	49	IBEW922Z	\$ 49.30	\$ 52.46	\$ 55.62	\$ 58.80	\$ 61.92	\$ 65.11	\$ 68.29	\$ 71.45										Hourly	\$ 148,624.74
50154416	MAINT CARPENTER	12	IBEW865A	\$ 49.88																	Hourly	\$ 103,756.43
50051805	MAINT CARPENTER 1/	12	IBEW908A	\$ 58.70																	Hourly	\$ 122,095.38
50154417	MAINT CARPENTER APPR	48	IBEW851E	\$ 31.87	\$ 33.71	\$ 35.56	\$ 37.40	\$ 39.21	\$ 41.06	\$ 42.92	\$ 44.74	\$ 46.60									Hourly	\$ 96,922.18
50083233	MAINT CARPENTER APPR 1/	48	IBEW879F	\$ 38.14	\$ 40.36	\$ 42.55	\$ 44.76	\$ 46.95	\$ 49.16	\$ 51.37	\$ 53.55	\$ 55.77									Hourly	\$ 115,991.36
50154459	MAINT CARPENTER FRMN/WN LT	12	IBEW901K	\$ 56.09																	Hourly	\$ 116,675.10
50115406	MAINT CARPENTER FRMN/WN, LT 1/	12	IBEW937G	\$ 67.14																	Hourly	\$ 139,641.63
50154460	MAINT CARPENTER SUBFRMN/WN	12	IBEW887D	\$ 52.78																	Hourly	\$ 109,776.58
50051806	MAINT CARPENTER SUBFRMN/WN 1/	12	IBEW922I	\$ 63.19																	Hourly	\$ 131,436.24
50116262	MAINT CARPENTER W/ CL A 1/	12	IBEW908L	\$ 59.85																	Hourly	\$ 124,487.38
50159375	MAINT CARPENTER W/CL A	12	IBEW872D	\$ 51.03																	Hourly	\$ 106,148.43
50103121	MAINT PLANNER GEN SVC	12	PAS0062O	\$ 9,678.73																\$ 12,817.28	Salary	\$ 153,807.35
50103375	MAINT PLANNER PWR PROD	12	PAS0062O	\$ 9,678.73																\$ 12,817.28	Salary	\$ 153,807.35
50112813	MAINT PLANNER SUBS/TELE	12	PAS0062O	\$ 9,678.73																\$ 12,817.28	Salary	\$ 153,807.35
50115702	MAINT PLANNER T&D LINE ASSETS	12	PAS0062O	\$ 9,678.73																\$ 12,817.28	Salary	\$ 153,807.35
50051784	MANAGEMENT ANALYST (E)		PAS0041O	\$ 5,767.82																\$ 7,636.81	Salary	\$ 91,641.74
50051785	MANAGEMENT ANALYST (J)	12	PAS0049O	\$ 7,023.31																\$ 9,306.90	Salary	\$ 111,682.86
50051786	MAPPER	6	OSE0685A	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07									Hourly	\$ 79,183.10
50168117	MARKET ANALYST (E)		PAS0047O	\$ 6,689.51																\$ 8,855.64	Salary	\$ 106,267.70
50168205	MARKET ANALYST (J)	12	PAS0056O	\$ 8,347.12																\$ 11,059.41	Salary	\$ 132,712.90
50083901	MARKET RESEARCH SPCLST	12	PAS0052O	\$ 7,565.53																\$ 10,018.43	Salary	\$ 120,221.15
50163624	MARKET RESEARCH SUPVR	12	PAS0062B	\$ 9,678.73																\$ 13,468.41	Salary	\$ 161,620.97
50102301	MARKET RISK SPCLST (J)	12	PAS0056O	\$ 8,347.12																\$ 11,059.41	Salary	\$ 132,712.90
50137998	MARKETING SPCLST I	12	PAS0045O	\$ 6,365.92																\$ 8,428.49	Salary	\$ 101,141.88
50051546	MARKETING SPCLST II	12	PAS0054O	\$ 7,944.91																\$ 10,522.44	Salary	\$ 126,269.27
50163622	MARKETING SPCLST SUPVR	12	PAS0059C	\$ 8,987.35																\$ 12,817.36	Salary	\$ 153,808.33
50083235	MATERIAL PARTS CLERK	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12									Hourly	\$ 77,212.10
50051790	MATERIAL PLANNER/COORD	12	PAS0049O	\$ 7,023.31																\$ 9,306.90	Salary	\$ 111,682.86
50154399	MATERIAL SPCLST I	12	IBEW793F	\$ 26.23	\$ 30.25	\$ 34.29	\$ 38.33														Hourly	\$ 79,718.70
50099003	MATERIAL SPCLST I 1/	12	IBEW851N	\$ 31.35	\$ 36.14	\$ 40.95	\$ 45.78														Hourly	\$ 95,229.68
50154525	MATERIAL SPCLST I W/CL A	12	IBEW793A	\$ 27.38	\$ 31.40	\$ 35.44	\$ 39.48														Hourly	\$ 82,110.70
50099004	MATERIAL SPCLST I W/CL A 1/	12	IBEW851C	\$ 32.50	\$ 37.29	\$ 42.10	\$ 46.93														Hourly	\$ 97,621.68
50154527	MATERIAL SPCLST I W/CR & CL A	12	IBEW793D	\$ 28.33	\$ 32.35	\$ 36.39	\$ 40.43														Hourly	\$ 84,086.70
50099007	MATERIAL SPCLST I W/CR & CL A 1/	12	IBEW851A	\$ 33.45	\$ 38.24	\$ 43.05	\$ 47.88														Hourly	\$ 99,597.68
50154528	MATERIAL SPCLST I W/CR & HAZ	12	IBEW793E	\$ 28.45	\$ 32.47	\$ 36.51	\$ 40.55														Hourly	\$ 84,336.30
50099008	MATERIAL SPCLST I W/CR & HAZ 1/	12	IBEW851B	\$ 33.57	\$ 38.36	\$ 43.17	\$ 48.00														Hourly	\$ 99,847.28
50154529	MATERIAL SPCLST I W/HAZ	12	IBEW793B	\$ 27.50	\$ 31.52	\$ 35.56	\$ 39.60														Hourly	\$ 82,360.30
50099005	MATERIAL SPCLST I W/HAZ 1/	12	IBEW851H	\$ 32.62	\$ 37.41	\$ 42.22	\$ 47.05														Hourly	\$ 97,871.28
50154530	MATERIAL SPCLST II	12	IBEW912D	\$ 40.32																	Hourly	\$ 83,874.96
50051787	MATERIAL SPCLST II 1/	12	IBEW862I	\$ 48.18																	Hourly	\$ 100,221.47
50154478	MATERIAL SPCLST II W/CL A	12	IBEW912F	\$ 41.47																	Hourly	\$ 86,266.96
50051788	MATERIAL SPCLST II W/CL A 1/	12	IBEW862C	\$ 49.33																	Hourly	\$ 102,613.47
50154480	MATERIAL SPCLST II W/CR & CL A	12	IBEW912P	\$ 42.42																	Hourly	\$ 88,242.96
50099011	MATERIAL SPCLST II W/CR & CL A 1/	12	IBEW862A	\$ 50.28																	Hourly	\$ 104,589.47
50154481	MATERIAL SPCLST II W/CR & HAZ	12	IBEW912R	\$ 42.54																	Hourly	\$ 88,492.56
50099012	MATERIAL SPCLST II W/CR & HAZ 1/	12	IBEW862B	\$ 50.40																	Hourly	\$ 104,839.07
50154482	MATERIAL SPCLST II W/HAZ	12	IBEW912H	\$ 41.59																	Hourly	\$ 86,516.56
50083234	MATERIAL SPCLST II W/HAZ 1/	12	IBEW862X	\$ 49.45																	Hourly	\$ 102,863.07
50154483	MATERIAL SPCLST III	12	IBEW928D	\$ 48.07																	Hourly	\$ 99,979.93

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50052074	MATERIAL SPCLST III 1/	12	IBEW878L	\$ 52.63										Hourly	\$ 109,476.64
50154484	MATERIAL SPCLST III W/CL A	12	IBEW928G	\$ 49.22										Hourly	\$ 102,371.93
50052075	MATERIAL SPCLST III W/CL A 1/	12	IBEW879A	\$ 53.78										Hourly	\$ 111,868.64
50154486	MATERIAL SPCLST III W/CR & CL A	12	IBEW928L	\$ 50.17										Hourly	\$ 104,347.93
50099013	MATERIAL SPCLST III W/CR & CL A 1/	12	IBEW879D	\$ 54.73										Hourly	\$ 113,844.64
50154487	MATERIAL SPCLST III W/CR & HAZ	12	IBEW928M	\$ 50.29										Hourly	\$ 104,597.53
50099014	MATERIAL SPCLST III W/CR & HAZ 1/	12	IBEW898A	\$ 54.85										Hourly	\$ 114,094.24
50154488	MATERIAL SPCLST III W/HAZ	12	IBEW928H	\$ 49.34										Hourly	\$ 102,621.53
50052076	MATERIAL SPCLST III W/HAZ 1/	12	IBEW879B	\$ 56.33										Hourly	\$ 117,162.33
50154489	MATERIAL SPCLST IV	12	IBEW858B	\$ 51.08										Hourly	\$ 106,255.29
50052170	MATERIAL SPCLST IV 1/	12	IBEW893F	\$ 55.94										Hourly	\$ 116,353.74
50154490	MATERIAL SPCLST IV W/CL A	12	IBEW858H	\$ 52.23										Hourly	\$ 108,647.29
50052171	MATERIAL SPCLST IV W/CL A 1/	12	IBEW898C	\$ 57.09										Hourly	\$ 118,745.74
50154570	MATERIAL SPCLST IV W/CR & CL A	12	IBEW858N	\$ 53.18										Hourly	\$ 110,623.29
50099009	MATERIAL SPCLST IV W/CR & CL A 1/	12	IBEW893A	\$ 58.04										Hourly	\$ 120,721.74
50154571	MATERIAL SPCLST IV W/CR & HAZ	12	IBEW858P	\$ 53.30										Hourly	\$ 110,872.89
50099010	MATERIAL SPCLST IV W/CR & HAZ 1/	12	IBEW893E	\$ 58.16										Hourly	\$ 120,971.34
50154572	MATERIAL SPCLST IV W/HAZ	12	IBEW858J	\$ 52.35										Hourly	\$ 108,896.89
50052172	MATERIAL SPCLST IV W/HAZ 1/	12	IBEW898X	\$ 57.21										Hourly	\$ 118,995.34
50154141	MECHANIC	12	IBEW865A	\$ 49.88										Hourly	\$ 103,756.43
50051791	MECHANIC 1/	12	IBEW884A	\$ 53.55										Hourly	\$ 111,383.38
50051792	MECHANIC W/CL A 1/	12	IBEW888G	\$ 54.70										Hourly	\$ 113,775.38
50154143	MECHANIC W/HAZ	12	IBEW865D	\$ 50.30										Hourly	\$ 104,619.84
50051793	MECHANIC W/HAZ 1/	12	IBEW888X	\$ 54.82										Hourly	\$ 114,024.98
50154165	MECHANICAL FRMN/WM,LT	12	IBEW921G	\$ 61.49										Hourly	\$ 127,901.28
50099904	MECHANICAL FRMN/WM,LT 1/	12	IBEW937G	\$ 67.14										Hourly	\$ 139,641.63
50164526	METER & SERVICE DESIGNER	6	OSE0711A	\$ 35.36	\$ 36.24	\$ 37.15	\$ 38.07	\$ 39.04						Hourly	\$ 81,196.96
50051796	METER TECH	12	IBEW925A	\$ 63.62										Hourly	\$ 132,336.05
50051797	METER TECH APPR	48	IBEW912E	\$ 41.35	\$ 44.07	\$ 46.81	\$ 49.53	\$ 52.28	\$ 54.97	\$ 57.71	\$ 60.43			Hourly	\$ 125,694.61
50128042	MGR,ACCOUNT MGMT & SALES	12	PAS0071O	\$ 12,081.39								\$ 16,009.03	Salary	\$ 192,108.39	
50052019	MGR,ACCOUNTING & ASST CNTRLR	12	PAS0066O	\$ 10,684.71								\$ 14,152.54	Salary	\$ 169,830.48	
50099975	MGR,AR&DGT	12	PAS0071O	\$ 12,081.39								\$ 16,009.03	Salary	\$ 192,108.39	
50051544	MGR,AUDITING	12	PAS0069O	\$ 11,502.70								\$ 15,236.28	Salary	\$ 182,835.30	
50093079	MGR,BUS PERFORM & OPTIMIZATION	12	PAS0071O	\$ 12,081.39								\$ 16,009.03	Salary	\$ 192,108.39	
50052025	MGR,CAREER DEVELOPMENT & LEARNING	N/	PAS0069O	\$ 11,502.70								\$ 15,236.28	Salary	\$ 182,835.30	
50140137	MGR,CIVIL ENGINEERING	12	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50169965	MGR,COMMODITY & OPERATIONS SETTLEMENTS	12	PAS0069O	\$ 11,502.70								\$ 15,236.28	Salary	\$ 182,835.30	
TBD	MGR, COMMUNITY EDUCATION & TECHNOLOGY	N/	PAS0064E	\$ 10,168.59								\$ 15,236.28	Salary	\$ 182,835.30	
50139537	MGR,COMMUNITY DEV OUTREACH & ED	N/	PAS0064E	\$ 10,168.59								\$ 15,236.28	Salary	\$ 182,835.30	
50126108	MGR,CORP COMMUNICATIONS	12	PAS0066O	\$ 10,684.71								\$ 14,152.54	Salary	\$ 169,830.48	
50166592	MGR,CULTURE & CHANGE	N/	PAS0069O	\$ 11,502.70								\$ 15,236.28	Salary	\$ 182,835.30	
50167926	MGR,CUST STRATEGY & OPS	12	PAS0066O	\$ 10,684.71								\$ 14,152.54	Salary	\$ 169,830.48	
50163673	MGR,CUSTOMER DELIVERY	12	PAS0067O	\$ 10,952.42								\$ 14,502.83	Salary	\$ 174,033.99	
50091780	MGR,CUSTOMER EXPERIENCE STRATEGY	12	PAS0066B	\$ 10,684.71								\$ 14,865.73	Salary	\$ 178,388.79	
50092302	MGR,CUSTOMER OPERATIONS	12	PAS0064O	\$ 10,168.59								\$ 13,468.46	Salary	\$ 161,621.46	
50160766	MGR,CUSTOMER VALUE, PERF & PROJECTS	12	PAS0064C	\$ 10,168.59								\$ 14,502.79	Salary	\$ 174,033.50	
50160085	MGR,CYBERSECURITY	12	PAS0066F	\$ 10,684.71								\$ 16,409.01	Salary	\$ 196,908.15	
50162683	MGR,DG INTERCONNECTIONS	12	PAS0071O	\$ 12,081.39								\$ 16,009.03	Salary	\$ 192,108.39	
50159037	MGR,DIGITAL & UX	12	PAS0062D	\$ 9,678.73								\$ 14,154.34	Salary	\$ 169,852.11	
50160208	MGR,DIST OPS ENGINEERING	12	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50140139	MGR,DIST SYSTEM OPERATIONS	12	PAS0072T	\$ 12,385.57								\$ 18,106.59	Salary	\$ 217,279.04	
50131011	MGR,DISTRIBUTED ENERGY STRATEGY	12	PAS0071O	\$ 12,081.39								\$ 16,009.03	Salary	\$ 192,108.39	
50110255	MGR,DISTRIBUTION PLANNING	12	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50165511	MGR,ECON DEV & PARTNERSHIP	N/	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50126016	MGR,ELECTRIC DESIGN & STANDARDS	12	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50088581	MGR,ELECTRIC TRANS	12	PAS0066O	\$ 10,684.71								\$ 14,152.54	Salary	\$ 169,830.48	
50125294	MGR,EMERGING TECHNOLOGY	12	PAS0069O	\$ 11,502.70								\$ 15,236.28	Salary	\$ 182,835.30	
50135736	MGR,EMPLOYEE RELATIONS	N/	PAS0069O	\$ 11,502.70								\$ 15,236.28	Salary	\$ 182,835.30	
50051979	MGR,ENERGY MGMT SYSTEM	12	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50087975	MGR,ENERGY TRADING & CONTRACTS	12	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50067469	MGR,ENGINEERING	12	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50134551	MGR,ENTERPRISE PERFORMANCE	12	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50119766	MGR,ENTERPRISE PRIORITIZATION	12	PAS0071O	\$ 12,081.39								\$ 16,009.03	Salary	\$ 192,108.39	
50143384	MGR,ENVIRONMENTAL REG	N/	PAS0072O	\$ 12,385.57								\$ 16,409.01	Salary	\$ 196,908.15	
50100183	MGR,EXECUTIVE OFFICE	N/	PAS0059O	\$ 8,987.35								\$ 11,909.29	Salary	\$ 142,911.51	
50051679	MGR,FACILITIES MGMT	12	PAS0071O	\$ 12,081.39								\$ 16,009.03	Salary	\$ 192,108.39	
50051982	MGR,FIELD METERING	12	PAS0062B	\$ 9,678.73								\$ 13,468.41	Salary	\$ 161,620.97	
50158480	MGR,FINANCE & TREASURY	12	PAS0066C	\$ 10,684.71								\$ 15,236.32	Salary	\$ 182,835.79	

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50158550	MGR,FINANCE & TREASURY	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50051627	MGR,FINANCE PLANNING & ANALYTICS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50138557	MGR,FLEET OPS	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Salary	\$ 169,852.11
50051948	MGR,GAS PIPELINE ASSETS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50083431	MGR,GEN MAINTENANCE	12	PAS0069C	\$ 11,502.70									\$ 16,408.97	Salary	\$ 196,907.65
50135285	MGR,GRID PLANNING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50051950	MGR,HYDRO GEN ASSETS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50159325	MGR,INFORMATION TECHNOLOGY	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Salary	\$ 182,835.79
50088129	MGR,INNOVATION	N/	PAS0066C	\$ 10,684.71									\$ 15,236.32	Salary	\$ 182,835.79
50164000	MGR,IT STRATEGY, PLANNING & GOVERNANCE	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50169499	MGR,LEARNING & DEV	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50140133	MGR,LINE DESIGN	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50051996	MGR,MARKET RESEARCH	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50102606	MGR,MARKET STRATEGY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50139366	MGR,OCC HEALTH & SAFETY	N/	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50169490	MGR,OPERATIONAL PMO	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50140145	MGR,OPERATIONAL TRAINING CENTER	N/	PAS0066U	\$ 10,684.71									\$ 16,409.01	Salary	\$ 196,908.15
50164469	MGR,OP-EX	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50166428	MGR,OT NETWORK ENGINEERING	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50052003	MGR,POW SYS OPERS	12	PAS0072T	\$ 12,385.57									\$ 18,106.59	Salary	\$ 217,279.04
50115350	MGR,POWER OPS ENGRG	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50125274	MGR,POWER OPS TRNG	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50128064	MGR,PROGRAM DELIVERY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50051732	MGR,PROJECT DEV AND RENEWABLE GEN	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50130582	MGR,RANCHO SECO ASSETS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50165633	MGR,REAL ESTATE SERVICES	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50083555	MGR,RENEWABLE GEN ASSETS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50051984	MGR,RESOURCE PLANNING	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50051915	MGR,REVENUE STRATEGY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50051975	MGR,SECURITY OPERATIONS	N/	PAS0062D	\$ 9,678.73									\$ 14,154.34	Salary	\$ 169,852.11
50169434	MGR,STRATEGIC PLAN,PERF & ANALYTICS	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50110256	MGR,SUBSTATION ENGINEERING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50126109	MGR,SUBSTN MAINT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50083478	MGR,SUPPLY CHAIN	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50088853	MGR,SYSTEM PROTECTION & CONTROL	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50126110	MGR,T&D LINE CONSTR & MAINT	12	PAS0072L	\$ 12,385.57									\$ 20,795.14	Salary	\$ 249,541.73
50140141	MGR,T&D MAINTENANCE PLANNING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50051987	MGR,TALENT MANAGEMENT	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50159402	MGR,TELECOMMUNICATION O&M	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Salary	\$ 182,835.79
50126175	MGR,TELECOMMUNICATIONS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50067465	MGR,THERM GEN ASSETS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50051964	MGR,TOTAL REWARDS	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50110257	MGR,VEGETATION MGMT	12	PAS0069C	\$ 11,502.70									\$ 16,408.97	Salary	\$ 196,907.65
50051783	MGR,WAREHOUSE OPERATIONS	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50051839	NTWK CABLE FRMN/WN, LT	12	IBEW941M	\$ 69.79										Hourly	\$ 145,169.02
50051841	NTWK ELEC FRMN/WN,LT	12	IBEW941M	\$ 69.79										Hourly	\$ 145,169.02
50051843	NTWK ELEC FRMN/WN,LT W/HAZ	12	IBEW941X	\$ 71.06										Hourly	\$ 147,810.62
50165507	NTWK ENGR OT (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50165508	NTWK ENGR OT (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50051846	OFFICE ASST		OSE0548A	\$ 15.50	\$ 15.97	\$ 16.44	\$ 16.94	\$ 17.45	\$ 17.97	\$ 18.51	\$ 19.06	\$ 19.63		Hourly	\$ 40,830.40
TBD3	OFFICE ASST II		OSE0902*	\$ 18.15	\$ 18.69	\$ 19.26	\$ 19.83	\$ 20.43	\$ 21.04	\$ 21.67	\$ 22.32	\$ 22.99		Hourly	\$ 47,819.20
TBD1	OFFICE ASST III		OSE0615*	\$ 21.67	\$ 22.32	\$ 22.99	\$ 23.68	\$ 24.39	\$ 25.12	\$ 25.88	\$ 26.65	\$ 27.45		Hourly	\$ 57,096.00
50051847	OFFICE SPCLST I	6	OSE0615A	\$ 22.04	\$ 22.59	\$ 23.15	\$ 23.71	\$ 24.30	\$ 24.94	\$ 25.54	\$ 26.18	\$ 26.85		Hourly	\$ 55,852.37
50051848	OFFICE SPCLST II	6	OSE0647A	\$ 26.39	\$ 27.06	\$ 27.74	\$ 28.44	\$ 29.15	\$ 29.88	\$ 30.65	\$ 31.39	\$ 32.20		Hourly	\$ 66,971.42
50122178	OFFICE SPCLST II-CONF	6	CONF647A	\$ 28.45	\$ 29.16	\$ 29.88	\$ 30.65	\$ 31.42	\$ 32.20	\$ 33.01	\$ 33.84	\$ 34.70		Hourly	\$ 72,177.46
50051849	OFFICE TECH	6	OSE0672A	\$ 29.25	\$ 29.99	\$ 30.76	\$ 31.53	\$ 32.26	\$ 33.12	\$ 33.90	\$ 34.76	\$ 35.64		Hourly	\$ 74,127.04
50085707	OFFICE TECH-CONF	6	CONF672A	\$ 31.99	\$ 32.76	\$ 33.62	\$ 34.45	\$ 35.64	\$ 36.24	\$ 37.14	\$ 38.04	\$ 39.01		Hourly	\$ 81,132.69
50051851	OPERS SUPPORT SUPVR	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50125954	ORGANIZATION EFFECTIVENESS SPCLST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Salary	\$ 106,267.70
50125953	ORGANIZATION EFFECTIVENESS SPCLST (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50155433	PARALEGAL-CONF	6	CONF735A	\$ 39.62	\$ 40.60	\$ 41.64	\$ 42.66	\$ 43.73	\$ 44.83	\$ 45.95	\$ 47.09	\$ 48.27		Hourly	\$ 100,392.86
50092672	PAYROLL TECH-CONF	6	CONF702A	\$ 35.40	\$ 36.29	\$ 37.22	\$ 38.19	\$ 39.17	\$ 40.14	\$ 41.19	\$ 42.24	\$ 43.32		Hourly	\$ 90,109.34
50051857	PHYSICAL NTWK SPCLST 1/	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50159569	PHYSICAL SECURITY PROGRAM MGR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50051860	PLANT MECH	12	IBEW908A	\$ 58.70										Hourly	\$ 122,095.38
50083241	PLANT MECH APPR	48	IBEW879E	\$ 38.14	\$ 40.67	\$ 43.20	\$ 45.71	\$ 48.21	\$ 50.73	\$ 53.24	\$ 55.76			Hourly	\$ 115,989.54
50083242	PLANT MECH APPR W/CL A	48	IBEW879H	\$ 39.29	\$ 41.86	\$ 44.38	\$ 46.89	\$ 49.39	\$ 51.90	\$ 54.43	\$ 56.96			Hourly	\$ 118,472.05
50051861	PLANT MECH APPR W/HAZ	48	IBEW874X	\$ 39.41	\$ 41.99	\$ 44.50	\$ 47.01	\$ 49.54	\$ 52.04	\$ 54.55	\$ 57.08			Hourly	\$ 118,716.83

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50051862	PLANT MECH W/CL A	12	IBEW908L	\$ 59.85											Hourly	\$ 124,487.38
50083240	PLANT MECH W/HAZ	12	IBEW908X	\$ 59.97											Hourly	\$ 124,736.98
50100942	PLANT MECH WELDER	12	IBEW920A	\$ 62.38											Hourly	\$ 129,743.74
50083244	POWER CONTRACTS SPCLST (E)		PAS0049O	\$ 7,023.31									\$ 9,306.90		Salary	\$ 111,682.86
50161142	POWER CONTRACTS SPCLST (I)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44		Salary	\$ 126,269.27
50067464	POWER CONTRACTS SPCLST (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29		Salary	\$ 142,911.51
50139834	POWER GEN ASSET SUPVR	12	PAS0062T	\$ 9,678.73									\$ 14,154.34		Salary	\$ 169,852.11
50051904	POWER QUALITY TECH	6	OSE0760A	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.19	\$ 52.45	\$ 53.79	\$ 55.13			Hourly	\$ 114,661.25
50088326	POWER SYS ANALYST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64		Salary	\$ 106,267.70
50051905	POWER SYS ANALYST(J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41		Salary	\$ 132,712.90
50154573	POWER SYS OPER (E)	12	IBEW955A	\$ 67.76	\$ 69.46	\$ 71.20	\$ 73.02	\$ 74.81							Hourly	\$ 155,602.51
50154574	POWER SYS OPER I	12	IBEW980A	\$ 74.81	\$ 76.66	\$ 78.63	\$ 80.59	\$ 82.61	\$ 84.68	\$ 86.78	\$ 88.97	\$ 91.20			Hourly	\$ 189,688.10
50154600	POWER SYS OPER II	12	IBEW986A	\$ 95.73											Hourly	\$ 199,114.66
50162139	POWER SYS OPER INSTRUCTOR I	12	PAS0062O	\$ 9,678.73									\$ 12,817.28		Salary	\$ 153,807.35
50127179	POWER SYS OPER INSTRUCTOR II	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50051888	PRE-APPR LINEMN/WN	30	IBEW830A	\$ 32.64	\$ 34.13	\$ 36.76	\$ 39.28	\$ 42.00							Hourly	\$ 87,367.07
50051889	PRE-APPR LINEMN/WN W/CL A	30	IBEW830L	\$ 33.79	\$ 35.28	\$ 37.91	\$ 40.43	\$ 43.15							Hourly	\$ 89,759.07
50051890	PRE-APPR LINEMN/WN W/HAZ	30	IBEW830X	\$ 33.91	\$ 35.40	\$ 38.03	\$ 40.55	\$ 43.27							Hourly	\$ 90,008.67
50051899	PRESS OPERATOR	6	OSE0685A	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07			Hourly	\$ 79,183.10
50051863	PRIN ARCHITECT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50051865	PRIN CIVIL ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50167113	PRIN CYBER GOVRN & COMP SPCLST	12	PAS0066C	\$ 10,684.71									\$ 15,236.32		Salary	\$ 182,835.79
50167115	PRIN CYBER RISK SPCLST	12	PAS0066C	\$ 10,684.71									\$ 15,236.32		Salary	\$ 182,835.79
50167212	PRIN CYBER SEC ENGINEER	12	PAS0066C	\$ 10,684.71									\$ 15,236.32		Salary	\$ 182,835.79
50051866	PRIN DISTRIB DESIGN ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50051867	PRIN DISTRIB SYS ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50051869	PRIN ELECTRICAL ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50166561	PRIN EMP RELATIONS ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28		Salary	\$ 153,807.35
50139903	PRIN EMS ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50131800	PRIN ENERGY ADVISOR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46		Salary	\$ 161,621.46
50108902	PRIN ENERGY TRADING SPCLST	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50140366	PRIN ENGINEER 1/	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50051870	PRIN ENGINEERING TECH	12	OSE0755A	\$ 43.90	\$ 45.01	\$ 46.11	\$ 47.29	\$ 48.47	\$ 49.68	\$ 50.93	\$ 52.21	\$ 53.50			Hourly	\$ 111,276.26
50090325	PRIN ENTERPRISE TECH ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54		Salary	\$ 169,830.48
50089613	PRIN ENTERPRISE TECH DEV	12	PAS0066O	\$ 10,684.71									\$ 14,152.54		Salary	\$ 169,830.48
50051871	PRIN FINANCIAL ACCOUNTANT	12	PAS0059O	\$ 8,987.35									\$ 11,909.29		Salary	\$ 142,911.51
50051872	PRIN FINANCIAL ANALYST	12	PAS0066C	\$ 10,684.71									\$ 15,236.32		Salary	\$ 182,835.79
50051873	PRIN I&C ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50132976	PRIN MARKET ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54		Salary	\$ 169,830.48
50051876	PRIN MARKET RESEARCH SPCLST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28		Salary	\$ 153,807.35
50051877	PRIN MARKET RISK SPCLST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54		Salary	\$ 169,830.48
50051875	PRIN MECHANICAL ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50052086	PRIN NTWK ENGR OT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54		Salary	\$ 169,830.48
50139865	PRIN OMS SPCLST 1/	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50051879	PRIN PLANT ACCOUNTANT	12	PAS0059O	\$ 8,987.35									\$ 11,909.29		Salary	\$ 142,911.51
50051880	PRIN POWER CONTRACT SPCLST	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50051881	PRIN POWER OPS ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50161716	PRIN POWER SYS ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54		Salary	\$ 169,830.48
50088004	PRIN PROTECTION ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50051882	PRIN RATE ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28		Salary	\$ 153,807.35
50051884	PRIN RESOURCE PLANNING ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54		Salary	\$ 169,830.48
50051886	PRIN TELECOMM ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50051887	PRIN TRNSMSN PLNG ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28		Salary	\$ 182,835.30
50170618	PRINCIPAL DAM SAFETY ENGINEER	12	PAS0071O	\$ 12,081.39									\$ 16,009.03		Salary	\$ 192,108.39
50093101	PROCESS COORD, COMMERCIAL DEV		PAS0066O	\$ 10,684.71									\$ 14,152.54		Salary	\$ 169,830.48
50093077	PROCESS COORD-CUST OPS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54		Salary	\$ 169,830.48
50086500	PROCUREMENT SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61		Salary	\$ 96,319.38
50086476	PROCUREMENT SPCLST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43		Salary	\$ 120,221.15
50083476	PROCUREMENT SUPVR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28		Salary	\$ 153,807.35
50095463	PRODUCT SVCS COORD	12	PAS0056O	\$ 8,347.12									\$ 11,059.41		Salary	\$ 132,712.90
50051591	PRODUCT SVCS SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44		Salary	\$ 126,269.27
50083245	PRODUCTIVITY ANALYST (E)	12	PAS0043O	\$ 6,058.38									\$ 8,026.61		Salary	\$ 96,319.38
50051893	PRODUCTIVITY ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43		Salary	\$ 120,221.15
50162981	PROG MGR, CYBERSECURITY	12	PAS0066C	\$ 10,684.71									\$ 15,236.32		Salary	\$ 182,835.79
50160537	PROG MGR, DATA GOVERNANCE	12	PAS0062D	\$ 9,678.73									\$ 14,154.34		Salary	\$ 169,852.11
50120124	PROG MGR, ENTERPRISE RECORDS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28		Salary	\$ 153,807.35
50160926	PROG MGR, VEG MGMT	12	PAS0059C	\$ 8,987.35									\$ 12,817.36		Salary	\$ 153,808.33
50166590	PROGRAM MGR FUTURE WKFRC	12	PAS0062O	\$ 9,678.73									\$ 12,817.28		Salary	\$ 153,807.35

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50126307	PROGRAM MGR, DE&I		12	PAS0062O	\$ 9,678.73										\$ 12,817.28	Salary	\$ 153,807.35
50168122	PROGRAM MGR, SOCIAL MEDIA	N/		PAS0059C	\$ 8,987.35										\$ 12,817.36	Salary	\$ 153,808.33
50162852	PROGRAM MGR, CIP		12	PAS0066O	\$ 10,684.71										\$ 14,152.54	Salary	\$ 169,830.48
50100228	PROGRAM MGR, EE & C R		12	PAS0071O	\$ 12,081.39										\$ 16,009.03	Salary	\$ 192,108.39
50170541	PROGRAM MGR, INNOVATION		12	PAS0066O	\$ 10,684.71										\$ 14,152.54	Salary	\$ 169,830.48
50139508	PROGRAM MGR, LOCAL GOVT		12	PAS0066O	\$ 10,684.71										\$ 14,152.54	Salary	\$ 169,830.48
50153614	PROGRAM MGR, REG COMP		12	PAS0069O	\$ 11,502.70										\$ 15,236.28	Salary	\$ 182,835.30
50114096	PROGRAM MGR, SYS OPS & RELIAB		12	PAS0072O	\$ 12,385.57										\$ 16,409.01	Salary	\$ 196,908.15
50135827	PROJECT DEV MANAGER		12	PAS0069O	\$ 11,502.70										\$ 15,236.28	Salary	\$ 182,835.30
50111813	PROJECT INTEGRATION MGR		12	PAS0071O	\$ 12,081.39										\$ 16,009.03	Salary	\$ 192,108.39
50051896	PROJECT MANAGER I		12	PAS0056O	\$ 8,347.12										\$ 11,059.41	Salary	\$ 132,712.90
50051897	PROJECT MANAGER II		12	PAS0062O	\$ 9,678.73										\$ 12,817.28	Salary	\$ 153,807.35
50051900	PUBLIC INFO SPCLST I		12	PAS0045O	\$ 6,365.92										\$ 8,428.49	Salary	\$ 101,141.88
50051901	PUBLIC INFO SPCLST II		12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50121215	QUALITY AUDITOR (J)		12	PAS0056O	\$ 8,347.12										\$ 11,059.41	Salary	\$ 132,712.90
50083247	RATE ANALYST (E)			PAS0045O	\$ 6,365.92										\$ 8,428.49	Salary	\$ 101,141.88
50051916	RATE ANALYST (J)		12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50095131	RATE/PRICING ADVISOR		12	PAS0066O	\$ 10,684.71										\$ 14,152.54	Salary	\$ 169,830.48
50130984	REGULATORY COMPLIANCE ANALYST (E)			PAS0045O	\$ 6,365.92										\$ 8,428.49	Salary	\$ 101,141.88
50130983	REGULATORY COMPLIANCE ANALYST (J)		12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50131203	REGULATORY COORDINATOR GENERATION		12	PAS0062O	\$ 9,678.73										\$ 12,817.28	Salary	\$ 153,807.35
50104213	RELAY SPCLST		12	PAS0059O	\$ 8,987.35										\$ 11,909.29	Salary	\$ 142,911.51
50160580	RELIABILITY COMPLIANCE MANAGER	N/		PAS0072O	\$ 12,385.57										\$ 16,409.01	Salary	\$ 196,908.15
50167855	RESOURCE PLANNING ANALYST (E)			PAS0047O	\$ 6,689.51										\$ 8,855.64	Salary	\$ 106,267.70
50167858	RESOURCE PLANNING ANALYST (J)		12	PAS0056O	\$ 8,347.12										\$ 11,059.41	Salary	\$ 132,712.90
50092218	RETAIL PARTNER COORD		12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50150275	REVENUE ANALYST (E)			PAS0043O	\$ 6,058.38										\$ 8,026.61	Salary	\$ 96,319.38
50116324	REVENUE ANALYST (J)		12	PAS0052O	\$ 7,565.53										\$ 10,018.43	Salary	\$ 120,221.15
50154604	REVENUE PROTECTION REP (IBEW)		12	IBEW873N	\$ 45.69	\$ 47.10	\$ 48.79	\$ 51.10								Hourly	\$ 106,279.22
50051920	REVENUE PROTECTION REP (IBEW) 1/		12	IBEW903A	\$ 51.43	\$ 53.07	\$ 54.94	\$ 57.54								Hourly	\$ 119,674.46
50051918	RISK MGMT ANALYST (J)		12	PAS0052O	\$ 7,565.53										\$ 10,018.43	Salary	\$ 120,221.15
50051922	SAFETY COORD		12	PAS0056O	\$ 8,347.12										\$ 11,059.41	Salary	\$ 132,712.90
50083249	SAFETY&LOSS PREVNTN SPCLST (E)			PAS0041O	\$ 5,767.82										\$ 7,636.81	Salary	\$ 91,641.74
50051921	SAFETY&LOSS PREVNTN SPCLST (J)		12	PAS0049O	\$ 7,023.31										\$ 9,306.90	Salary	\$ 111,682.86
50170250	SCHEDULING & INTERCHANGE SVCS SPCLST I		12	PAS0066O	\$ 10,684.71										\$ 14,152.54	Salary	\$ 169,830.48
50170252	SCHEDULING & INTERCHANGE SVCS SPCLST II		12	PAS0069O	\$ 11,502.70										\$ 15,236.28	Salary	\$ 182,835.30
50051935	SCHEDULING TECH		6	OSE0670D	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36			Hourly	\$ 73,548.59
50051926	SECRETARY		6	OSE0637A	\$ 24.77	\$ 25.44	\$ 26.06	\$ 26.71	\$ 27.40	\$ 28.07	\$ 28.80	\$ 29.52	\$ 30.25			Hourly	\$ 62,922.29
50083605	SECURITY ADMIN		12	PAS0059O	\$ 8,987.35										\$ 11,909.29	Salary	\$ 142,911.51
50166825	SECURITY INVESTIGATOR		12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50124535	SECURITY OPERATIONS DISPATCHER		12	SECU248L	\$ 27.44	\$ 28.14	\$ 28.85	\$ 29.59	\$ 30.32	\$ 31.10	\$ 31.89	\$ 32.72	\$ 33.55			Hourly	\$ 69,784.00
50113765	SECURITY OPERATIONS SUPERVISOR		12	SECU450A	\$ 39.92	\$ 40.91	\$ 41.94	\$ 42.98	\$ 44.06	\$ 45.16	\$ 46.30	\$ 47.45	\$ 48.64			Hourly	\$ 101,171.20
50051927	SERVICE DISPATCHER		6	OSE0705A	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.04	\$ 39.99	\$ 40.98	\$ 42.01			Hourly	\$ 87,388.50
50167601	SHIFT POWER SYS OPER I		12	IBEW980A	\$ 74.81	\$ 76.66	\$ 78.63	\$ 80.59	\$ 82.61	\$ 84.68	\$ 86.78	\$ 88.97	\$ 91.20			Hourly	\$ 189,688.10
50167434	SHIFT POWER SYS OPER II		12	IBEW986A	\$ 95.73											Hourly	\$ 199,114.66
50154602	SHIFT SR POWER SYS OPER		12	IBEW990A	\$ 100.55											Hourly	\$ 209,141.09
50051684	SITE SAFETY COORD		12	PAS0062O	\$ 9,678.73										\$ 12,817.28	Salary	\$ 153,807.35
50166436	SMUD CARES PROG MGR		12	PAS0056B	\$ 8,347.20										\$ 11,619.95	Salary	\$ 139,439.34
50168118	SOCIAL MEDIA SPCLST		12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50051751	SOFTWARE QUALITY ASSURANCE SPCLST		12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50091953	SPAC ADVISOR		12	PAS0071O	\$ 12,081.39										\$ 16,009.03	Salary	\$ 192,108.39
50165227	SPACE & MOVE MGMT SPCLST		12	PAS0043O	\$ 6,058.38										\$ 8,026.61	Salary	\$ 96,319.38
50051940	SPCL ASST TO BOARD OF DIR	N/		PAS0059O	\$ 8,987.35										\$ 11,909.29	Salary	\$ 142,911.51
50094275	SR ACCOUNTANT		12	PAS0056O	\$ 8,347.12										\$ 11,059.41	Salary	\$ 132,712.90
50052030	SR ADMIN ASST	N/		PAS0045O	\$ 6,365.92										\$ 8,428.49	Salary	\$ 101,141.88
50052032	SR ARCHITECT		12	PAS0066O	\$ 10,684.71										\$ 14,152.54	Salary	\$ 169,830.48
50052033	SR ATTORNEY	N/		PAS0072Z	\$ 12,385.57										\$ 20,485.97	Salary	\$ 245,831.62
50052034	SR BUS TECH ANALYST		12	PAS0059O	\$ 8,987.35										\$ 11,909.29	Salary	\$ 142,911.51
50120609	SR CABLE LOCATOR		12	IBEW888L	\$ 54.49											Hourly	\$ 113,332.96
50122828	SR CABLE LOCATOR W/CL A		12	IBEW888N	\$ 55.64											Hourly	\$ 115,724.96
50052037	SR CALIBRATION TECH		12	IBEW937A	\$ 68.03											Hourly	\$ 141,505.52
50052038	SR CIVIL ENGR		12	PAS0066O	\$ 10,684.71										\$ 14,152.54	Salary	\$ 169,830.48
50161721	SR CLAIMS ADMIN		12	PAS0059O	\$ 8,987.35										\$ 11,909.29	Salary	\$ 142,911.51
50166301	SR COMMUNITY ENGAGEMENT REP		12	PAS0059O	\$ 8,987.35										\$ 11,909.29	Salary	\$ 142,911.51
50052039	SR COMPUTER H/W SUP SPCLST 1/		12	PAS0059O	\$ 8,987.35										\$ 11,909.29	Salary	\$ 142,911.51
50122844	SR CONSTR CONTRACT ANALYS		12	PAS0056O	\$ 8,347.12										\$ 11,059.41	Salary	\$ 132,712.90
50052036	SR COST SCHEDULE SPCLST		12	PAS0054O	\$ 7,944.91										\$ 10,522.44	Salary	\$ 126,269.27
50083251	SR CUST SVCS FIELD REP		6	OSE0745B	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.20			Hourly	\$ 106,498.70

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50052043	SR CUST SVCS REP	6	OSE0700A	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99		Hourly	\$ 85,267.52
50052040	SR CUSTODIAN	12	IBEW814A	\$ 37.78										Hourly	\$ 78,583.23
50167118	SR CYBER GOVRN & COMP SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50167210	SR CYBER RISK SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50167119	SR CYBER SEC ENGINEER	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50165225	SR DATA CTR OPS SPCLST	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50052045	SR DB ADMIN	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50052046	SR DESIGNER/DRAFTER	6	OSE0735B	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.53	\$ 48.75		Hourly	\$ 101,399.79
50052049	SR DESKTOP SUPPORT SPCLST 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50052047	SR DISTRIB DESIGN ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50052048	SR DISTRIB SYS ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50161454	SR DISTRIBUTION SYSTEM OPERATOR	12	IBEW950A	\$ 80.83										Hourly	\$ 168,121.82
50159864	SR DISTRIBUTION SYSTEM OPERATOR 1/	12	IBEW984A	\$ 90.64										Hourly	\$ 188,531.20
50052050	SR DOC RECORDS SPCLST	6	OSE0650B	\$ 26.60	\$ 27.26	\$ 27.97	\$ 28.64	\$ 29.40	\$ 30.13	\$ 30.89	\$ 31.64	\$ 32.43		Hourly	\$ 67,464.18
50090305	SR DOC RECORDS SPCLST-CONF	6	CONF650A	\$ 29.14	\$ 29.87	\$ 30.62	\$ 31.38	\$ 32.18	\$ 32.99	\$ 33.80	\$ 34.66	\$ 35.54		Hourly	\$ 73,912.80
50052052	SR ELECTRICAL ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50137575	SR ELECTRICAL TECH	12	IBEW960B	\$ 80.47										Hourly	\$ 167,385.71
50139897	SR EMS ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50164848	SR END USER COMPUTING ANALYST	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Salary	\$ 106,267.70
50131801	SR ENERGY ADVISOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50168853	SR ENERGY SPCLST	6	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	\$ 126,551.57
50108901	SR ENERGY TRADING SPCLST	12	PAS0067O	\$ 10,952.42									\$ 14,502.83	Salary	\$ 174,033.99
50052055	SR ENGINEERING TECH	6	OSE0735A	\$ 39.98	\$ 40.98	\$ 42.00	\$ 43.06	\$ 44.15	\$ 45.26	\$ 46.41	\$ 47.54	\$ 48.78		Hourly	\$ 101,464.06
50083624	SR ENTERPRISE APPLICATION ADMIN	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50166432	SR ENTERPRISE ARCHITECT	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50158753	SR ENTERPRISE PERF PLAN COORD	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50161012	SR ENTERPRISE RECORDS ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50090326	SR ENTERPRISE TECH ANALYST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50089611	SR ENTERPRISE TECH DEV	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50138502	SR ENTERPRISE TECH INFRA SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50052057	SR FINANCIAL ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50142686	SR FINANCIAL ANALYST BDGT OFF	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50111253	SR FIRE PROTECTION ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50163938	SR GIS DATA ANALYST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50164575	SR GIS DATA TECH	6	OSE0750A	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.19	\$ 52.45		Hourly	\$ 109,091.01
50052059	SR GRAPHIC ARTIST	6	OSE0720D	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.22		Hourly	\$ 94,051.36
50164310	SR HIGH VOLTAGE TEST TECH	12	IBEW941M	\$ 69.79										Hourly	\$ 145,169.02
50052060	SR HUMAN RESOURCES ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50154400	SR HYD OPER	12	IBEW931A	\$ 67.16										Hourly	\$ 139,684.97
50118747	SR HYD OPER 1/	12	IBEW941B	\$ 70.18										Hourly	\$ 145,983.14
50128232	SR I&C ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50052064	SR I/T APPLIC DEVELOPER 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50052065	SR I/T AUDITOR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50052068	SR I/T PROC/CNTRCT SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50052069	SR I/T SYSTEMS ANALYST 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50052071	SR INTERNAL AUDITOR	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50099398	SR LABOR RELATIONS ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50051898	SR LAND SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50160078	SR LEARNING & DEV SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50122845	SR LINE INSPECTOR	12	IBEW965R	\$ 83.93										Hourly	\$ 174,584.18
50052073	SR MAPPER	6	OSE0713A	\$ 35.68	\$ 36.59	\$ 37.47	\$ 38.42	\$ 39.38	\$ 40.37	\$ 41.34	\$ 42.39	\$ 43.45		Hourly	\$ 90,366.43
50091987	SR MARKET ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50160569	SR MARKET RESEARCH SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50102303	SR MARKET RISK SPCLST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50169475	SR MARKET STRATEGY ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50138025	SR MARKETING SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50088378	SR MATERIAL PLANNER/COORD	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50052077	SR MECHANICAL ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50052079	SR METER TECH	12	IBEW937A	\$ 68.03										Hourly	\$ 141,505.52
50167750	SR MGMT ADMIN ASST I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50170242	SR MGMT ADMIN ASST II	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Salary	\$ 111,682.86
50051840	SR NTWK ENGR OT	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50052087	SR OFFICE SPCLST	6	OSE0671A	\$ 29.03	\$ 29.76	\$ 30.50	\$ 31.29	\$ 32.06	\$ 32.88	\$ 33.69	\$ 34.55	\$ 35.41		Hourly	\$ 73,655.71
50122177	SR OFFICE SPCLST-CONF	6	CONF671A	\$ 31.29	\$ 32.07	\$ 32.88	\$ 33.72	\$ 34.57	\$ 35.44	\$ 36.30	\$ 37.21	\$ 38.16		Hourly	\$ 79,375.92
50139846	SR OMS SPCLST 1/	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50125952	SR ORGANIZATION EFFECTIVENESS SPCLST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50085328	SR PARK MAINT WORKER	12	IBEW814A	\$ 37.78										Hourly	\$ 78,583.23
50052090	SR PHYSICAL NTWK SPCLST 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51

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50052093	SR POWER CONTRACTS SPCLST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50136253	SR POWER OPERATIONS ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50154603	SR POWER SYS OPER	12	IBEW990A	\$ 100.55										Hourly	\$ 209,141.09
50052094	SR POWER SYSTEM ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50052091	SR PRESS OPERATOR	6	OSE0714A	\$ 36.10	\$ 37.01	\$ 37.89	\$ 38.86	\$ 39.85	\$ 40.85	\$ 41.87	\$ 42.89	\$ 44.01		Hourly	\$ 91,544.75
50086475	SR PROCUREMENT SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50095464	SR PRODUCT SVCS COORD	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50052092	SR PROJECT MANAGER	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50088003	SR PROTECTION ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50051902	SR PUBLIC INFO SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50052097	SR RATE ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50052098	SR RESOURCE PLANNING ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50098850	SR REVENUE ANALYST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50087904	SR RISK MANAGEMENT ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50089612	SR SECURITY ADMIN	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50168121	SR SOCIAL MEDIA SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50052070	SR SOFTWARE QUALITY ASSURANCE SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50052099	SR STAFF SECRETARY	6	OSE0667A	\$ 28.48	\$ 29.18	\$ 29.92	\$ 30.67	\$ 31.42	\$ 32.22	\$ 33.03	\$ 33.87	\$ 34.72		Hourly	\$ 72,220.30
50089955	SR STAFF SECRETARY-CONF	6	CONF667A	\$ 30.86	\$ 31.64	\$ 32.41	\$ 33.21	\$ 34.05	\$ 34.90	\$ 35.75	\$ 36.66	\$ 37.57		Hourly	\$ 78,154.75
50052100	SR STAFF SECY TO BD OFF-CONF	6	CONF667A	\$ 30.86	\$ 31.64	\$ 32.41	\$ 33.21	\$ 34.05	\$ 34.90	\$ 35.75	\$ 36.66	\$ 37.57		Hourly	\$ 78,154.75
50160570	SR STRATEGIC BUSINESS PLANNER	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50099177	SR SURV ENGRG TECH-COP	6	OSE0740A	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.75	\$ 49.93		Hourly	\$ 103,863.55
50092752	SR SURV ENGRG TECH-OFF	6	OSE0735A	\$ 39.98	\$ 40.98	\$ 42.00	\$ 43.06	\$ 44.15	\$ 45.26	\$ 46.41	\$ 47.54	\$ 48.78		Hourly	\$ 101,464.06
50052103	SR TELECOMM ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50052107	SR TELECOMM TECH	12	IBEW939B	\$ 69.43										Hourly	\$ 144,419.18
50154498	SR TELEPHONE TECH	12	IBEW922G	\$ 62.32										Hourly	\$ 129,615.20
50100561	SR TELEPHONE TECH 1/	12	IBEW939B	\$ 69.43										Hourly	\$ 144,419.18
50052109	SR TOOL REPAIRER	12	IBEW901A	\$ 56.87										Hourly	\$ 118,281.90
50052108	SR TRNSMSN PLNG ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50052114	SR TROUBLESHOOTER	12	IBEW976D	\$ 89.34										Hourly	\$ 185,831.78
50163133	SR UX SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50154166	SR VEHICLE MECH	12	IBEW874B	\$ 49.75										Hourly	\$ 103,477.92
50083253	SR VEHICLE MECH 1/	12	IBEW887A	\$ 54.31										Hourly	\$ 112,968.75
50154167	SR VEHICLE MECH W/CL A	12	IBEW874D	\$ 50.90										Hourly	\$ 105,869.92
50052115	SR VEHICLE MECH W/CL A 1/	12	IBEW887L	\$ 55.46										Hourly	\$ 115,360.75
50154168	SR VEHICLE MECH W/HAZ	12	IBEW874E	\$ 51.02										Hourly	\$ 106,119.52
50052116	SR VEHICLE MECH W/HAZ 1/	12	IBEW887X	\$ 55.58										Hourly	\$ 115,610.35
50051928	STAFF SECRETARY	6	OSE0655A	\$ 26.97	\$ 27.67	\$ 28.33	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84		Hourly	\$ 68,299.71
50086677	STAFF SECRETARY-CONF	6	CONF655A	\$ 29.11	\$ 29.85	\$ 30.59	\$ 31.33	\$ 32.11	\$ 32.92	\$ 33.74	\$ 34.60	\$ 35.43		Hourly	\$ 73,698.56
50151393	STATION RECORDER 1/	12	IBEW872I	\$ 50.28										Hourly	\$ 104,591.97
50052118	STATION RECORDER 1//	12	IBEW861C	\$ 32.18	\$ 33.65	\$ 43.36	\$ 45.22	\$ 48.03						Hourly	\$ 99,900.11
50162807	STEM CO-OP STUDENT ASST		OSE0550A	\$ 22.23	\$ 22.78	\$ 23.35	\$ 23.93	\$ 24.52	\$ 25.14	\$ 25.76	\$ 26.41	\$ 27.08		Hourly	\$ 56,323.70
50051657	STEM STUDENT ASST		OSE0550A	\$ 22.23	\$ 22.78	\$ 23.35	\$ 23.93	\$ 24.52	\$ 25.14	\$ 25.76	\$ 26.41	\$ 27.08		Hourly	\$ 56,323.70
50160145	STRATEGIC ACCOUNT ADVISOR I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50160202	STRATEGIC ACCOUNT ADVISOR II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50160192	STRATEGIC ACCOUNT ADVISOR III	12	PAS0056C	\$ 8,347.12									\$ 11,059.25	Salary	\$ 142,911.02
50160040	STRATEGIC ACCOUNT ADVISOR IV 1/	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50051626	STRATEGIC BUSINESS PLANNER I	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50052044	STRATEGIC BUSINESS PLANNER II	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50052119	STUDENT STAFF ASST		OSE0549A	\$ 18.00	\$ 18.45	\$ 18.91	\$ 19.38	\$ 19.87	\$ 20.35	\$ 20.87	\$ 21.40	\$ 21.93		Hourly	\$ 45,611.70
50170857	STUDENT STAFF ASST-CONF	6	CONF549A	\$ 18.45	\$ 18.90	\$ 19.37	\$ 19.87	\$ 20.36	\$ 20.86	\$ 21.38	\$ 21.93	\$ 22.47		Hourly	\$ -
50165789	SUBSTATION MAINT WORKER I	12	IBEW861A	\$ 39.41	\$ 41.39	\$ 43.45	\$ 45.62							Hourly	\$ 94,886.90
50125721	SUBSTATION MAINT WORKER II	12	IBEW861B	\$ 47.90	\$ 50.28									Hourly	\$ 104,591.97
TBD	SUBSTATION DES I	12	OSE0711*	\$ 35.36	\$ 36.25	\$ 37.15	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99	\$ 42.01	\$ 43.06		Hourly	\$ 89,573.74
TBD	SUBSTATION DES II	12	OSE0745A	\$ 42.00	\$ 43.05	\$ 44.11	\$ 45.25	\$ 46.37	\$ 47.52	\$ 48.71	\$ 49.92	\$ 51.18		Hourly	\$ 106,455.86
TBD	SUBSTATION DES III	12	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	\$ 126,551.57
TBD	SUBSTATION DES IV	12	OSE0780*	\$ 56.50	\$ 57.90	\$ 59.34	\$ 60.84	\$ 62.36	\$ 63.90	\$ 65.50	\$ 67.15	\$ 68.83		Hourly	\$ 143,176.59
50137994	SUBSTATN ASSETS SUPVR	12	PAS0062T	\$ 9,678.73									\$ 14,154.34	Salary	\$ 169,852.11
50091428	SUBSTATN CONSTR FRMN/W/M	12	IBEW945A	\$ 73.26										Hourly	\$ 152,388.91
50091429	SUBSTATN CONSTR FRMN/W/M W/CL A	12	IBEW945L	\$ 74.41										Hourly	\$ 154,780.91
50091430	SUBSTATN CONSTR FRMN/W/M W/HAZ	12	IBEW945X	\$ 74.53										Hourly	\$ 155,030.51
50051929	SUBSTATN FRMN/WN,LT	12	IBEW941M	\$ 69.79										Hourly	\$ 145,169.02
50051930	SUBSTATN FRMN/WN,LT W/CL A	12	IBEW941L	\$ 70.94										Hourly	\$ 147,561.02
50051931	SUBSTATN FRMN/WN,LT W/HAZ	12	IBEW941X	\$ 71.06										Hourly	\$ 147,810.62
50051932	SUBSTATN SUBFRMN/WN	12	IBEW927K	\$ 65.67										Hourly	\$ 136,599.42
50051933	SUBSTATN SUBFRMN/WN W/CL A	12	IBEW927E	\$ 66.82										Hourly	\$ 138,991.42
50051934	SUBSTATN SUBFRMN/WN W/HAZ	12	IBEW927H	\$ 66.94										Hourly	\$ 139,241.02
50099720	SUPPLIER DIVERSITY SUPERVISOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90

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50164529	SUPPORT CENTER SUPVR	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50091625	SUPT PROJECT DEV & ENGRG	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50051957	SUPVG ACCOUNTING TECH	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Salary	\$ 106,267.70
50165907	SUPVG ADMIN ANALYST I	12	PAS0041O	\$ 5,767.82									\$ 7,636.81	Salary	\$ 91,641.74
50165911	SUPVG ADMIN ANALYST II	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Salary	\$ 111,682.86
50165909	SUPVG ADMIN ANALYST III	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50051973	SUPVG CUST SVC FIELD REP	12	PAS0052B	\$ 7,565.53									\$ 10,522.44	Salary	\$ 126,269.27
50051972	SUPVG CUSTOMER REP	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Salary	\$ 111,682.86
50166563	SUPVG HUMAN RESOURCES ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50135199	SUPVG PARALEGAL	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Salary	\$ 106,267.70
50150056	SUPVG PROCUREMENT SPECIALIST 1/	12	PAS0059A	\$ 8,987.35									\$ 12,205.76	Salary	\$ 146,469.09
50052015	SUPVG RESOURCE PLANNER	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50051697	SUPVR, FLEET DESIGN & DELIVERY	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50129649	SUPVR, APPRENT & OPS TRAINING	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50130191	SUPVR, BT RESOURCES & PLNG	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50163093	SUPVR, BUDGET OFFICE	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50090727	SUPVR, BUSINESS PROCESS SUPPORT	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50124592	SUPVR, CONSTRUCTION MGMT INSPECTION	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50051994	SUPVR, DATA MANAGEMENT	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50126020	SUPVR, DIST SV NEW BUSINESS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50051852	SUPVR, DIST SYS OPS-FLD OP	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50128766	SUPVR, EE EMERG TECH	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50162517	SUPVR, ENERGY MGMT SYS	12	PAS0069B	\$ 11,502.70									\$ 16,009.03	Salary	\$ 192,108.39
50160221	SUPVR, ENERGY TRADING & CONTRACTS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Salary	\$ 196,908.15
50160265	SUPVR, ENGINEERING	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50158442	SUPVR, ENV, HLTH&SFTY SVCS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50051981	SUPVR, FACILITIES & MAINT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50162321	SUPVR, FIELD METERING	12	PAS0059B	\$ 8,987.35									\$ 12,512.10	Salary	\$ 150,145.20
50094154	SUPVR, HLTH & SFTY SVCS 1/	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Salary	\$ 182,835.79
50051729	SUPVR, HYDRO LICENSE IMPLEMENTATION	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Salary	\$ 169,830.48
50051990	SUPVR, IPPS & ADMIN	12	PAS0052C	\$ 7,565.53									\$ 10,785.52	Salary	\$ 129,426.26
50136695	SUPVR, LOAD RESEARCH & FORECASTING	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50091651	SUPVR, MAINT ENGRG	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50083477	SUPVR, MATERIAL PLANNING & COORDINATION	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50116025	SUPVR, OPER & AVAIL	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Salary	\$ 192,108.39
50052007	SUPVR, OPS SCHEDULING & PRODUCTIVITY	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50160902	SUPVR, PROJECT MGMT OFC	12	PAS0067O	\$ 10,952.42									\$ 14,502.83	Salary	\$ 174,033.99
50052012	SUPVR, RATES	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50052014	SUPVR, REAL ESTATE SVCS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50163671	SUPVR, SEGMENT DELIVERY	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Salary	\$ 161,621.46
50160146	SUPVR, STRATEGIC ACCOUNT MANAGEMENT	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Salary	\$ 169,852.11
50052021	SUPVR, SURVEY	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50126182	SUPVR, T&D LINE MAINT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Salary	\$ 182,835.30
50051925	SUPVR, THREAT MGMT & CORP SECURITY OPS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Salary	\$ 153,807.35
50092750	SURVEY ENGRG TECH (J)	6	OSE0714A	\$ 36.10	\$ 37.01	\$ 37.89	\$ 38.86	\$ 39.85	\$ 40.85	\$ 41.87	\$ 42.89	\$ 44.01		Hourly	\$ 91,544.75
50170412	SUS COMM PARTNERSHIP SPECIALIST I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50170327	SUS COMM PARTNERSHIP SPECIALIST II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50170328	SUS COMM PARTNERSHIP SPECIALIST III	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50151305	T&D LINE ASSETS SUPVR-PROJECTS	12	PAS0062U	\$ 9,678.73									\$ 14,739.95	Salary	\$ 176,879.39
50140030	T&D LINE CONSTR CONSULTANT	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Salary	\$ 182,835.79
50052124	TECHNICAL WRITER I	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50052125	TELECOMM TECH 1/	12	IBEW928I	\$ 65.45										Hourly	\$ 136,128.10
50154313	TELECOMM TECH APPR	12	IBEW845A	\$ 38.17	\$ 41.70	\$ 45.24	\$ 48.76	\$ 52.28	\$ 55.80					Hourly	\$ 116,053.81
50083255	TELECOMM TECH APPR 1/	48	IBEW921A	\$ 42.55	\$ 46.47	\$ 50.43	\$ 54.30	\$ 58.25	\$ 62.18					Hourly	\$ 129,336.69
50154499	TELECOMM TECH I	12	IBEW915A	\$ 58.73										Hourly	\$ 122,159.65
50161055	TELECOMM TECH II	12	IBEW928I	\$ 65.45										Hourly	\$ 136,128.10
50154625	TELEPHONE TECH	12	IBEW915A	\$ 58.73										Hourly	\$ 122,159.65
50100560	TELEPHONE TECH 1/	12	IBEW928I	\$ 65.45										Hourly	\$ 136,128.10
50154626	TELEPHONE TECH APPR	12	IBEW845A	\$ 38.17	\$ 41.70	\$ 45.24	\$ 48.76	\$ 52.28	\$ 55.80					Hourly	\$ 116,053.81
50100562	TELEPHONE TECH APPR 1/	36	IBEW921A	\$ 42.55	\$ 46.47	\$ 50.43	\$ 54.30	\$ 58.25	\$ 62.18					Hourly	\$ 129,336.69
50052131	TOOL REPAIRER	12	IBEW874G	\$ 45.47	\$ 46.94	\$ 48.64	\$ 51.04							Hourly	\$ 106,155.92
50052132	TOOL REPAIRER W/CL A	12	IBEW874M	\$ 46.62	\$ 48.09	\$ 49.79	\$ 52.19							Hourly	\$ 108,547.92
50052133	TOOL REPAIRER W/HAZ	12	IBEW874Z	\$ 46.74	\$ 48.21	\$ 49.91	\$ 52.31							Hourly	\$ 108,797.52
50086933	TOOL ROOM FRMN/WN	12	IBEW936A	\$ 66.99										Hourly	\$ 139,341.70
50092673	TRADE SHOW COORD	6	OSE0743A	\$ 41.81	\$ 42.83	\$ 43.90	\$ 45.01	\$ 46.11	\$ 47.29	\$ 48.47	\$ 49.68	\$ 50.93		Hourly	\$ 105,941.68
50111034	TRAINING & COMPLIANCE COORD	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Salary	\$ 120,221.15
50160075	TRAINING COORDINATOR	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50052134	TROUBLESHOOTER	12	IBEW941R	\$ 78.89										Hourly	\$ 164,086.42

2023 BOD Wage Schedule
Effective 12/17/2022

50093281	TROUBLESHOOTER W/CL A	12	IBEW941D	\$ 80.04										Hourly	\$ 166,478.42
50151422	UTILITY ASSISTANT	12	IBEW785A	\$ 19.26	\$ 22.02									Hourly	\$ 45,804.51
50083807	UTILITY COMPLIANCE SPECIALIST	12	IBEW828G	\$ 31.44	\$ 32.88	\$ 35.40	\$ 37.81	\$ 40.50						Hourly	\$ 84,239.17
50151392	UTILITY COMPLIANCE SPECIALIST 1/	12	IBEW872I	\$ 50.28										Hourly	\$ 104,591.97
50151322	UTILITY COMPLIANCE SPECIALIST 1//	12	IBEW872L	\$ 51.48										Hourly	\$ 107,077.15
50166507	UTILITY COMPLIANCE SPECIALIST II	12	IBEW919J	\$ 42.58										Hourly	\$ 88,566.82
50052154	UTILITY CREW FRMN/WN W/HAZ	12	IBEW888X	\$ 54.82										Hourly	\$ 114,024.98
50052155	UTILITY WORKER I	12	IBEW802G	\$ 31.44	\$ 32.88	\$ 34.31	\$ 35.74							Hourly	\$ 74,341.28
50052156	UTILITY WORKER I W/CL A	12	IBEW802L	\$ 32.59	\$ 34.03	\$ 35.46	\$ 36.89							Hourly	\$ 76,733.28
50163854	UTILITY WORKER II	12	IBEW814A	\$ 37.78										Hourly	\$ 78,583.23
50116120	UTILITY WORKER III	12	IBEW816H	\$ 33.33	\$ 34.66	\$ 36.16	\$ 37.64	\$ 39.25						Hourly	\$ 81,646.86
50052157	UTILITY WORKER W/HAZ	12	IBEW802X	\$ 32.71	\$ 34.15	\$ 35.58	\$ 37.01							Hourly	\$ 76,982.88
50163132	UX SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Salary	\$ 101,141.88
50092219	UX SPCLST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Salary	\$ 126,269.27
50154631	VEGETATION MANAGEMENT SPCLST W/CL A	12	IBEW878H	\$ 52.78										Hourly	\$ 109,779.91
50150005	VEGETATION MANAGEMENT SPCLST WCL A 1/	12	IBEW901L	\$ 58.05										Hourly	\$ 120,745.66
50052146	VEGETATION MANAGEMENT SUPVR I	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Salary	\$ 132,712.90
50162373	VEGETATION MANAGEMENT SUPVR II	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Salary	\$ 142,911.51
50154627	VEGETATION WORK PLANNER	12	IBEW878G	\$ 51.63										Hourly	\$ 107,398.51
50052143	VEGETATION WORK PLANNER 1/	12	IBEW901A	\$ 56.87										Hourly	\$ 118,281.90
50154628	VEGETATION WORK PLANNER W/CL A	12	IBEW878H	\$ 52.78										Hourly	\$ 109,779.91
50052144	VEGETATION WORK PLANNER W/CL A 1/	12	IBEW901L	\$ 58.02										Hourly	\$ 120,673.90
50154630	VEGETATION WORK PLANNER W/HAZ	12	IBEW878J	\$ 52.90										Hourly	\$ 110,040.11
50052145	VEGETATION WORK PLANNER W/HAZ 1/	12	IBEW901X	\$ 58.14										Hourly	\$ 120,923.50
50052158	VEHICLE ATTENDANT	12	IBEW816G	\$ 32.47	\$ 33.84	\$ 35.35	\$ 36.82	\$ 38.41						Hourly	\$ 79,890.10
50083257	VEHICLE ATTENDANT W/CL A	12	IBEW817B	\$ 33.62	\$ 34.99	\$ 36.50	\$ 37.97	\$ 39.56						Hourly	\$ 82,282.10
50052159	VEHICLE ATTENDANT W/HAZ	12	IBEW817X	\$ 33.74	\$ 35.11	\$ 36.62	\$ 38.09	\$ 39.68						Hourly	\$ 82,531.70
50099030	VEHICLE MAINT AIDE	12	IBEW790A	\$ 23.13	\$ 28.55									Hourly	\$ 59,387.33
50052164	VEHICLE MAINT AIDE W/CL A	12	IBEW790L	\$ 24.28	\$ 29.70									Hourly	\$ 61,779.33
50052165	VEHICLE MAINT AIDE W/HAZ	12	IBEW790X	\$ 24.40	\$ 29.82									Hourly	\$ 62,028.93
50154169	VEHICLE MECH	12	IBEW858A	\$ 46.72										Hourly	\$ 97,179.26
50052160	VEHICLE MECH 1/	12	IBEW874C	\$ 51.04										Hourly	\$ 106,155.92
50154049	VEHICLE MECH APPR W/HAZ	48	IBEW851D	\$ 31.14	\$ 33.21	\$ 35.24	\$ 37.27	\$ 39.32	\$ 41.35	\$ 43.42	\$ 45.42			Hourly	\$ 94,464.86
50052161	VEHICLE MECH APPR W/HAZ 1/	48	IBEW866X	\$ 34.46	\$ 36.64	\$ 38.84	\$ 41.02	\$ 43.21	\$ 45.38	\$ 47.59	\$ 49.78			Hourly	\$ 103,532.57
50154225	VEHICLE MECH W/CL A	12	IBEW858D	\$ 47.87										Hourly	\$ 99,571.26
50052162	VEHICLE MECH W/CL A 1/	12	IBEW878A	\$ 52.18										Hourly	\$ 108,538.17
50154240	VEHICLE MECH W/HAZ	12	IBEW858K	\$ 47.99										Hourly	\$ 99,820.86
50052163	VEHICLE MECH W/HAZ 1/	12	IBEW878X	\$ 52.31										Hourly	\$ 108,797.52
50168478	VEHICLE MECH WELDER	12	IBEW851I	\$ 48.86										Hourly	\$ 101,635.46
50154213	VEHICLE MECH WELDER APPR W/A	12	IBEW851F	\$ 32.59	\$ 34.75	\$ 36.87	\$ 38.98	\$ 41.17	\$ 43.28	\$ 43.32	\$ 47.58			Hourly	\$ 98,971.39
50125306	VEHICLE MECH WELDER APPR W/A 1/	48	IBEW888A	\$ 35.75	\$ 38.03	\$ 40.38	\$ 42.73	\$ 45.08	\$ 47.40	\$ 49.72	\$ 52.04			Hourly	\$ 108,247.98
50154214	VEHICLE MECH WELDER APPR W/HAZ	12	IBEW851K	\$ 32.64	\$ 34.81	\$ 36.92	\$ 39.04	\$ 41.20	\$ 43.31	\$ 45.45	\$ 47.62			Hourly	\$ 99,049.60
50125304	VEHICLE MECH WELDER APPR W/HAZ 1/	48	IBEW888B	\$ 35.80	\$ 38.08	\$ 40.43	\$ 42.77	\$ 45.10	\$ 47.43	\$ 49.77	\$ 52.09			Hourly	\$ 108,347.62
50154218	VEHICLE MECH WELDER W/CL A	12	IBEW874A	\$ 50.01										Hourly	\$ 104,027.46
50052166	VEHICLE MECH WELDER W/CL A 1/	12	IBEW888G	\$ 54.70										Hourly	\$ 113,775.38
50154219	VEHICLE MECH WELDER W/HAZ	12	IBEW872H	\$ 50.13										Hourly	\$ 104,277.06
50052167	VEHICLE MECH WELDER W/HAZ 1/	12	IBEW888X	\$ 54.82										Hourly	\$ 114,024.98
50052168	VEHICLE PARTS CLERK	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12		Hourly	\$ 75,391.06
50161540	WAREHOUSE OPERATIONS SUPERVISOR	12	PAS0056C	\$ 8,347.12									\$ 11,909.25	Salary	\$ 142,911.02

Sacramento Municipal Utility District
2023 Special Compensation Policy

DRAFT

SPECIAL COMPENSATION CATEGORY	WAGE TYPE	ELIGIBLE EMPLOYEE GROUPS					EFFECTIVE DATE
		OSE	IBEW	PAS/MGMT	PSOA	CONF	
Special Assignment Pay	2nd Shift Differential Pay	\$ 2.81	\$ 3.66	*6%		4%	12/17/2022
Special Assignment Pay	3rd Shift Differential Pay	\$ 3.74	\$ 4.88	*8%		6%	12/17/2022
Special Assignment Pay	4th Shift Diff Pay - R.S.	\$ 4.68	\$ 4.88	*8%		8%	12/17/2022
Special Assignment Pay	PSOA 2nd Shift Differential Pay				8%		12/17/2022
Special Assignment Pay	Dbldm 4th Shift Diff	2X + \$4.68	2X + \$4.88	*2X + 8%	2X + 8%	0	12/17/2022
Special Assignment Pay	Instructor/Training Officer				8%		12/17/2022
Special Assignment Pay	Mutual Aid		2X				12/17/2022
Statutory Items	DT Incentive Erngs	2X	2X	*2X	2X		12/17/2022
Incentive Pay	Employer Paid Member Contributions	0.00%	0.00%	1.75%	0.00%	1.75%	12/17/2022
Statutory Items	FRC Cleaning Allowance	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr			12/17/2022
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS	**	**	**	**	**	12/17/2022
Statutory Items	Overtime Incentive Erngs	1.5X	2X	*1.5X	1.5X		12/17/2022
Statutory Items	PERS Uniform Allowance	\$80 - 100 / mos	\$80 - 100 / mos	\$80 - 100 / mos			12/17/2022
Incentive Pay	PIP Award			0 - 9%			12/17/2022
Special Assignment Pay	Relief Shift Differential	\$ 4.68	\$ 4.74	*8%	8%	8%	12/17/2022
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS			*1.5X + 6%			12/17/2022
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS			*1.5X + 8%			12/17/2022
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS			*1.5X + 8%			12/17/2022
Statutory Items	Sch Holiday Dbl Time	2X	2X	*2X	2X		12/17/2022
Statutory Items	Sch Holiday Work	1.5X	2X	*1.5X	1.5 X		12/17/2022
Statutory Items	Sch Holiday Worked - PAS			*1.5X	1.5X		12/17/2022
Special Assignment Pay	Schd Hol DT Shft 2 Diff	2X + \$2.81	2X + \$3.66	*2X + 6%	2X + 6%		12/17/2022
Special Assignment Pay	Schd Hol DT Shft 3 Diff	2X + \$3.74	2X + \$4.88	*2X + 8%	2X + 8%		12/17/2022
Special Assignment Pay	Schd Hol DT Shft 4 Diff	2X + \$4.68	2X + \$4.88	*2X + 8%	2X + 8%		12/17/2022
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff	1.5X + \$2.81	1.5X + \$3.66	*1.5X + 6%	1.5X + 6%		12/17/2022
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff	1.5X + \$3.74	1.5X + \$4.88	*1.5X + 8%	1.5X + 8%		12/17/2022
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff	1.5X \$4.68	1.5X + \$4.88	*1.5X + 8%	1.5X + 8%		12/17/2022
Premium Pay	WOC DT Incentive	2X	2X		2X	2X	12/17/2022
Premium Pay	WOC Hol Special	2X	2X		2X	2X	12/17/2022
Premium Pay	WOC OT Incentive	1.5X	2X		1.5X	1.5X	12/17/2022
Premium Pay	WOC Reg	1X	1X		1X	1X	12/17/2022
Special Assignment Pay	Temporary Upgrade 2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	12/17/2022
Special Assignment Pay	Temporary Upgrade 5%	5%	5%	5%	5%	5%	12/17/2022
Special Assignment Pay	Temporary Upgrade 7.5%	7.50%	7.50%	7.50%	7.50%	7.50%	12/17/2022
Special Assignment Pay	Temporary Upgrade 10%	10%	10%	10%	10%	10%	12/17/2022
Individual Performance Award	Pay for Performance Award			9%			12/17/2022
Incentive Pay	Off-Salary-Schedule Pay						12/17/2022

Labor Policy:

Special compensation will be reported as pensionable compensation in accordance with CalPERS rules & regulations. The above table provides information related to special compensation items for employee groups. Represented employee special compensation may also be found in the applicable labor agreements. For unrepresented employees, this document shall be used to delineate special compensation items, including Special Assignment Pay and Statutory Items designated for employees working 12 hour work schedules and/or shift schedules within Security Operations, Energy Trading & Contracts and any other

*applies to PAS employees in Energy Trading & Contracts working a shift schedule

**manual adjustment amount required to correct records varies depending upon situation

Northern California Energy Authority (NCEA)

SSS No.

CFO 22-011

NCEA COMMISSION AGENDA ITEM

NORTHERN CALIFORNIA ENERGY AUTHORITY STAFFING SUMMARY SHEET

Committee Meeting & Date
Finance and Audit
November 8 & 9, 2022
Board Meeting Date
December 8, 2022

TO				TO			
1.	Russell Mills	6.					
2.	Jennifer Davidson	7.					
3.	Lora Anguay	8.					
4.	Scott Martin	9.	Legal				
5.		10.	CEO & General Manager				
Consent Calendar	Yes	No	<i>If no, schedule a dry run presentation.</i>	Budgeted	Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>	
FROM (IPR) Jennifer Restivo		DEPARTMENT Planning and Performance		MAIL STOP A309	EXT. 5193	DATE SENT 10/27/2022	

NARRATIVE:

Requested Action: Approve the 2023 Northern California Energy Authority (NCEA) Budget.

Summary: NCEA is a Joint Powers Authority (JPA), Northern California Energy Authority, formed with SMUD and Sacramento Municipal Utility District Financing Authority (SFA) in 2018. The Authority issued bonds and used the proceeds to enter into a commodity prepayment agreement with J Aron and Company for a thirty-year supply of natural gas or electricity, with a mandatory put-in date of July 1st, 2024. The Authority has also entered into a Commodity Supply Contract with SMUD that provides for the sale of all the gas or electricity to SMUD. SMUD's 2023 Budget Commodity line item includes the cost of the natural gas to be purchased from NCEA. NCEA will use proceeds from the natural gas sales to SMUD to pay for interest and principal on the NCEA bonds.

Board Policy: *(Number & Title)* SD-3 Access to Credit Markets and SD-4 Reliability. The NCEA budget will support SD-3 and SD-4 by providing a reliable and discounted supply of natural gas for SMUD's thermal generating plants. The 2023 Budget provides for the payment of interest, principal, and trustee fees on the NCEA bonds, and other administrative costs.

Benefits: Approval of the 2023 NCEA Budget meets the requirements of the MUD Act and will authorize bond interest, trustee fee and other administrative payments within the limits prescribed.

Cost/Budgeted: Approval of the 2023 NCEA Budget Resolution will authorize debt service and administrative payments within the limit prescribed.

Alternatives: Approval of a budget is required before January 1, 2023, or the Northern California Energy Authority will not have authority to carry out gas transactions nor make required debt service payments.

Affected Parties: Budget Office, Accounting, Treasury, Power Generation, and Legal.

Coordination: Budget Office, Accounting, Treasury, Power Generation, and Legal.

Presenter: Jennifer Davidson

Additional Links:

SUBJECT Northern California Energy Authority 2023 Proposed Budget	ITEM NO. <i>(FOR LEGAL USE ONLY)</i>
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

RESOLUTION NO. _____

**BE IT RESOLVED BY THE COMMISSIONERS
OF THE NORTHERN CALIFORNIA ENERGY AUTHORITY:**

Section 1. This resolution may be referred to as the 2023 Northern California Energy Authority (NCEA) Budget Resolution.

Section 2. There is hereby appropriated from the Authority's Department Service Fund sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority's programs for the period January 1, 2023, through December 31, 2023.

Interest Expense	\$	21,401,700
Bond Principal	\$	2,320,000
Administrative & General	\$	160,022

Section 3. Demands against the Authority may be paid without the prior specific approval of this Commission if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer and General Manager of the Authority, or his designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer and General Manager, or his designee, authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

**Northern California Gas Authority
Number 1 (NCGA1)**

SSS No.

CFO 22-012

NCGA1 COMMISSION AGENDA ITEM

NORTHERN CALIFORNIA GAS AUTHORITY NUMBER 1 STAFFING SUMMARY SHEET

Committee Meeting & Date
Finance and Audit
November 8 & 9, 2022
Board Meeting Date
December 8, 2022

TO	TO
1. Russell Mills	6.
2. Jennifer Davidson	7.
3. Lora Anguay	8.
4. Scott Martin	9. Legal
5.	10. CEO & General Manager

Consent Calendar	Yes	No <i>If no, schedule a dry run presentation.</i>	Budgeted	Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR) Jennifer Restivo		DEPARTMENT Planning and Performance			MAIL STOP A309 EXT. 5193 DATE SENT 10/27/2022

NARRATIVE:

Requested Action: Approve the 2023 Northern California Gas Authority Number 1 (NCGA1) Budget.

Summary: NCGA1 is a Joint Powers Authority (JPA) between SMUD, and Sacramento Municipal Utility District Financing Authority (SFA) formed in 2007. The Authority issued bonds and used the proceeds to enter into a prepayment agreement with Morgan Stanley Capital Group, Inc. for a twenty-year supply of a fixed quantity of natural gas. The Authority has also entered into a Gas Supply Contract with SMUD that provides for the sale of all the gas to SMUD. SMUD’s 2023 Budget Commodity line item includes the cost of the natural gas to be purchased from NCGA1, and this is the source of funds to be used to pay interest and principal on the NCGA1 bonds.

Board Policy: *(Number & Title)* The 2023 Budget provides for the payment of interest, principal, and trustee fees on the NCGA1 bonds and other administrative costs, and indirectly supports the Board’s strategic directives SD-3 Access to Credit Markets and SD-4 Reliability by providing a reliable supply of natural gas for SMUD’s thermal generating plants. GP-3 (e) Board will adopt SMUD’s budget on an annual basis.

Benefits: Approval of the 2023 NCGA1 Budget meets the requirements of the MUD Act and will authorize bond interest, principal, trustee fee, and other administrative payments within the limits prescribed.

Cost/Budgeted: Approval of the 2023 NCGA1 Budget Resolution will authorize debt service and administrative payments within the limit prescribed.

Alternatives: Approval of a budget is required before January 1, 2023, or the Joint Powers Authority would not have authority to make required debt service payments.

Affected Parties: Budget Office, Accounting, Treasury, Power Generation, and Legal.

Coordination: Budget Office, Accounting, Treasury, Power Generation, and Legal.

Presenter: Jennifer Davidson

Additional Links:

SUBJECT Northern California Gas Authority Number 1 2023 Proposed Budget	ITEM NO. <i>(FOR LEGAL USE ONLY)</i>
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

RESOLUTION NO. _____

**BE IT RESOLVED BY THE COMMISSIONERS
OF THE NORTHERN CALIFORNIA GAS AUTHORITY NUMBER 1:**

Section 1. This resolution may be referred to as the 2023 Northern California Gas Authority Number 1 (NCGA1) Budget Resolution.

Section 2. There is hereby appropriated from the Authority's Department Service Fund sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority's programs for the period January 1, 2023, through December 31, 2023.

Interest Expense	\$	5,659,868
Bond Principal	\$	22,865,000
Administrative & General	\$	119,068

Section 3. Demands against the Authority may be paid without the prior specific approval of this Commission if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer and General Manager of the Authority, or his designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer and General Manager, or his designee, authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

**Sacramento Municipal Utility District
Financing Authority (SFA)**

**Campbell Power Plant (includes
McClellan Power Plant)
Carson Power Plant
Consumnes Power Plant
Procter & Gamble Power Plant**

SSS No.
SFA 22-008

SFA COMMISSION AGENDA ITEM

SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY STAFFING SUMMARY SHEET

Committee Meeting & Date Finance & Audit November 8 & 9, 2022
Board Meeting Date December 8, 2022

TO				TO			
1.	Ryder Couch	6.	Jennifer Davidson				
2.	Joel Ledesma	7.	Scott Martin				
3.	Russell Mills	8.					
4.	Rouz Nouredini	9.	Legal				
5.	Lora Anguay	10.	CEO & General Manager				
Consent Calendar	Yes	No	<i>If no, schedule a dry run presentation.</i>	Budgeted	Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>	
FROM (IPR) Laurie Johnson	DEPARTMENT Power Generation/Thermal Generation			MAIL STOP EA405	EXT. 4822	DATE SENT 10/28/2022	

NARRATIVE:

Requested Action: Approve the Proposed 2023 Sacramento Municipal Utility District Financing Authority (SFA) Joint Power Authority (JPA) Budget Resolution.

Summary: The 2023 Budget covers costs to be incurred by the JPA Thermal Fleet in operating and maintaining the plants. The budget amount is per the attached Resolution and is based on the operations expected during the normal water year for SMUD.

Board Policy: SD – 2 Competitive Rates, SD – 3 Access to Credit Markets, SD – 4, Reliability
(Number & Title)

Benefits: Approval of the Budget Resolution will meet the requirements of the Annual Budget provisions and will authorize spending within the limits prescribed to maintain operations of the fleet.

Cost/Budgeted: Approval of the Budget Resolution will authorize spending within the limits prescribed. Expenditures authorized under this action should offset expenditures under purchased power.

Alternatives: Approval of a budget is required, or the plants will not have the authority to make purchases or pay bills.

Affected Parties: Budget Office, Accounting, Treasury, Power Generation, and Legal

Coordination: Budget Office, Accounting, Treasury, Power Generation, and Legal

Presenter: Jennifer Davidson

Additional Links:

SUBJECT	Sacramento Municipal Utility District Financing Authority 2023 Proposed Budget	ITEM NO. <i>(FOR LEGAL USE ONLY)</i>
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.



Carson Power Plant



Campbell Power Plant



Cosumnes Power Plant



Procter & Gamble Power Plant



McClellan Power Plant

Sacramento Municipal Utility District Financing Authority 2023 Proposed Budget



SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY
P.O. Box 15830, Sacramento, CA 95852-1830

November 8, 2022
SFA 22-007

TO: DISTRIBUTION

SUBJECT: 2023 APPROVED JPA BUDGETS (as follows):
SFA – Cosumnes Power Plant Budget
SFA – Campbell Power Plant Budget (includes McClellan Power Plant)
SFA – Procter & Gamble Power Plant Budget
SFA – Carson Power Plant Budget

We are pleased to present the proposed 2023 Operating Budgets for the Sacramento Municipal Utility District Financing Authority (SFA). These budgets represent the anticipated expenses for the operation of the SFA fleet.

The Operating Budgets for the Authority for the period of January 1, 2023 to December 31, 2023 totals \$231,862,000 for Operations & Maintenance, \$8,628,000 for Administrative & General, \$11,921,000 for Principal & Interest and \$20,758,000 for Capital Expenditures. The Budgets' assumptions and supporting financial schedules are included for your information and review. Should you have any questions regarding these proposed 2023 Operating Budgets, please don't hesitate to contact me at (916) 732-5817.

Sincerely,

Ryder
Couch

Digitally signed by
Ryder Couch
Date: 2022.10.27
11:22:03 -07'00'

Ryder Couch
Manager, Thermal Generation Assets

2023 SFA THERMAL FLEET

The Sacramento Municipal Utility District Financing Authority (SFA) is a Joint Powers Agency (JPA) formed by Sacramento Municipal Utility District (SMUD) and currently consists of five separate Thermal plants: Campbell Power Plant, Carson Power Plant, Cosumnes Power Plant, McClellan Power Plant, and Procter & Gamble Power Plant. On November 1, 2021, these plants transferred individual JPA ownerships to SFA.

CAMPBELL POWER PLANT / MCCLELLAN POWER PLANT

The plant is located at 3215 47th Avenue, Sacramento, CA. The plant consists of a 160 MW clean-burning gas-fired combined cycle turbine generator unit. Besides electricity, the plant can generate steam, which could be sold to a suitable steam host. The plant's original steam host, Campbell Soup Supply Company, closed their factory in 2013 and no suitable replacement has been identified. The plant burns natural gas, which is supplied through natural gas pipelines owned and operated by SMUD. SMUD has designed and built transmission and telecommunications facilities to integrate the Project into SMUD's electrical system.

On May 11, 2007, the McClellan Gas Turbine (McClellan) facility was acquired through an Asset Sales Agreement. At that time, the operation and maintenance of McClellan became a secondary function of Campbell Power Plant. The McClellan gas turbine is a 72 MW simple cycle combustion turbine with both fast and black start capabilities. McClellan has been in commercial operation at the McClellan business park in Sacramento County since 1986. All electricity produced by McClellan is sold to SMUD.

CARSON POWER PLANT

The plant is a cogeneration plant located adjacent to the Sacramento Regional Wastewater Treatment Plant (SRCSD) facility in southern Sacramento County. The plant consists of one clean-burning gas-fired combined cycle gas turbine generator unit, one steam turbine generator unit, and one simple cycle gas turbine for a combined capacity of 107.5 MW. Besides electricity, the plant generates steam that is sold to SRCSD and an adjacent ice producing facility owned by the Glacier Valley Ice Company (Glacier Ice). The units are permitted to burn both digester gas from the SRCSD facility, which was previously flared, and natural gas. SMUD has designed and built transmission and telecommunications facilities to integrate the Project into SMUD's electrical system. Since January 2012, Carson Power Plant has been cleaning the digester gas it receives from SRCSD to pipeline quality and selling it to SMUD for use in the Cosumnes Power Plant, where it can be used more efficiently.

COSUMNES POWER PLANT

Cosumnes is located on a property adjacent to the decommissioned Rancho Seco Nuclear Generating Station near the town of Herald, in the County of Sacramento. The plant consists of two ultra-low emissions, F-class, high efficiency gas-fired combined cycle gas turbine generator units, two heat recovery boilers, and one steam turbine generator unit with a combined, net capacity of 602 MW. The plant burns natural gas, which is supplied through a natural gas pipeline owned and operated by SMUD. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system.

PROCTER & GAMBLE POWER PLANT

The Procter & Gamble Power Plant is located adjacent to the Procter & Gamble Manufacturing Company (Procter & Gamble) in Sacramento County. The plant consists of two clean-burning gas-fired combined cycle gas turbine generator units, one steam turbine generator unit, and one simple cycle gas turbine for a combined capacity of 190.3 MW. Besides electricity, the plant generates steam, which is sold to Procter & Gamble. The plant burns natural gas, which is supplied through a natural gas pipeline owned and operated by SMUD. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system.

SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY
BUDGET SUMMARY
Dollars in Thousands

	2022	2023	NET CHANGE
	PLANT TOTAL	PLANT TOTAL	
GENERATION (MWh)	5,476,313	5,156,103	-6%
FUEL			
Combined Cycle Gas Expenses	\$ 139,974	\$ 135,699	-3%
Combined Cycle Biogas Expense	54,771	46,852	-14%
Peaker Plant Gas Expenses	1,872	2,069	11%
Digester Gas for Resale	641	1,292	102%
Auxiliary Boiler Fuel Costs	309	353	14%
TOTAL FUEL EXPENSES	197,567	186,265	-6%
PLANT OPERATION & MAINTENANCE			
Operator Fees & Bonuses	14,156	14,564	3%
Operator Reimbursable Expenses	16,578	17,360	5%
Operating Expenses	14,448	13,246	-8%
Other Expenses	412	427	4%
TOTAL PLANT OPERATION & MAINTENANCE	45,594	45,597	0%
	-		
TOTAL O&M COSTS	243,161	231,862	-5%
ADMINISTRATIVE & GENERAL			
SMUD Labor	1,844	1,571	-15%
Outside Services	199	173	-13%
Insurance	5,876	6,884	17%
TOTAL ADMINISTRATIVE & GENERAL	7,919	8,628	9%
INTEREST EXPENSE			
Interest on Bonds	4,773	4,441	-7%
DEBT SERVICE PRINCIPAL REPAYMENT			
Principal Repayment		7,480	100%
TOTAL PRINCIPAL & INTEREST	11,421	11,921	4%
CAPITAL EXPENDITURES			
Capital Improvements	19,631	20,758	6%
	-		
TOTAL CAPITAL EXPENDITURES	19,631	20,758	6%

*2022 reflects changes in allocation of expense type and will not match the 2022 budget book.

2023 SFA – Thermal Fleet Budget

The 2023 SFA – Thermal Fleet Budget covers the expected financial operations of all the thermal plants. These budgets represent expenses to be incurred and/or paid by SFA in 2023 while running and conducting the business of each plant. The second part of the budget lists capital and other expenditures proposed for 2023. Also included in this document is a pro forma financial statement. This statement incorporates SFA revenues and non-cash expenses such as depreciation to show the complete financial results of operations for the year.

The operation of SFA is governed by a series of agreements, among the JPA members and outside parties. A description of these agreements follows:

JOINT POWERS AGREEMENT, SMUD will provide technical and administrative services for SFA pursuant to the Power Purchase Agreement (PPA), as SFA has no employees. The SFA Board consists primarily of the SMUD Board with one non-voting member representing Modesto Irrigation District (MID).

POWER PURCHASE AGREEMENT (PPA) between SMUD and SFA. SFA has agreed to sell to SMUD and SMUD has agreed to purchase the energy and capacity from the Thermal Fleet. SMUD will pay SFA for its costs whether the plants are operating or not. This agreement will be in effect until terminated by SMUD, but in no case before the bonds for Cosumnes Power Plant is paid in full. This agreement covers the terms of how the fleet will be operated (SMUD will dispatch) and the calculation of payments from SMUD to SFA for operation of the plants.

GAS SUPPLY AGREEMENT (GSA) between SMUD and SFA. SMUD will arrange for all-natural gas supply and transportation requirements for the SFA, and SMUD will charge SFA for SMUD's actual supply and transportation costs properly allocable to each plant.

WATER SUPPLY AGREEMENT between SMUD and SFA covers the terms under which SMUD supplies all water to the Cosumnes Power Plant.

OPERATIONS & MANAGEMENT AGREEMENT (O&M AGREEMENT) between SFA and Ethos Energy Power Plant Services (Ethos), the plant operator. SFA has contracted with Ethos to operate, repair, overhaul and maintain the thermal fleet for a five-year term effective January 1, 2016, in exchange for payments tied to specified plant performance standards. On August 21, 2020, SFA exercised a one-sided renewal clause extending the agreement for a second five-year term.

GROUND LEASE AGREEMENT between SMUD and SFA covers the terms of SFA's ground lease for the property on which the plants are located.

INDENTURE OF TRUST (INDENTURE) between SFA – Cosumnes Power Plant and U.S. Bank National Association. This agreement covers the terms and conditions of the Trust Estate executed on behalf of the bondholders. It secures and pledges revenues to the payment of principal and interest on the bonds and ensures compliance by SFA with all covenants contained therein.

COMMODITY AGREEMENT between SFA – Carson Power Plant and SRCSD. This agreement covers the terms and conditions of the sale of digester gas from the SRCSD to SFA and the sale of steam from SFA to SRCSD.

THERMAL ENERGY SALES AND SUBLEASE AGREEMENT between SFA – Carson Power Plant and Glacier Ice. This agreement covers the terms and conditions of energy sales from SFA to Glacier Ice. In September 2016, the second amendment to this agreement was signed wherein SFA replaced the steam driven

refrigeration equipment with electrically driven motors. The electrification project was completed in February 2017.

STEAM SALES AGREEMENT between SMUD and Procter & Gamble, and Steam Services Agreement assigning SMUD's rights to SFA. These agreements cover the terms and conditions of steam sales from SFA to Procter & Gamble.

NATURAL GAS PRICES are based on SMUD's actual costs obligated to firm natural gas purchases and estimates for the non-firm portion prepared by SMUD's Energy Trading & Contracts group. The variable rate is based on the latest available Petroleum Industry Research Associates forecast of commodity prices by month for 2023, plus 3.2% fuel use. The fixed component represents SFA's pro rata share of fixed capacity costs on the Alberta Gas Company/NOVA Corporation of Alberta/Pacific Gas Transmission Company (ANG/NOVA/PGT) interstate pipelines, and its pro rata share of depreciation, interest, and O&M costs on SMUD's ownership interest in the Pacific Gas & Electric (PG&E) Line 300/401 interstate pipeline and SMUD's local gas pipeline. The monthly prices are shown on the Operating Assumptions page.

FIXED OPERATING FEE to be paid from SFA to Ethos is based on the flat annual base operating fee per the O&M Agreement. This payment is assumed to cover all direct and indirect labor costs, including benefits, taxes, insurance, home office support, management and supervision incurred by Ethos. This payment escalates in future years at 2.5% per year in accordance with the existing O&M Agreement.

REIMBURSABLE & MAINTENANCE OVERHAUL OPERATING COSTS to be paid from SFA to Ethos are based on estimated variable plant operating costs, excluding fuel, to be incurred by Ethos in 2023.

2023 SFA – THERMAL FLEET BUDGET

LINE-ITEM DETAIL

FUEL

This schedule shows details of the budgeted expenses for fuel to be burned at each plant.

PLANT OPERATION & MAINTENANCE

- **OPERATOR FEES & BONUSES:** The budget for operator fees and plant operating expenses represents fees to be paid to Ethos under the terms of the O&M Agreement, plus actual plant operating expenses incurred by Ethos and reimbursed from SFA without markup. The budget shows the portion paid to Ethos as an operating expense. Under the terms of the O&M Agreement, Ethos is reimbursed for all plant operating and maintenance expenses, and repairs. Ethos will earn performance bonuses under the O&M Agreement if the combined cycle Equivalent Forced Outage Factor is less than five percent (5%). Ethos will also earn bonuses for maintaining a peaking plant successful call-up ratio based on how successfully the unit starts and generates electricity when needed. The 2023 budget assumes that Ethos will successfully earn these bonuses.
- **OPERATING EXPENSES:** Under the terms of the O&M Agreement and PPA, various tests (heat rate, NDC, etc.) of plant operations may be required by SMUD or SFA during the year. This line item covers the estimated reimbursement to Ethos for performing such tests, or for other items not covered by the O&M Agreement.

OPERATING AND ADMINISTRATIVE COSTS

- **OPERATING EXPENSES:** This represents the estimated cost of various expenses required to keep the plants within operational expectations. This includes Water/Sewage, Station Service Electricity, and the Site Lease.
- **ADMINISTRATIVE & GENERAL COSTS:** Under the terms of the JPA, SMUD will provide staff to perform administrative and technical support services to SFA and arrange for insurance coverage, and SMUD will be reimbursed for the cost of providing these services subject to available funds per the priority of distribution of SFA revenues. SMUD will contract with engineering specialists to assist in technical engineering and regulatory compliance issues which arise during operation. Also, SFA retains the services of an Independent Auditor to audit and certify the SFA financial statements and evaluate internal controls applicable to SFA.

SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY
BUDGET SUMMARY
Dollars in Thousands

	2022	2023				PLANT TOTAL	NET CHANGE
	PLANT TOTAL	CAMPBELL	CARSON	COSUMNES	PROCTER & GAMBLE		
GENERATION (MWh)	5,476,313	736,462	400,295	3,287,979	731,367	5,156,103	-6%
FUEL							
Combined Cycle Gas Expenses	\$ 139,974	\$ 22,536	\$ 12,475	\$ 80,528	\$ 20,160	\$ 135,699	-3%
Combined Cycle Biogas Expense	54,771			46,852		46,852	-14%
Peaker Plant Gas Expenses	1,872				2,069	2,069	11%
Digester Gas for Resale	641		1,292			1,292	102%
Auxiliary Boiler Fuel Costs	309				353	353	14%
TOTAL FUEL EXPENSES	197,567	22,536	13,767	127,380	22,582	186,265	-6%
PLANT OPERATION & MAINTENANCE							
Operator Fees & Bonuses	14,156	3,815	2,327	4,917	3,505	14,564	3%
Operator Reimbursable Expenses	16,578	3,461	2,772	7,577	3,550	17,360	5%
Operating Expenses	14,448	2,557	1,402	4,062	5,225	13,246	-8%
Other Expenses	412	194	17	138	78	427	4%
TOTAL PLANT OPERATION & MAINTENANCE	45,594	10,027	6,518	16,694	12,358	45,597	0%
TOTAL O&M COSTS	243,161	32,563	20,285	144,074	34,940	231,862	-5%
ADMINISTRATIVE & GENERAL							
SMUD Labor	1,844	324	328	603	316	1,571	-15%
Outside Services	199	67	31	44	31	173	-13%
Insurance	5,876	1,449	1,208	2,657	1,570	6,884	17%
TOTAL ADMINISTRATIVE & GENERAL	7,919	1,840	1,567	3,304	1,917	8,628	9%
INTEREST EXPENSE							
Interest on Bonds	4,773			4,441		4,441	-7%
DEBT SERVICE PRINCIPAL REPAYMENT							
Principal Repayment				7,480		7,480	100%
TOTAL PRINCIPAL & INTEREST	11,421			11,921		11,921	4%
CAPITAL EXPENDITURES							
Capital Improvements	19,631	3,560	-	15,908	1,290	20,758	6%
TOTAL CAPITAL EXPENDITURES	19,631	3,560	-	15,908	1,290	20,758	6%

*2022 reflects changes in allocation of expense type and will not match the 2022 budget book.

SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY
2023 CAPITAL EXPENDITURES
(Dollars in Thousands)

	<u>CAMPBELL</u>	<u>CARSON</u>	<u>COSUMNES</u>	<u>PROCTER & GAMBLE</u>	<u>TOTAL</u>
CAPITAL EXPENSES					
CO/Catalyst				\$ 250	\$ 250
Centrifugal Chiller Install 1A				\$ 1,040	\$ 1,040
CTG Major Overhaul	\$ 3,560				\$ 3,560
DCS Control Upgrade			\$ 100		\$ 100
CT Rotor LTE			\$ 2,100		\$ 2,100
Power Supplies Replacement			\$ 130		\$ 130
Unit 3 Hot Reheat Bypass Replacement			\$ 2,500		\$ 2,500
CT3/CT2 Major Inspection			\$ 3,500		\$ 3,500
CT Hardware CA and Repair			\$ 1,000		\$ 1,000
HRSB Flash Tanks			\$ 500		\$ 500
BFW Pumps			\$ 600		\$ 600
Outage and Repair			\$ 5,353		\$ 5,353
BC Feed Tank Replacement			\$ 125		\$ 125
TOTAL CAPITAL EXPENSES	\$ 3,560	\$ -	\$ 15,908	\$ 1,290	\$ 20,758

2023 SFA BUDGET

PRO FORMA FINANCIAL SCHEDULES

SFA maintains its accounting records in accordance with Generally Accepted Accounting Principles and generally follows the Uniform System of Accounts for Public Utilities and Licensees prescribed by the Federal Energy Regulatory Commission (FERC). The following schedules are the Statements of Revenues, Expenses and Changes in Net Position and Revenue Detail Schedule, which show the projected results of operations, for SFA during the 2023 budget period based on the 2023 budget assumptions and expense and capital budgets.

REVENUE DETAIL:

Schedule details expected SFA Revenue during the 2023 budget period.

- **ELECTRIC REVENUE:** Under the terms of the PPA, SMUD is obligated to make monthly payments to SFA for energy provided by SFA. These payments are based on certain assumptions and rates, which were detailed under Budget Assumptions. The estimate assumes the plant operator will maintain the minimum availability factor for the combined cycle plant necessary to qualify for maximum payments.
- **OPERATING PAYMENT:** Under the terms of the PPA, SMUD will pay SFA an amount equal to the sum of all costs and expenses payable by SFA pursuant to the Lease and Property Agreement, the O&M Agreement, the GSA, all insurance costs and any cost or expense otherwise incurred in the operation and maintenance SFA, including capital improvements and overhaul expenses, plus \$200,000 per month to each plant to cover other SFA obligations.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY
2023 OPERATING ASSUMPTIONS**

	<u>CAMPBELL</u>	<u>CARSON</u>	<u>COSUMNES</u>	<u>PROCTER & GAMBLE</u>	<u>TOTAL (OR AVERAGE)</u>
Resource Operating Plan:					
<u>Combined Cycle Power Plant:</u>					
Capacity (Megawatts Net)	164	57	576	120	917
Generation (MWh)	710,470	363,255	3,287,979	675,823	5,037,527
Natural Gas (1000's of MMBtu)	5,521	2,838	17,850	5,389	31,598
Carson Digester Gas (1000's of MMBtu)			402		402
Biogas (1000's of MMBtu)			4,855		4,855
Average Heat Rate (Btu/kWh)	7,982	7,947	6,786	7,979	7,674
<i>Availability (IEEE)</i>	<i>85.5%</i>	<i>95.1%</i>	<i>86.6%</i>	<i>93.8%</i>	<i>90.2%</i>
<u>Peaking Power Plant:</u>					
Peaker Capacity (Megawatts Net)	72	43		50	165
Peaker Generation (MWh)	25,992	37,040		55,544	118,576
Peaker Natural Gas (1000's of MMBtu)	323	383		557	1,263
Peaker Average Heat Rate (Btu/kWh)	12,693	10,395		10,048	11,045
<i>Peaker Budgeted Availability (IEEE)</i>	<i>94.7%</i>	<i>95.2%</i>		<i>95.0%</i>	<i>94.9%</i>
<u>Price Per MMBtu</u>					
Natural Gas Variable Price (\$/MMBtu)	\$2.42	\$2.42	\$2.42	\$2.42	
Carson Digester Gas Variable Price (\$/MMBtu)			\$3.22		
Biogas Variable Price (\$/MMBtu)			\$9.38		
Biogas Gas Variable Price (\$/MMBtu) - Carson		\$3.90			
Biogas Gas Costs for Resale, excluding depreciation (\$1,000's)		\$1,292			
Total Capacity MW	236	100	576	170	1,082
Total Generation MWh	736,462	400,295	3,287,979	731,367	5,156,103

**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY
2023 STEAM SALES REVENUE
(Dollars in Thousands)**

STEAM SALES REVENUE:

CARSON

GLACIER VALLEY ICE COMPANY:

KWh Sales per Load Fcst	5,255,208
\$ per KWh	\$ 0.02
Glacier Energy Sales Revenue on Steam	\$ 103
Glacier Energy Fixed Fee	\$ 2

SAC REG CTY SAN DIS (SRCSD):

SRCSD Steam Delivery (MMBtu)	218,503
Steam Price (\$/MMBtu)	\$ 2.88
SRCSD Steam Sales Revenue	\$ 630

TOTAL STEAM SALES (incl FIXED) \$ 735

Glacier Valley Site Lease Revenue	\$ 55
Digester Gas Sales Revenue	1,567
TOTAL OTHER OPERATING REVENUE	\$ 1,622

TOTAL REVENUE \$ 22,704

PROCTER & GAMBLE

PROCTER & GAMBLE

PG&E Price Forecast (\$/MMBtu)	\$ 2.42
Steam Delivery (Klb / hour)	48
Operating Hrs w/ availability @ 100%	
P & G Steam Delivery (million lb)	424
P & G Steam (Btu / lb)	14,460
P & G Steam Delivery (MMBtu)	511,470
Tier I Steam Price (\$/Average)	\$ 5.48
Tier II Steam Price (\$/Average)	\$ 3.41
P & G Steam Sales Revenue	\$ 2,208

First 30 million lbs of Steam per month paid at Tier 1 Steam Price, remaining paid at Tier II Steam Price

TOTAL OTHER OPERATING REVENUE \$ 2,208

TOTAL REVENUE \$ 40,695

2023 SFA BUDGET

PRO FORMA FINANCIAL STATEMENTS

STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION

The Pro Forma Statements of Revenues, Expenses and changes in Net Position is a projected summary of the results of operations prepared on a FERC basis for SFA in 2023. The Statements of Revenues, Expenses and changes in Net Position incorporates revenues as shown on the Revenue Detail, expenses as shown on the Budget Summary, and non-cash expenses such as depreciation and amortization.

DEPRECIATION represents the pro rata expensing of the capital cost of SFA. Estimated service life is based on the remaining life of the Plants at the time a capital project is placed in service, the original life of the Plants being 30 years

SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY
2023 BUDGET SUMMARY
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
For the Period January 1, 2023 to December 31, 2023
Dollars in Thousands

	2022	CAMPBELL	CARSON	COSUMNES	PROCTER & GAMBLE	2023
OPERATING REVENUES:						
Sale of Electricity	\$ 283,381	\$ 38,429	\$ 20,347	\$ 176,437	\$ 38,487	\$ 273,700
Sale of Digester Gas	915	-	1,567	-	-	1,567
Sale of Steam / Energy	3,127	-	790	-	2,208	2,998
TOTAL OPERATING REVENUES	287,423	38,429	22,704	176,437	40,695	278,265
OPERATING EXPENSES						
Fuel	197,567	22,536	13,767	127,379	22,583	186,265
Production	45,594	10,028	6,518	16,694	12,357	45,597
Administrative & General	7,878	1,840	1,567	3,304	1,917	8,628
Total Operations	251,039	34,404	21,852	147,377	36,857	240,490
Depreciation	34,522	10,326	5,822	14,143	5,932	36,223
Amortization of Regulatory Asset-Debt Issuance	104	-	-	104	-	104
TOTAL OPERATING EXPENSES	285,665	44,730	27,674	161,624	42,789	276,817
NET OPERATING INCOME/(LOSS)	1,758	(6,301)	(4,970)	14,813	(2,094)	1,448
INTEREST EXPENSE						
Interest on Long-Term Debt	4,773	-	-	4,441	-	4,441
Amortization of Premium/Discount Costs	(1,721)	-	-	(1,575)	-	(1,575)
NET INTEREST EXPENSE	3,052	-	-	2,866	-	2,866
CHANGE IN NET POSITION	\$ (1,294)	\$ (6,301)	\$ (4,970)	\$ 11,947	\$ (2,094)	\$ (1,418)

SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY
DEBT SERVICE
Revenue Bonds (Series 2015)
Dollars in Thousands

<u>Current Year</u>	<u>COSUMNES</u>
INTEREST ON BONDS	\$ 4,441
PRINCIPAL REPAYMENT	7,480
DEBT SERVICE ACCRUALS	<u>\$ 11,921</u>

	<u>Period</u> <u>Ending</u>	<u>Principal</u>	<u>Interest</u>	<u>Annual Interest</u>	<u>Debt Service</u>	<u>Annual</u> <u>Debt Service</u>
2022	July 01, 2022	\$ 11,450	\$ 2,530	\$ 5,059	\$ 13,980	\$ 16,509
	January 01, 2023	\$ -	\$ 2,243	\$ -	\$ 2,243	\$ -
2023	July 01, 2023	\$ 1,845	\$ 2,243	\$ 4,487	\$ 4,088	\$ 6,332
	January 01, 2024	\$ -	\$ 2,197	\$ -	\$ 2,197	\$ -

DRAFT

RESOLUTION NO. _____

BE IT RESOLVED BY THE COMMISSIONERS
OF THE
SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY

Section 1. This resolution may be referred to as the 2023 SFA Budget

Resolution and includes:

SFA – Cosumnes Power Plant Budget
SFA – Campbell Power Plant Budget (includes McClellan Power Plant)
SFA – Procter & Gamble Power Plant Budget
SFA – Carson Power Plant Budget

Section 2. There is hereby appropriated from the Revenue Fund, Operating Fund, Debt Service Fund, and other funds as appropriate, sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority’s programs for the period January 1, 2023 through December 31, 2023.

Operation and Maintenance	\$231,862,000
Administrative & General	\$ 8,628,000
Principal and Interest	\$ 11,921,000
Capital Expenditures	\$ 20,758,000

There shall be deemed added to the O&M and Capital line items a +20% increase with no limit to a decrease in the Operations and Maintenance Expense line items, plus an additional \$2 million each applicable to the overall budgets.

Section 3. Demands against the Authority may be paid without the prior specific approval of this Commission, if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer & General Manager of the Authority, or his designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer & General Manager, or his designee, authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

SSS No.

CFO 22-010

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date
Finance and Audit
November 8 & 9, 2022
Board Meeting Date
December 8, 2022

TO		TO	
1.	Jennifer Davidson	6.	
2.	Lora Anguay	7.	
3.	Scott Martin	8.	
4.		9.	Legal
5.		10.	CEO & General Manager

Consent Calendar	Yes	No <i>If no, schedule a dry run presentation.</i>	Budgeted	Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR) Jennifer Restivo		DEPARTMENT Planning and Performance			MAIL STOP A309 EXT. 5193 DATE SENT 10/27/2022

NARRATIVE:

Requested Action: Approve the following:

- 2023 SMUD Budget Resolution
- 2023 Debt Resolution
- Pay Schedule and Special Compensation Items

Summary: 2023 Budget Resolution
The 2023 proposed budget and adjustments have been reviewed by the Board’s Finance Committee. Major components include: Operations and Maintenance budget of \$1,253.2 million; Debt Service budget of \$224.2 million; and Capital budget of \$624.9 million. The proposed 2023 budget resolution limits spending to \$2,102.3 million (the total of these amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, weather hedge contracts, WAPA energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program’s sales, it is required to apply the proceeds toward specific expenses that support the program’s goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,242 plus 5 percent.

Public Good Charge
The Public Good Charge is increasing from 15.05 percent to 16.77 percent of 1994 revenues. The percentage allocation for the public good charge expenditures will change from 6.61 percent to 6.60 percent for low-income assistance, from 6.56 percent to 8.16 percent for energy efficiency, stayed the same at 0.00 percent for new renewable generation, and from 1.88 percent to 2.01 percent for research and development.

2023 Debt Resolution
The 2023 debt resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2023 and 2022 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Pay Schedule and Special Compensation Items
Approve/Adopt SMUD’s pay schedule and special compensation pursuant to California Code of Regulations (CCR).

Board Policy: The 2023 Budget funds programs and initiatives that contribute to meeting Board strategic directives.
(Number & Title) GP-3 (e) Board will adopt SMUD’s budget on an annual basis.

Benefits: Approval of the 2023 Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

Cost/Budgeted: Approval of the 2023 Budget Resolution will authorize spending within the limits prescribed.

Alternatives: Approval of a budget is required before January 1, 2023, or SMUD would not have the authority to make purchases or pay employees.

Affected Parties: SMUD

Coordination: Budget Office, Treasury, Accounting, People, Services & Strategies, and Legal.

Presenter: Jennifer Davidson

Additional Links:

SUBJECT

2023 SMUD Proposed Budget

ITEM NO. (FOR LEGAL USE ONLY)

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

SSS No. BOD 2021-024

BOARD AGENDA ITEM

STAFFING SUMMARY SHEET

Committee Meeting & Date 2022
Board Meeting Date N/A

TO	TO
1. Jennifer Davidson	6.
2. Lora Anguay	7.
3. Scott Martin	8.
4.	9. Legal
5.	10. CEO & General Manager

Consent Calendar		Yes	<input checked="" type="checkbox"/>	No <i>If no, schedule a dry run presentation.</i>	Budgeted		Yes	No <i>(If no, explain in Cost/Budgeted section.)</i>
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FROM (IPR) Rosanna Herber / Donna Lofton	DEPARTMENT Board Office	MAIL STOP B307	EXT. 5079	DATE SENT 12/21/2021
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NARRATIVE:

Requested Action: A summary of directives provided to staff during the committee meeting.

Summary: The Board requested an on-going opportunity to do a wrap up period at the end of each committee meeting to summarize various Board member suggestions and requests that were made at the meeting in an effort to make clear the will of the Board. The Policy Committee Chair will summarize Board member requests that come out of the committee presentations for this meeting.

Board Policy: GP-4 Agenda Planning states the Board will focus on the results the Board wants the organization to achieve.
(Number & Title)

Benefits: Having an agendized opportunity to summarize the Board's requests and suggestions that arise during the committee meeting will help clarify what the will of the Board.

Cost/Budgeted: N/A

Alternatives: Not summarize the Board's requests at this meeting.

Affected Parties: Board of Directors and Executive Staff

Coordination: Donna Lofton, Special Assistant to the Board

Presenter: Rosanna Herber, Finance and Audit Committee Chair

Additional Links:

SUBJECT Summary Of Committee Direction	ITEM NO. (FOR LEGAL USE ONLY)
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.