

Memorandum of Understanding between Nicor Gas and IBEW Local 19

One-Year Collective Bargaining Agreement Extension

October 27, 2022

As a result of discussions between Nicor Gas and the International Brotherhood of Electrical Workers (IBEW) Local 19, an understanding has been agreed upon regarding a one-year extension to the current Collective Bargaining Agreement (CBA).

Nicor Gas and IBEW, Local 19 agree to the following:

1. The current CBA is scheduled to expire on February 28, 2023. The parties agree that the current CBA will remain in place until February 28, 2023.
2. On March 1, 2023, a one-year extension to the CBA will take effect and last for a full year until February 29, 2024. All the terms of the existing CBA will remain in place until February 29, 2024, with the following limited changes or additions to the CBA:
 - a. Article IV: Section 24 – Floating Holidays and MLK/Good Friday selection
 - i. Beginning January 1, 2024, employees will no longer be able to choose between MLK and Good Friday. Martin Luther King Jr. Day will be a recognized holiday each year and Good Friday will not be a recognized holiday. As a result of this agreement, 2023 is the last year Local 19 bargaining unit employees will be able to select between Martin Luther King Jr. Day or Good Friday as their holiday.
 - ii. Beginning January 1, 2024, Local 19 bargaining unit employees will have four floating holidays each year.
 - b. Exhibits A – Wages
 - i. Effective March 1, 2023, Local 19 bargaining unit employees will receive a 5.50% general wage increase across all job classifications. (See attached Schedules). These schedules will replace Exhibit A from the currently existing CBA. No other wage increases will be provided during the one-year extension.
3. This agreement is contingent upon Local 19 members ratifying the agreement prior to December 1, 2022.
4. This one-year extension agreement is being made on a non-precedent setting basis.

For the Company

Wendell Dallas
Wendell Dallas

President & CEO, Nicor Gas

For the Union

Andy Nacke
Andy Nacke

President, IBEW Local 19

EXHIBIT A

Physical Wage Rates / Time and Rate Step Schedules

Exhibit A
Wage Rates for Physical Employees
Physical – Job Class / Titles / Schedules / Rates

Job	Title	Employment Dates	Schedule	2020		2021		2022		2023	
				Min	Max	Min	Max	Min	Max	Min	Max
N1015A	Arc Welder		U0300	\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
O19191	Arc Welder - Const Ops		U0300	\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
O20881	Arc Welder - Storage		U0300	\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
N1471A	Controller	before 3/22/1985	U1200	\$35.81	\$36.44	\$36.88	\$37.53	\$37.99	\$38.66	\$40.08	\$40.79
N1471B	Controller	after 3/22/1985	U1000	\$33.98	\$36.44	\$35.00	\$37.53	\$36.05	\$38.66	\$38.03	\$40.79
O19193	Controller - Transmission	before 3/22/1985	U1200	\$35.81	\$36.44	\$36.88	\$37.53	\$37.99	\$38.66	\$40.08	\$40.79
O19194	Controller - Transmission	after 3/22/1985	U1000	\$33.98	\$36.44	\$35.00	\$37.53	\$36.05	\$38.66	\$38.03	\$40.79
N1027A	Corrosion Control Technician		U7300	\$30.87	\$32.85	\$31.80	\$33.84	\$32.75	\$34.86	\$34.55	\$36.78
O21626	Corrosion Control Apprentice		U4000	\$25.76	\$25.76	\$26.53	\$26.53	\$27.33	\$27.33	\$28.83	\$28.83
O04523	Corrosion Control Apprentice	New Hires ONLY (85% for 4 mo)	U4100	\$21.90	\$25.76	\$22.56	\$26.53	\$23.24	\$27.33	\$24.52	\$28.83
O21627	Corrosion Control Tech I		U2800	\$30.70	\$36.44	\$31.62	\$37.53	\$32.57	\$38.66	\$34.36	\$40.79
O21628	Corrosion Control Tech II		U5800	\$37.82	\$37.82	\$38.95	\$38.95	\$40.12	\$40.12	\$42.33	\$42.33
O21629	Corrosion Control Tech III		U0500	\$42.49	\$43.10	\$43.76	\$44.39	\$45.07	\$45.72	\$47.55	\$48.23
N1054A	Distribution Crew Leader		U0600	\$45.38	\$46.00	\$46.74	\$47.38	\$48.14	\$48.80	\$50.79	\$51.48
N1062A	Distribution Mechanic	before 3/22/1985	U1200	\$35.81	\$36.44	\$36.88	\$37.53	\$37.99	\$38.66	\$40.08	\$40.79
N1062B	Distribution Mechanic	Promotes ONLY and Upgrading as of 4/7/2004 (7 year schedule)	U1000	\$33.98	\$36.44	\$35.00	\$37.53	\$36.05	\$38.66	\$38.03	\$40.79
N1062C	Distribution Mechanic		U2800	\$30.70	\$36.44	\$31.62	\$37.53	\$32.57	\$38.66	\$34.36	\$40.79
N1062D	Distribution Mechanic	Mechanic New Hires ONLY (85% for 4 mo)	U3900	\$26.13	\$36.44	\$26.91	\$37.53	\$27.72	\$38.66	\$29.24	\$40.79
N1070A	Distribution Plastic Laborer		U5700	\$26.31	\$26.31	\$27.10	\$27.10	\$27.91	\$27.91	\$29.45	\$29.45
O21746	Distribution Plastic Laborer		U5900			\$23.04	\$27.10	\$23.73	\$27.91	\$25.03	\$29.45
N1071A	Distribution Plastic Operator		U5800	\$37.82	\$37.82	\$38.95	\$38.95	\$40.12	\$40.12	\$42.33	\$42.33
N1064A	Distribution Technician		U0500	\$42.49	\$43.10	\$43.76	\$44.39	\$45.07	\$45.72	\$47.55	\$48.23
N1080A	Facility Service Helper	3/22/1985 thru 4/4/1997	U0900	\$23.39	\$24.01	\$24.09	\$24.73	\$24.81	\$25.47	\$26.17	\$26.87
N1080B	Facility Service Helper	after 4/4/1997	U0400	\$21.37	\$21.99	\$22.01	\$22.65	\$22.67	\$23.33	\$23.92	\$24.61
N1080C	Facility Service Helper	Helper New Hires ONLY (85% for 4 mo)	U1900	\$18.16	\$21.99	\$18.70	\$22.65	\$19.26	\$23.33	\$20.32	\$24.61
N1100A	Fleet Management Crew Leader		U0600	\$45.38	\$46.00	\$46.74	\$47.38	\$48.14	\$48.80	\$50.79	\$51.48
N1101A	Fleet Management Helper	3/22/1985 thru 4/4/1997	U0900	\$23.39	\$24.01	\$24.09	\$24.73	\$24.81	\$25.47	\$26.17	\$26.87
N1101B	Fleet Management Helper	after 4/4/1997	U0400	\$21.37	\$21.99	\$22.01	\$22.65	\$22.67	\$23.33	\$23.92	\$24.61
N1101C	Fleet Management Helper	Helper New Hires ONLY (85% for 4 mo)	U1900	\$18.16	\$21.99	\$18.70	\$22.65	\$19.26	\$23.33	\$20.32	\$24.61
N1102A	Fleet Management Mechanic	before 3/22/1985	U1200	\$35.81	\$36.44	\$36.88	\$37.53	\$37.99	\$38.66	\$40.08	\$40.79
N1102B	Fleet Management Mechanic	after 3/22/1985 thru 4/7/2004	U1000	\$33.98	\$36.44	\$35.00	\$37.53	\$36.05	\$38.66	\$38.03	\$40.79
N1102C	Fleet Management Mechanic	Promotes ONLY and Upgrading as of 4/7/2004 (7 year schedule)	U2800	\$30.70	\$36.44	\$31.62	\$37.53	\$32.57	\$38.66	\$34.36	\$40.79
N1102D	Fleet Management Mechanic	Mechanic New Hires ONLY (85% for 4 mo)	U3900	\$26.13	\$36.44	\$26.91	\$37.53	\$27.72	\$38.66	\$29.24	\$40.79
N1103A	Fleet Management Technician		U0500	\$42.49	\$43.10	\$43.76	\$44.39	\$45.07	\$45.72	\$47.55	\$48.23
N1170A	GO Equipment Technician		U0300	\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
N1202A	Leak Survey Specialist		U4000	\$25.76	\$25.76	\$26.53	\$26.53	\$27.33	\$27.33	\$28.83	\$28.83

Exhibit A

Wage Rates for Physical Employees

Physical – Job Class / Titles / Schedules / Rates

Job	Title	Employment Dates	Schedule	2020	2020	2021	2021	2022	2022	2023	2023
				Min	Max	Min	Max	Min	Max	Min	Max
O16537	Locator		U0900	\$23.39	\$24.01	\$24.09	\$24.73	\$24.81	\$25.47	\$26.17	\$26.87
O21529	Locator	Locator New Hires ONLY (85% for 4 mo)	U2200	\$19.88	\$24.01	\$20.48	\$24.73	\$21.09	\$25.47	\$22.25	\$26.87
O13063	Locator Spec		U4000	\$25.76	\$25.76	\$26.53	\$26.53	\$27.33	\$27.33	\$28.83	\$28.83
N1251A	Material Handling Mechanic	before 3/22/1985	U1200	\$35.81	\$36.44	\$36.88	\$37.53	\$37.99	\$38.66	\$40.08	\$40.79
N1251B	Material Handling Mechanic	after 3/22/1985 thru 4/4/1997	U1000	\$33.98	\$36.44	\$35.00	\$37.53	\$36.05	\$38.66	\$38.03	\$40.79
N1251C	Material Handling Mechanic	after 4/4/1997	U5700	\$26.31	\$26.31	\$27.10	\$27.10	\$27.91	\$27.91	\$29.45	\$29.45
N1250A	Material Handling Helper	3/22/1985 thru 4/4/1997	U0900	\$23.39	\$24.01	\$24.09	\$24.73	\$24.81	\$25.47	\$26.17	\$26.87
N1250B	Material Handling Helper	after 4/4/1997	U0400	\$21.37	\$21.99	\$22.01	\$22.65	\$22.67	\$23.33	\$23.92	\$24.61
N1250C	Material Handling Helper	Helper New Hires ONLY (85% for 4 mo)	U1900	\$18.16	\$21.99	\$18.70	\$22.65	\$19.26	\$23.33	\$20.32	\$24.61
N1252	Material Handling Technician		U0500	\$42.49	\$43.10	\$43.76	\$44.39	\$45.07	\$45.72	\$47.55	\$48.23
N1275A	Meter Reader	2/2/1974 to 3/21/1985	U1600	\$29.51	\$30.14	\$30.40	\$31.04	\$31.31	\$31.97	\$33.03	\$33.73
N1275B	Meter Reader	3/22/1985 thru 4/4/1997	U0900	\$23.39	\$24.01	\$24.09	\$24.73	\$24.81	\$25.47	\$26.17	\$26.87
N1275C	Meter Reader	after 4/4/1997	U0400	\$21.37	\$21.99	\$22.01	\$22.65	\$22.67	\$23.33	\$23.92	\$24.61
N1275D	Meter Reader	Meter Reader New Hires ONLY (85% for 4 mo)	U1900	\$18.16	\$21.99	\$18.70	\$22.65	\$19.26	\$23.33	\$20.32	\$24.61
N1285A	Meter Shop Helper	before 3/22/1985	U1600	\$29.51	\$30.14	\$30.40	\$31.04	\$31.31	\$31.97	\$33.03	\$33.73
N1285B	Meter Shop Helper	3/22/1985 thru 4/4/1997	U0900	\$23.39	\$24.01	\$24.09	\$24.73	\$24.81	\$25.47	\$26.17	\$26.87
N1285C	Meter Shop Helper	after 4/4/1997	U0400	\$21.37	\$21.99	\$22.01	\$22.65	\$22.67	\$23.33	\$23.92	\$24.61
N1285D	Meter Shop Helper	Helper New Hires ONLY (85% for 4 mo)	U1900	\$18.16	\$21.99	\$18.70	\$22.65	\$19.26	\$23.33	\$20.32	\$24.61
N1287A	Meter Shop Mechanic	before 3/22/1985	U1200	\$35.81	\$36.44	\$36.88	\$37.53	\$37.99	\$38.66	\$40.08	\$40.79
N1287B	Meter Shop Mechanic	after 3/21/1985 thru 4/7/2004	U1000	\$33.98	\$36.44	\$35.00	\$37.53	\$36.05	\$38.66	\$38.03	\$40.79
N1287C	Meter Shop Mechanic	Promotes ONLY and Upgrading as of 4/7/2004 (7 year schedule)	U2800	\$30.70	\$36.44	\$31.62	\$37.53	\$32.57	\$38.66	\$34.36	\$40.79
N1287D	Meter Shop Mechanic	Mechanic New Hires ONLY (85% for 4 mo)	U3900	\$26.13	\$36.44	\$26.91	\$37.53	\$27.72	\$38.66	\$29.24	\$40.79
N1289A	Meter Shop Technician		U0500	\$42.49	\$43.10	\$43.76	\$44.39	\$45.07	\$45.72	\$47.55	\$48.23
O18831	MIG Welder		U6700	\$38.30	\$40.76	\$39.45	\$41.98	\$40.63	\$43.24	\$42.86	\$45.62
O18297	MIG Welder - ConOps		U6700	\$38.30	\$40.76	\$39.45	\$41.98	\$40.63	\$43.24	\$42.86	\$45.62
N1300A	Operations Mechanic	before 3/22/1985	U1200	\$35.81	\$36.44	\$36.88	\$37.53	\$37.99	\$38.66	\$40.08	\$40.79
N1300B	Operations Mechanic	after 3/21/1985 thru 4/7/2004	U1000	\$33.98	\$36.44	\$35.00	\$37.53	\$36.05	\$38.66	\$38.03	\$40.79
N1300C	Operations Mechanic	Promotes ONLY and Upgrading as of 4/7/2004 (7 year schedule)	U2800	\$30.70	\$36.44	\$31.62	\$37.53	\$32.57	\$38.66	\$34.36	\$40.79
N1300D	Operations Mechanic	Mechanic New Hires ONLY (85% for 4 mo)	U3900	\$26.13	\$36.44	\$26.91	\$37.53	\$27.72	\$38.66	\$29.24	\$40.79
N1301A	Operations Technician		U0500	\$42.49	\$43.10	\$43.76	\$44.39	\$45.07	\$45.72	\$47.55	\$48.23

Exhibit A
Wage Rates for Physical Employees
Physical -- Job Class / Titles / Schedules / Rates

Job	Title	Employment Dates	2020		2021		2022		2023	
			Min	Max	Min	Max	Min	Max	Min	Max
N1316A	Semi-Truck Operator		\$38.30	\$40.76	\$39.45	\$41.98	\$40.63	\$43.24	\$42.86	\$45.62
N1474A	Specialist		\$43.23	\$43.84	\$44.53	\$45.16	\$45.87	\$46.51	\$48.39	\$49.07
019195	Specialist - Storage		\$43.23	\$43.84	\$44.53	\$45.16	\$45.87	\$46.51	\$48.39	\$49.07
019196	Specialist - Transmission		\$43.23	\$43.84	\$44.53	\$45.16	\$45.87	\$46.51	\$48.39	\$49.07
N1330A	Sr Controller		\$38.30	\$40.76	\$39.45	\$41.98	\$40.63	\$43.24	\$42.86	\$45.62
N1330B	Sr Controller	Promotions to this job for those that were Controller as of 4/1/2001 and employed as of 5/10/1988	\$41.39	\$43.84	\$42.63	\$45.16	\$43.91	\$46.51	\$46.33	\$49.07
016537	Sr Locator		\$26.31	\$26.31	\$27.10	\$27.10	\$27.91	\$27.91	\$29.45	\$29.45
N1336	Sr Operations Crosstie Mechanic		\$37.82	\$37.82	\$38.95	\$38.95	\$40.12	\$40.12	\$42.33	\$42.33
N1302A	Sr Operations Mechanic		\$37.82	\$37.82	\$38.95	\$38.95	\$40.12	\$40.12	\$42.33	\$42.33
N1335A	Sr Specialist		\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
019192	Sr Specialist - Transmission		\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
019796	Sr Technician		\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
N1447A	Storage Crew Leader		\$45.38	\$46.00	\$46.74	\$47.38	\$48.14	\$48.80	\$50.79	\$51.48
N1452A	Storage Mechanic	before 3/22/1985	\$35.81	\$36.44	\$36.88	\$37.53	\$37.99	\$38.66	\$40.08	\$40.79
N1452B	Storage Mechanic	after 3/21/1985 thru 4/7/2004	\$33.98	\$36.44	\$35.00	\$37.53	\$36.05	\$38.66	\$38.03	\$40.79
N1452C	Storage Mechanic	Promotes ONLY and Upgrading as of 4/7/2004 (7 year schedule)	\$30.70	\$36.44	\$31.62	\$37.53	\$32.57	\$38.66	\$34.36	\$40.79
N1452D	Storage Mechanic	Mechanic New Hires ONLY (85% for 4 mo)	\$26.13	\$36.44	\$26.91	\$37.53	\$27.72	\$38.66	\$29.24	\$40.79
N1457A	Storage Technician		\$43.23	\$43.84	\$44.53	\$45.16	\$45.87	\$46.51	\$48.39	\$49.07
N1472A	System Laborer		\$26.62	\$27.84	\$27.42	\$28.68	\$28.24	\$29.54	\$29.79	\$31.16
N1515A	Utility Inspector		\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
018913	Utility Inspector - Corrosion		\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
019197	Utility Inspector - Asset Protection		\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
021430	Utility Inspector - Tool Repair		\$44.72	\$45.01	\$46.06	\$46.36	\$47.44	\$47.75	\$50.05	\$50.38
019811	Utility Specialist		\$25.76	\$25.76	\$26.53	\$26.53	\$27.33	\$27.33	\$28.83	\$28.83
013040	Utility Specialist	Utility Spec New Hires ONLY (85% for 4 mo)	\$21.90	\$25.76	\$22.56	\$26.53	\$23.24	\$27.33	\$24.52	\$28.83
016521	Utility Specialist - Storage		\$25.76	\$25.76	\$26.53	\$26.53	\$27.33	\$27.33	\$28.83	\$28.83
013098	Utility Specialist - Storage	Utility Spec New Hires ONLY (85% for 4 mo)	\$21.90	\$25.76	\$22.56	\$26.53	\$23.24	\$27.33	\$24.52	\$28.83
N1313A	Watch and Protect Locator		\$37.82	\$37.82	\$38.95	\$38.95	\$40.12	\$40.12	\$42.33	\$42.33

**SCHEDULES OF BASIC HOURLY RATES OF PAY AND
TIME AND RATE STEPS - PHYSICAL**

Schedule Number	Rate Step and Cumulative Time														Year 2023	
	3 or 4	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	Years	Years
Minimum	Months	Year	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years
U0300	\$ 50.09	\$ 50.14	\$ 50.21	\$ 50.24	\$ 50.28	\$ 50.32	\$ 50.38									
U0400	\$ 23.92	\$ 24.03	\$ 24.15	\$ 24.24	\$ 24.36	\$ 24.50	\$ 24.61									
U0500	\$ 47.55	\$ 47.61	\$ 47.69	\$ 47.75	\$ 47.81	\$ 47.91	\$ 48.00	\$ 48.07	\$ 48.15	\$ 48.23						
U0600	\$ 50.79	\$ 50.86	\$ 50.95	\$ 51.00	\$ 51.07	\$ 51.14	\$ 51.22	\$ 51.34	\$ 51.40	\$ 51.48						
U0900	\$ 26.17	\$ 26.24	\$ 26.34	\$ 26.41	\$ 26.46	\$ 26.53	\$ 26.61	\$ 26.73	\$ 26.80	\$ 26.87						
U1000	\$ 38.03	\$ 38.35	\$ 38.66	\$ 38.93	\$ 39.24	\$ 39.54	\$ 39.86	\$ 40.17	\$ 40.46	\$ 40.79						
U1200	\$ 40.08	\$ 40.20	\$ 40.25	\$ 40.30	\$ 40.36	\$ 40.45	\$ 40.53	\$ 40.64	\$ 40.70	\$ 40.79						
U1500	\$ 48.39	\$ 48.46	\$ 48.53	\$ 48.58	\$ 48.66	\$ 48.75	\$ 48.83	\$ 48.91	\$ 48.99	\$ 49.07						
U1600	\$ 33.03	\$ 33.11	\$ 33.17	\$ 33.25	\$ 33.32	\$ 33.40	\$ 33.48	\$ 33.56	\$ 33.65	\$ 33.73						
U1900	\$ 20.32	\$ 20.32	\$ 20.32	\$ 20.32	\$ 20.32	\$ 20.32	\$ 20.32	\$ 20.32	\$ 20.32	\$ 20.32						
U2200	\$ 22.25	\$ 26.17	\$ 26.24	\$ 26.34	\$ 26.41	\$ 26.46	\$ 26.53	\$ 26.61	\$ 26.73	\$ 26.80	\$ 26.87					
U2800	\$ 34.36	\$ 34.83	\$ 35.29	\$ 35.74	\$ 36.19	\$ 36.64	\$ 37.09	\$ 37.56	\$ 38.01	\$ 38.45	\$ 38.90	\$ 39.37	\$ 39.84	\$ 40.28	\$ 40.79	
U3200	\$ 29.79	\$ 29.99	\$ 30.23	\$ 30.46	\$ 30.70	\$ 30.91	\$ 31.16									
U3900	\$ 29.24	\$ 34.36	\$ 34.83	\$ 35.29	\$ 35.74	\$ 36.19	\$ 36.64	\$ 37.09	\$ 37.56	\$ 38.01	\$ 38.45	\$ 38.90	\$ 39.37	\$ 39.84	\$ 40.28	\$ 40.79
U4000	\$ 28.83															
U4100	\$ 24.52	\$ 28.83														
U5700	\$ 29.45															
U5800	\$ 42.33															
U5900	\$ 25.03	\$ 29.45														
U6700	\$ 42.86	\$ 43.18	\$ 43.51	\$ 43.77	\$ 44.09	\$ 44.42	\$ 44.68	\$ 45.00	\$ 45.33	\$ 45.62						
U7300	\$ 34.55	\$ 34.78	\$ 35.02	\$ 35.28	\$ 35.51	\$ 35.76	\$ 36.01	\$ 36.25	\$ 36.51	\$ 36.78						
U7500	\$ 46.33	\$ 46.63	\$ 46.93	\$ 47.22	\$ 47.54	\$ 47.82	\$ 48.14	\$ 48.45	\$ 48.76	\$ 49.07						
U7900	\$ 48.39	\$ 48.51	\$ 48.59	\$ 48.71	\$ 48.83	\$ 48.95	\$ 49.07									

EXHIBIT A

Clerical Wage Rates / Time and Rate Step Schedules

Exhibit A

Wage Rates for Clerical Employees

Clerical -- Job Class / Titles / Schedules / Rates

Job	Title	Employment Dates	Level	Schedule	2020 Min	2020 Max	2021 Min	2021 Max	2022 Min	2022 Max	2023 Min	2023 Max
N2017A	Accounting Clerk	Before 3/22/1985	3	U0800	\$31.22	\$32.45	\$33.16	\$33.42	\$33.12	\$34.42	\$34.94	\$36.31
N2017B	Accounting Clerk	3/22/1985 thru 5/16/1988	3	U2900	\$27.88	\$29.10	\$28.72	\$29.97	\$29.58	\$30.87	\$31.21	\$32.57
N2017C	Accounting Clerk	5/17/1988 thru 4/1/1994	3	U5100	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$24.34	\$25.69
N2017D	Accounting Clerk	after 4/1/1994	3	U5200	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$24.34	\$25.69
N2070A	Accounting Machine Clerk Sr Grade	Before 3/22/1985	4	U1700	\$36.62	\$36.87	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27
N2070B	Accounting Machine Clerk Sr Grade	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	\$41.27
N2070C	Accounting Machine Clerk Sr Grade	5/17/1988 thru 4/1/1994	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2070D	Accounting Machine Clerk Sr Grade	after 4/1/1994	4	U5500	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2080A	Accounting Records Clerk	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
N2080B	Accounting Records Clerk	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2080C	Accounting Records Clerk	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
020654	Billing Services Specialist I	Before 3/22/1985	3	U0800	\$31.22	\$32.45	\$32.16	\$33.42	\$33.12	\$34.42	\$34.94	\$36.31
020655	Billing Services Specialist I	3/22/1985 thru 5/16/1988	3	U2900	\$27.88	\$29.10	\$28.72	\$29.97	\$29.58	\$30.87	\$31.21	\$32.57
020656	Billing Services Specialist I	after 5/16/1988	3	U5100	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$24.34	\$25.69
020647	Billing Services Specialist II***	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
020648	Billing Services Specialist II***	after 5/17/1988	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
020660	Billing Services Specialist III***	Before 5/17/1988	7	U3000	\$45.23	\$45.51	\$46.59	\$46.88	\$47.99	\$48.29	\$50.63	\$50.95
020661	Billing Services Specialist III***	after 5/17/1988	7	U4300	\$38.38	\$38.66	\$39.53	\$39.82	\$40.72	\$41.01	\$42.96	\$43.27
020662	Billing Specialist ***	Before 5/17/1988	7	U3000	\$45.23	\$45.51	\$46.59	\$46.88	\$47.99	\$48.29	\$50.63	\$50.95
020663	Billing Specialist ***	after 5/17/1988	7	U4300	\$38.38	\$38.66	\$39.53	\$39.82	\$40.72	\$41.01	\$42.96	\$43.27
020667	Billing Specialist I	Before 3/22/1985	4	U1700	\$36.62	\$36.87	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27
020668	Billing Specialist I	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	\$41.27
020669	Billing Specialist I	after 5/16/1988	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
020649	Billing Specialist II***	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
020650	Billing Specialist II***	after 5/17/1988	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
020672	Billing Specialist III***	Before 5/17/1988	6	U2700	\$43.48	\$43.76	\$44.78	\$45.07	\$46.12	\$46.42	\$48.66	\$48.97
020673	Billing Specialist III***	after 5/17/1988	6	U4200	\$34.68	\$34.96	\$35.72	\$36.01	\$36.79	\$37.09	\$38.81	\$39.13
N2140A	Clerk	On or after 3/22/1985	1	U4600	\$17.53	\$17.90	\$18.06	\$18.44	\$18.60	\$18.99	\$19.62	\$20.03
N2157A	Collector	Before 3/22/1985	4	U1700	\$36.62	\$36.87	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27
N2157B	Collector	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	\$41.27
N2157C	Collector	5/17/1988 thru 4/1/1994	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2157D	Collector	after 4/1/1994	4	U5500	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33

Exhibit A
Wage Rates for Clerical Employees
Clerical – Job Class / Titles / Schedules / Rates

Job	Title	Employment Dates	Level	Schedule	2020 Min	2020 Max	2021 Min	2021 Max	2022 Min	2022 Max	2023 Min	2023 Max
N2164A	Console Operator	Before 5/17/1988	8	U3100	\$45.98	\$46.26	\$47.36	\$47.65	\$48.78	\$49.08	\$51.46	\$51.78
N2164B	Console Operator	5/17/1988 thru 4/1/1994	8	U4400	\$38.98	\$39.27	\$40.15	\$40.45	\$41.35	\$41.66	\$43.62	\$43.95
N2164C	Console Operator	after 4/1/1994	8	U6500	\$38.98	\$39.27	\$40.15	\$40.45	\$41.35	\$41.66	\$43.62	\$43.95
N2165A	Construction Clerk	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
N2165B	Construction Clerk	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2165C	Construction Clerk	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2170A	Credit Representative	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
N2170B	Credit Representative	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2170C	Credit Representative	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2174A	Customer Care Specialist	After 4/1/2000	3	U0700	\$19.29	\$22.75	\$19.87	\$23.43	\$20.47	\$24.13	\$21.60	\$25.46
N2174B	Customer Care Specialist (Bilingual)	After 4/1/2000	3	U1100	\$20.29	\$23.75	\$20.87	\$24.43	\$21.47	\$25.13	\$22.60	\$26.46
N2187A	Data Clerk	Before 3/22/1985	3	U0800	\$31.22	\$32.45	\$32.16	\$33.42	\$33.12	\$34.42	\$34.94	\$36.31
N2187B	Data Clerk	3/22/1985 thru 5/16/1988	3	U2900	\$27.88	\$29.10	\$28.72	\$29.97	\$29.58	\$30.87	\$31.21	\$32.57
N2187C	Data Clerk	5/17/1988 thru 4/1/1994	3	U5100	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$24.34	\$25.69
N2187D	Data Clerk	after 4/1/1994	3	U5200	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$24.34	\$25.69
N2210A	Engineering Records Clerk	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
N2210B	Engineering Records Clerk	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2210C	Engineering Records Clerk	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2215A	Environmental Representative	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
N2215B	Environmental Representative	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2215C	Environmental Representative	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
020664	Field Billing Specialist I	Before 3/22/1985	4	U1700	\$36.62	\$36.87	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27
020665	Field Billing Specialist I	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	\$41.27
020666	Field Billing Specialist I	after 5/16/1988	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
020674	Field Billing Specialist II***	Before 5/17/1988	6	U2700	\$43.48	\$43.76	\$44.78	\$45.07	\$46.12	\$46.42	\$48.66	\$48.97
020675	Field Billing Specialist II***	after 5/16/1988	6	U4200	\$34.68	\$34.96	\$35.72	\$36.01	\$36.79	\$37.09	\$38.81	\$39.13
N2235A	General Accounting Clerk	Before 3/22/1985	4	U1700	\$36.62	\$36.87	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27
N2235B	General Accounting Clerk	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	\$41.27
N2235C	General Accounting Clerk	5/17/1988 thru 4/1/1994	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2235D	General Accounting Clerk	after 4/1/1994	4	U5500	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33

Exhibit A
Wage Rates for Clerical Employees
Clerical -- Job Class / Titles / Schedules / Rates

Job	Title	Employment Dates	Level	Schedule	2020 Min	2020 Max	2021 Min	2021 Max	2022 Min	2022 Max	2023 Min	2023 Max
N2248A	General Analysis Clerk	Before 5/17/1988	7	U3000	\$45.23	\$46.59	\$46.88	\$47.99	\$48.29	\$50.63	\$50.95	
N2248B	General Analysis Clerk	5/17/1988 thru 4/1/1994	7	U4300	\$38.38	\$39.53	\$39.82	\$40.72	\$41.01	\$42.96	\$43.27	
N2248C	General Analysis Clerk	after 4/1/1994	7	U6400	\$38.38	\$39.53	\$39.82	\$40.72	\$41.01	\$42.96	\$43.27	
N2250A	General Clerk	Before 3/22/1985	2	U6900	\$22.98	\$23.72	\$24.43	\$24.38	\$25.16	\$25.72	\$26.54	
N2250B	General Clerk	On or after 3/22/1985	2	U4700	\$18.51	\$18.87	\$19.44	\$19.64	\$20.02	\$20.72	\$21.12	
N2251A	General Office Clerk	Before 3/22/1985	3	U0800	\$31.22	\$32.45	\$32.16	\$33.42	\$34.42	\$34.94	\$36.31	
N2251B	General Office Clerk	3/22/1985 thru 5/16/1988	3	U2900	\$27.88	\$29.10	\$28.72	\$29.58	\$29.58	\$30.87	\$32.57	
N2251C	General Office Clerk	5/17/1988 thru 4/1/1994	3	U5100	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.34	\$25.69	
N2251D	General Office Clerk	after 4/1/1994	3	U5200	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.34	\$25.69	
N2280A	Lead Accounting Clerk	Before 5/17/1988	6	U2700	\$43.48	\$44.78	\$45.07	\$46.12	\$46.42	\$48.66	\$48.97	
N2280B	Lead Accounting Clerk	5/17/1988 thru 4/1/1994	6	U4200	\$34.68	\$35.72	\$36.01	\$36.79	\$37.09	\$38.81	\$39.13	
N2280C	Lead Accounting Clerk	after 4/1/1994	6	U6300	\$34.68	\$35.72	\$36.01	\$36.79	\$37.09	\$38.81	\$39.13	
020657	Misc Billing Rep I	Before 3/22/1985	3	U0800	\$31.22	\$32.45	\$32.16	\$33.42	\$33.12	\$34.42	\$34.94	
020658	Misc Billing Rep I	3/22/1985 thru 5/16/1988	3	U2900	\$27.88	\$29.10	\$28.72	\$29.58	\$29.58	\$30.87	\$32.57	
020659	Misc Billing Rep I	after 5/16/1988	3	U5100	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$25.69	
020651	Misc Billing Rep II	Before 3/22/1985	4	U1700	\$36.62	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27	
020652	Misc Billing Rep II	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	
020653	Misc Billing Rep II	after 5/16/1988	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	
N2377A	Office Machine Operator	Before 3/22/1985	3	U0800	\$31.22	\$32.45	\$32.16	\$33.42	\$33.12	\$34.42	\$34.94	
N2377B	Office Machine Operator	3/22/1985 thru 5/16/1988	3	U2900	\$27.88	\$29.10	\$28.72	\$29.58	\$29.58	\$30.87	\$32.57	
N2377C	Office Machine Operator	5/17/1988 thru 4/1/1994	3	U5100	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$25.69	
N2377D	Office Machine Operator	after 4/1/1994	3	U5200	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$25.69	
N2381A	Office Machine Operator Sr Grade	Before 3/22/1985	4	U1700	\$36.62	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27	
N2381B	Office Machine Operator Sr Grade	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	
N2381C	Office Machine Operator Sr Grade	5/17/1988 thru 4/1/1994	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	
N2381D	Office Machine Operator Sr Grade	after 4/1/1994	4	U5500	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	
N2383A	Operations Representative	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47	
N2383B	Operations Representative	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$36.84	\$37.16	
N2383C	Operations Representative	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$36.84	\$37.16	

Exhibit A

Wage Rates for Clerical Employees

Clerical -- Job Class / Titles / Schedules / Rates

Job	Title	Employment Dates	Level	Schedule	2020 Min	2020 Max	2021 Min	2021 Max	2022 Min	2022 Max	2023 Min	2023 Max
N2455A	Real Estate Representative	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
N2455B	Real Estate Representative	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2455C	Real Estate Representative	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2515A	Secretarial Stenographer	Before 3/22/1985	4	U1700	\$36.62	\$36.87	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27
N2515B	Secretarial Stenographer	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	\$41.27
N2515C	Secretarial Stenographer	5/17/1988 thru 4/1/1994	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2515D	Secretarial Stenographer	after 4/1/1994	4	U5500	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2540A	Senior Clerk	Before 5/17/1988	7	U9000	\$45.23	\$45.51	\$46.59	\$46.88	\$47.99	\$48.29	\$50.63	\$50.95
N2540B	Senior Clerk	5/17/1988 thru 4/1/1994	7	U4300	\$38.38	\$38.66	\$39.53	\$39.82	\$40.72	\$41.01	\$42.96	\$43.27
N2540C	Senior Clerk	after 4/1/1994	7	U6400	\$38.38	\$38.66	\$39.53	\$39.82	\$40.72	\$41.01	\$42.96	\$43.27
N2551A	Senior Customer Care Specialist	Before 4/1/1994	5	U3600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2551B	(from incumbent call center 3/2000)	After 4/1/1994	5	U3700	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2551C	Senior Customer Care Specialist (Bilingual)	Before 4/1/1994	5	U1800	\$33.91	\$34.19	\$34.90	\$35.25	\$35.92	\$36.22	\$37.84	\$38.16
N2551D	(from incumbent call center 3/2000) - (Bilingual)	After 4/1/1994	5	U1800	\$33.91	\$34.19	\$34.90	\$35.25	\$35.92	\$36.22	\$37.84	\$38.16
N2551E	Senior Customer Care Specialist	Before 4/1/1994	5	U3600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2560A	Service Clerk	Before 3/22/1985	4	U1700	\$36.62	\$36.87	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27
N2560B	Service Clerk	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	\$41.27
N2560C	Service Clerk	5/17/1988 thru 4/1/1994	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2560D	Service Clerk	after 4/1/1994	4	U5500	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2570A	Service Office Clerk	Before 3/22/1985	3	U0800	\$31.22	\$32.45	\$32.16	\$33.42	\$33.12	\$34.42	\$34.94	\$36.31
N2570B	Service Office Clerk	3/22/1985 thru 5/16/1988	3	U2900	\$27.88	\$29.10	\$28.72	\$29.97	\$29.58	\$30.87	\$31.21	\$32.57
N2570C	Service Office Clerk	5/17/1988 thru 4/1/1994	3	U5100	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$24.34	\$25.69
N2570D	Service Office Clerk	after 4/1/1994	3	U5200	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$24.34	\$25.69
N2590A	Service Representative	Before 5/17/1988	6	U2700	\$43.48	\$43.76	\$44.78	\$45.07	\$46.12	\$46.42	\$48.66	\$48.97
N2590B	Service Representative	5/17/1988 thru 4/1/1994	6	U4200	\$34.68	\$34.96	\$35.72	\$36.01	\$36.79	\$37.09	\$38.81	\$39.13
N2590C	Service Representative	after 4/1/1994	6	U6300	\$34.68	\$34.96	\$35.72	\$36.01	\$36.79	\$37.09	\$38.81	\$39.13
N2610A	Special Accounts Clerk Sr Grade	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
N2610B	Special Accounts Clerk Sr Grade	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2610C	Special Accounts Clerk Sr Grade	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16

Exhibit A
Wage Rates for Clerical Employees
Clerical -- Job Class / Titles / Schedules / Rates

Job	Title	Employment Dates	Level	Schedule	2020		2021		2022		2023	
					Min	Max	Min	Max	Min	Max	Min	Max
N2623A	Station Clerk	Before 3/22/1985	4	U1700	\$36.62	\$36.87	\$37.72	\$37.98	\$38.85	\$39.12	\$40.99	\$41.27
N2623B	Station Clerk	3/22/1985 thru 5/16/1988	4	U3400	\$34.42	\$36.87	\$35.45	\$37.98	\$36.51	\$39.12	\$38.52	\$41.27
N2623C	Station Clerk	5/17/1988 thru 4/1/1994	4	U5400	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2623D	Station Clerk	after 4/1/1994	4	U5500	\$26.40	\$28.88	\$27.19	\$29.75	\$28.01	\$30.64	\$29.55	\$32.33
N2690A	Transmission Representative	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
N2690B	Transmission Representative	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2690C	Transmission Representative	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2710A	Treasury Records Clerk	Before 5/17/1988	5	U2500	\$41.26	\$41.52	\$42.50	\$42.77	\$43.78	\$44.05	\$46.19	\$46.47
N2710B	Treasury Records Clerk	5/17/1988 thru 4/1/1994	5	U2600	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2710C	Treasury Records Clerk	after 4/1/1994	5	U6100	\$32.91	\$33.19	\$33.90	\$34.19	\$34.92	\$35.22	\$36.84	\$37.16
N2720A	Treasury Specialist	Before 3/22/1985	3	U0800	\$31.22	\$32.45	\$32.16	\$33.42	\$33.12	\$34.42	\$34.94	\$36.31
N2720B	Treasury Specialist	3/22/1985 thru 5/16/1988	3	U2900	\$27.88	\$29.10	\$28.72	\$29.97	\$29.58	\$30.87	\$31.21	\$32.57
N2720C	Treasury Specialist	5/17/1988 thru 4/1/1994	3	U5100	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$24.34	\$25.69
N2720D	Treasury Specialist	after 4/1/1994	3	U5200	\$21.75	\$22.95	\$22.40	\$23.64	\$23.07	\$24.35	\$24.34	\$25.69

*** Billing Department titles that need certification

**SCHEDULES OF BASIC HOURLY RATES OF PAY AND
TIME AND RATE STEPS - CLERICAL**

Schedule Number	Rate Step and Cumulative Time											YEAR 2023					
	Minimum	3 or 4		1.5		2		2.5		3		3.5		4		4.5	
		Months	Months	Year	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years
U0700	\$ 21.60	\$ 22.01	\$ 24.12	\$ 24.36	\$ 24.63	\$ 24.92	\$ 25.21	\$ 25.46									
U0800	\$ 34.94	\$ 35.11	\$ 35.26	\$ 35.40	\$ 35.55	\$ 35.72	\$ 35.85	\$ 36.01	\$ 36.17	\$ 36.31							
U1100	\$ 22.60	\$ 23.01	\$ 25.12	\$ 25.36	\$ 25.63	\$ 25.92	\$ 26.21	\$ 26.46									
U1700	\$ 40.99	\$ 41.02	\$ 41.05	\$ 41.09	\$ 41.13	\$ 41.17	\$ 41.22	\$ 41.27									
U1800	\$ 37.84	\$ 37.86	\$ 37.88	\$ 37.91	\$ 37.95	\$ 37.99	\$ 38.03	\$ 38.06	\$ 38.10	\$ 38.16							
U2400	\$ 30.22	\$ 30.70	\$ 31.20	\$ 31.67	\$ 32.18	\$ 32.68	\$ 33.17	\$ 33.68	\$ 34.16	\$ 34.68							
U2500	\$ 46.19	\$ 46.22	\$ 46.25	\$ 46.29	\$ 46.34	\$ 46.37	\$ 46.42	\$ 46.47									
U2600	\$ 36.84	\$ 36.87	\$ 36.91	\$ 36.96	\$ 37.01	\$ 37.04	\$ 37.09	\$ 37.16									
U2700	\$ 48.66	\$ 48.70	\$ 48.75	\$ 48.79	\$ 48.83	\$ 48.87	\$ 48.93	\$ 48.97									
U2900	\$ 31.21	\$ 31.35	\$ 31.51	\$ 31.65	\$ 31.81	\$ 31.97	\$ 32.11	\$ 32.26	\$ 32.43	\$ 32.57							
U3000	\$ 50.63	\$ 50.66	\$ 50.69	\$ 50.73	\$ 50.78	\$ 50.82	\$ 50.87	\$ 50.95									
U3100	\$ 51.46	\$ 51.53	\$ 51.57	\$ 51.62	\$ 51.66	\$ 51.74	\$ 51.78										
U3400	\$ 38.52	\$ 38.82	\$ 39.13	\$ 39.46	\$ 39.75	\$ 40.04	\$ 40.34	\$ 40.66	\$ 40.99	\$ 41.27							
U3600	\$ 36.84	\$ 36.86	\$ 36.88	\$ 36.91	\$ 36.95	\$ 36.99	\$ 37.03	\$ 37.06	\$ 37.10	\$ 37.16							
U3700	\$ 36.84	\$ 36.86	\$ 36.88	\$ 36.91	\$ 36.95	\$ 36.99	\$ 37.03	\$ 37.06	\$ 37.10	\$ 37.16							
U4200	\$ 38.81	\$ 38.85	\$ 38.89	\$ 38.93	\$ 39.00	\$ 39.05	\$ 39.09	\$ 39.13									
U4300	\$ 42.96	\$ 43.00	\$ 43.07	\$ 43.11	\$ 43.14	\$ 43.17	\$ 43.21	\$ 43.27									
U4400	\$ 43.62	\$ 43.67	\$ 43.70	\$ 43.73	\$ 43.77	\$ 43.81	\$ 43.90	\$ 43.95									
U4600	\$ 19.62	\$ 19.71	\$ 19.81	\$ 19.91	\$ 20.03												
U4700	\$ 20.72	\$ 20.82	\$ 20.91	\$ 21.03	\$ 21.12												
U5100	\$ 24.34	\$ 24.57	\$ 24.78	\$ 24.99	\$ 25.25	\$ 25.46	\$ 25.69										
U5200	\$ 24.34	\$ 24.57	\$ 24.78	\$ 24.99	\$ 25.25	\$ 25.46	\$ 25.69										
U5400	\$ 29.55	\$ 30.00	\$ 30.47	\$ 30.91	\$ 31.39	\$ 31.84	\$ 32.33										
U5500	\$ 29.55	\$ 30.00	\$ 30.47	\$ 30.91	\$ 31.39	\$ 31.84	\$ 32.33										
U6100	\$ 36.84	\$ 36.87	\$ 36.91	\$ 36.96	\$ 37.01	\$ 37.04	\$ 37.09	\$ 37.16									
U6300	\$ 38.81	\$ 38.85	\$ 38.89	\$ 38.93	\$ 39.00	\$ 39.05	\$ 39.09	\$ 39.13									
U6400	\$ 42.96	\$ 43.00	\$ 43.07	\$ 43.11	\$ 43.14	\$ 43.17	\$ 43.21	\$ 43.27									
U6500	\$ 43.62	\$ 43.67	\$ 43.70	\$ 43.73	\$ 43.77	\$ 43.81	\$ 43.90	\$ 43.95									
U6900	\$ 25.72	\$ 25.79	\$ 25.88	\$ 26.00	\$ 26.08	\$ 26.16	\$ 26.24	\$ 26.38	\$ 26.46	\$ 26.54							