

APPENDIX “A”

The following hourly rates of pay and job classifications will be in effect on August 13, 2026:

Journeyman Service Planner	59.25
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Apprentice Service Planner

1 st six (6) months – 70% of Journeyman Rate	41.48
2 nd six (6) months – 72.5% of Journeyman Rate	42.96
3 rd six (6) months – 75% of Journeyman Rate	44.44
4 th six (6) months – 77.5% of Journeyman Rate	45.92
5 th six (6) months – 80% of Journeyman Rate	47.40
6 th six (6) months – 82.5% of Journeyman Rate	48.88
7 th six (6) months – 85% of Journeyman Rate	50.36
8 th six (6) months – 87.5% of Journeyman Rate	51.84

Journeyman System Operator	48.76
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Apprentice System Operator

1 st six (6) months – 75% of Journeyman System Operator	36.57
2 nd six (6) months – 80% of Journeyman System Operator	39.01
3 rd six (6) months – 85% of Journeyman System Operator	41.45
4 th six (6) months – 90% of Journeyman System Operator	43.88

<u>Other Job Classifications</u>	<u>Start Rate</u> 85% of Step 3	<u>Step 1</u> 90% of Step 3	<u>Step 2</u> 95% of Step 3	<u>Step 3</u>
Metering and Controls Technician	42.75	45.26	47.78	50.29
GIS Analyst	39.91	42.26	44.60	46.95
Energy Services Technician	39.91	42.26	44.60	46.95
Warehouse Person	36.24	38.37	40.50	42.63
Communications Specialist	36.24	38.37	40.50	42.63
Engineering and System Operator Assistant	32.95	34.89	36.83	38.77
Warehouse/Facilities Technician	32.87	34.80	36.74	38.67
Accounting Specialist	32.83	34.76	36.69	38.62
Member Support Representative – Billing	29.50	31.23	32.97	34.70
Member Support Representative – Accounting	28.41	30.08	31.75	33.42