

| IBEW Wage Schedule - Water OPs & Parks - Effective March 26, 2023 | | | | | | | |
|---|----|-----------|-----------|-----------|-----------|-----------|---|
| Classification | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | |
| Hourly | 10 | \$16.0692 | \$16.8695 | \$17.8817 | \$18.9546 | \$21.9838 | |
| Hourly | 11 | \$16.8695 | \$17.7156 | \$18.7785 | \$19.9052 | \$23.0837 | |
| Hourly | 12 | \$17.7156 | \$18.6009 | \$19.7169 | \$20.9000 | \$24.2428 | |
| Hourly | 13 | \$18.6009 | \$19.5324 | \$20.7043 | \$21.9465 | \$25.4533 | Utilityperson I |
| Hourly | 14 | \$19.5324 | \$20.5096 | \$21.7402 | \$23.0446 | \$26.7231 | |
| Hourly | 15 | \$20.5096 | \$21.5394 | \$22.8318 | \$24.2017 | \$28.0593 | Apprentice Distribution System Operator Apprentice Pump Serviceperson Night Security Patrol Serviceperson |
| Hourly | 16 | \$21.5394 | \$22.6150 | \$23.9719 | \$25.4102 | \$29.4693 | Groundskeeper/Janitor Utilityperson II |
| Hourly | 17 | \$22.6150 | \$23.7431 | \$25.1677 | \$26.6778 | \$30.9383 | |
| Hourly | 18 | \$23.7431 | \$24.9302 | \$26.4261 | \$28.0117 | \$32.4812 | Truck Driver Heavy |
| Hourly | 19 | \$24.9302 | \$26.1831 | \$27.7541 | \$29.4193 | \$34.1126 | Distribution System Operator Heavy Equipment Operator I Heavy Equipment Operator I - Weed Control Park Ranger I Pump Serviceperson Water System Utilityperson |
| Hourly | 20 | \$26.1831 | \$27.4882 | \$29.1376 | \$30.8858 | \$35.8178 | Chemical Technician Applicator Warehouseperson |
| Hourly | 21 | \$27.4882 | \$28.8590 | \$30.5907 | \$32.4260 | \$37.6117 | Electrician Equipment Mechanic Fabricator/Welder Facilities Inspector Foreperson Heavy Equipment Operator II Maintenance Foreperson (Parks) Underground Facilities Locator |
| Hourly | 22 | \$28.8590 | \$30.3086 | \$32.1272 | \$34.0547 | \$39.4868 | Park Ranger II Senior Distribution System Operator Senior Pump Serviceperson |
| Hourly | 23 | \$30.3086 | \$31.8236 | \$33.7331 | \$35.7571 | \$41.4652 | |
| Hourly | 24 | \$31.8236 | \$33.4174 | \$35.4225 | \$37.5478 | \$43.5395 | Lead Maintenance Foreperson Lead Weed Control Foreperson |

| MID/IBEW Wage Schedule - Hydro Current EEs - Effective March 26, 2023 | | | | | | |
|--|----------------------------------|--------------|-----------------|------------------|------------------|------------------|
| Level | Classification | Start | 6 Months | 12 Months | 18 Months | 24 Months |
| H7 | Lead Powerhouse Technncian | \$58.3165 | \$67.1822 | | | |
| H5 | Communication Technician | \$43.1342 | \$45.6635 | \$48.2003 | \$57.1051 | |
| H8 | Hydro Maintenance Technician | \$59.9147 | | | | |
| H6 | Powerhouse Technician | \$43.5636 | \$46.1775 | \$48.9482 | \$57.1875 | |
| H2 | Roving Operator Trainee | \$33.2127 | | \$40.3319 | | \$53.4018 |
| H1 | Maintenance Worker | \$30.7748 | \$32.5847 | \$34.3951 | \$40.7495 | |
| H3 | Assistant Powerhouse Technician | \$35.4898 | \$37.5778 | \$39.6654 | \$46.9936 | |
| H5 | Electrical Machinist | \$43.1342 | \$45.6635 | \$48.2003 | \$57.1051 | |
| H4 | Apprentice Electrical Technician | \$42.4622 | \$43.6560 | \$44.3835 | \$45.5999 | \$53.4089 |
| H5 | Electrical Technician | \$43.1342 | \$45.6635 | \$48.2003 | \$57.1051 | |

| MID/IBEW Wage Schedule - Hydro New EEs - Effective March 26, 2023 | | | | | | |
|--|----------------------------------|---------------|---------------|---------------|---------------|---------------|
| Level | Classification | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| H7 | Lead Powerhouse Technncian | \$47.7525 | \$50.7370 | \$53.7812 | \$57.0081 | \$67.1822 |
| H5 | Communication Technician | \$40.5897 | \$43.1267 | \$45.7142 | \$48.4571 | \$57.1051 |
| H8 | Hydro Maintenance Technician | \$45.1802 | \$48.0040 | \$50.8843 | \$53.9373 | \$63.5634 |
| H6 | Powerhouse Technician | \$40.6484 | \$43.1888 | \$45.7801 | \$48.5269 | \$57.1875 |
| H2 | Roving Operator Trainee | \$37.9574 | \$40.3298 | \$42.7496 | \$45.3145 | \$53.4018 |
| H1 | Maintenance Worker | \$28.9643 | \$30.7746 | \$32.6211 | \$34.5784 | \$40.7495 |
| H3 | Assistant Powerhouse Technician | \$33.4026 | \$35.4901 | \$37.6195 | \$39.8768 | \$46.9936 |
| H5 | Electrical Machinist | \$40.5898 | \$43.1263 | \$45.7142 | \$48.4571 | \$57.1051 |
| H4 | Apprentice Electrical Technician | \$37.9624 | \$40.3352 | \$42.7552 | \$45.3205 | \$53.4089 |
| H5 | Electrical Technician | \$40.5898 | \$43.1267 | \$45.7142 | \$48.4571 | \$57.1051 |

** Rates as of 1/1/2017 for employees hired on or after 3/1/2011

| MID/IBEW Wage Schedule - Electric Services - Effective March 26, 2023 | | | | | | | | |
|--|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| LEVEL | JOB CLASSIFICATION | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
| ES5 | LEAD LINEWORKER FORPERSON | \$72.3166 | | | | | | |
| ES4 | LINEWORKER FOREPERSON | \$66.2902 | | | | | | |
| ES8 | SUB-STATION TECHNICIAN II *** | \$59.6611 | | | | | | |
| ES6 | SUB-STATION TECHNICIAN I *** | \$53.6951 | | | | | | |
| ES8 | METER/RELAY TECHNICIAN II *** | \$59.6611 | | | | | | |
| ES6 | METER/RELAY TECHNICIAN I *** | \$53.6951 | | | | | | |
| ES3 | JOURNEY LINEWORKER - (BASE) | \$60.2638 | | | | | | |
| ES2 | FIELD SERVICES TECHNICIAN | \$51.2242 | | | | | | |
| ES4 | METER/RELAY FOREPERSON | \$66.2902 | | | | | | |
| ES4 | SUBSTATION FOREPERSON | \$66.2902 | | | | | | |
| ES7 | METER READER | \$26.1670 | \$27.5442 | \$29.1968 | \$30.9487 | \$36.1583 | | |
| ES1 | APPRENTICE LINEWORKER | \$37.3915 | \$39.3595 | \$41.7214 | \$44.2247 | \$45.9070 | \$48.3231 | \$57.2506 |