

Job Code	ADP GRAD E	ADP STEP	Pay Grade	Title	9/1/2008
03000	103	1	48B	Appliance Mechanic	33.36
03040	108	1	14B	Apprentice Carpenter	24.32
03130	122	1	02E	Apprentice Distrb Sys Oper 1st 6 months	27.96
03130	122	2	19B	Apprentice Distrb Sys Oper 2nd 6 months	30.16
03130	122	3	06E	Apprentice Distrb Sys Oper Thereafter	32.77
03130	122	4		Apprentice Distrb Sys Oper 4th 6 months (New 9/1/08)	38.44
03050	110	1	01D	Apprentice Electrician 1st 6 months	28.07
03050	110	2	02D	Apprentice Electrician 2nd 6 months	29.03
03050	110	3	03D	Apprentice Electrician 3rd 6 months	29.58
03050	110	4	04D	Apprentice Electrician 4th 6 months	31.30
03050	110	5	05D	Apprentice Electrician 5th 6 months	32.84
03050	110	6	06D	Apprentice Electrician Thereafter	34.05
03060	112	1	01A	Apprentice Lineman 1st 6 months	29.20
03060	112	2	02A	Apprentice Lineman 2nd 6 months	30.17
03060	112	3	03A	Apprentice Lineman 3rd 6 months	30.75
03060	112	4	04A	Apprentice Lineman 4th 6 months	32.54
03060	112	5	05A	Apprentice Lineman 5th 6 months	34.14
03060	112	6	06A	Apprentice Lineman Thereafter	35.35
03070	113	1	15B	Apprentice Machinist 1st year	25.02
03070	113	2	17B	Apprentice Machinist 2nd yer	26.35
03070	113	3	19B	Apprentice Machinist Thereafter	28.71
03082	116	1	15B	Apprentice Mechanic - Gas 1st year	25.02
03082	116	2	16B	Apprentice Mechanic - Gas 2nd year	25.88
03082	116	3	18B	Apprentice Mechanic - Gas 3rd year	27.87
03082	116	4	19B	Apprentice Mechanic - Gas Thereafter	28.71
03100	119	1	31B	Apprentice Meter Tester 1st 6 months	27.29
03100	119	2	17B	Apprentice Meter Tester 2nd 6 months	28.21
03100	119	3	35B	Apprentice Meter Tester 3rd 6 months	28.78
03100	119	4	37B	Apprentice Meter Tester 4th 6 months	30.42
03100	119	5	40B	Apprentice Meter Tester 5th 6 months	31.91
03100	119	6	43B	Apprentice Meter Tester Thereafter	33.05
03184	128	1	19B	Auto Parts Handler A	28.92
03185	129	1	16B	Auto Parts Handler B 1st year	25.88
03185	129	2	18B	Auto Parts Handler B 2nd year	27.87
03186	130	1	08B	Auto Parts Handler C 1st year	19.10
03186	130	2	09B	Auto Parts Handler C 2nd year	20.59
03186	130	3	10B	Auto Parts Handler C 3rd year	21.53
03186	130	4	11B	Auto Parts Handler C 4th year	22.30
03186	130	5	12B	Auto Parts Handler C 5th year	22.71
03186	130	6	13B	Auto Parts Handler C 6th year	23.51
03186	130	7	14B	Auto Parts Handler C Thereafter	24.32
03230	139	1	21B	Carpenter	30.30
03234	142	1	18B	Cathodic Protection Assist A	27.87
03233	141	1	15B	Cathodic Protection Assist B	25.02
03232	140	1	14B	Cathodic Protection Assist C	24.32
03235	143	1	07E	Certified Shop Welder	33.30
03251	148	1	05B	Collector 1st 6 months	14.87
03251	148	2	06B	Collector Next 12 months	16.14
03251	148	3	07B	Collector Thereafter	17.58

03260	152	1	10E	Communications Technician	40.61
03279	154	1	36B	Compressor Operator 1st year	28.69
03279	154	2	39B	Compressor Operator 2nd year	30.12
03279	154	3	53B	Compressor Operator Thereafter	35.66
03285	156	1	16B	Concrete Finisher	25.88
03315	162	1	18B	Dispatcher Specialist 1st 6 months	27.87
03315	162	2	20B	Dispatcher Specialist 2nd 6 months	29.27
03315	162	3	22B	Dispatcher Specialist 2nd year	31.24
03315	162	4	24B	Dispatcher Specialist Thereafter	33.01
03920	316	1	08E	Distrb Sys Operator 1st year	38.44
03920	316	2	11E	Distrb Sys Operator 2nd year	43.86
03920	316	3	17A	Distrb Sys Operator Thereafter	46.33
03320	163	1	24B	District Auto Mechanic	33.01
03331	165	1	12F	District Crew Dispatcher 1st 6 months	22.11
03331	165	2	13F	District Crew Dispatcher 2nd 6 months	23.02
03331	165	3	15F	District Crew Dispatcher 2nd year	24.90
03331	165	4	17F	District Crew Dispatcher 3rd year	26.76
03331	165	5	19F	District Crew Dispatcher 4th year	28.64
03331	165	6	21F	District Crew Dispatcher 5th year	30.51
03331	165	7	24B	District Crew Dispatcher Thereafter	33.01
03346	166	1	22B	District Stockkeeper	31.24
03360	169	1	99B	Diver	60.06
03922	318	1		DSO-Trainee (Lineman)	43.03
03923	318	2		DSO-Trainee (Lineman)	43.70
03924	318	3		DSO-Trainee (Lineman)	46.33
03924	320	1		DSO-Trainee (Substation Electrician)	40.20
03925	320	2		DSO-Trainee (Substation Electrician)	40.85
03926	320	3		DSO-Trainee (Substation Electrician)	46.33
03921	319	1		DSO-Trainee (Troubleshooter)	46.33
03925	321	1		DSO-Trainee (Working Foreman-Elec Distr)	46.33
03575	225	1	52B	Elect Meter Tester	36.36
03575	225	2	54B	Elect Meter Tester Train up per LOU 4/6/98	38.17
03380	171	1	06A	Electl Instrument Tech 1st year	35.02
03380	171	2	54B	Electl Instrument Tech 2nd year	38.17
03380	171	3	55B	Electl Instrument Tech Thereafter	38.78
03400	175	1	26B	Electrician	35.24
03406	180	1	08B	Electrician Assistant 1st year	19.10
03406	180	2	11B	Electrician Assistant 2nd year	22.29
03406	180	3	12B	Electrician Assistant Thereafter	22.72
03382	172	1	27B	Electronic Ctrl Tech - Pwr Del	40.58
03254	151	1	07B	Envtl Ops Assist 1st 6 months	17.58
03254	151	2	08B	Envtl Ops Assist 2nd 6 months	19.10
03254	151	3	09B	Envtl Ops Assist 3rd 6 months	20.59
03254	151	4	10B	Envtl Ops Assist 4th 6 months	21.53
03254	151	5	11B	Envtl Ops Assist 5th 6 months	22.30
03254	151	6	12B	Envtl Ops Assist Thereafter	22.71
03960	327	1	18B	Equip Utilityman	27.87
03414	182	1	16B	Equipment Technician	25.88
03010	104	1	24B	Facility Mechanic A	33.01
03652	258	1	22B	Facility Mechanic B	31.24
03417	184	1	15A	Fault Finding Crew Member	44.28
03415	183	1	16A	Fault Finding Spec	44.99

03423	186	1	06F	Field Coll Supp Person 1st 6 months	16.49
03423	186	2	07F	Field Coll Supp Person next 12 months	17.44
03423	186	3	08F	Field Coll Supp Person next 12 months	18.34
03423	186	4	09F	Field Coll Supp Person next 12 months	19.30
03423	186	5	11F	Field Coll Supp Person Thereafter	21.18
03425	187	1	47B	Field Mechanic	32.94
03440	190	1	17B	Fitter	26.35
03445	195	1	05B	Fleet Helper - Operations 1st year	14.87
03445	195	2	06B	Fleet Helper - Operations 2nd year	16.14
03445	195	3	07B	Fleet Helper - Operations 3rd year	17.58
03445	195	4	08B	Fleet Helper - Operations 4th year	19.10
03445	195	5	09B	Fleet Helper - Operations 5th year	20.59
03445	195	6	10B	Fleet Helper - Operations 6th year	21.53
03445	195	7	11B	Fleet Helper - Operations 7th year	22.30
03445	195	8	12B	Fleet Helper - Operations Thereafter	22.71
03442	192	1	32B	Fleet Maint Tech 1st year	26.81
03442	192	2	34B	Fleet Maint Tech 2nd year	27.33
03442	192	3	38B	Fleet Maint Tech 3rd year	29.78
03442	192	4	42B	Fleet Maint Tech 4th year	31.42
03442	192	5	44B	Fleet Maint Tech Thereafter	32.37
03443	193	1	02B	Fleet Svc Attendant 1st year	12.92
03443	193	2	03B	Fleet Svc Attendant 2nd year	13.55
03443	193	3	04B	Fleet Svc Attendant 3rd year	14.17
03443	193	4	05B	Fleet Svc Attendant Thereafter	14.98
03446	375	1	17B	Fleet Svc Attendant Thereafter VOA Upgrade	26.35
03444	194	1	09B	Fleet Tech Asst 1st year	20.59
03444	194	2	10B	Fleet Tech Asst 2nd year	21.53
03444	194	3	11B	Fleet Tech Asst 3rd year	22.30
03444	194	4	12B	Fleet Tech Asst Thereafter	22.71
03450	196	1	15B	Gardener	25.02
03467	365	1	17B	Gas/UG Tech (A)	26.35
03469	366	1	14B	Gas/UG Tech (B)	24.32
03466	204	1	18B	Hazardous Material Tech	27.87
03464	202	1	16B	Hazardous Substance Spec 1st year	25.88
03464	202	2	18B	Hazardous Substance Spec 2nd year	27.87
03464	202	3	22B	Hazardous Substance Spec Thereafter	31.24
03473	367	1	14B	Header Truck Asst	24.50
03480	208	1	07B	Helper 1st year	17.58
03480	208	2	08B	Helper 2nd year	19.10
03480	208	3	09B	Helper 3rd year	20.59
03480	208	4	10B	Helper 4th year	21.53
03480	208	5	11B	Helper 5th year	22.30
03480	208	6	12B	Helper 6th year	22.71
03480	208	7	13B	Helper 7th year	23.51
03480	208	8	14B	Helper Thereafter	24.32
03481	209	1	05B	Helper**** 1st year	14.87
03481	209	2	06B	Helper**** 2nd year	16.14
03481	209	3	07B	Helper**** 3rd year	17.58
03481	209	4	08B	Helper**** 4th year	19.10
03481	209	5	09B	Helper**** 5th year	20.59
03481	209	6	10B	Helper**** 6th year	21.53
03481	209	7	11B	Helper**** 7th year	22.30

03481	209	8	12B	Helper**** Thereafter	22.71
03483	368	1	15B	Helper**** Thereafter VOB UG	25.02
03488	211	1	23B	Inspector A 1st year	31.80
03488	211	2	24B	Inspector A 2nd year	33.01
03488	211	3	25B	Inspector A Thereafter	34.64
03490	212	1	22B	Inspector B 1st year	31.24
03490	212	2	23B	Inspector B 2nd year	31.80
03490	212	3	24B	Inspector B Thereafter	33.01
03498	213	1	56B	Instrument Ctrl Tech - Gas	37.21
03504	217	1	24B	Instrument Tech (Gas) A 1st year	33.01
03504	217	2	25B	Instrument Tech (Gas) A Thereafter	34.64
03506	218	1	22B	Instrument Tech (Gas) B	31.24
03508	219	1	14B	Instrument Tech (Gas) C 1st year	24.32
03508	219	2	17B	Instrument Tech (Gas) C 2nd year	26.35
03508	219	3	19B	Instrument Tech (Gas) C Thereafter	28.71
03586	276	1	16B	Laboratory Tech 1st year	26.07
03586	276	2	18B	Laboratory Tech 2nd year	28.08
03586	276	3	20B	Laboratory Tech 3rd year	29.48
03586	276	4	22B	Laboratory Tech Thereafter	31.47
03592	369	1	15B	Laborer Thereafter VOB Upgrade	25.02
03590	229	1	5B	Laborer (Hired prior to 6/18/84)	14.87
03590	229	2	6B	Laborer (Hired prior to 6/18/84)	16.14
03590	229	3	7B	Laborer (Hired prior to 6/18/84)	17.58
03590	229	4	8B	Laborer (Hired prior to 6/18/84)	19.10
03590	229	5	9B	Laborer (Hired prior to 6/18/84)	20.59
03590	229	6	10B	Laborer (Hired prior to 6/18/84)	21.53
03591	230	1	02B	Laborer 1st year ****	12.83
03591	230	2	03B	Laborer 2nd year ****	13.45
03591	230	3	04B	Laborer 3rd year ****	14.07
03591	230	4	05B	Laborer 4th year ****	14.87
03591	230	5	06B	Laborer 5th year ****	16.14
03591	230	6	07B	Laborer Thereafter	17.58
03468	205	1	21B	Lead Auto Parts Handler 1st year	30.52
03468	205	2	22B	Lead Auto Parts Handler Thereafter	31.47
03605	234	1	25B	Lead Dispatcher Spec	34.64
03606	235	1	19B	Lead Stockkeeper	28.71
03613	239	1	11B	Line Assistant 1st year	22.30
03613	239	2	12B	Line Assistant Thereafter	22.71
03614	240	1	19B	Line Checker 1st year	28.71
03614	240	2	20B	Line Checker Thereafter	29.27
03615	241	1	10A	Lineman	42.90
03617	243	1	15A	Lineman (In Chrg/2-Man Crew)	44.28
03616	242	1	16A	Lineman (In Chrg/Rough-In Truck)	44.99
03896	313	1	16A	Lineman (Trans) (In Chrg-2-man Crew)	46.34
03619	245	1	15A	Lineman (Transmission)	45.61
10946	378	1	15A	Lineman (Transmission) - Not Bare Hand Qual	44.28
03618	244	1	20B	Locator	29.48
03598	231	1	19B	Locksmith	28.71
03630	248	1	21B	Machinist 1st year	30.30
03630	248	2	23B	Machinist Thereafter	31.80
03640	254	1	21B	Maint Mechanic	30.30
03646	255	1	16B	Mapmaker	25.88

03633	251	1	11B	Material Handler 1st 6 months	22.30
03633	251	2	12B	Material Handler Next 12 months	22.71
03633	251	3	14B	Material Handler Next 12 months	24.32
03633	251	5	18B	Material Handler Per LOU	27.87
03633	251	4	17B	Material Handler Thereafter	26.35
03632	250	1	09B	Material Handler* 1st 6 months	20.59
03632	250	2	10B	Material Handler* Next 12 months	21.53
03632	250	3	11B	Material Handler* Thereafter	22.30
03632	250	4	15B	Material Handler* Thereafter VOB UG	25.02
03639	253	1	16B	Material Scheduler 1st year	25.88
03639	253	2	17B	Material Scheduler 2nd year	26.35
03639	253	3	20B	Material Scheduler Thereafter	29.27
03651	257	1	21B	Mechanic (Gas) 1st year	30.30
03651	257	2	23B	Mechanic (Gas) Thereafter	31.80
03660	260	1	05C	Meter Reader 1st 6 months	20.97
03660	260	2	06C	Meter Reader Next 12 months	22.13
03660	260	3	07C	Meter Reader Next 12 months	23.47
03660	260	4	08C	Meter Reader Thereafter	26.24
03659	259	1	02C	Meter Reader***** 1st 6 months	13.99
03659	259	2	03C	Meter Reader***** Next 12 months	16.54
03659	259	3	04C	Meter Reader***** Next 12 months	19.36
03659	259	4	05C	Meter Reader***** Thereafter	20.97
03670	262	1	22B	Meter Repair Spec A	31.24
03680	263	1	14B	Meter Repair Spec B 1st year	24.32
03680	263	2	17B	Meter Repair Spec B 2nd year	26.35
03680	263	3	19B	Meter Repair Spec B Thereafter	28.71
03661	261	1	20B	Meter Svcs Person	29.48
03577	226	1	55B	Meter Test Electrician	38.78
03892	309	1	10A	Opr Washer	42.59
03895	312	1	15A	Opr Washer (In Chrg-2-man Crew)	43.97
03700	264	1	20B	Painter	29.27
03720	273	1	16B	Patroller (Elect) 1st year	25.88
03720	273	2	17B	Patroller (Elect) 2nd year	26.35
03720	273	3	18B	Patroller (Elect) Thereafter	27.87
03730	278	1	17B	Patroller (Gas) 1st year	26.35
03730	278	2	18B	Patroller (Gas) 2nd year	27.87
03730	278	3	19B	Patroller (Gas) Thereafter	28.71
03722	275	1	21B	Patroller (Transmission) 1st year	30.30
03722	275	2	22B	Patroller (Transmission) Thereafter	31.24
03760	284	1	16A	Radio Inspector	45.76
03770	286	1	20B	Receiving/Shipping Clerk	29.27
03330	164	1	21B	Regulator Technician 1st year	30.52
03330	164	2	24B	Regulator Technician 2nd year	33.25
03330	164	3	25B	Regulator Technician Thereafter	34.89
03718	271	1	18B	Regulator Technician Asst A	28.08
03719	272	1	15B	Regulator Technician Asst B	25.20
03721	274	1	14B	Regulator Technician Asst C	24.50
03783	290	1	13A	Relay Spec	46.33
03780	287	1	17D	Relay Technician A	44.62
03781	288	1	16D	Relay Technician B	42.05
03782	289	1	10E	Relay Technician C	41.29
03787	291	1	48B	Relief Appliance Mechanic	33.36

03705	266	1	16A	Relief Fault Finding Specialist	44.99
03755	283	1	28B	Relief Radio Inspector - ET&D 1st Year	38.18
03755	283	2	16A	Relief Radio Inspector - ET&D Thereafter	45.76
03729	277	1	16A	Relief Troubleshooter	45.76
03715	269	1	18B	Relief Turn-On Helper	27.87
03717	270	1	19B	Relief Turn-On Meter Person	28.92
03850	302	1	20B	Sheet Metal Mechanic	29.27
03860	303	1	14B	Shop Mechanic 1st year	24.32
03860	303	2	16B	Shop Mechanic 2nd year	25.88
03860	303	3	19B	Shop Mechanic Thereafter	28.71
14015	381	1		Shops Assistant effective 04/02/2008	26.35
03903	376	1	15B	Single Phase Mtr Tech	25.02
03870	304	1	20B	Special Equipment Opr 1st year	29.27
03870	304	2	21B	Special Equipment Opr Thereafter	30.30
03253	150	1	10B	Sr Collector 1st year	21.53
03253	150	2	12B	Sr Collector 2nd year	22.71
03253	150	3	14B	Sr Collector 3rd year	24.32
03253	150	4	16B	Sr Collector Thereafter	25.88
03252	149	1	09B	Sr Collector* 1st year	20.59
03252	149	2	11B	Sr Collector* 2nd year	22.30
03252	149	3	13B	Sr Collector* 3rd year	23.51
03252	149	4	15B	Sr Collector* Thereafter	25.02
03874	305	1	19B	Street Repair Crew Leader - Temp UG	28.71
03875	306	1	17B	Street Repair Spec 1st year	26.35
03875	306	2	18B	Street Repair Spec Thereafter	27.87
03403	177	1	14D	Substation Electrician	40.89
03404	178	1	15D	Substation Electrician - In Chrg/2-Man Crew	41.29
03871	370	1	20B	Substation Equipment Opr 1st year	29.27
03871	370	2	21B	Substation Equipment Opr Thereafter	30.30
03837 +	299	1	30B	Svc Technician 1st year	28.34
03837 +	299	2	58B	Svc Technician 2nd year	30.05
03837 +	299	3	59B	Svc Technician 3rd year	31.11
03837	299	4	44B	Svc Technician Thereafter	32.39
03894	311	1	20B	Trans Equip Opr Constr 1st year	30.11
10948	380	1	20B	Trans Equip Opr Constr 1st year (Not Bare Hands Qual)	29.27
03894	311	2	21B	Trans Equip Opr Constr Thereafter	31.12
10948	380	2	21B	Trans Equip Opr Constr Thereafter (Not Bare Hands Qual)	30.30
03893	310	1	20B	Trans Equip Opr Washer 1st year	29.27
03893	310	2	21B	Trans Equip Opr Washer Thereafter	30.30
03921	317	1	08E	Transmission Sys Operator 1st year	38.44
03921	317	2	11E	Transmission Sys Operator 2nd year	43.86
03921	317	3	17A	Transmission Sys Operator Thereafter	46.33
03940	323	1	16A	Troubleshooter	45.76
03950	324	1	19B	Turn - On Person	28.71
03964	329	1	15B	Utility Service Specialist	25.02
03970	330	1	17B	Vehicle Operator A 1st year	26.35
03970	330	2	18B	Vehicle Operator A Thereafter	27.87
03990	332	1	01E	Welder (Gas) 1st year	26.71
03990	332	2	14E	Welder (Gas) 2nd year	29.78
03990	332	3	06D	Welder (Gas) Thereafter	32.34
03993	333	1	16E	Welder (In Chrg/2-Man Crew)	33.95
14025	382	1		Welder (Shops Services/Shops Division) effective 04/21/2008	26.51

14025	382	2		Welder (Shops Services/Shops Division) effective 04/21/2009	29.56
14025	382	3		Welder (Shops Services/Shops Division) effective 04/21/2010	32.11
03995	334	1	21B	Welder (Shops)	30.52
03462	200	1	16E	Welder, Gas & Shop Certified	33.95
04025	339	1	22B	Working Foreman (Auto Paint Shop)	31.24
04032	341	1	19B	Working Foreman (Digging Crew)	28.71
04053	349	1	17A	Working Foreman (Elect Distrb)	46.44
04042	345	1	17D	Working Foreman (Elect Maint Shops)	43.32
04043	372	1	55B	Working Foreman (Elect Mtr Shp)	38.43
10947	379	1	17A	Working Foreman (Elect- Transmission) Not Bare Hand Qual	46.44
04021	338	1	17A	Working Foreman (Elect-Transmission)	48.31
04059	352	1	29B	Working Foreman (Facility Opr)	37.17
04049	346	1	23B	Working Foreman (Fleet Oprs)	31.80
04035	343	1	51B	Working Foreman (Garage) 1st year	34.30
04035	343	2	53B	Working Foreman (Garage) Thereafter	36.01
04041	360	1	09E	Working Foreman (Gas & Shops Certified Welder)	36.75
04000	335	1	09E	Working Foreman (Gas)	37.10
04036	373	1	53B	Working Foreman (Haz Mat, Day)	34.99
04037	374	1	51B	Working Foreman (Haz Mat, Night)	33.33
04071	356	1	57B	Working Foreman (Meter Test Electrician)	40.94
04055	351	1	21B	Working Foreman (Plastic Pipe)	30.30
04060	353	1	21B	Working Foreman (Street Repair)	30.30
04020	337	1	17D	Working Foreman (Substation)	43.32
04061	354	1	14A	Working Foreman (Sys Operators)	47.32
04070	355	1	24B	Working Foreman (Welding Shop) 1st year	33.33
04070	355	2	25B	Working Foreman (Welding Shop) Thereafter	34.98