

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS - ELECTRIC DEPARTMENT**  
**EXHIBIT A-2: SCHEDULE OF WAGE RATES**  
**Effective Date: May 31, 2020**

J/C	Classification	Hourly Pay Rate - Salary Step					Step 5 Monthly Equivalent
		1	2	3	4	5	
888	Utility Worker	\$ 15.71	* \$ 17.79	* \$ 20.17	* \$ 27.52	\$ 28.90	\$5,009
886	Power Plant Utility Worker	\$ 15.71	* \$ 17.79	* \$ 20.17	* \$ 27.52	\$ 28.90	\$5,009
850	Groundman				\$ 28.83	\$ 30.27	\$5,247
827	Line Equipment Operator					\$ 33.11	\$5,739
842	Power Plant Warehouse Worker				\$ 32.63	\$ 34.27	\$5,939
840	Warehouse Worker				\$ 32.63	\$ 34.27	\$5,939
835	Utility Arborist					\$ 36.72	\$6,365
885	Equipment Service Worker					\$ 38.18	\$6,618
836	Senior Utility Arborist					\$ 39.50	\$6,847
825	Warehouse Leadman					\$ 41.55	\$7,201
804	Maintenance Coordination Assistant					\$ 42.39	\$7,347
833	Power Plant Auxiliary Operator				\$43.22	\$ 45.38	\$7,865
821	Substation Maintenance Worker			\$43.57	\$45.75	\$ 48.04	\$8,326
822	Power Plant Maintenance Mechanic					\$ 51.52	\$8,930
823	Power Plant Operator					\$ 53.98	\$9,356
817	Lineman					\$ 54.77	\$9,494
815	Electrician					\$ 54.77	\$9,494
816	Instrument & Electrical Technician					\$ 56.36	\$9,769
818	Lineman (Training Rate)					\$ 56.69	\$9,826
812	Troubleman					\$ 57.47	\$9,961
834	Power Plant Relief Operator					\$ 58.30	\$10,105
819	Lineman (Certification Rate)					\$ 58.61	\$10,159
806	Troubleman (Training Rate)					\$ 59.48	\$10,309
810	Working Foreman - Line					\$ 60.14	\$10,424
811	Working Foreman - Electric Substations					\$ 60.14	\$10,424
807	Troubleman (Certification Rate)					\$ 61.49	\$10,658
801	Electrical Inspector					\$ 61.54	\$10,666
813	Working Foreman - Power Plant Maintenance Mechanic					\$ 61.88	\$10,726
814	Working Foreman - Power Plant Operations					\$ 61.88	\$10,726
802	Working Foreman - Instrument & Electrical Technician					\$ 61.88	\$10,726
808	Working Foreman - Line (Training Rate)					\$ 62.25	\$10,789
809	Working Foreman - Line (Certification Rate)					\$ 64.35	\$11,154
805	Control and Automation Technician					\$ 64.84	\$11,239

\* Full-time temporary employees only

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.