

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
D01	W001	Customer Care Agent I (80% of CCA II)	NEW										
			18-Dec-20	DOS		\$ 16.38	\$ 17.38	\$ 18.44					
			01-Jan-21	1.75%		\$ 16.67	\$ 17.68	\$ 18.76					
			01-Jan-22	1.75%		\$ 16.97	\$ 17.99	\$ 19.08					
			01-Jan-23	1.50%		\$ 17.22	\$ 18.26	\$ 19.37					
			01-Jan-24	1.50%		\$ 17.48	\$ 18.53	\$ 19.66					
D02	W002	Customer Care Agent II (80% of CCA III)	NEW										
			18-Dec-20	DOS		\$20.48	\$21.72	\$23.05	\$24.23				
			01-Jan-21	1.75%		\$20.84	\$22.10	\$23.45	\$24.66				
			01-Jan-22	1.75%		\$21.21	\$22.49	\$23.86	\$25.09				
			01-Jan-23	1.50%		\$21.53	\$22.82	\$24.22	\$25.46				
			01-Jan-24	1.50%		\$21.85	\$23.17	\$24.58	\$25.85				
C01	T031	ASR II		Old Range		\$ 14.43	\$ 16.17	\$ 18.11	\$ 20.08	\$ 21.80			
			01-Jan-19	2.00%		\$ 14.72	\$ 16.49	\$ 18.47	\$ 20.48	\$ 22.24			
			01-Jan-20	0.00%		\$ 14.72	\$ 16.49	\$ 18.47	\$ 20.48	\$ 22.24			
B01	S030	ASR II		Old Range		\$ 14.47	\$ 16.21	\$ 18.15	\$ 20.08	\$ 21.80			
			01-Jan-19	2.00%		\$ 14.76	\$ 16.53	\$ 18.51	\$ 20.48	\$ 22.24			
			01-Jan-20	0.00%		\$ 14.76	\$ 16.53	\$ 18.51	\$ 20.48	\$ 22.24			
D03	W003	ASR II	B01 & C01										
			18-Dec-20	DOS		\$ 14.76	\$ 16.53	\$ 18.51	\$ 20.48	\$ 22.24			
			01-Jan-21	1.75%		\$ 15.02	\$ 16.82	\$ 18.84	\$ 20.84	\$ 22.63			
			01-Jan-22	1.75%		\$ 15.28	\$ 17.12	\$ 19.17	\$ 21.20	\$ 23.02			
			01-Jan-23	1.50%		\$ 15.51	\$ 17.37	\$ 19.45	\$ 21.52	\$ 23.37			
			01-Jan-24	1.50%		\$ 15.74	\$ 17.63	\$ 19.74	\$ 21.85	\$ 23.73			
B03	S032	ASR III		Old Range		\$ 19.65	\$ 21.35	\$ 22.59	\$ 23.93	\$ 25.40			
			01-Jan-19	2.00%		\$ 20.04	\$ 21.78	\$ 23.04	\$ 24.41	\$ 25.91			
			01-Jan-20	0.00%		\$ 20.04	\$ 21.78	\$ 23.04	\$ 24.41	\$ 25.91			
C03	T032	ASR III		Old Range		\$ 19.63	\$ 21.32	\$ 22.59	\$ 23.93	\$ 25.40			
			01-Jan-19	2.00%		\$ 20.02	\$ 21.75	\$ 23.04	\$ 24.41	\$ 25.91			
			01-Jan-20	0.00%		\$ 20.02	\$ 21.75	\$ 23.04	\$ 24.41	\$ 25.91			
D04	W004	ASR III	B03 & C03										
			18-Dec-20	DOS		\$ 20.04	\$ 21.78	\$ 23.04	\$ 24.41	\$ 25.91			
			01-Jan-21	1.75%		\$ 20.39	\$ 22.16	\$ 23.44	\$ 24.84	\$ 26.36			
			01-Jan-22	1.75%		\$ 20.75	\$ 22.55	\$ 23.85	\$ 25.28	\$ 26.82			
			01-Jan-23	1.50%		\$ 21.06	\$ 22.89	\$ 24.21	\$ 25.66	\$ 27.22			
			01-Jan-24	1.50%		\$ 21.38	\$ 23.23	\$ 24.57	\$ 26.05	\$ 27.63			

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C05	T033	ASR IV	01-Jan-18	Old Range		\$ 25.10	\$ 26.62	\$ 28.24	\$ 29.70	\$ 31.02			
B05	S036	ASR IV	1-Jan-2019	2.00%		\$ 25.60	\$ 27.15	\$ 28.81	\$ 30.29	\$ 31.64			
			1-Jan-2020	0.00%		\$ 25.60	\$ 27.15	\$ 28.81	\$ 30.29	\$ 31.64			
D05	W005	ASR IV	B05 & C05										
	W006	Customer Care Agent III	18-Dec-20	DOS		\$ 25.60	\$ 27.15	\$ 28.81	\$ 30.29	\$ 31.64			
			01-Jan-21	1.75%		\$ 26.05	\$ 27.63	\$ 29.31	\$ 30.82	\$ 32.19			
			01-Jan-22	1.75%		\$ 26.51	\$ 28.11	\$ 29.82	\$ 31.36	\$ 32.75			
			01-Jan-23	1.50%		\$ 26.91	\$ 28.53	\$ 30.27	\$ 31.83	\$ 33.24			
			01-Jan-24	1.50%		\$ 27.31	\$ 28.96	\$ 30.72	\$ 32.31	\$ 33.74			
C06	T034	ASR V	01-Jan-18	Old Range		\$ 27.38	\$ 28.76	\$ 30.15	\$ 31.76	\$ 33.72			
B06	S037	ASR V	01-Jan-19	2.00%		\$ 27.93	\$ 29.34	\$ 30.75	\$ 32.40	\$ 34.40			
			01-Jan-20	0.00%		\$ 27.93	\$ 29.34	\$ 30.75	\$ 32.40	\$ 34.40			
D07	W008	ASR V	B06 & C06										
	W009	Customer Care Agent Sr. (SAE)	18-Dec-20	DOS		\$ 27.93	\$ 29.34	\$ 30.75	\$ 32.40	\$ 34.40			
			01-Jan-21	1.75%		\$ 28.42	\$ 29.85	\$ 31.29	\$ 32.97	\$ 35.00			
			01-Jan-22	1.75%		\$ 28.92	\$ 30.37	\$ 31.84	\$ 33.55	\$ 35.61			
			01-Jan-23	1.50%		\$ 29.35	\$ 30.83	\$ 32.32	\$ 34.05	\$ 36.14			
			01-Jan-24	1.50%		\$ 29.79	\$ 31.29	\$ 32.81	\$ 34.56	\$ 36.68			
BA4	S085	ASR IV (CTAS SHIFT)	1-Jan-2018	Old Range		\$ 25.10	\$ 26.62	\$ 28.24	\$ 29.70	\$ 31.02			
			Salary Fix	\$0.63		\$ 25.73	\$ 27.25	\$ 28.87	\$ 30.33	\$ 31.65			
			01-Jan-19	2.0%		\$ 25.60	\$ 27.15	\$ 28.81	\$ 30.29	\$ 31.64			
			Salary Fix	\$0.79		\$ 26.39	\$ 27.94	\$ 29.60	\$ 31.08	\$ 32.43			
			01-Jan-20	0.0%		\$ 25.60	\$ 27.15	\$ 28.81	\$ 30.29	\$ 31.64			
			Salary Fix	\$0.81		\$ 26.41	\$ 27.96	\$ 29.62	\$ 31.10	\$ 32.45			
D06	W007	Customer Care Agent III (CTAS)	BA4										
			18-Dec-20	DOS		\$ 25.60	\$ 27.15	\$ 28.81	\$ 30.29	\$ 31.64			
			Salary Fix	\$0.81	\$0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81			
						\$ 26.41	\$ 27.96	\$ 29.62	\$ 31.10	\$ 32.45			
			01-Jan-21	1.75%		\$ 26.05	\$ 27.63	\$ 29.31	\$ 30.82	\$ 32.19			
			Salary Fix	\$0.83	\$0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83			
						\$ 26.88	\$ 28.46	\$ 30.14	\$ 31.65	\$ 33.02			
			01-Jan-22	1.75%		\$ 26.51	\$ 28.11	\$ 29.82	\$ 31.36	\$ 32.75			
			Salary Fix	\$0.85	\$0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85			
						\$ 27.36	\$ 28.96	\$ 30.67	\$ 32.21	\$ 33.60			
			01-Jan-23	1.50%		\$ 26.91	\$ 28.53	\$ 30.27	\$ 31.83	\$ 33.24			
			Salary Fix	\$0.87	\$0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87			
						\$ 27.78	\$ 29.40	\$ 31.14	\$ 32.70	\$ 34.11			
			01-Jan-24	1.50%		\$ 27.31	\$ 28.96	\$ 30.72	\$ 32.31	\$ 33.74			
			Salary Fix	\$0.89	\$0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89			
						\$ 28.20	\$ 29.85	\$ 31.61	\$ 33.20	\$ 34.63			

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C18	T087	Labourer	1-Jan-18	Old Range		\$ 19.58	\$ 20.50	\$ 21.52					
B10	S072	Labourer	1-Jan-19	2.0%		\$ 19.97	\$ 20.91	\$ 21.95					
			1-Jan-20	0.0%		\$ 19.97	\$ 20.91	\$ 21.95					
D08	W010	Labourer	B10 & C18										
			18-Dec-20	DOS		\$ 19.97	\$ 20.91	\$ 21.95					
			01-Jan-21	1.75%		\$ 20.32	\$ 21.28	\$ 22.33					
			01-Jan-22	1.75%		\$ 20.68	\$ 21.65	\$ 22.72					
			01-Jan-23	1.50%		\$ 20.99	\$ 21.98	\$ 23.06					
			01-Jan-24	1.50%		\$ 21.30	\$ 22.31	\$ 23.41					
C20	T142	Utilityworker	01-Jan-18	Old Range		\$ 21.54	\$ 22.55	\$ 23.67					
			01-Jan-19	2.00%		\$ 21.97	\$ 23.00	\$ 24.15					
			01-Jan-20	0.00%		\$ 21.97	\$ 23.00	\$ 24.15					
B14	S135	Utility Worker	01-Jan-18	Old Range		\$ 23.44							
			01-Jan-19	2.00%		\$ 23.91							
			01-Jan-20	0.00%		\$ 23.91							
D09	W011	Utilityworker (set at 10% above Labourer)	B14 & C20										
			18-Dec-20	DOS		\$ 21.97	\$ 23.00	\$ 24.15					
			01-Jan-21	1.75%		\$ 22.36	\$ 23.40	\$ 24.57					
			01-Jan-22	1.75%		\$ 22.75	\$ 23.81	\$ 25.00					
			01-Jan-23	1.50%		\$ 23.09	\$ 24.17	\$ 25.38					
			01-Jan-24	1.50%		\$ 23.44	\$ 24.53	\$ 25.76					
C86	T078	Equipment Operator	01-Jan-18	Old Range		\$ 23.69	\$ 24.81	\$ 26.04					
	T086	Survey Assistant	01-Jan-19	2.00%		\$ 24.17	\$ 25.30	\$ 26.56					
			01-Jan-20	0.00%		\$ 24.17	\$ 25.30	\$ 26.56					
BB1	S527	Utility Arborist	1-Jan-18	Old Range		\$ 21.70	\$ 22.67	\$ 23.69	\$ 24.81	\$ 26.04			
			1-Jan-19	2.00%		\$ 22.13	\$ 23.12	\$ 24.16	\$ 25.31	\$ 26.56			
			1-Jan-20	0.00%		\$ 22.13	\$ 23.12	\$ 24.16	\$ 25.31	\$ 26.56			
D10	W012	Utility Arborist (cannot progress to step E without Arborist Certification)	BB1 & C86										
			18-Dec-20	DOS		\$ 22.13	\$ 23.12	\$ 24.17	\$ 25.31	\$ 26.56			
	W013	Operator, Equipment	01-Jan-21	1.75%		\$ 22.52	\$ 23.53	\$ 24.58	\$ 25.75	\$ 27.03			
	W014	Assistant, Survey	01-Jan-22	1.75%		\$ 22.91	\$ 23.94	\$ 25.01	\$ 26.20	\$ 27.50			
			01-Jan-23	1.50%		\$ 23.25	\$ 24.30	\$ 25.39	\$ 26.59	\$ 27.91			
			01-Jan-24	1.50%		\$ 23.60	\$ 24.66	\$ 25.77	\$ 26.99	\$ 28.33			

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C88	T357	Equipment Operator CQ	1-Jan-2018	Old Range		\$ 27.35	\$ 28.64						
	T140	Utility Tradesworker	1-Jan-2019	2.00%		\$ 27.90	\$ 29.22						
	T356	Carpenter CQ	1-Jan-2020	0.00%		\$ 27.90	\$ 29.22						
D11	W015 W016 W017	Operator Equipment CQ Tradesworker Utility Carpenter CQ	C88										
			18-Dec-20	DOS		\$ 27.90	\$ 29.22						
			01-Jan-21	1.75%		\$ 28.39	\$ 29.73						
			01-Jan-22	1.75%		\$ 28.89	\$ 30.25						
			01-Jan-23	1.50%		\$ 29.32	\$ 30.70						
			01-Jan-24	1.50%		\$ 29.76	\$ 31.16						
C33	T139	Civil Lead	1-Jan-18	Old Range		\$ 29.54	\$ 30.93						
			1-Jan-19	2.00%		\$ 30.13	\$ 31.55						
			1-Jan-20	0.00%		\$ 30.13	\$ 31.55						
D12	W018	Lead Civil (8% above Utility Tradesworker)	C33										
			18-Dec-20	DOS		\$ 30.13	\$ 31.55						
			01-Jan-21	1.75%		\$ 30.66	\$ 32.10						
			01-Jan-22	1.75%		\$ 31.20	\$ 32.66						
			01-Jan-23	1.50%		\$ 31.67	\$ 33.15						
			01-Jan-24	1.50%		\$ 32.15	\$ 33.65						
B20	S117	Storekeeper	01-Jan-18	Old Range		\$ 22.27	\$ 23.39	\$ 24.56	\$ 25.77	\$ 27.08			
			01-Jan-19	2.00%		\$ 22.72	\$ 23.86	\$ 25.05	\$ 26.29	\$ 27.62			
			01-Jan-20	0.00%		\$ 22.72	\$ 23.86	\$ 25.05	\$ 26.29	\$ 27.62			
D13	W019	Storekeeper	B20										
			18-Dec-20	DOS		\$ 22.72	\$ 23.86	\$ 25.05	\$ 26.29	\$ 27.62			
			01-Jan-21	1.75%		\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.75	\$ 28.10			
			01-Jan-22	1.75%		\$ 23.53	\$ 24.71	\$ 25.94	\$ 27.22	\$ 28.59			
			01-Jan-23	1.50%		\$ 23.88	\$ 25.08	\$ 26.33	\$ 27.63	\$ 29.02			
			01-Jan-24	1.50%		\$ 24.24	\$ 25.46	\$ 26.73	\$ 28.04	\$ 29.46			
B92	S318	Storekeeper, Lead (was C913)	01-Jan-18	Old Range		\$ 29.25							
			01-Jan-19	2.00%		\$ 29.83							
			01-Jan-20	0.00%		\$ 29.83							
D14	W020	Lead Storekeeper 8% above Storekeeper	B92										
			18-Dec-20	DOS		\$ 29.83							
			01-Jan-21	1.75%		\$ 30.35							
			01-Jan-22	1.75%		\$ 30.88							
			01-Jan-23	1.50%		\$ 31.34							
			01-Jan-24	1.50%		\$ 31.81							

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B24	S081	Mechanic Repair Shop	01-Jan-18	Old Range		\$ 32.06							
			01-Jan-19	2.00%		\$ 32.70							
			01-Jan-20	0.00%		\$ 32.70							
D15	W021	Mechanic Repair Shop	B24										
			18-Dec-20	DOS		\$ 32.70							
			01-Jan-21	1.75%		\$ 33.27							
			01-Jan-22	1.75%		\$ 33.85							
			01-Jan-23	1.50%		\$ 34.36							
01-Jan-24	1.50%		\$ 34.88										
C27	T112	Patroller	01-Jan-18	Old Range		\$ 24.80	\$ 26.18	\$ 27.55					
			01-Jan-19	2.00%		\$ 25.30	\$ 26.70	\$ 28.10					
			01-Jan-20	0.00%		\$ 25.30	\$ 26.70	\$ 28.10					
B97	S501	Electrical Repair Person	01-Jan-18	Old Range		\$ 24.93	\$ 26.31	\$ 27.71					
			01-Jan-19	2.00%		\$ 25.43	\$ 26.84	\$ 28.26					
			01-Jan-20	0.00%		\$ 25.43	\$ 26.84	\$ 28.26					
D16	W022 W023	Electrical Repair Person Patroller	B97 & C27										
			18-Dec-20	DOS		\$ 25.43	\$ 26.84	\$ 28.26					
			01-Jan-21	1.75%		\$ 25.88	\$ 27.31	\$ 28.76					
			01-Jan-22	1.75%		\$ 26.33	\$ 27.79	\$ 29.26					
			01-Jan-23	1.50%		\$ 26.73	\$ 28.21	\$ 29.70					
01-Jan-24	1.50%		\$ 27.13	\$ 28.63	\$ 30.15								
B93	S321	Meter Reader/Changer	01-Jan-18	Old Range		\$ 22.30	\$ 23.35	\$ 24.93					
			01-Jan-19	2.00%		\$ 22.75	\$ 23.82	\$ 25.43					
			01-Jan-20	0.00%		\$ 22.75	\$ 23.82	\$ 25.43					
D17	W024	Meter Reader / Changer	B93										
			18-Dec-20	DOS		\$ 22.75	\$ 23.82	\$ 25.43					
			01-Jan-21	1.75%		\$ 23.15	\$ 24.24	\$ 25.88					
			01-Jan-22	1.75%		\$ 23.56	\$ 24.66	\$ 26.33					
			01-Jan-23	1.50%		\$ 23.91	\$ 25.03	\$ 26.73					
01-Jan-24	1.50%		\$ 24.27	\$ 25.41	\$ 27.13								

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B21	S077	Lead Meter Reader	01-Jan-18	Old Range		\$ 26.92							
			01-Jan-19	2.00%		\$ 27.46							
			01-Jan-20	0.00%		\$ 27.46							
D18	W025	Meter Reader Lead <i>8% above Meter Reader</i>	B21										
			18-Dec-20	DOS		\$ 27.46							
			01-Jan-21	1.75%		\$ 27.94							
			01-Jan-22	1.75%		\$ 28.43							
			01-Jan-23	1.50%		\$ 28.86							
			01-Jan-24	1.50%		\$ 29.29							
B23	S087	Meter Tester I	01-Jan-18	Old Range		\$ 24.01	\$ 25.82	\$ 27.80	\$ 29.24	\$ 30.65			
			01-Jan-19	2.00%		\$ 24.49	\$ 26.34	\$ 28.36	\$ 29.83	\$ 31.26			
			01-Jan-20	0.00%		\$ 24.49	\$ 26.34	\$ 28.36	\$ 29.83	\$ 31.26			
D19	W026	Meter Tester I	B23										
			18-Dec-20	DOS		\$ 24.49	\$ 26.34	\$ 28.36	\$ 29.83	\$ 31.26			
			01-Jan-21	1.75%		\$ 24.92	\$ 26.80	\$ 28.86	\$ 30.35	\$ 31.81			
			01-Jan-22	1.75%		\$ 25.36	\$ 27.27	\$ 29.37	\$ 30.88	\$ 32.37			
			01-Jan-23	1.50%		\$ 25.74	\$ 27.68	\$ 29.81	\$ 31.34	\$ 32.86			
			01-Jan-24	1.50%		\$ 26.13	\$ 28.10	\$ 30.26	\$ 31.81	\$ 33.35			
B25	S088	Meter Tester II	01-Jan-18	Old Range		\$ 27.80	\$ 29.24	\$ 30.65	\$ 32.23	\$ 33.81			
			01-Jan-19	2.00%		\$ 28.36	\$ 29.83	\$ 31.26	\$ 32.88	\$ 34.49			
			01-Jan-20	0.00%		\$ 28.36	\$ 29.83	\$ 31.26	\$ 32.88	\$ 34.49			
D20	W027	Meter Tester II	B25										
			18-Dec-20	DOS		\$ 28.36	\$ 29.83	\$ 31.26	\$ 32.88	\$ 34.49			
			01-Jan-21	1.75%		\$ 28.86	\$ 30.35	\$ 31.81	\$ 33.46	\$ 35.09			
			01-Jan-22	1.75%		\$ 29.37	\$ 30.88	\$ 32.37	\$ 34.05	\$ 35.70			
			01-Jan-23	1.50%		\$ 29.81	\$ 31.34	\$ 32.86	\$ 34.56	\$ 36.24			
			01-Jan-24	1.50%		\$ 30.26	\$ 31.81	\$ 33.35	\$ 35.08	\$ 36.78			

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C39	T080	Foreman	01-Jan-18	Old Range		\$ 28.14	\$ 29.84	\$ 31.54	\$ 33.28	\$ 34.99			
			01-Jan-19	2.00%		\$ 28.70	\$ 30.44	\$ 32.17	\$ 33.95	\$ 35.69			
			01-Jan-20	0.00%		\$ 28.70	\$ 30.44	\$ 32.17	\$ 33.95	\$ 35.69			
B32	S127	Meter Services Supv	01-Jan-18	Old Range		\$ 28.28	\$ 30.04	\$ 31.77	\$ 33.52	\$ 35.27			
			01-Jan-19	2.00%		\$ 28.85	\$ 30.64	\$ 32.41	\$ 34.19	\$ 35.98			
			01-Jan-20	0.00%		\$ 28.85	\$ 30.64	\$ 32.41	\$ 34.19	\$ 35.98			
D21	W028 W222	Supervisor Meter Services Foreman Civil <i>(previously Foreman)</i>	B32 & C39										
			18-Dec-20	DOS		\$ 28.85	\$ 30.64	\$ 32.41	\$ 34.19	\$ 35.98			
			01-Jan-21	1.75%		\$ 29.36	\$ 31.18	\$ 32.98	\$ 34.79	\$ 36.61			
			01-Jan-22	1.75%		\$ 29.87	\$ 31.73	\$ 33.56	\$ 35.40	\$ 37.25			
			01-Jan-23	1.50%		\$ 30.32	\$ 32.21	\$ 34.06	\$ 35.93	\$ 37.81			
			01-Jan-24	1.50%		\$ 30.78	\$ 32.69	\$ 34.57	\$ 36.47	\$ 38.38			
B53	S003	Energy Advisor	01-Jan-18	Old Range		\$ 30.29	\$ 32.23	\$ 34.14	\$ 36.09	\$ 38.05			
			01-Jan-19	2.00%		\$ 30.90	\$ 32.88	\$ 34.82	\$ 36.81	\$ 38.81			
			01-Jan-20	0.00%		\$ 30.90	\$ 32.88	\$ 34.82	\$ 36.81	\$ 38.81			
D22	W029	Advisor Energy	B53										
			18-Dec-20	DOS		\$ 30.90	\$ 32.88	\$ 34.82	\$ 36.81	\$ 38.81			
			01-Jan-21	1.75%		\$ 31.44	\$ 33.46	\$ 35.43	\$ 37.45	\$ 39.49			
			01-Jan-22	1.75%		\$ 31.99	\$ 34.05	\$ 36.05	\$ 38.11	\$ 40.18			
			01-Jan-23	1.50%		\$ 32.47	\$ 34.56	\$ 36.59	\$ 38.68	\$ 40.78			
			01-Jan-24	1.50%		\$ 32.96	\$ 35.08	\$ 37.14	\$ 39.26	\$ 41.39			

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C73	T017,T018 T019,T020 T021,T022 T023,T024	Power Line Technician App		Average		50%	55%	60%	65%	70%	75%	80%	85%
			01-Jan-18	Old Range	\$39.88	\$ 19.94	\$ 21.93	\$ 23.93	\$ 25.92	\$ 27.92	\$29.91	\$31.90	\$33.90
			01-Jan-19	2.00%	\$40.68	\$ 20.34	\$ 22.37	\$ 24.41	\$ 26.44	\$ 28.47	\$30.51	\$32.54	\$34.57
			01-Jan-20	0.00%	\$40.68	\$ 20.34	\$ 22.37	\$ 24.41	\$ 26.44	\$ 28.47	\$30.51	\$32.54	\$34.57
022-S02 Apprentice Power Line Tech													
D23	W256- W263	Technician Apprentice Power Line	B26 & C73		Average	50%	55%	60%	65%	70%	75%	80%	85%
			18-Dec-20	DOS	\$40.68	\$ 20.34	\$ 22.37	\$ 24.41	\$ 26.44	\$ 28.47	\$30.51	\$32.54	\$34.57
			01-Jan-21	1.75%	\$41.39	\$ 20.69	\$ 22.76	\$ 24.83	\$ 26.90	\$ 28.97	\$31.04	\$33.11	\$35.18
			01-Jan-22	1.75%	\$42.11	\$ 21.06	\$ 23.16	\$ 25.27	\$ 27.37	\$ 29.48	\$31.58	\$33.69	\$35.79
			01-Jan-23	1.50%	\$42.74	\$ 21.37	\$ 23.51	\$ 25.64	\$ 27.78	\$ 29.92	\$32.06	\$34.19	\$36.33
			01-Jan-24	1.50%	\$43.38	\$ 21.69	\$ 23.86	\$ 26.03	\$ 28.20	\$ 30.37	\$32.54	\$34.70	\$36.87
C69	T094 T096	Power Line Technician Lineworker "A" Certified	01-Jan-18	Old Range		\$ 39.19	\$ 40.57						
			TLM Salary Fix		\$1.50	\$ 40.69	\$ 42.07						
			01-Jan-19	2.00%		\$ 39.97	\$ 41.38						
			TLM Salary Fix		\$1.50	\$ 41.47	\$ 42.88						
			01-Jan-20	0.00%		\$ 39.97	\$ 41.38						
TLM Salary Fix		\$1.50	\$ 41.47	\$ 42.88									
B27	S079	Power Line Technician	01-Jan-18	Old Range		\$ 39.19	\$ 40.57						
			01-Jan-19	2.00%		\$ 39.97	\$ 41.38						
			01-Jan-20	0.00%		\$ 39.97	\$ 41.38						
D24	W030 W031	Technician Power Line* Lineworker "A" Certified	B27 & C69										
			18-Dec-20	DOS		\$ 39.97	\$ 41.38						
			01-Jan-21	1.75%		\$ 40.67	\$ 42.10						
			01-Jan-22	1.75%		\$ 41.38	\$ 42.84						
			01-Jan-23	1.50%		\$ 42.00	\$ 43.48						
			01-Jan-24	1.50%		\$ 42.63	\$ 44.13						
<i>*Lineworker A Certified and PLT's, in Transmission will receive an additional \$1.75 per hour on their hourly rate or \$3.00 per hour with six years in NB Power TLM</i>													

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
B28	S049	Customer Service Rep	01-Jan-18	Old Range		\$ 42.52							
			01-Jan-19	2.00%		\$ 43.37							
			01-Jan-20	0.00%		\$ 43.37							
D25	W032	Customer Service Representative	B28										
			18-Dec-20	DOS		\$ 43.37							
			01-Jan-21	1.75%		\$ 44.13							
			01-Jan-22	1.75%		\$ 44.90							
			01-Jan-23	1.50%		\$ 45.57							
			01-Jan-24	1.50%		\$ 46.25							
B29	S076	Lead Power Line Tech	01-Jan-18	Old Range		\$ 43.82							
			01-Jan-19	2.00%		\$ 44.69							
			01-Jan-20	0.00%		\$ 44.69							
D26	W033	Technician Lead Power Line (8% above Power Line Tech rate)	B29										
			18-Dec-20	DOS		\$ 44.69							
			01-Jan-21	1.75%		\$ 45.48							
			01-Jan-22	1.75%		\$ 46.28							
			01-Jan-23	1.50%		\$ 46.97							
			01-Jan-24	1.50%		\$ 47.68							
BA9	S404	Trainer Power Line Tech	01-Jan-18	Old Range		\$ 46.01							
			01-Jan-19	2.00%		\$ 46.93							
			01-Jan-20	0.00%		\$ 46.93							
D27	W034	Technician Power Line Trainer 5% above Lead PLT rate	BA9										
			18-Dec-20	DOS		\$ 46.93							
			01-Jan-21	1.75%		\$ 47.75							
			01-Jan-22	1.75%		\$ 48.59							
			01-Jan-23	1.50%		\$ 49.32							
			01-Jan-24	1.50%		\$ 50.06							
C49	T156	Crew Leader (top step 12% above top of PLT)	01-Jan-18	Old Range		\$ 40.84	\$ 43.05	\$ 45.44					
			TLM Salary Fix		\$1.50	\$ 42.34	\$ 44.55	\$ 46.94					
			01-Jan-19	2.00%		\$ 41.65	\$ 43.91	\$ 46.35					
			TLM Salary Fix		\$1.50	\$ 43.15	\$ 45.41	\$ 47.85					
			01-Jan-20	0.00%		\$ 41.65	\$ 43.91	\$ 46.35					
			TLM Salary Fix		\$1.50	\$ 43.15	\$ 45.41	\$ 47.85					
D28	W035	Leader Crew* top step 12% above PLT rate *Crew Leader in Transmission will receive an additional \$1.75 per hour on their hourly rate or \$3.00 per hour with six years in NB Power TLM	C49										
			18-Dec-20	DOS		\$ 41.65	\$ 43.91	\$ 46.35					
			01-Jan-21	1.75%		\$ 42.39	\$ 44.68	\$ 47.16					
			01-Jan-22	1.75%		\$ 43.13	\$ 45.46	\$ 47.99					
			01-Jan-23	1.50%		\$ 43.78	\$ 46.14	\$ 48.71					
			01-Jan-24	1.50%		\$ 44.44	\$ 46.84	\$ 49.44					

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
B35	S068	General Foreman	01-Jan-18	Old Range		\$ 39.28	\$ 41.67	\$ 44.00	\$ 46.38	\$ 48.78			
			01-Jan-19	2.00%		\$ 40.07	\$ 42.50	\$ 44.88	\$ 47.31	\$ 49.76			
			01-Jan-20	0.00%		\$ 40.07	\$ 42.50	\$ 44.88	\$ 47.31	\$ 49.76			
D29	W036	Foreman General	B35										
			18-Dec-20	DOS		\$ 40.07	\$ 42.50	\$ 44.88	\$ 47.31	\$ 49.76			
			01-Jan-21	1.75%		\$ 40.77	\$ 43.24	\$ 45.67	\$ 48.14	\$ 50.63			
			01-Jan-22	1.75%		\$ 41.48	\$ 44.00	\$ 46.47	\$ 48.98	\$ 51.52			
			01-Jan-23	1.50%		\$ 42.10	\$ 44.66	\$ 47.17	\$ 49.72	\$ 52.29			
			01-Jan-24	1.50%		\$ 42.73	\$ 45.33	\$ 47.88	\$ 50.47	\$ 53.07			
C77	T131	Supervisor Transmission Line Maintenance (top step 15% above top of Crew Leader)	01-Jan-18	Old Range		\$ 46.81	\$ 49.33	\$ 52.25					
			TLM Salary Fix		\$1.50	\$ 48.31	\$ 50.83	\$ 53.75					
			01-Jan-19	2.00%		\$ 47.75	\$ 50.32	\$ 53.30					
			TLM Salary Fix		\$1.50	\$ 49.25	\$ 51.82	\$ 54.80					
			01-Jan-20	0.00%		\$ 47.75	\$ 50.32	\$ 53.30					
			TLM Salary Fix		\$1.50	\$ 49.25	\$ 51.82	\$ 54.80					
D30	W037	Supervisor Transmission Line Mtce* 15% above Crew Leader rate	C77										
			18-Dec-20	DOS		\$ 47.75	\$ 50.32	\$ 53.30					
			01-Jan-21	1.75%		\$ 48.59	\$ 51.20	\$ 54.23					
			01-Jan-22	1.75%		\$ 49.44	\$ 52.10	\$ 55.18					
			01-Jan-23	1.50%		\$ 50.18	\$ 52.88	\$ 56.01					
			01-Jan-24	1.50%		\$ 50.93	\$ 53.67	\$ 56.85					
			<i>*Supv. Transmission Line Mtce in Transmission receive an additional \$1.75 per hour on their hourly rate or \$3.00 per hour with six years in NB Power TLM</i>										
B40	S115	Power Line Designer DOS Oct 26 2015 Steps D & E 7% above PLT Step C is 5% above Step B	01-Jan-18	Old Range		\$ 36.94	\$ 38.66	\$ 40.60	\$ 41.93	\$ 43.41			
			01-Jan-19	2.00%		\$ 37.68	\$ 39.44	\$ 41.41	\$ 42.77	\$ 44.28			
			01-Jan-20	0.00%		\$ 37.68	\$ 39.44	\$ 41.41	\$ 42.77	\$ 44.28			
D31	W038	Designer Power Line	B40										
			18-Dec-20	DOS		\$ 37.68	\$ 39.44	\$ 41.41	\$ 42.77	\$ 44.28			
			01-Jan-21	1.75%		\$ 38.34	\$ 40.12	\$ 42.14	\$ 43.52	\$ 45.06			
			01-Jan-22	1.75%		\$ 39.01	\$ 40.82	\$ 42.88	\$ 44.28	\$ 45.85			
			01-Jan-23	1.50%		\$ 39.60	\$ 41.43	\$ 43.52	\$ 44.94	\$ 46.54			
			01-Jan-24	1.50%		\$ 40.19	\$ 42.05	\$ 44.17	\$ 45.61	\$ 47.24			

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
		<u>Technician</u>	01-Jan-18	Old Range		\$ 28.27	\$ 31.06	\$ 33.86	\$ 36.63	\$ 39.43	\$41.01		
C89	T233	Power System Technician	01-Jan-19	2.00%		\$ 28.84	\$ 31.68	\$ 34.54	\$ 37.36	\$ 40.22	\$ 41.83		
	T358	Protection & Control Tech(was Relay)	01-Jan-20	0.00%		\$ 28.84	\$ 31.68	\$ 34.54	\$ 37.36	\$ 40.22	\$41.83		
	T388	Telecom Technician											
Note: PST cannot progress to Step E unless fully certified													
Note: Protection & Control and Telecom cannot progress to Step F until successful completion of qualifications task list													
B44	S499	Senior Technician	01-Jan-18	Old Range		\$ 32.22	\$ 34.62	\$ 37.18	\$ 39.07	\$ 41.11			
	S509	Technical Energy Advisor	01-Jan-19	2.00%		\$ 32.87	\$ 35.31	\$ 37.92	\$ 39.85	\$ 41.93			
	S511	Resource Plan Administrator	01-Jan-20	0.00%		\$ 32.87	\$ 35.31	\$ 37.92	\$ 39.85	\$ 41.93			
	S512	Project Coordinator											
	S298	Sr. CADD Technician											
D32	W039	Advisor Technical Energy	B44 & C89										
	W040	Administrator Resources Plan	18-Dec-20	DOS		\$ 32.87	\$ 35.31	\$ 37.92	\$ 40.22	\$ 41.93			
	W041	Coordinator Project	01-Jan-21	1.75%		\$ 33.45	\$ 35.93	\$ 38.58	\$ 40.92	\$ 42.66			
	W248	Technician Sr. CADD	01-Jan-22	1.75%		\$ 34.03	\$ 36.56	\$ 39.26	\$ 41.64	\$ 43.41			
	W042	Technician Power System*	01-Jan-23	1.50%		\$ 34.54	\$ 37.11	\$ 39.85	\$ 42.26	\$ 44.06			
	W043	Technician Protection & Control**	01-Jan-24	1.50%		\$ 35.06	\$ 37.66	\$ 40.45	\$ 42.90	\$ 44.72			
	W044	Technician Telecomm **											
<i>*For classification of Power System Technician, Steps A through D will be utilized for Apprentice PST. Step E will be utilized for certified PST and previous Step F has been removed. Once certified, employees Supervisor will inform Compensation.</i>													
<i>** For classification of Protection and Control and Telecommunication Technician Steps A through E will be their wage table. To progress to Step E the employees's Supervisor will need to evaluate the employee's progression having 75% completed qualifications task and will notify Compensation if achieved. Previous Step F has been removed</i>													

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
		<u>Technician Senior</u>											
C90	T058	Senior Power System Technician	01-Jan-18	Old Range		\$ 43.37	\$ 45.11						
	T360	Senior Protection & Control Tech	01-Jan-19	2.00%		\$ 44.24	\$ 46.01						
	T243	Senior Telecom Technician	01-Jan-20	0.00%		\$ 44.24	\$ 46.01						
		<i>10% above top of Technician Certified</i>											
D33	W045	Technician Sr. Power System	C90										
	W046	Technician Sr. Protection & Control	18-Dec-20	DOS		\$ 44.32	\$ 46.13						
	W047	Technician Sr. Telecomm	01-Jan-21	1.75%		\$ 45.10	\$ 46.94						
		<i>10% above top of certifide tech (D32)</i>	01-Jan-22	1.75%		\$ 45.89	\$ 47.76						
			01-Jan-23	1.50%		\$ 46.58	\$ 48.48						
			01-Jan-24	1.50%		\$ 47.28	\$ 49.21						
C82	T251	Protection & Control	01-Jan-18	Old Range		\$ 38.02	\$ 40.01	\$ 42.11	\$ 45.11	\$ 46.91			
	T279	Technical Specialist	01-Jan-19	2.00%		\$ 38.78	\$ 40.81	\$ 42.95	\$ 46.01	\$ 47.85			
	T252	Telecom	01-Jan-20	0.00%		\$ 38.78	\$ 40.81	\$ 42.95	\$ 46.01	\$ 47.85			
	T095	Transmission Lines											
	T278	Trans Terminals											
		<i>(4% above Sr. Technician)</i>											
D34	W048	Specialist Technical Protection & Control	C82										
	W049	Specialist Technical Telecomm	18-Dec-20	DOS		\$ 39.00	\$ 41.03	\$ 43.16	\$ 46.22	\$ 47.97			
	W050	Specialist Technical Transmission Lines	01-Jan-21	1.75%		\$ 39.68	\$ 41.75	\$ 43.92	\$ 47.03	\$ 48.81			
	W051	Specialist Technical Trans Terminals	01-Jan-22	1.75%		\$ 40.37	\$ 42.48	\$ 44.69	\$ 47.85	\$ 49.66			
	W052	Specialist Technical	01-Jan-23	1.50%		\$ 40.98	\$ 43.12	\$ 45.36	\$ 48.57	\$ 50.41			
		<i>4% above Sr. Technician (D33)</i>	01-Jan-24	1.50%		\$ 41.60	\$ 43.77	\$ 46.04	\$ 49.30	\$ 51.17			
C97		<u>Supervisor Technician</u>	01-Jan-18	Old Range		\$ 49.88	\$ 51.87						
	T144	Supervisor Power System Technician	01-Jan-19	2.00%		\$ 50.88	\$ 52.91						
	T361	Supervisor Protection & Control Tech	01-Jan-20	0.00%		\$ 50.88	\$ 52.91						
	T249	Supervisor Telecom Technician											
	T409	Supervisor Work Planning											
D35	W053	Supervisor Power System Technician	C97										
	W054	Supervisor Protection and Control	18-Dec-20	DOS		\$ 51.00	\$ 53.04						
	W055	Supervisor Telecomm	01-Jan-21	1.75%		\$ 51.89	\$ 53.97						
	W254	Supervisor Work Planning	01-Jan-22	1.75%		\$ 52.80	\$ 54.92						
		<i>15% above Sr. Technician (D33)</i>	01-Jan-23	1.50%		\$ 53.59	\$ 55.74						
			01-Jan-24	1.50%		\$ 54.39	\$ 56.58						

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
BA3	S147	Facilities Maintenance Coordinator	01-Jan-18	Old Range		\$ 23.94	\$ 25.45	\$ 26.93	\$ 28.43	\$ 29.92			
			01-Jan-19	2.00%		\$ 24.42	\$ 25.96	\$ 27.47	\$ 29.00	\$ 30.52			
			01-Jan-20	0.00%		\$ 24.42	\$ 25.96	\$ 27.47	\$ 29.00	\$ 30.52			
D36	W056	Coordinator Facilitites Maintenance	BA3										
			18-Dec-20	DOS		\$ 24.42	\$ 25.96	\$ 27.47	\$ 29.00	\$ 30.52			
			01-Jan-21	1.75%		\$ 24.85	\$ 26.41	\$ 27.95	\$ 29.51	\$ 31.05			
			01-Jan-22	1.75%		\$ 25.29	\$ 26.87	\$ 28.44	\$ 30.03	\$ 31.59			
			01-Jan-23	1.50%		\$ 25.67	\$ 27.27	\$ 28.87	\$ 30.48	\$ 32.06			
			01-Jan-24	1.50%		\$ 26.06	\$ 27.68	\$ 29.30	\$ 30.94	\$ 32.54			
BA2	S446	CADD Operator	01-Jan-18	Old Range		\$ 21.80	\$ 24.33	\$ 27.17	\$ 30.31	\$ 33.39			
	S635	GIS Operator	01-Jan-19	2.00%		\$ 22.24	\$ 24.82	\$ 27.71	\$ 30.92	\$ 34.06			
			01-Jan-20	0.00%		\$ 22.24	\$ 24.82	\$ 27.71	\$ 30.92	\$ 34.06			
D37	W057 W058	Operator CADD Operator GIS	BA2										
			18-Dec-20	DOS		\$ 22.24	\$ 24.82	\$ 27.71	\$ 30.92	\$ 34.06			
			01-Jan-21	1.75%		\$ 22.63	\$ 25.25	\$ 28.20	\$ 31.46	\$ 34.66			
			01-Jan-22	1.75%		\$ 23.03	\$ 25.69	\$ 28.69	\$ 32.01	\$ 35.27			
			01-Jan-23	1.50%		\$ 23.38	\$ 26.08	\$ 29.12	\$ 32.49	\$ 35.80			
			01-Jan-24	1.50%		\$ 23.73	\$ 26.47	\$ 29.56	\$ 32.98	\$ 36.34			

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
B50	S150	Agent ROW I	01-Jan-18	Old Range		\$ 27.38	\$ 29.08	\$ 30.78	\$ 32.46	\$ 34.15			
	S006	Analyst I (Previously Admin Analyst)	01-Jan-19	2.00%		\$ 27.93	\$ 29.66	\$ 31.40	\$ 33.11	\$ 34.83			
	S247	Analyst Telephony QA	01-Jan-20	0.00%		\$ 27.93	\$ 29.66	\$ 31.40	\$ 33.11	\$ 34.83			
	S039	Analyst, IR/GR (was C604)											
	S212	Assistant Administrative											
	S308	CIC Functional Analyst I											
	S208	CIS Functional Analyst I											
	S402	Coordinator Health & Safety											
	S456	Corporate Photographer (was C538)											
	S070	Central Warehouse Foreman (was C004)											
S525	Org Readiness Analyst												
D38	W059	Agent ROW I	B50										
	W060	Analyst I	18-Dec-20	DOS		\$ 27.93	\$ 29.66	\$ 31.40	\$ 33.11	\$ 34.83			
	W061	Analyst, IR/GR	01-Jan-21	1.75%		\$ 28.42	\$ 30.18	\$ 31.95	\$ 33.69	\$ 35.44			
	W062	Assistant Administrative	01-Jan-22	1.75%		\$ 28.92	\$ 30.71	\$ 32.51	\$ 34.28	\$ 36.06			
	W063	Photographer Corporate	01-Jan-23	1.50%		\$ 29.35	\$ 31.17	\$ 33.00	\$ 34.79	\$ 36.60			
	W064	Foreman Central Warehouse	01-Jan-24	1.50%		\$ 29.79	\$ 31.64	\$ 33.50	\$ 35.31	\$ 37.15			
	W065	Analyst Org Readiness											
B51	S245	Agent ROW II	01-Jan-18	Old Range		\$ 29.33	\$ 31.18	\$ 33.00	\$ 34.85	\$ 36.68			
	S007	Analyst II (Previously Admin Analyst II) (was C033)	01-Jan-19	2.00%		\$ 29.92	\$ 31.80	\$ 33.66	\$ 35.55	\$ 37.41			
	S151	Buyer I (Previously Buyer) (was C066)	01-Jan-20	0.00%		\$ 29.92	\$ 31.80	\$ 33.66	\$ 35.55	\$ 37.41			
	S488	Designer, Graphic II (was C533)											
	S449	Expeditor (was C163)											
	S457	Financial Risk Analyst (was C628)											
	S462	Liaison First Nations											
	S008	Market Risk Analyst (was C076)											
	S010	Officer Human Resources I											
	S480	Energy Marketing Analyst											
	S629	Functional Analyst I											
	S641	Training Officer											
	D39	W066	Agent ROW II	B51									
W067		Analyst II	18-Dec-20	DOS		\$ 29.92	\$ 31.80	\$ 33.66	\$ 35.55	\$ 37.41			
W068		Buyer I	01-Jan-21	1.75%		\$ 30.44	\$ 32.36	\$ 34.25	\$ 36.17	\$ 38.07			
W069		Designer, Graphic II	01-Jan-22	1.75%		\$ 30.97	\$ 32.93	\$ 34.85	\$ 36.80	\$ 38.74			
W070		Expeditor	01-Jan-23	1.50%		\$ 31.44	\$ 33.42	\$ 35.37	\$ 37.35	\$ 39.32			
W071		Analyst Financial Risk	01-Jan-24	1.50%		\$ 31.91	\$ 33.92	\$ 35.90	\$ 37.91	\$ 39.91			
W072		Liaison First Nations											
W073		Analyst Market Risk											
W074		Officer Human Resources I											
W075		Analyst Energy Marketing											
W076		Analyst Functional I											
W223		Training Officer											

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
B54	S246	Agent ROW III	01-Jan-18	Old Range		\$ 31.55	\$ 33.55	\$ 35.55	\$ 37.55	\$ 39.55			
	S252	Analyst Senior (<i>Previously Sr Admin Analyst</i>)	01-Jan-19	2.00%		\$ 32.18	\$ 34.22	\$ 36.26	\$ 38.30	\$ 40.34			
	S009	Business Analyst	01-Jan-20	0.00%		\$ 32.18	\$ 34.22	\$ 36.26	\$ 38.30	\$ 40.34			
	S154	Buyer II (<i>was C138</i>)											
	S458	Coordinator IT Projects (<i>was C376</i>)											
	S476	Facilities Planner											
	S017	Facilities Planning & Contract (<i>was C039</i>)											
	S221	Functional Analyst II											
	S045	Invest Recovery Coordinator (<i>was C935</i>)											
	S156	Officer Benefits (<i>was C156</i>)											
	S313	Officer Human Resources II (<i>was C544</i>)											
	S158	Officer Communications (<i>was C157</i>)											
	S162	Planner Field Supply (<i>was C161</i>)											
	S502	Programs Promotions Coordinator											
	S042	Senior Corp Records & Info Anls (<i>was C595</i>)											
	S040	Supplier Relationship Mgmt Admin (<i>was C932</i>)											
	S043	Supply Chain Metrics & Rep (<i>was C921</i>)											
	S108	Supervisor Print Services & Mail											
	S015	Translator (<i>was C198</i>)											
	S551	Supervisor, Records Management											
	S011	User Support Anlst II											
	S027	Vendor/Client Relationship Administrator											
	S623	Analyst Project Controls											
	S508	Contract Developer											
	S640	Senior Analyst, Org Readiness											
D40	W077	Agent ROW III	B54										
	W078	Analyst Senior	18-Dec-20	DOS		\$ 32.18	\$ 34.22	\$ 36.26	\$ 38.30	\$ 40.34			
	W079	Analyst Business	01-Jan-21	1.75%		\$ 32.74	\$ 34.82	\$ 36.90	\$ 38.97	\$ 41.05			
	W080	Buyer II	01-Jan-22	1.75%		\$ 33.31	\$ 35.43	\$ 37.55	\$ 39.65	\$ 41.77			
	W081	Planner Facilities	01-Jan-23	1.50%		\$ 33.81	\$ 35.96	\$ 38.11	\$ 40.25	\$ 42.40			
	W082	Facilities Planning & Contract	01-Jan-24	1.50%		\$ 34.32	\$ 36.50	\$ 38.68	\$ 40.85	\$ 43.04			
	W083	Analyst Functional II											
	W084	Coordinator Invest Recovery											
	W085	Officer Benefits											
	W086	Officer Human Resources II											
	W087	Officer Communications											
	W088	Planner Field Supply											
	W089	Coordinator Programs Promotions											
	W090	Analyst Senior Corp Records & Info											
	W091	Supervisor Print Services & Mail											
	W092	Translator											
	W093	Supervisor Records Management											
	W094	Analyst II User Support											
	W095	Administrator Vendor/Client Relationship											
	W096	Analyst Project Controls											
	W097	Developer Contract											
	W098	Analyst Senior Org Readiness											

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	
C64	T222	Load Forecaster/Tariff Admin	01-Jan-18	Old Range		\$ 38.56	\$ 40.51	\$ 42.54	\$ 44.66	\$ 46.92				
	T221	Specialist Operations & Settlement	01-Jan-19	2.00%		\$ 39.33	\$ 41.32	\$ 43.39	\$ 45.55	\$ 47.86				
			01-Jan-20	0.00%		\$ 39.33	\$ 41.32	\$ 43.39	\$ 45.55	\$ 47.86				
D44	W134	Load Forecaster / Tariff Admin	C64											
	W135	Specialist Operations & Settlement	18-Dec-20	DOS		\$ 39.33	\$ 41.32	\$ 43.39	\$ 45.55	\$ 47.86				
			01-Jan-21	1.75%		\$ 40.02	\$ 42.04	\$ 44.15	\$ 46.35	\$ 48.70				
			01-Jan-22	1.75%		\$ 40.72	\$ 42.78	\$ 44.92	\$ 47.16	\$ 49.55				
			01-Jan-23	1.50%		\$ 41.33	\$ 43.42	\$ 45.59	\$ 47.87	\$ 50.29				
			01-Jan-24	1.50%		\$ 41.95	\$ 44.07	\$ 46.27	\$ 48.59	\$ 51.04				
B34	S490	Accountant III	01-Jan-18	Old Range		\$ 32.92	\$ 34.99	\$ 37.05	\$ 39.13	\$ 41.19				
	S455	Admin Payroll, Corp (was C012)	01-Jan-19	2.00%		\$ 33.58	\$ 35.69	\$ 37.79	\$ 39.91	\$ 42.01				
	S048	Agent Investment Recovery (was C484)	01-Jan-20	0.00%		\$ 33.58	\$ 35.69	\$ 37.79	\$ 39.91	\$ 42.01				
	S046	Communications Lead (was C700)												
	S073	Coordinator Facilities Projects (was C927)												
	S288	Customer Interaction Supervisor												
	S153	Fleet Maintenance Coordinator												
	S215	Fleet Technical Coordinator												
	S047	Global Trade Comp Specialist (was C931)												
	S050	Methods Developer												
	S014	Officer Employee Wellbeing (was C192)												
	S226	Officer Regulatory												
	S067	Property Specialist (was C388)												
	S237	Senior Training Officer												
	S121	Supervisor Administration Region CS												
	S376	Supervisor CADD & Document Control												
	S139	Trades Instructor												
	S410	Customer Data Analyst												
	S516	NBEM Billing Administrator												
	S513	Internal Auditor												
C50	T373	Supervisor Trades	01-Jan-18	Old Range		\$ 32.92	\$ 34.99	\$ 37.05	\$ 39.13	\$ 41.19				
	T129	Supervisor Civil	01-Jan-19	2.00%		\$ 33.58	\$ 35.69	\$ 37.79	\$ 39.91	\$ 42.01				
	T195	Supervisor Electrical	01-Jan-20	0.00%		\$ 33.58	\$ 35.69	\$ 37.79	\$ 39.91	\$ 42.01				
	T145	Supervisor Dispatch												
	T218	Methods Developer												

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
D41	W099	Accountant III	B34 & C50										
	W100	Admin Payroll, Corp	18-Dec-20	DOS		\$ 33.58	\$ 35.69	\$ 37.79	\$ 39.91	\$ 42.01			
	W101	Agent Investment Recovery	01-Jan-21	1.75%		\$ 34.17	\$ 36.32	\$ 38.45	\$ 40.61	\$ 42.75			
	W102	Coordinator Facilities Projects	01-Jan-22	1.75%		\$ 34.77	\$ 36.96	\$ 39.12	\$ 41.32	\$ 43.50			
	W103	Supervisor Customer Interaction	01-Jan-23	1.50%		\$ 35.29	\$ 37.51	\$ 39.71	\$ 41.94	\$ 44.15			
	W104	Coordinator Fleet Maintenance	01-Jan-24	1.50%		\$ 35.82	\$ 38.07	\$ 40.31	\$ 42.57	\$ 44.81			
	W105	Coordinator Fleet Technical											
	W106	Specialist Global Trade Comp											
	W107	Developer Methods											
	W108	Officer Regulatory											
	W109	Specialist Property											
	W110	Officer Senior Training											
	W111	Supervisor CADD & Document Control											
	W112	Instructor Trades											
	W113	Administrator NBEM Billing											
	W114	Auditor Internal											
	W115	Supervisor Dispatch											
	W116	Supervisor Trades											
	W117	Supervisor Civil											
	W118	Supervisor Electrical											
B36	S005	Admin SAP (was C014)	01-Jan-18	Old Range		\$ 35.93	\$ 38.15	\$ 40.39	\$ 42.63	\$ 44.87			
	S378	Business Specialist	01-Jan-19	2.00%		\$ 36.65	\$ 38.91	\$ 41.20	\$ 43.48	\$ 45.77			
	S228	Coordinator Outside Agencies	01-Jan-20	0.00%		\$ 36.65	\$ 38.91	\$ 41.20	\$ 43.48	\$ 45.77			
	S444	Facilities Maintenance Supervisor (was C049)											
	S197	Fleet Maintenance Specialist											
	S222	Functional Analyst III											
	S051	Functional Analyst III Peoplesoft (was C543)											
	S452	Internal Client Relationship Liaison (was C623)											
	S107	Planner Work Region Customer Service											
	S445	Senior Property Specialist (was C602)											
	S526	Specialist Org Readiness											
	S461	Warehouse Supervisor Inventory, Planning & Ops											
	S510	Resource Allocation Supervisor											
	S528	Health Nurse											
	S531	Total Health Specialist											
	S406	Cost Estimator											
	S638	Sr. Coordinator Fac Maint											
	S634	Emergency Planning Specialist											

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
D42	W119	Admin SAP											
	W120	Specialist Business	B36										
	W121	Coordinator Outside Agencies	18-Dec-20	DOS		\$ 36.65	\$ 38.91	\$ 41.20	\$ 43.48	\$ 45.77			
	W122	Supervisor Facilities Maintenance	01-Jan-21	1.75%		\$ 37.29	\$ 39.59	\$ 41.92	\$ 44.24	\$ 46.57			
	W123	Fleet Maintenance Specialist	01-Jan-22	1.75%		\$ 37.94	\$ 40.28	\$ 42.65	\$ 45.01	\$ 47.39			
	W124	Analyst III Functional	01-Jan-23	1.50%		\$ 38.51	\$ 40.88	\$ 43.29	\$ 45.69	\$ 48.10			
	W125	Analyst III Functional Peoplesoft	01-Jan-24	1.50%		\$ 39.09	\$ 41.49	\$ 43.94	\$ 46.38	\$ 48.82			
	W126	Specialist Senior Property											
	W127	Specialist Org Readiness											
	W128	Supervisor Warehouse Inventory, Planning & Ops											
	W129	Supervisor Resource Allocation											
	W130	Nurse Health											
	W131	Specialist Total Health											
	W132	Coordinator Senior Facilities Projects											
	W266	Specialist Emergency Planning											
	W255	Planner Work Service Centre											
	W265	Estimator, Cost											
B96	S174	Apprentice Distribution System Operator											
			01-Jan-18	Old Range		\$ 39.24	\$ 41.71	\$ 44.14					
			01-Jan-19	2.00%		\$ 40.03	\$ 42.54	\$ 45.02					
			01-Jan-20	0.00%		\$ 40.03	\$ 42.54	\$ 45.02					
D43	W133	Apprentice Distribution System Operator											
			B96										
			18-Dec-20	DOS		\$ 40.03	\$ 42.54	\$ 45.02					
			01-Jan-21	1.75%		\$ 40.73	\$ 43.28	\$ 45.81					
			01-Jan-22	1.75%		\$ 41.44	\$ 44.04	\$ 46.61					
			01-Jan-23	1.50%		\$ 42.06	\$ 44.70	\$ 47.31					
			01-Jan-24	1.50%		\$ 42.69	\$ 45.37	\$ 48.02					
BA6	S161	Distribution System Operator											
			01-Jan-18	Old Range		\$ 46.59	\$ 49.04						
			01-Jan-19	2.00%		\$ 47.52	\$ 50.02						
			01-Jan-20	0.00%		\$ 47.52	\$ 50.02						
D45	W136	Operator Distribution System											
			BA6										
			18-Dec-20	DOS		\$ 47.52	\$ 50.02						
			01-Jan-21	1.75%		\$ 48.35	\$ 50.90						
			01-Jan-22	1.75%		\$ 49.20	\$ 51.79						
			01-Jan-23	1.50%		\$ 49.94	\$ 52.57						
			01-Jan-24	1.50%		\$ 50.69	\$ 53.36						
B48	S160	Coordinator, Distribution System Outage											
	S357	Coordinator, DSO Training											
			1-Jan-2018	Old Range		\$ 43.05	\$ 45.77	\$ 48.47	\$ 51.20	\$ 53.92			
			1-Jan-2019	2.00%		\$ 43.91	\$ 46.69	\$ 49.44	\$ 52.22	\$ 55.00			
			1-Jan-2020	0.00%		\$ 43.91	\$ 46.69	\$ 49.44	\$ 52.22	\$ 55.00			
D73	W240	Coordinator Distribution System Outage											
	W241	Coordinator DSO Training											
			B48										
			18-Dec-20	DOS		\$ 43.91	\$ 46.69	\$ 49.44	\$ 52.22	\$ 55.00			
			01-Jan-21	1.75%		\$ 44.68	\$ 47.51	\$ 50.31	\$ 53.13	\$ 55.96			
			01-Jan-22	1.75%		\$ 45.46	\$ 48.34	\$ 51.19	\$ 54.06	\$ 56.94			
			01-Jan-23	1.50%		\$ 46.14	\$ 49.07	\$ 51.96	\$ 54.87	\$ 57.79			
			01-Jan-24	1.50%		\$ 46.83	\$ 49.81	\$ 52.74	\$ 55.69	\$ 58.66			

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
CT1	T059	Coordinator Energy (Day)	01-Jan-18	Old Range		\$ 44.45	\$ 47.27	\$ 50.09	\$ 52.86	\$ 55.66			
	T402	Coordinator Document Compliance	01-Jan-19	2.00%		\$ 45.35	\$ 48.22	\$ 51.09	\$ 53.92	\$ 56.77			
C96	T370	Coordinator, Outage	01-Jan-20	0.00%		\$ 45.35	\$ 48.22	\$ 51.09	\$ 53.92	\$ 56.77			
D46	W137	Coordinator Energy	CT1 & C96										
	W138	Coordinator Document Compliance	18-Dec-20	DOS		\$ 45.35	\$ 48.22	\$ 51.09	\$ 53.92	\$ 56.77			
	W139	Coordinator Outage	01-Jan-21	1.75%		\$ 46.14	\$ 49.06	\$ 51.98	\$ 54.86	\$ 57.76			
			01-Jan-22	1.75%		\$ 46.95	\$ 49.92	\$ 52.89	\$ 55.82	\$ 58.77			
			01-Jan-23	1.50%		\$ 47.65	\$ 50.67	\$ 53.68	\$ 56.66	\$ 59.65			
			01-Jan-24	1.50%		\$ 48.37	\$ 51.43	\$ 54.49	\$ 57.51	\$ 60.55			
B95	S361	Distribution System Operator (SHIFT)	1-Jan-2018	Old Range		\$ 46.59	\$ 49.04						
			Salary Fix	\$0.63		\$ 47.22	\$ 49.67						
			01-Jan-19	2.00%		\$ 47.52	\$ 50.02						
			Salary Fix	\$0.79		\$ 48.31	\$ 50.81						
			01-Jan-20	0.00%		\$ 47.52	\$ 50.02						
			Salary Fix	\$0.81		\$ 48.33	\$ 50.83						
D48	W176	Operator Distribution System (SHIFT)	B95										
			18-Dec-20	DOS		\$ 47.52	\$ 50.02						
			Salary Fix	\$0.81		\$ 0.81	\$ 0.81						
						<u>\$ 48.33</u>	<u>\$ 50.83</u>						
			01-Jan-21	1.75%		\$ 48.35	\$ 50.90						
			Salary Fix	\$0.83		\$ 0.83	\$ 0.83						
						<u>\$ 49.18</u>	<u>\$ 51.73</u>						
			01-Jan-22	1.75%		\$ 49.20	\$ 51.79						
			Salary Fix	\$0.85		\$ 0.85	\$ 0.85						
						<u>\$ 50.05</u>	<u>\$ 52.64</u>						
			01-Jan-23	1.50%		\$ 49.94	\$ 52.57						
			Salary Fix	\$0.87		\$ 0.87	\$ 0.87						
						<u>\$ 50.81</u>	<u>\$ 53.44</u>						
			01-Jan-24	1.50%		\$ 50.69	\$ 53.36						
			Salary Fix	\$0.89		\$ 0.89	\$ 0.89						
						<u>\$ 51.58</u>	<u>\$ 54.25</u>						

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	
B99	S383	Supervisor Distribution Control Room	01-Jan-18	Old Range		\$ 47.36	\$ 50.35	\$ 53.32	\$ 56.30	\$ 59.31				
			01-Jan-19	2.00%		\$ 48.31	\$ 51.36	\$ 54.39	\$ 57.43	\$ 60.50				
			01-Jan-20	0.00%		\$ 48.31	\$ 51.36	\$ 54.39	\$ 57.43	\$ 60.50				
D49	W177	Supervisor Distribution Control Room												
				B99										
			18-Dec-20	DOS		\$ 48.31	\$ 51.36	\$ 54.39	\$ 57.43	\$ 60.50				
			01-Jan-21	1.75%		\$ 49.16	\$ 52.26	\$ 55.34	\$ 58.44	\$ 61.56				
			01-Jan-22	1.75%		\$ 50.02	\$ 53.18	\$ 56.31	\$ 59.46	\$ 62.64				
			01-Jan-23	1.50%		\$ 50.77	\$ 53.98	\$ 57.16	\$ 60.35	\$ 63.58				
			01-Jan-24	1.50%		\$ 51.53	\$ 54.79	\$ 58.02	\$ 61.26	\$ 64.53				

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
B58	S052	Accountant Senior	01-Jan-18	Old Range		\$ 39.24	\$ 41.71	\$ 44.14	\$ 46.59	\$ 49.04			
	S059	Analyst GIS (was C273)	01-Jan-19	2.00%		\$ 40.03	\$ 42.54	\$ 45.02	\$ 47.52	\$ 50.02			
	S084	Analyst, Market (was G183)	01-Jan-20	0.00%		\$ 40.03	\$ 42.54	\$ 45.02	\$ 47.52	\$ 50.02			
	S338	Business Customer Advisor											
	S016	Business Develop Specialist (was C219)											
	S155	Buyer Senior (was C139)											
	S459	Category Specialist (was C226)											
	S463	Contract Specialist											
	S012	Central Warehouse Supervisor (was C170)											
	S018	Communication Specialist (was C289)											
	S342	Conservation Specialist											
	S065	Contract Administrator											
	S477	Coord Real Estate											
	S351	Distribution System Planner											
	S104	Field Operations Specialist											
	S223	Functional Analyst IV											
	S532	Senior Org Readiness Specialist											
	S503	Product Management Specialist											
	s344	Lead OrgReadiness&BusinessContinuity											
	S347	Lead Reporting & Benefits Realization											
	S056	Planner Senior Financial (was C510)											
	S338	Product & Services Advisor											
	S555	Regulatory Specialist											
	S346	Safety Champion											
	S064	Security Specialist (was C522)											
	S013	Specialist Human Resources (was C187)											
	S187	Specialist Safety (was C366)											
	S337	Specialist Customer E-Channels											
	S061	Supplier Relation Admin Sr (was C569)											
	S335	Supvisor Meter QA & Repair											
	S632	Project Lead											
	S534	Product & Services Mgmt Specialist											
	S520	Brand Specialist											
	S522	Senior Graphic Designer											
	S523	Quality Specialist											
	S524	Strategic Asset Management Specialist											
	S529	Comp & Ben Administrator											
	S505	Specialist, Key Accounts											
	S628	Specialist, Environmental Operations											
	S515	Specialist, Field Planning - RMC											
	S557	Specialist, Energy Management											
	S563	Coordinator, Indigenous Relations Business											
	S637	EMS Specialist											
	S639	Facilities Site Supervisor											

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
D47	W140	Accountant Senior	B58										
	W141	Analyst GIS	18-Dec-20	DOS	\$	40.03	\$ 42.54	\$ 45.02	\$ 47.52	\$ 50.02			
	W142	Analyst Market	01-Jan-21	1.75%	\$	40.73	\$ 43.28	\$ 45.81	\$ 48.35	\$ 50.90			
	W143	Buyer Senior	01-Jan-22	1.75%	\$	41.44	\$ 44.04	\$ 46.61	\$ 49.20	\$ 51.79			
	W144	Specialist Contract	01-Jan-23	1.50%	\$	42.06	\$ 44.70	\$ 47.31	\$ 49.94	\$ 52.57			
	W145	Supervisor Central Warehouse	01-Jan-24	1.50%	\$	42.69	\$ 45.37	\$ 48.02	\$ 50.69	\$ 53.36			
	W146	Specialist Communication											
	W147	Specialist Conservation											
	W148	Administrator Contract											
	W149	Coordinator Real Estate											
	W150	Planner Distribution System											
	W151	Specialist Field Operations											
	W152	Analyst IV Functional											
	W153	Specialist Senior Org Readiness											
	W154	Specialist Product Management											
	W155	Planner Senior Financial											
	W156	Specialist Regulatory											
	W157	Champion Safety											
	W158	Specialist Security											
	W159	Specialist Human Resources											
	W160	Specialist Safety											
	W161	Specialist Customer E-Channels											
	W162	Supplier Relation Admin Sr											
	W163	Supvisor Meter QA & Repair											
	W164	Lead Project											
	W165	Specialist Product & Services Management											
	W166	Specialist Brand											
	W167	Designer Senior Graphic											
	W168	Specialist Quality											
	W169	Specialist Strategic Asset Management											
	W170	Administrator Compensation & Benefits											
	W171	Specialist Key Accounts											
	W172	Specialist Environmental Operations											
	W173	Specialist Field Planning - RMC											
	W174	Specialist EMS											
	W175	Supervisor Facilities Site											
	W250	Specialist Energy Management											
	W251	Specialist Procurement											
	W264	Coordinator, Indigenous Relations Business											
	W268	Specialist Field Operations Training											

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	
C79	T244	Operator Power System (day worker) No progression to Step E unless shift qualified	01-Jan-18	Old Range		\$ 41.62	\$ 43.72	\$ 45.93	\$ 48.22	\$ 50.62				
			01-Jan-19	2.00%		\$ 42.45	\$ 44.60	\$ 46.85	\$ 49.19	\$ 51.63				
			01-Jan-20	0.00%		\$ 42.45	\$ 44.60	\$ 46.85	\$ 49.19	\$ 51.63				
D50	W178	Operator Power System no progression to step E unless shift qualified			C79									
			18-Dec-20	DOS		\$ 42.45	\$ 44.60	\$ 46.85	\$ 49.19	\$ 51.63				
			01-Jan-21	1.75%		\$ 43.19	\$ 45.38	\$ 47.67	\$ 50.05	\$ 52.53				
			01-Jan-22	1.75%		\$ 43.95	\$ 46.17	\$ 48.50	\$ 50.93	\$ 53.45				
			01-Jan-23	1.50%		\$ 44.61	\$ 46.86	\$ 49.23	\$ 51.69	\$ 54.25				
			01-Jan-24	1.50%		\$ 45.28	\$ 47.56	\$ 49.97	\$ 52.47	\$ 55.06				
C10	T108	Operator Power System (Shift)	01-Jan-18	Old Range		\$ 41.62	\$ 43.72	\$ 45.93	\$ 48.22	\$ 50.62				
			Salary Fix	\$0.75		\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75			
								<u>\$ 42.37</u>	<u>\$ 44.47</u>	<u>\$ 46.68</u>	<u>\$ 48.97</u>	<u>\$ 51.37</u>		
			1-Jan-2019	2.00%		\$ 42.45	\$ 44.60	\$ 46.85	\$ 49.19	\$ 51.63				
			Salary Fix	\$0.79		\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79			
								<u>\$ 43.24</u>	<u>\$ 45.39</u>	<u>\$ 47.64</u>	<u>\$ 49.98</u>	<u>\$ 52.42</u>		
			1-Jan-2020	0.00%		\$ 42.45	\$ 44.60	\$ 46.85	\$ 49.19	\$ 51.63				
			Salary Fix	\$0.81		\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81			
								<u>\$ 43.26</u>	<u>\$ 45.41</u>	<u>\$ 47.66</u>	<u>\$ 50.00</u>	<u>\$ 52.44</u>		
D51	W179	Operator Power System (SHIFT) no progression to step E unless shift qualified			C10									
			18-Dec-20	DOS		\$ 42.45	\$ 44.60	\$ 46.85	\$ 49.19	\$ 51.63				
			Salary Fix	\$0.81		\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81			
								<u>\$ 43.26</u>	<u>\$ 45.41</u>	<u>\$ 47.66</u>	<u>\$ 50.00</u>	<u>\$ 52.44</u>		
			01-Jan-21	1.75%		\$ 43.19	\$ 45.38	\$ 47.67	\$ 50.05	\$ 52.53				
			Salary Fix	\$0.83		\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83			
								<u>\$ 44.02</u>	<u>\$ 46.21</u>	<u>\$ 48.50</u>	<u>\$ 50.88</u>	<u>\$ 53.36</u>		
			01-Jan-22	1.75%		\$ 43.95	\$ 46.17	\$ 48.50	\$ 50.93	\$ 53.45				
			Salary Fix	\$0.85		\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85			
								<u>\$ 44.80</u>	<u>\$ 47.02</u>	<u>\$ 49.35</u>	<u>\$ 51.78</u>	<u>\$ 54.30</u>		
			01-Jan-23	1.50%		\$ 44.61	\$ 46.86	\$ 49.23	\$ 51.69	\$ 54.25				
			Salary Fix	\$0.87		\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87			
								<u>\$ 45.48</u>	<u>\$ 47.73</u>	<u>\$ 50.10</u>	<u>\$ 52.56</u>	<u>\$ 55.12</u>		
01-Jan-24	1.50%		\$ 45.28	\$ 47.56	\$ 49.97	\$ 52.47	\$ 55.06							
Salary Fix	\$0.89		\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89						
					<u>\$ 46.17</u>	<u>\$ 48.45</u>	<u>\$ 50.86</u>	<u>\$ 53.36</u>	<u>\$ 55.95</u>					

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H		
C12	T043	Coordinator Energy (shift)	1-Jan-18	Old Range		\$ 44.46	\$ 47.27	\$ 50.09	\$ 52.86	\$ 55.66					
			Salary Fix	\$0.75		\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75				
								\$ 45.21	\$ 48.02	\$ 50.84	\$ 53.61	\$ 56.41			
			1-Jan-19	2.00%		\$ 45.35	\$ 48.22	\$ 51.09	\$ 53.92	\$ 56.77					
			Salary Fix	\$0.79		\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79			
								\$ 46.14	\$ 49.01	\$ 51.88	\$ 54.71	\$ 57.56			
			1-Jan-20	0.00%		\$ 45.35	\$ 48.22	\$ 51.09	\$ 53.92	\$ 56.77					
			Salary Fix	\$0.81		\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81			
								\$ 46.16	\$ 49.03	\$ 51.90	\$ 54.73	\$ 57.58			
D52	W180	Coordinator Energy (SHIFT)	C12												
			18-Dec-20	DOS		\$ 45.35	\$ 48.22	\$ 51.09	\$ 53.92	\$ 56.77					
			Salary Fix	\$0.81		\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81			
						\$ 46.16	\$ 49.03	\$ 51.90	\$ 54.73	\$ 57.58					
			01-Jan-21	1.75%		\$ 46.14	\$ 49.06	\$ 51.98	\$ 54.86	\$ 57.76					
			Salary Fix	\$0.83		\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83			
						\$ 46.97	\$ 49.89	\$ 52.81	\$ 55.69	\$ 58.59					
			01-Jan-22	1.75%		\$ 46.95	\$ 49.92	\$ 52.89	\$ 55.82	\$ 58.77					
			Salary Fix	\$0.85		\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85			
						\$ 47.80	\$ 50.77	\$ 53.74	\$ 56.67	\$ 59.62					
01-Jan-23	1.50%		\$ 47.65	\$ 50.67	\$ 53.68	\$ 56.66	\$ 59.65								
Salary Fix	\$0.87		\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87						
			\$ 48.52	\$ 51.54	\$ 54.55	\$ 57.53	\$ 60.52								
01-Jan-24	1.50%		\$ 48.37	\$ 51.43	\$ 54.49	\$ 57.51	\$ 60.55								
Salary Fix	\$0.89		\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89						
			\$ 49.26	\$ 52.32	\$ 55.38	\$ 58.40	\$ 61.44								
C13	T109	Operator Sr. System	01-Jan-18	Old Range		\$ 48.97	\$ 52.02	\$ 55.08	\$ 58.14	\$ 61.20					
			01-Jan-19	2.00%		\$ 49.95	\$ 53.06	\$ 56.18	\$ 59.30	\$ 62.42					
			01-Jan-20	0.00%		\$ 49.95	\$ 53.06	\$ 56.18	\$ 59.30	\$ 62.42					
D53	W181	Operator Senior System	C13												
			18-Dec-20	DOS		\$ 49.95	\$ 53.06	\$ 56.18	\$ 59.30	\$ 62.42					
			01-Jan-21	1.75%		\$ 50.82	\$ 53.99	\$ 57.16	\$ 60.34	\$ 63.51					
			01-Jan-22	1.75%		\$ 51.71	\$ 54.94	\$ 58.16	\$ 61.40	\$ 64.62					
			01-Jan-23	1.50%		\$ 52.49	\$ 55.76	\$ 59.03	\$ 62.32	\$ 65.59					
			01-Jan-24	1.50%		\$ 53.28	\$ 56.60	\$ 59.92	\$ 63.26	\$ 66.57					

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H			
D76	W261	Operation Senior System Shift	18-Dec-20	DOS		\$ 49.95	\$ 53.06	\$ 56.18	\$ 59.30	\$ 62.42						
			Salary Fix	\$0.81		\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81					
			01-Jan-21	1.75%		\$ 50.76	\$ 53.87	\$ 56.99	\$ 60.11	\$ 63.23						
			Salary Fix	\$0.83		\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83				
			01-Jan-22	1.75%		\$ 51.65	\$ 54.82	\$ 57.99	\$ 61.17	\$ 64.34						
			Salary Fix	0.85%		\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85				
			01-Jan-23	1.50%		\$ 52.56	\$ 55.79	\$ 59.01	\$ 62.25	\$ 65.47						
			Salary Fix	0.87%		\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.87				
			01-Jan-24	1.50%		\$ 53.36	\$ 56.63	\$ 59.90	\$ 63.19	\$ 66.46						
			Salary Fix	0.89%		\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89				
								\$ 54.17	\$ 57.49	\$ 60.81	\$ 64.15	\$ 67.46				
			CT5	T106	Supervisor Transmission Control Room	1-Jan-18	Old Range		\$ 61.05	\$ 64.26						
						1-Jan-19	2.00%		\$ 62.27	\$ 65.55						
						1-Jan-20	0.00%		\$ 62.27	\$ 65.55						
D54	W182	Supervisor Transmission Control Room <i>5% above Sr. System Operator</i>	CT5													
			18-Dec-20	DOS		\$ 62.27	\$ 65.55									
			01-Jan-21	1.75%		\$ 63.36	\$ 66.70									
			01-Jan-22	1.75%		\$ 64.47	\$ 67.87									
			01-Jan-23	1.50%		\$ 65.44	\$ 68.89									
01-Jan-24	1.50%		\$ 66.42	\$ 69.92												

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	
BA1	S400	Project Engineering Assistant	1-Jan-18	Old Range		\$ 36.94	\$ 38.66	\$ 40.60	\$ 42.72	\$ 44.22				
			1-Jan-19	2.00%		\$ 37.68	\$ 39.44	\$ 41.41	\$ 43.57	\$ 45.11				
			1-Jan-20	0.00%		\$ 37.68	\$ 39.44	\$ 41.41	\$ 43.57	\$ 45.11				
D55	W183	Assistant Project Engineering <i>Step A & B are from Step D & E of Technician</i> <i>Step C is 5% above B and D & E are 9% above PLT</i> <i>Cannot move to Step D until certified</i>												
				BA1										
			18-Dec-20	DOS		\$ 37.68	\$ 39.44	\$ 41.41	\$ 43.57	\$ 45.11				
			01-Jan-21	1.75%		\$ 38.34	\$ 40.12	\$ 42.14	\$ 44.34	\$ 45.90				
			01-Jan-22	1.75%		\$ 39.01	\$ 40.82	\$ 42.88	\$ 45.12	\$ 46.70				
			01-Jan-23	1.50%		\$ 39.60	\$ 41.43	\$ 43.52	\$ 45.80	\$ 47.40				
			01-Jan-24	1.50%		\$ 40.19	\$ 42.05	\$ 44.17	\$ 46.49	\$ 48.11				
B90	S323	Protective Equipment Tester	1-Jan-2018	Old Range		\$ 29.11	\$ 30.32	\$ 32.18	\$ 33.81					
			1-Jan-2019	2.00%		\$ 29.69	\$ 30.93	\$ 32.82	\$ 34.49					
			1-Jan-2020	0.00%		\$ 29.69	\$ 30.93	\$ 32.82	\$ 34.49					
D56	W184	Tester Protective Equipment <i>no progression to step D unless incumbent</i> <i>is capable of performing boom test functions</i>												
				B90										
			18-Dec-20	DOS		\$ 29.69	\$ 30.93	\$ 32.82	\$ 34.49					
			01-Jan-21	1.75%		\$ 30.21	\$ 31.47	\$ 33.39	\$ 35.09					
			01-Jan-22	1.75%		\$ 30.74	\$ 32.02	\$ 33.97	\$ 35.70					
			01-Jan-23	1.50%		\$ 31.20	\$ 32.50	\$ 34.48	\$ 36.24					
			01-Jan-24	1.50%		\$ 31.67	\$ 32.99	\$ 35.00	\$ 36.78					
C41	T084	Inspector Transmission Line	01-Jan-18	Old Range		\$ 32.82	\$ 34.15	\$ 35.40						
			01-Jan-19	2.00%		\$ 33.48	\$ 34.83	\$ 36.11						
			1-Jan-2020	0.00%		\$ 33.48	\$ 34.83	\$ 36.11						
D57	W185	Inspector Transmission Line												
				C41										
			18-Dec-20	DOS		\$ 33.48	\$ 34.83	\$ 36.11						
			01-Jan-21	1.75%		\$ 34.07	\$ 35.44	\$ 36.74						
			01-Jan-22	1.75%		\$ 34.67	\$ 36.06	\$ 37.38						
			01-Jan-23	1.50%		\$ 35.19	\$ 36.60	\$ 37.94						
			01-Jan-24	1.50%		\$ 35.72	\$ 37.15	\$ 38.51						

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	
B98	S403	Lead Protective Equipment Tester	01-Jan-18	Old Range		\$ 36.51								
			01-Jan-19	2.00%		\$ 37.25								
			01-Jan-20	0.00%		\$ 37.25								
D58	W186	Tester Lead Protective Equipment <i>8% above step D of W184</i>			B98									
					18-Dec-20	DOS		\$ 37.25						
					01-Jan-21	1.75%		\$ 37.90						
					01-Jan-22	1.75%		\$ 38.56						
					01-Jan-23	1.50%		\$ 39.14						
					01-Jan-24	1.50%		\$ 39.73						
BA5	S350	Environmental Regulatory Coordinator	01-Jan-18	Old Range		\$ 27.17	\$ 30.31	\$ 33.81	\$ 35.46	\$ 37.19				
	S506	Smart Products Support Technician	01-Jan-19	2.00%		\$ 27.71	\$ 30.92	\$ 34.49	\$ 36.17	\$ 37.93				
			01-Jan-20	0.00%		\$ 27.71	\$ 30.92	\$ 34.49	\$ 36.17	\$ 37.93				
D59	W187 W188 W189	Coordinator Environmental Regulatory Technician CADD Technician Smart Products Support			BA5									
					18-Dec-20	DOS		\$ 27.71	\$ 30.92	\$ 34.49	\$ 36.17	\$ 37.93		
					01-Jan-21	1.75%		\$ 28.20	\$ 31.46	\$ 35.09	\$ 36.80	\$ 38.59		
					01-Jan-22	1.75%		\$ 28.69	\$ 32.01	\$ 35.70	\$ 37.44	\$ 39.27		
					01-Jan-23	1.50%		\$ 29.12	\$ 32.49	\$ 36.24	\$ 38.00	\$ 39.86		
					01-Jan-24	1.50%		\$ 29.56	\$ 32.98	\$ 36.78	\$ 38.57	\$ 40.46		

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
C94	T398	Technician	01-Jan-18	Old Range		\$ 28.27	\$ 30.87	\$ 33.48	\$ 36.06	\$ 38.65			
	T364	Civil	01-Jan-19	2.00%		\$ 28.84	\$ 31.49	\$ 34.15	\$ 36.78	\$ 39.42			
	T365	Electrical	01-Jan-20	0.00%		\$ 28.84	\$ 31.49	\$ 34.15	\$ 36.78	\$ 39.42			
	T366	Forestry											
	T367	Instrumentation & Controls											
	T368	Survey											
BA5			01-Jan-18	Old Range		\$ 27.17	\$ 30.31	\$ 33.81	\$ 35.46	\$ 37.19			
	S131	Technician	01-Jan-19	2.00%		\$ 27.71	\$ 30.92	\$ 34.49	\$ 36.17	\$ 37.93			
		<i>(Previously Tech II CADD, Tech I, Tech II & TAI)</i> <i>Classification change effective DOS</i>	01-Jan-20	0.00%		\$ 27.71	\$ 30.92	\$ 34.49	\$ 36.17	\$ 37.93			
D60	W190	Technician	BA5 & C94										
	W191	Civil	18-Dec-20	DOS		\$ 28.84	\$ 31.49	\$ 34.49	\$ 36.78	\$ 39.42			
	W192	Electrical	01-Jan-21	1.75%		\$ 29.35	\$ 32.04	\$ 35.09	\$ 37.42	\$ 40.11			
	W193	Forestry	01-Jan-22	1.75%		\$ 29.86	\$ 32.60	\$ 35.71	\$ 38.08	\$ 40.81			
	W194	Instrumentation and Control	01-Jan-23	1.50%		\$ 30.31	\$ 33.09	\$ 36.24	\$ 38.65	\$ 41.42			
	W195	Survey	01-Jan-24	1.50%		\$ 30.77	\$ 33.59	\$ 36.79	\$ 39.23	\$ 42.04			

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
C95	T371	Senior Technician	01-Jan-18	Old Range		\$ 39.67	\$ 42.52						
	T246	Electrical	01-Jan-19	2.00%		\$ 40.46	\$ 43.36						
	T369	Civil	01-Jan-20	0.00%		\$ 40.46	\$ 43.36						
	T302	Work Planner											
	T372	Vegetation Mgmt Supervisor											
	T262	Thermovision & Line Inspection Supv											
	T399	Senior Survey Technician											
B45	S130	Vegetation Mgmt Supv	01-Jan-18	Old Range		\$ 33.26	\$ 35.77	\$ 38.41	\$ 40.37	\$ 42.48			
	S631	GIS Vegetation Specialist	01-Jan-19	2.00%		\$ 33.93	\$ 36.49	\$ 39.18	\$ 41.18	\$ 43.33			
			01-Jan-20	0.00%		\$ 33.93	\$ 36.49	\$ 39.18	\$ 41.18	\$ 43.33			
D61	W196	Senior Technician	B45 & C95										
	W197	Electrical	18-Dec-20	DOS		\$ 33.93	\$ 36.49	\$ 39.18	\$ 41.18	\$ 43.36			
	W198	Civil	01-Jan-21	1.75%		\$ 34.52	\$ 37.13	\$ 39.87	\$ 41.90	\$ 44.13			
	W199	Transmission Work Planner*	01-Jan-22	1.75%		\$ 35.12	\$ 37.78	\$ 40.57	\$ 42.63	\$ 44.90			
	W200	Supervisor Vegetation Mgmt	01-Jan-23	1.50%		\$ 35.65	\$ 38.35	\$ 41.18	\$ 43.27	\$ 45.57			
	W201	Technician Senior Survey	01-Jan-24	1.50%		\$ 36.19	\$ 38.93	\$ 41.80	\$ 43.92	\$ 46.25			
	W202	Supervisor Thermovision & Line Inspection											
	W203	Specialist GIS Vegetation											
<p>*For classification Transmission Work Planner, Steps "A" to "E" will be their wage table. To progress to Step E the employee's supervisor will need to evaluate the employee's progression having 70% completed qualifications task and will notify Compensation if achieved.</p>													
C58	T167	Supervisor, HVDC	01-Jan-18	Old Range		\$ 40.98	\$ 43.54	\$ 46.07	\$ 48.64	\$ 51.21			
			01-Jan-19	2.00%		\$ 41.80	\$ 44.41	\$ 46.99	\$ 49.61	\$ 52.23			
			01-Jan-20	0.00%		\$ 41.80	\$ 44.41	\$ 46.99	\$ 49.61	\$ 52.23			
D62	W204	Supervisor HVDC	C58										
			18-Dec-20	DOS		\$ 41.80	\$ 44.41	\$ 46.99	\$ 49.61	\$ 52.23			
			01-Jan-21	1.75%		\$ 42.53	\$ 45.19	\$ 47.81	\$ 50.48	\$ 53.14			
			01-Jan-22	1.75%		\$ 43.27	\$ 45.98	\$ 48.65	\$ 51.36	\$ 54.07			
			01-Jan-23	1.50%		\$ 43.92	\$ 46.67	\$ 49.38	\$ 52.13	\$ 54.88			
			01-Jan-24	1.50%		\$ 44.58	\$ 47.37	\$ 50.12	\$ 52.91	\$ 55.70			

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
CT2	T401	Operator HVDC Sr. Outside	01-Jan-18	Old Range		\$ 38.68	\$ 40.70						
			01-Jan-19	2.00%		\$ 39.46	\$ 41.51						
			01-Jan-20	0.00%		\$ 39.46	\$ 41.51						
D63	W205	Operator Senior HVDC Outside	CT2										
			18-Dec-20	DOS		\$ 39.46	\$ 41.51						
			01-Jan-21	1.75%		\$ 40.14	\$ 42.24						
			01-Jan-22	1.75%		\$ 40.84	\$ 42.98						
			01-Jan-23	1.50%		\$ 41.45	\$ 43.62						
			01-Jan-24	1.50%		\$ 42.07	\$ 44.28						
CT3	T400	Operator HVDC Outside	01-Jan-18	Old Range		\$ 29.60	\$ 31.47	\$ 33.34	\$ 35.16	\$ 37.00			
			01-Jan-19	2.00%		\$ 30.19	\$ 32.10	\$ 34.00	\$ 35.87	\$ 37.74			
			01-Jan-20	0.00%		\$ 30.19	\$ 32.10	\$ 34.00	\$ 35.87	\$ 37.74			
D64	W206	Operator HVDC Outside	CT3										
			18-Dec-20	DOS		\$ 30.19	\$ 32.10	\$ 34.00	\$ 35.87	\$ 37.74			
			01-Jan-21	1.75%		\$ 30.72	\$ 32.66	\$ 34.60	\$ 36.49	\$ 38.40			
			01-Jan-22	1.75%		\$ 31.26	\$ 33.23	\$ 35.21	\$ 37.13	\$ 39.07			
			01-Jan-23	1.50%		\$ 31.73	\$ 33.73	\$ 35.74	\$ 37.69	\$ 39.66			
			01-Jan-24	1.50%		\$ 32.21	\$ 34.24	\$ 36.28	\$ 38.26	\$ 40.26			

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H		
C59	T168	Operator HVDC (outside - shift)	1-Jan-18	Old Range		\$ 29.60	\$ 31.47	\$ 33.33	\$ 35.17	\$ 37.00					
			Salary Fix	\$0.75		\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75				
			Total			\$ 30.35	\$ 32.22	\$ 34.08	\$ 35.92	\$ 37.75					
			1-Jan-19	2.00%		\$ 30.19	\$ 32.10	\$ 34.00	\$ 35.87	\$ 37.74					
			Salary Fix	\$0.79		\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79				
			Total			\$ 30.98	\$ 32.89	\$ 34.79	\$ 36.66	\$ 38.53					
			1-Jan-20	0.00%		\$ 30.19	\$ 32.10	\$ 34.00	\$ 35.87	\$ 37.74					
			Salary Fix	\$0.81		\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.81				
			Total			\$ 31.00	\$ 32.91	\$ 34.81	\$ 36.68	\$ 38.55					
			D65	W207	Operator HVDC Outside (Shift)										
C61	T230	Specialist Planning													
D66	W208	Specialist Planning													

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
C93	T363	Operations Coordinator HVDC	1-Jan-18	Old Range		\$ 42.56	\$ 44.77						
			1-Jan-19	2.00%		\$ 43.41	\$ 45.67						
			1-Jan-20	0.00%		\$ 43.41	\$ 45.67						
D68	W210	Coordinator Operations HVDC <i>10% above top step of Sr. Operator HVDC</i>	C93										
			18-Dec-20	DOS		\$ 43.41	\$ 45.67						
			01-Jan-21	1.75%		\$ 44.16	\$ 46.47						
			01-Jan-22	1.75%		\$ 44.93	\$ 47.28						
			01-Jan-23	1.50%		\$ 45.60	\$ 47.99						
			01-Jan-24	1.50%		\$ 46.28	\$ 48.71						
C98	T355	Construction Electrician	01-Jan-18	Old Range		\$ 30.61	\$ 31.86	\$ 33.07	\$ 34.71				
			01-Jan-19	2.00%		\$ 31.22	\$ 32.50	\$ 33.73	\$ 35.40				
			01-Jan-20	0.00%		\$ 31.22	\$ 32.50	\$ 33.73	\$ 35.40				
D69	W211	Electrician Construction	C98										
			18-Dec-20	DOS		\$ 31.22	\$ 32.50	\$ 33.73	\$ 35.40				
			01-Jan-21	1.75%		\$ 31.77	\$ 33.07	\$ 34.32	\$ 36.02				
			01-Jan-22	1.75%		\$ 32.33	\$ 33.65	\$ 34.92	\$ 36.65				
			01-Jan-23	1.50%		\$ 32.82	\$ 34.16	\$ 35.44	\$ 37.20				
			01-Jan-24	1.50%		\$ 33.31	\$ 34.67	\$ 35.97	\$ 37.76				

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H				
C92	T235	Operator HVDC Sr. (Inside Shift)	1-Jan-18	Old Range		\$ 38.69	\$ 40.70										
			Salary Fix	\$0.75		\$ 0.75	\$ 0.75										
			Total			\$ 39.44	\$ 41.45										
			1-Jan-19	2.00%		\$ 39.46	\$ 41.51										
			Salary Fix	\$0.79		\$ 0.79	\$ 0.79										
			Total			\$ 40.25	\$ 42.30										
			1-Jan-20	0.00%		\$ 39.46	\$ 41.51										
			Salary Fix	\$0.81		\$ 0.81	\$ 0.81										
			Total			\$ 40.27	\$ 42.32										
			D67	W209	Operator Senior HVDC Inside (Shift) 10% above top step of Operator HVDC												
								C92									
								18-Dec-20	DOS		\$ 39.46	\$ 41.51					
		Salary Fix				\$0.81		\$ 0.81	\$ 0.81								
		Total						\$ 40.27	\$ 42.32								
		01-Jan-21				1.75%		\$ 40.14	\$ 42.24								
		Salary Fix				\$0.83		\$ 0.83	\$ 0.83								
		Total						\$ 40.97	\$ 43.07								
		01-Jan-22				1.75%		\$ 40.84	\$ 42.98								
		Salary Fix				\$0.85		\$ 0.85	\$ 0.85								
		Total						\$ 41.69	\$ 43.83								
		01-Jan-23				1.50%		\$ 41.45	\$ 43.62								
		Salary Fix	\$0.87		\$ 0.87	\$ 0.87											
		Total			\$ 42.32	\$ 44.49											
		01-Jan-24	1.50%		\$ 42.07	\$ 44.28											
		Salary Fix	\$0.89		\$ 0.89	\$ 0.89											
		Total			\$ 42.96	\$ 45.17											
C99	T359	Lead Construction Electrician	01-Jan-18	Old Range		\$ 33.06	\$ 34.41	\$ 35.72	\$ 37.49								
			01-Jan-19	2.00%		\$ 33.72	\$ 35.10	\$ 36.43	\$ 38.23								
			01-Jan-20	0.00%		\$ 33.72	\$ 35.10	\$ 36.43	\$ 38.23								
D70	W212	Electrician Lead Construction 8% above Construction Electrician															
					C99												
					18-Dec-20	DOS		\$ 33.72	\$ 35.10	\$ 36.43	\$ 38.23						
					01-Jan-21	1.75%		\$ 34.31	\$ 35.72	\$ 37.07	\$ 38.90						
					01-Jan-22	1.75%		\$ 34.92	\$ 36.34	\$ 37.71	\$ 39.58						
					01-Jan-23	1.50%		\$ 35.45	\$ 36.89	\$ 38.28	\$ 40.18						
		01-Jan-24	1.50%		\$ 35.97	\$ 37.44	\$ 38.85	\$ 40.78									

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
BB2	S533	IS Intern	01-Jan-18	Old Range		\$ 20.64	\$ 21.67	\$ 22.75	\$ 23.89	\$ 25.08			
			01-Jan-19	2.00%		\$ 21.05	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.58			
			01-Jan-20	0.00%		\$ 21.05	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.58			
D71	W213	Intern IS	BB2										
			18-Dec-20	DOS		\$ 21.05	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.58			
			01-Jan-21	1.75%		\$ 21.42	\$ 22.49	\$ 23.62	\$ 24.80	\$ 26.03			
			01-Jan-22	1.75%		\$ 21.80	\$ 22.88	\$ 24.03	\$ 25.23	\$ 26.49			
			01-Jan-23	1.50%		\$ 22.13	\$ 23.22	\$ 24.39	\$ 25.61	\$ 26.89			
			01-Jan-24	1.50%		\$ 22.46	\$ 23.57	\$ 24.76	\$ 25.99	\$ 27.29			
C14	T201	IT Professional I-IV	01-Jan-18	Old Range		\$ 29.48	\$ 31.84	\$ 34.72	\$ 37.83	\$ 41.24	\$44.94	\$49.04	
	T281	Project Lead, T&D Programs	01-Jan-19	2.00%		\$ 30.07	\$ 32.48	\$ 35.42	\$ 38.59	\$ 42.07	\$45.84	\$50.02	
	T245	Engineer I-IV	01-Jan-20	0.00%		\$ 30.07	\$ 32.48	\$ 35.42	\$ 38.59	\$ 42.07	\$45.84	\$50.02	
	T264	Power System Engineer I-IV											
B47	S057	Engineer I-IV											
	S491	Power System Planning Analyst											
	S453	IT Functional Analyst I-IV											
	S019	IT Specialist I-IV											
	S451	Service Management I- IV											
	S021	Systems Analyst I-IV											
	S560	Scientist I - IV											
	S220	Analyst Load Forecast											
D72	W214	Engineer I-IV	B47 & C14										
	W215	Analyst Power System Planning	18-Dec-20	DOS		\$ 30.07	\$ 32.48	\$ 35.42	\$ 38.59	\$ 42.07	\$45.84	\$50.02	
	W216	Specialist IT I-IV	01-Jan-21	1.75%		\$ 30.60	\$ 33.05	\$ 36.04	\$ 39.27	\$ 42.81	\$46.64	\$50.90	
	W249	Scientist I-IV	01-Jan-22	1.75%		\$ 31.14	\$ 33.63	\$ 36.67	\$ 39.96	\$ 43.56	\$47.46	\$51.79	
	W267	Analyst Load Forecast	01-Jan-23	1.50%		\$ 31.61	\$ 34.13	\$ 37.22	\$ 40.56	\$ 44.21	\$48.17	\$52.57	
			01-Jan-24	1.50%		\$ 32.08	\$ 34.64	\$ 37.78	\$ 41.17	\$ 44.87	\$48.89	\$53.36	

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
C15	T203	IT Professional V	1-Jan-2018	Old Range		\$ 43.05	\$ 45.77	\$ 48.47	\$ 51.20	\$ 53.92			
	T076	Engineer V	1-Jan-2019	2.00%		\$ 43.91	\$ 46.69	\$ 49.44	\$ 52.22	\$ 55.00			
B48	S063	Engineer V	1-Jan-2020	0.00%		\$ 43.91	\$ 46.69	\$ 49.44	\$ 52.22	\$ 55.00			
	S464	Sr. Adv. Research Business Plan											
	S624	Sr. HR Specialist											
	S630	DSO Engineer											
	S633	Project Specialist											
	S450	Analyst Senior Functional											
	S447	Analyst Senior System											
	S071	Financial Risk Specialist											
	S201	Fixed Asset Accountant											
	S078	Hygienist, Industrial											
	S556	Specialist, Rate Design											
	S053	Senior Internal Auditor											
	S055	Specialist GIS											
	S020	Specialist Senior IT											
	S504	Senior Market Analyst											
	S454	Senior Tech Specialist											
	S133	Treasury Specialist											
	S514	Environmental Impact Assessment Specialist											
	S534	Sr. Key Account Specialist											
	S537	Senior Innovation Specialist											
	S521	Senior Brand Specialist											
	S622	Environmental Technical Specialist											
	S518	Specialist, Financial Modeling											

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	
D73	W217	Engineer V	B48 & C15											
	W218	Advisor Senior Research Business Plan	18-Dec-20	DOS		\$ 43.91	\$ 46.69	\$ 49.44	\$ 52.22	\$ 55.00				
	W219	Specialist Senior HR	01-Jan-21	1.75%		\$ 44.68	\$ 47.51	\$ 50.31	\$ 53.13	\$ 55.96				
	W220	Engineer DSO	01-Jan-22	1.75%		\$ 45.46	\$ 48.34	\$ 51.19	\$ 54.06	\$ 56.94				
	W221	Specialist Project	01-Jan-23	1.50%		\$ 46.14	\$ 49.07	\$ 51.96	\$ 54.87	\$ 57.79				
	W224	Specialist Financial Risk	01-Jan-24	1.50%		\$ 46.83	\$ 49.81	\$ 52.74	\$ 55.69	\$ 58.66				
	W225	Accountant Fixed Asset												
	W226	Hygienist, Industrial												
	W227	Specialist Rate Design												
	W228	Auditor Senior Internal												
	W229	Specialist GIS												
	W230	Specialist Senior IT												
	W231	Analyst Senior Market												
	W232	Specialist Senior Tech												
	W233	Specialist Treasury												
	W234	Specialist Environmental Impact Assessment												
	W235	Specialist Senior Key Accounts												
	W236	Specialist Senior Innovation												
	W237	Specialist Senior Brand												
	W238	Specialist Environmental Technical												
W239	Specialist Financial Modeling													
C16	T204	ECC Systems Specialist	1-Jan-2018	Old Range		\$ 45.85	\$ 48.70	\$ 51.58	\$ 54.47	\$ 57.35				
	T069	Engineer Senior I	1-Jan-2019	2.00%		\$ 46.77	\$ 49.67	\$ 52.61	\$ 55.56	\$ 58.50				
	T300	Sr. Eng. I HV App	1-Jan-2020	0.00%		\$ 46.77	\$ 49.67	\$ 52.61	\$ 55.56	\$ 58.50				
	T405	IT Specialist Lead												
B49	S062	Senior Engineer I												
	S074	Senior Technical Specialist Environment												
	S448	Specialist IT Lead												
D74	W242	Engineer Senior I	B49 & C16											
	W243	Specialist Senior Technical Environment	18-Dec-20	DOS		\$ 46.77	\$ 49.67	\$ 52.61	\$ 55.56	\$ 58.50				
	W244	Specialist IT Lead	01-Jan-21	1.75%		\$ 47.59	\$ 50.54	\$ 53.53	\$ 56.53	\$ 59.52				
	W245	Specialist ECC Systems	01-Jan-22	1.75%		\$ 48.42	\$ 51.42	\$ 54.47	\$ 57.52	\$ 60.56				
			01-Jan-23	1.50%		\$ 49.15	\$ 52.19	\$ 55.29	\$ 58.38	\$ 61.47				
		01-Jan-24	1.50%		\$ 49.89	\$ 52.97	\$ 56.12	\$ 59.26	\$ 62.39					

Salary Grade	Job Code	Classification	Effective Date	% Increase	Adj	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
C17	T149	Engineer Senior II	01-Jan-18	Old Range		\$ 49.08	\$ 52.11	\$ 55.18	\$ 58.24	\$ 61.29			
	T207	Engineer Senior II, Thermal Station	1-Jan-2019	2.00%		\$ 50.06	\$ 53.15	\$ 56.28	\$ 59.41	\$ 62.52			
B59	S142	Senior Engineer II	1-Jan-2020	0.00%		\$ 50.06	\$ 53.15	\$ 56.28	\$ 59.41	\$ 62.52			
	S034	Senior Specialist Environment (<i>was C911</i>)											
D75	W246	Engineer Senior II	B59 & C17										
	W247	Specialist Senior Environment	18-Dec-20	DOS		\$ 50.06	\$ 53.15	\$ 56.28	\$ 59.41	\$ 62.52			
			01-Jan-21	1.75%		\$ 50.94	\$ 54.08	\$ 57.27	\$ 60.45	\$ 63.61			
			01-Jan-22	1.75%		\$ 51.83	\$ 55.03	\$ 58.27	\$ 61.51	\$ 64.72			
			01-Jan-23	1.50%		\$ 52.61	\$ 55.86	\$ 59.14	\$ 62.43	\$ 65.69			
			01-Jan-24	1.50%		\$ 53.40	\$ 56.70	\$ 60.03	\$ 63.37	\$ 66.68			