

# **Board Finance & Audit**

## **Committee Meeting and**

## **Special SMUD Board of**

## **Directors Meeting**

**DATE:** Wednesday, November 6, 2024

**TIME:** Scheduled to begin at 6:00 p.m.

**DATE:** Thursday, November 7, 2024

**TIME:** Scheduled to begin at 6:00 p.m.

**LOCATION:** SMUD Headquarters Building, Auditorium  
6201 S Street, Sacramento, CA



**AGENDA**  
**BOARD FINANCE & AUDIT COMMITTEE MEETING**  
**AND SPECIAL SMUD BOARD OF DIRECTORS MEETING**

**Wednesday, November 6, 2024**  
**SMUD Headquarters Building, Auditorium**  
**6201 S Street, Sacramento, California**  
**Scheduled to begin at 6:00 p.m.**

**Remote Telephonic Location:**  
**Ciber Copias**  
**Puerto Escondido 807, Universidad, Eliseo Jimenez**  
**Ruiz Oaxaca de Juarez, Oax., Mexico**

This Committee meeting is noticed as a joint meeting with the Board of Directors for the purpose of compliance with the Brown Act. In order to preserve the function of the Committee as advisory to the Board, members of the Board may attend and participate in the discussions, but no Board action will be taken. The Finance & Audit Committee will review, discuss and provide the Committee's recommendation on the agenda items.

**Virtual Viewing or Attendance:**

Live video streams (view-only) and indexed archives of meetings are available at:  
[http://smud.granicus.com/ViewPublisher.php?view\\_id=16](http://smud.granicus.com/ViewPublisher.php?view_id=16)

**Zoom Webinar Link:** [\*\*Join Board Finance & Audit Committee Meeting Here\*\*](#)

**Webinar/Meeting ID:** 160 225 5764

**Passcode:** 638346

**Phone Dial-in Number:** 1-669-254-5252 or 1-833-568-8864 (Toll Free)

**Verbal Public Comment:**

Members of the public may provide verbal public comment by:

- Completing a sign-up form at the table outside of the meeting room and giving it to SMUD Security.
- Using the "Raise Hand" feature in Zoom (or pressing \*9 while dialed into the telephone/toll-free number) during the meeting at the time public comment is called. Microphones will be enabled for virtual or telephonic attendees when the commenter's name is announced.

**Written Public Comment:**

Members of the public may provide written public comment on a specific agenda item or on items not on the agenda (general public comment) by submitting comments via email to [PublicComment@smud.org](mailto:PublicComment@smud.org) or by mailing or bringing physical copies to the meeting. Email is not monitored during the meeting. Comments will not be read into the record but will be provided to the Board and placed into the record of the meeting if received within two hours after the meeting ends.

## **DISCUSSION ITEMS**

1. Scott Martin  
Laura Lewis  
Brandy Bolden  
Lora Anguay      2025 Proposed SMUD Budget.
    - a. 2025 Proposed SMUD Budget Overview, including Debt Service, Pay Schedule, and Special Compensation.
    - b. 2025 Proposed Corporate Services Budget.
    - c. 2025 Proposed Customer & Community Services Budget.
    - d. 2025 Proposed Zero Carbon Energy Solutions Budget.
  2. Lora Anguay      2025 Proposed Joint Power Authority Budgets.
    - a. 2025 Proposed Northern California Energy Authority (NCEA) Budget.
    - b. 2025 Proposed Northern California Gas Authority Number 1 (NCGA1) Budget.
    - c. 2025 Proposed Sacramento Municipal Utility District Financing Authority (SFA) Budget.

## **INFORMATIONAL ITEMS**



*Members of the public shall have up to three (3) minutes to provide public comment on items on the agenda or items not on the agenda, but within the jurisdiction of SMUD. The total time allotted to any individual speaker shall not exceed nine (9) minutes.*

*Members of the public wishing to inspect public documents related to agenda items may click on the Information Packet link for this meeting on the [smud.org](http://smud.org) website or may call 1-916-732-7143 to arrange for inspection of the documents at the SMUD Headquarters Building, 6201 S Street, Sacramento, California.*

*ADA Accessibility Procedures: Upon request, SMUD will generally provide appropriate aids and services leading to effective communication for qualified persons with disabilities so that they can participate equally in this meeting. If you need a reasonable auxiliary aid or service for effective communication to participate, please email [Toni.Stelling@smud.org](mailto:Toni.Stelling@smud.org), or contact by phone at 1-916-732-7143, no later than 48 hours before this meeting.*

**AGENDA**  
**BOARD FINANCE & AUDIT COMMITTEE MEETING**  
**AND SPECIAL SMUD BOARD OF DIRECTORS MEETING**

**Thursday, November 7, 2024**  
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## **DISCUSSION ITEM**

- |                                                           |                                                                                                                                                                                                                               |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Frankie McDermott<br>Suresh Kotha<br>Jose Bodipo-Memba | 2025 Proposed SMUD Budget.<br><br>a. 2025 Proposed Energy Delivery & Operations Budget.<br><br>b. 2025 Proposed Information Technology Budget.<br><br>c. 2025 Proposed Workforce, Diversity & Enterprise Partnerships Budget. |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## **INFORMATIONAL ITEMS**

- |                    |                                                         |
|--------------------|---------------------------------------------------------|
| 2. Public Comment. |                                                         |
| 3. Rob Kerth       | Summary of Committee Direction.<br>Discussion: 1 minute |

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# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

Finance and Audit

November 6 &amp; 7, 2024

Board Meeting Date

December 12, 2024

TO				TO			
1.	Scott Martin	6.					
2.	Lora Anguay	7.					
3.	Jose Bodipo-Memba	8.					
4.		9.	Legal				
5.		10.	CEO & General Manager				
Consent Calendar	<input checked="" type="checkbox"/>	<input type="checkbox"/> Yes	<input type="checkbox"/> No <i>If no, schedule a dry run presentation.</i>	Budgeted	<input checked="" type="checkbox"/>	<input type="checkbox"/> Yes	<input type="checkbox"/> No <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR)	DEPARTMENT			MAIL STOP	EXT.	DATE SENT	
Jennifer Restivo	Planning and Revenue Strategy			A309	5193	10/24/24	

**NARRATIVE:**

**Requested Action:** Discuss approval of the following:

- 2025 SMUD Budget Resolution
- 2025 Debt Resolution
- Pay Schedule and Special Compensation Items

**Summary: 2025 Budget Resolution**

The 2025 Proposed SMUD Budget Resolution is comprised of Operations and Maintenance budget of \$1.46 billion, Debt Service budget of \$205.4 million, and Capital budget of \$612 million. The proposed 2025 Budget Resolution limits spending to \$2.28 billion (total of prior amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, Western Area Power Administration (WAPA) energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program's sales, it is required to apply the proceeds toward specific expenses that support the programs' goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,295 plus 5 percent.

**Public Good Charge**

The Public Goods Charge shall be adjusted for expenditures of \$104.8 million, which exceeds the minimum of 2.85% of 1994 revenues. The percentage allocation for the public goods charge expenditures shall apply to low-income assistance, energy efficiency, research and development, and new renewable generation.

**2025 Debt Resolution**

The 2025 Proposed Debt Resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2025, 2024 and 2023 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

**Pay Schedule and Special Compensation Items**

Approve/Accord SMUD's pay schedule and special compensation pursuant to California Code of Regulations (CCR).

**Board Policy:** The 2025 SMUD Budget funds programs and initiatives that contribute to meeting Board strategic directives.  
**(Number & Title)** GP-3 (e) Board will adopt SMUD's budget on an annual basis.

**Benefits:** Approval of the 2025 SMUD Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

**Cost/Budgeted:** Approval of the 2025 SMUD Budget Resolution will authorize spending within the limits prescribed.

**Alternatives:** Approval of a budget for SMUD is required before January 1, 2025, otherwise, SMUD will not have the authority to make purchases or pay employees.

**Affected Parties:** SMUD

**Coordination:** Budget Office, Treasury, Accounting, People, Services & Strategies, Legal.

**Presenter:** Scott Martin, Chief Financial Officer  
Laura Lewis, Chief Legal & Government Affairs Officer  
Brandy Bolden, Chief Customer Officer  
Lora Anguay, Chief Zero Carbon Officer  
Frankie McDermott, Chief Operating Officer  
Suresh Kotha, Chief Information Officer  
Jose Bodipo-Memba, Chief Diversity Officer

**Additional Links:**

SUBJECT	ITEM NO. (FOR LEGAL USE ONLY)
2025 Proposed SMUD Budget	

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, the proposed 2025 Budget is expected to result in a positive net income for 2025; **NOW THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** This resolution may be referred to as the 2025 Budget Resolution.

**Section 2.** (a) There is hereby appropriated from the General Fund sufficient monies for the payment of demands against SMUD which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of SMUD's program for the period January 1, 2025, through December 31, 2025.

Operations and maintenance:

Commodity - purchased power, fuel, and wheeling	\$610,000,000
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Public Goods	67,630,890
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Customer, energy delivery, zero carbon, workforce diversity & enterprise partnerships, information technology, corporate services & Rancho Seco	786,248,204
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Sub-Total	\$1,463,879,094
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Debt Service	205,393,922
Capital and reserve	612,031,708

<b>TOTAL</b>	\$2,281,304,724
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(b) The Commodity line-item budget is based on assumptions of average rainfall and temperatures during 2025. SMUD has in place a Hydro Generation Adjustment (SMUD HGA) mechanism whereby, based on the actual rainfall amounts between April 1, 2024, and March 31, 2025 in comparison to the budget assumptions, SMUD may transfer funds to or from the Hydro Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates. The Commodity line-item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the SMUD HGA adjustment.

(c) SMUD has budgeted to receive energy in 2025 under its contract with the Western Area Power Administration (WAPA). SMUD has in place a WAPA Hydro Generation Adjustment (WAPA HGA) mechanism whereby, based on the actual delivery from WAPA between April 1, 2024, and March 31, 2025 in comparison to the budget assumptions, SMUD may transfer funds to or from the WAPA Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates. This energy primarily is generated at Central Valley Project hydroelectric plants, and the actual quantity of energy received will be dependent on rainfall, carryover water storage and operation of the WAPA system to meet contractual water deliveries. Because WAPA generation facilities are spread over a wide area, insurance is not practical for offsetting variations of energy deliveries due to weather. One purpose of the Rate Stabilization Fund is to mitigate such variations. The

Commodity line-item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the WAPA HGA adjustment

(d) Budgeted energy purchases necessary to meet customer energy sales requirements (10,500 GWh) are based on average weather conditions and expected customer growth in 2025. Should actual weather conditions or growth levels cause SMUD retail sales and related energy requirements to be higher, the Commodity line item budget will be increased by the NP15 power price per megawatt-hour of additional retail energy sales to offset the cost of these sales.

(e) SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. Under these programs, SMUD has the option to monetize the credits and allowances applicable to these programs through sales transactions. When SMUD collects revenues through these sales, it is required to apply the proceeds toward specific expenses that support the program goals. An additional purpose of the Rate Stabilization Fund is to mitigate fluctuations from regulatory programs. The Accountant is hereby authorized to transfer funds to or from the Rate Stabilization Fund to match LCFS and Cap-and-Trade revenues with expenses. The budgeted amount will be increased or decreased accordingly.

(f) For purposes of Section 11891.6 of the Municipal Utility District Act, there shall be deemed added to each line item, in section 2a, a 10 percent contingency. Demands against SMUD which relate to obligations incurred for each line item and are within such line item amount plus the 10

percent contingency may be paid without prior specific approval of this Board, provided the total of such payments during 2025 may not exceed the total budget amount plus this 10% contingency, plus the commodity contingency and adjustments for weather hedge contracts, higher retail sales and Rate Stabilization transfers as set forth in paragraphs (b), (c), (d), (e) and (f) above.

**Section 3.** Demands against SMUD may be paid without the prior specific approval of this Board if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the CEO & General Manager or someone to whom he has delegated such approval authority. It is the purpose and intent of this paragraph to delegate to the CEO & General Manager authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of SMUD, all within the amounts and for the purposes set forth above, and subject to the provisions of existing law and of all the duly passed resolutions of this Board, including the Board-approved delegations of authority.

**Section 4.** At monthly intervals, the Treasurer shall transfer from the General Fund appropriate amounts into each of the various funds established to service SMUD's general obligation indebtedness, its Electric System Revenue Bond indebtedness, and its Electric Revenue Bond indebtedness in approximately equal installments as set forth in the tabulations on file with the Accountant. Investment authority, for all funds, is delegated to the Treasurer for a one-year period in accordance with California Code Section 53607.

**Section 5.** The number of permanent full-time employees during 2025 shall not exceed 2,295 employees plus a five percent contingency without further authorization of this Board.

**Section 6.** The Public Goods Charge shall be adjusted for expenditures of \$104.8 million, which exceeds the minimum of 2.85% of 1994 revenues. The percentage allocation for the public goods charge expenditures shall apply to low-income assistance, energy efficiency, research and development, and new renewable generation.

**Section 7.** The CEO & General Manager, or his designee, is authorized to make future changes to the **Budget** that, in his prudent judgment: (a) further the primary purpose of the **Budget**; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized **Budget** amounts and applicable contingencies.

**RESOLUTION NO. \_\_\_\_\_**

Supplemental Resolution (Supplemental )  
to Resolutions No. 6457, 8107, 83-7-26 )  
as amended by Resolution No. 87-10-22, )  
No. 92-12-29, No. 93-12-19, No. 94-12-16, )  
No. 95-12-10, No. 96-12-07, No. 97-12-18, )  
No. 98-11-12, No. 99-12-10, No. 00-12-11, )  
No. 01-12-02, No. 02-11-04, No. 03-12-14, )  
No. 04-12-11, No. 05-12-13, No. 06-12-08, )  
No. 07-12-08, No. 08-12-05, No. 09-12-08, )  
No. 10-12-03, No. 11-12-08, No. 12-12-06, )  
No. 13-12-09, No. 14-12-13, No. 15-12-08, )  
No. 16-12-14, No. 17-12-13, No. 18-12-12, )  
No. 19-11-05, No. 20-12-14, No. 21-12-11, )  
No. 22-12-06, and No. 23-12-10) declaring the )  
intention of the Board of Directors of the )  
Sacramento Municipal Utility District to )  
Authorize the issuance of additional )  
Revenue Bonds )

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**WHEREAS**, Sacramento Municipal Utility District (“SMUD”) on July 23, 1970, May 2, 1974, and July 21, 1983, by the adoption by its Board of Directors of Resolutions No. 6457, 8107, and 83-7-26, as amended by Resolution No. 87-10-22 adopted October 1, 1987; Resolutions No. 92-2-11, No. 92-12-29, No. 93-12-19, No. 94-12-16, No. 95-12-10, No. 96-12-07, No. 97-12-18, No. 98-11-12, No. 99-12-10, No. 00-12-11, No. 01-12-02, No. 02-11-04, No. 03-12-14, No. 04-12-11, No. 05-12-13, No. 06-12-08, No. 07-12-08, No. 08-12-05, No. 09-12-08, No. 10-12-03, No. 11-12-08, No. 12-12-06, No. 13-12-09, No. 14-12-13, No. 15-12-08, No. 17-12-13, No. 18-12-12, No. 19-11-05, 20-12-14, 21-12-11, 22-12-06, 23-12-14 adopted by the Board of Directors on February 6, 1992, December 17, 1992, December 16, 1993, December 15, 1994, December 14, 1995, December 19, 1996, December 17,

1997, November 30, 1998, December 2, 1999, December 7, 2000, December 6, 2001, November 7, 2002, December 4, 2003, December 2, 2004, December 1, 2005, December 7, 2006, December 6, 2007, December 4, 2008, December 3, 2009, December 3, 2010, December 1, 2011, December 6, 2012, December 5, 2013, December 4, 2014, December 3, 2015, December 1, 2016, December 21, 2017, December 20, 2018, November 21, 2019, December 10, 2020, December 9, 2021, December 8, 2022, and December 14, 2023, respectively (collectively, the "Prior Resolutions"), found and determined that it was necessary to raise funds by the issuance of revenue bonds in the maximum principal amount of \$9,055,000,000 pursuant to Sections 12850, et seq., of the California Public Utilities Code (the "Act"); and

**WHEREAS**, in order to provide reliable electric service to its customers, it is necessary for SMUD to make certain capital improvements and other capital expenditures to its system, which capital improvements and other capital expenditures are designed to have useful lives of up to 40 years, or more; and

**WHEREAS**, to fairly apportion the costs of such capital improvements and other capital expenditures among SMUD's customers who will receive the benefits of such improvements, SMUD has determined to authorize the financing of such improvements and expenditures with bonds of SMUD; and

**WHEREAS**, to provide bond financing for such improvements and expenditures, it now appears necessary to increase the authorized issue of revenue bonds that may be issued by SMUD pursuant to the Act; and

**WHEREAS**, the Board of Directors of SMUD desires to inform its customers and the public of its plans for financing capital improvements and other capital expenditures to its system by specifying certain items for which the proceeds of said revenue bonds are to be used, which uses shall not include daily maintenance and operations costs; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** The Board of Directors of SMUD declares its intention to authorize the issuance of additional revenue bonds or Green Bonds for the purpose of financing, in whole or in part, the costs of the capital items identified in SMUD's 2025 capital budget, 2023 and 2024 capital expenditures not previously financed, the prepayment of purchased power or natural gas, and pipelines or storage facilities, for all of which SMUD is authorized by law to issue such bonds. SMUD has paid or reasonably expects to pay certain expenditures (the "Reimbursement Expenditures") in connection with such capital items prior to the issuance of such bonds, and hereby officially declares its intent to use certain proceeds of such bonds to reimburse the Reimbursement Expenditures. The declarations contained in this section are made solely for purposes of establishing compliance with Section 1.150-2 of the U. S. Treasury Regulations, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

**Section 2.** The maximum principal amount of the additional revenue bonds proposed to be issued under this supplemental resolution is \$400,000,000. Such maximum principal amount is in addition to the

\$9,055,000,000 principal amount of revenue bonds authorized pursuant to the Prior Resolutions. Such additional bonds may be issued in series from time to time, and it shall not be necessary that all of the bonds proposed to be issued be issued at any one time.

Proceeds from the issuance of these bonds will be used to finance capital improvements identified in SMUD's 2025 capital budget, 2023 and 2024 capital expenditures not previously financed, capital expenditures for the prepayment of purchased power or natural gas, and pipelines or storage facilities. The declarations in this section are made solely to establish compliance with Section 12852 of the California Public Utilities Code, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

**Section 3.** The maximum term of any of such bonds is 40 years. In the event the maximum authorized amount under a series of bonds is divided into two or more series, the said maximum term shall be calculated in each case from the date of each divided series of bonds.

**Section 4.** The maximum rate of interest to be payable upon such bonds shall not exceed the interest rate per annum equal to the greater of fifteen percent (15 percent) per annum or the yield of United States Treasury bonds having a remaining term equal, as nearly as practicable, to the final maturity of such bonds, as determined by SMUD as of the date of sale of such bonds, plus three percent (3 percent). The maximum discount with respect to such bonds shall not exceed ten percent (10 percent).

**Section 5.** This resolution shall take effect immediately, subject only to the right of referendum provided in Article 6a of Chapter 6 of Division 6 of the California Public Utilities Code (beginning at Section 12850 thereof).

**Section 6.** The Secretary of SMUD is hereby directed to publish a copy of this resolution once a week for two successive weeks in a newspaper of general circulation published within SMUD's boundaries. At any time within 60 days after the date of the second such publication, a referendum petition signed by voters in number equal to at least three percent (3 percent) of the total vote cast, as defined in Section 11507 of the California Public Utilities Code, demanding the submission of this resolution to a vote of the voters of SMUD for their assent to the issuance of the proposed bonds, may be filed with the Secretary of SMUD. Upon presentation to the Secretary of SMUD of such a referendary petition, this resolution shall not be of effect unless and until it has been assented to by the voters.

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date	
50051540	Accountant Entry	F	PAS00430	\$77,334.40										\$102,440.00	Annually	12/14/2024
50051541	Accountant Journey	12	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50083082	Accounting Technician	6	OSE0680A	\$32.53	\$33.37	\$34.21	\$35.05	\$35.95	\$36.86	\$37.77	\$38.74	\$39.73		Hourly	12/14/2024	
50051545	Administrative Supervisor	12	PAS00430	\$77,334.40										\$102,440.00	Annually	12/14/2024
50131376	Analyst Trainee	N/	PAS00390	\$70,075.20										\$92,913.60	Annually	12/14/2024
50157614	Art Director	12	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
50051631	Asset Protection Officer I	12	SECU220A	\$24.61	\$25.26	\$25.91	\$26.54	\$27.21	\$27.86	\$28.57	\$29.26	\$30.02		Hourly	12/14/2024	
50051633	Asset Protection Officer II	12	SECU245A	\$31.23	\$32.01	\$32.80	\$33.63	\$34.48	\$35.37	\$36.20	\$37.14	\$38.07		Hourly	12/14/2024	
50138722	Asset Supervisor Business Operations	12	PAS0062L	\$123,531.20										\$228,883.20	Annually	12/14/2024
50169884	Asset Supervisor Power Generation	12	PAS0062J	\$123,531.20										\$213,449.60	Annually	12/14/2024
50121495	Assistant Engineer	12	PAS00410	\$73,611.20										\$97,489.60	Annually	12/14/2024
50136460	Assistant General Manager	N/	EXECU01E	\$301,246.40										\$492,939.20	Annually	12/14/2024
50092300	Assistant Superintendent Power Generation	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50159051	Assistant Supervisor Telecommunication Operations and Management	12	PAS0059C	\$114,712.00										\$163,592.00	Annually	12/14/2024
50090360	Associate Civil Engineer Entry Level	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50097000	Associate Civil Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50051553	Associate Desktop Support Specialist Closed Classification	F	PAS00450	\$81,244.80										\$107,577.60	Annually	12/14/2024
50083179	Associate Distribution Design Engineer Entry	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50051525	Associate Distribution Design Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
61000010	Associate Distribution Operations Engineer Entry	F	PAS00520	\$93,516.80										\$123,843.20	Annually	1/8/2024
61000010	Associate Distribution Operations Engineer Entry	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
61000011	Associate Distribution Operations Engineer Journey	12	PAS00590	\$111,092.80										\$147,201.60	Annually	1/8/2024
61000011	Associate Distribution Operations Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50083180	Associate Distribution System Engineer Entry	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50051539	Associate Distribution System Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50083181	Associate Electrical Engineer Entry	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50051526	Associate Electrical Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50139912	Associate Energy Management System Engineer Entry Level	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50139910	Associate Energy Management System Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50121331	Associate Enterprise Technology Analyst Entry	F	PAS00450	\$81,244.80										\$107,577.60	Annually	12/14/2024
50121274	Associate Enterprise Technology Developer Entry	F	PAS00450	\$81,244.80										\$107,577.60	Annually	12/14/2024
50168400	Associate Instrument and Controls Engineer Entry Level	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50108175	Associate Instrument and Controls Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50051532	Associate Mechanical Engineer Entry Level	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50083182	Associate Mechanical Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50120408	Associate Power Operation Engineer Journey Level	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50134736	Associate Protection Engineer Entry Level	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50120123	Associate Protection Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
61000022	Associate Substation Engineer Entry	F	PAS00520	\$93,516.80										\$123,843.20	Annually	5/7/2024
61000022	Associate Substation Engineer Entry	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
61000023	Associate Substation Engineer Journey	12	PAS00590	\$111,092.80										\$147,201.60	Annually	5/7/2024
61000023	Associate Substation Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50121906	Associate Telecommunication Engineer Entry	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50121894	Associate Telecommunication Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50123046	Associate Transmission Planning Engineer Entry	F	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50123047	Associate Transmission Planning Engineer Journey	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50051556	Attorney Entry Level	N/	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
50051557	Attorney Journey Level	N/	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50054600	Board Member	N/	BOARD001	\$317.00											Per Meeting	12/14/2024
50051564	Body Fender Mechanic	12	IBEW884A	\$56.95											Hourly	12/14/2024
50160320	Business Continuity Program Manager	12	PAS00640	\$129,771.20										\$171,891.20	Annually	12/14/2024
50166420	Business Development Manager Customer Sales	N/	PAS0069A	\$146,806.40										\$204,318.40	Annually	12/14/2024
50083187	Business Planning Analyst Entry Level	F	PAS0043B	\$77,334.40										\$107,577.60	Annually	12/14/2024
50051560	Business Planning Analyst Journey	12	PAS0052B	\$96,553.60										\$134,284.80	Annually	12/14/2024
50051551	Business Technology Analyst Entry	F	PAS00450	\$81,244.80										\$107,577.60	Annually	12/14/2024
50051561	Business Technology Analyst Journey	12	PAS00540	\$101,400.00										\$134,284.80	Annually	12/14/2024
50111755	Business Technology Program Manager	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50088597	Business Transformation Specialist	12	PAS00640	\$129,771.20										\$171,891.20	Annually	12/14/2024
50084255	Business Unit Planning Coordinator	12	PAS0062B	\$123,531.20										\$171,891.20	Annually	12/14/2024
50051566	Cable Locator	12	IBEW873G	\$48.95	\$49.98	\$51.40	\$52.71	\$53.70							Hourly	12/14/2024
50051564	Cable Locator with class A	12	IBEW873M	\$50.10	\$51.13	\$52.55	\$53.86	\$54.85							Hourly	12/14/2024
50051585	Cable Locator with Hazmat	12	IBEW873X	\$50.21	\$51.24	\$52.65	\$53.98	\$54.97							Hourly	12/14/2024
50165732	Cable Splicer Construction Foreman/Woman	12	IBEW941I	\$82.28											Hourly	12/14/2024
50167676	Cable Splicer Construction Foreman/Woman with class A	12	IBEW941F	\$83.43											Hourly	12/14/2024
50051574	Cable Splicer/Electrician	12	IBEW923K	\$69.30											Hourly	12/14/2024
50083188	Cable Splicer/Electrician Apprentice	54	IBEW909A	\$45.07	\$47.62	\$50.22	\$52.83	\$55.47	\$58.07	\$60.61	\$63.24	\$65.81			Hourly	12/14/2024
50051575	Cable Splicer/Electrician Apprentice with class A	54	IBEW909B	\$46.22	\$48.77	\$51.37	\$53.98	\$56.62	\$59.22	\$61.76	\$64.39	\$66.96			Hourly	12/14/2024
50051579	Cable Splicer/Electrician Apprentice with hazmat	54	IBEW909C	\$46.34	\$48.89	\$51.49	\$54.10	\$56.74	\$59.34	\$61.88	\$64.51	\$67.08			Hourly	12/14/2024
50051584	Cable Splicer/Electrician Foreman/Woman	12	IBEW937D	\$74.63											Hourly	12/14/2024
50051577	Cable Splicer/Electrician Foreman/Woman Light	12	IBEW942A	\$78.08											Hourly	12/14/2024
50051578	Cable Splicer/Electrician Foreman/Woman Light with class A	12	IBEW942L	\$79.23											Hourly	12/14/2024
50051576	Cable Splicer/Electrician with Class A	12	IBEW923L	\$70.45											Hourly	12/14/2024
50051583	Calibration Technician	12	IBEW925A	\$67.66											Hourly	12/14/2024
50166640	Category Manager	12	PAS00560	\$106,537.60										\$141,148.80	Annually	12/14/2024
50131457	Chief Customer Officer	N/	EXECU01E	\$301,246.40										\$492,939.20	Annually	12/14/2024
50136446	Chief Diversity Officer	N/	EXECU01E	\$301,246.40										\$492,939.20	Annually	12/14/2024
50051591	Chief Executive Officer and General Manager	N/	EXECU03E	\$593,694.40										#####	Annually	12/14/2024
50107656	Chief Financial Officer	N/	EXECU01E	\$301,246.40										\$492,939.20	Annually	12/14/2024
50159814	Chief Information Officer	N/	EXECU01E	\$301,246.40										\$492,939.20	Annually	12/14/2024
50051558	Chief Legal & Government Affairs Officer	N/	EXECU01E	\$301,246.40										\$492,939.20	Annually	12/14/2024
50170848	Chief Marketing & Communications Officer	N/	EXECU01E	\$301,246.40										\$492,939.20	Annually	12/14/2024

N/ designates non-civil service jobs

F designates

50159810	Chief Operating Officer	N/	EXECU01E	\$301,246.40														\$492,939.20	Annually	12/14/2024
50136450	Chief Strategy Officer	N/	EXECU01E	\$301,246.40														\$492,939.20	Annually	12/14/2024
50169284	Chief Zero Carbon Officer	N/	EXECU01E	\$301,246.40														\$492,939.20	Annually	12/14/2024
50051599	Civil Maintenance Foreman/Woman light	12	IBEW937G	\$71.40															Hourly	12/14/2024
50051600	Civil Maintenance Foreman/Woman light with class A	12	IBEW937L	\$72.55															Hourly	12/14/2024
50051601	Civil Maintenance Foreman/Woman light with hazmat	12	IBEW937X	\$72.67															Hourly	12/14/2024
50123556	Claims Administrator Entry Level	F	PAS00450	\$81,244.80														\$107,577.60	Annually	12/14/2024
50161455	Claims Administrator Journey	12	PAS00540	\$101,400.00														\$134,284.80	Annually	12/14/2024
50051587	Combustible Turbine Foreman/Woman	12	IBEW945B	\$76.02															Hourly	12/14/2024
50051588	Combustible Turbine Technician	12	IBEW917A	\$65.32															Hourly	12/14/2024
50168961	Commercial and Industrial Energy Educator	12	PAS00620	\$123,531.20														\$163,592.00	Annually	12/14/2024
50134282	Communications Supervisor	12	PAS00591	\$114,712.00														\$163,592.00	Annually	12/14/2024
50160594	Community Engagement Events Supervisor	12	PAS00620	\$123,531.20														\$163,592.00	Annually	12/14/2024
61000026	Community Engagement Representative I	12	PAS00450	\$78,686.40														\$104,187.20	Annually	6/27/2024
61000026	Community Engagement Representative I	12	PAS00450	\$81,244.80														\$107,577.60	Annually	12/14/2024
50132074	Community Engagement Representative II	12	PAS00560	\$106,537.60														\$141,148.80	Annually	12/14/2024
50097275	Computer Operations Specialist Entry Level	6	OSE0680B	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.54	\$39.47							Hourly	12/14/2024
50097276	Computer Operations Specialist Journey	6	OSE0720B	\$39.46	\$40.48	\$41.51	\$42.53	\$43.58	\$44.67	\$45.75	\$46.92	\$48.08							Hourly	12/14/2024
50161490	Construction Contract Analyst Entry Level	F	PAS00431	\$77,334.40														\$102,440.00	Annually	12/14/2024
50161492	Construction Contract Analyst Journey Level	12	PAS00520	\$96,553.60														\$127,878.40	Annually	12/14/2024
50051605	Construction Management Inspector I	12	OSE0740A	\$43.58	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.84	\$53.10							Hourly	12/14/2024
50051606	Construction Management Inspector II	12	OSE0770B	\$51.24	\$52.52	\$53.82	\$55.17	\$56.58	\$57.95	\$59.45	\$60.88	\$62.45							Hourly	12/14/2024
50122929	Construction Management Inspector III	12	OSE0772A	\$53.81	\$55.14	\$56.53	\$57.91	\$59.40	\$60.83	\$62.40	\$63.92	\$65.57							Hourly	12/14/2024
61000019	Contract Administrator Journey	12	PAS00540	\$98,217.60														\$130,062.40	Annually	3/23/2024
61000019	Contract Administrator Journey	12	PAS00540	\$101,400.00														\$134,284.80	Annually	12/14/2024
50135051	Coordinator Education Relations	12	PAS00620	\$123,531.20														\$163,592.00	Annually	12/14/2024
50084576	Coordinator Electric Transportation Projects	12	PAS00640	\$129,771.20														\$171,891.20	Annually	12/14/2024
50051592	Coordinator Energy and Technology Center	12	PAS00591	\$114,712.00														\$163,592.00	Annually	12/14/2024
50100156	Cost Schedule Specialist Entry	F	PAS00430	\$77,334.40														\$102,440.00	Annually	12/14/2024
50051609	Cost Schedule Specialist Journey	12	PAS00520	\$96,553.60														\$127,878.40	Annually	12/14/2024
50051610	Crafts Helper	12	IBEW828G	\$33.43	\$34.96	\$37.64	\$40.22	\$43.07											Hourly	12/14/2024
50083191	Crafts Helper with class A	12	IBEW828L	\$34.58	\$36.11	\$38.79	\$41.37	\$44.22											Hourly	12/14/2024
50051611	Crafts Helper with hazmat	12	IBEW828X	\$34.70	\$36.23	\$38.91	\$41.49	\$44.34											Hourly	12/14/2024
50124979	Critical Infrastructure Protection Compliance Specialist Entry Level	F	PAS00491	\$89,648.00														\$118,788.80	Annually	12/14/2024
50124980	Critical Infrastructure Protection Compliance Specialist II	12	PAS00560	\$106,537.60														\$141,148.80	Annually	12/14/2024
50124981	Critical Infrastructure Protection Compliance Specialist Senior Level	12	PAS00620	\$123,531.20														\$163,592.00	Annually	12/14/2024
50051617	Custodian Closed Classification	12	IBEW800G	\$32.91	\$34.38	\$35.96	\$37.62												Hourly	12/14/2024
50051619	Customer Services Assistant	12	PAS00430	\$77,334.40														\$102,440.00	Annually	12/14/2024
50051620	Customer Services Field Representative	6	OSE0735A	\$41.18	\$42.21	\$43.26	\$44.36	\$45.47	\$46.62	\$47.80	\$48.97	\$50.24							Hourly	4/6/2024
50051620	Customer Services Field Representative	6	OSE0735A	\$42.52	\$43.58	\$44.67	\$45.80	\$46.95	\$48.14	\$49.35	\$50.56	\$51.87							Hourly	12/14/2024
50051622	Customer Services Representative I	6	OSE0641A	\$30.68	\$31.45	\$32.23	\$33.03	\$33.86											Hourly	12/14/2024
50051616	Customer Services Representative II	6	OSE0680A	\$32.53	\$33.37	\$34.21	\$35.05	\$35.95	\$36.86	\$37.77	\$38.74	\$39.73							Hourly	12/14/2024
50092958	Customer Services Supervisor	12	PAS00590	\$114,712.00														\$151,985.60	Annually	12/14/2024
50167103	Cyber Security Engineer Entry	F	PAS00450	\$81,244.80														\$107,577.60	Annually	12/14/2024
50167112	Cybersecurity Engineer Journey	12	PAS00590	\$114,712.00														\$151,985.60	Annually	12/14/2024
50167108	Cybersecurity Government And Computer Specialist Entry Level	F	PAS00450	\$81,244.80														\$107,577.60	Annually	12/14/2024
50167109	Cybersecurity Government And Computer Specialist Journey Level	12	PAS00591	\$114,712.00														\$151,985.60	Annually	12/14/2024
50167110	Cybersecurity Risk Specialist Entry Level	F	PAS00450	\$81,244.80														\$107,577.60	Annually	12/14/2024
50167111	Cybersecurity Risk Specialist Journey	12	PAS00591	\$114,712.00														\$151,985.60	Annually	12/14/2024
50051623	Data Base Administrator	12	PAS00590	\$114,712.00														\$151,985.60	Annually	12/14/2024
50051602	Data Center Operations Specialist	12	PAS00470	\$85,384.00														\$113,027.20	Annually	12/14/2024
50113480	Deputy General Counsel	N/	MGR0085G	\$215,384.00														\$299,936.00	Annually	12/14/2024
50084608	Design and Standards Specialist	12	PAS00560	\$106,537.60														\$141,148.80	Annually	12/14/2024
50051643	Desktop Support Specialist Closed Classification	12	PAS00540	\$101,400.00														\$134,284.80	Annually	12/14/2024
50170867	Director Community Relations Outreach & Support	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50051799	Director Accounting and Controller	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50122685	Director Advanced Energy Solutions	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
61000025	Director AI, Automation & Customer Self-Service Technologies	N/	MGR0080G	\$184,350.40														\$256,776.00	Annually	6/29/2024
61000025	Director AI, Automation & Customer Self-Service Technologies	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50051808	Director Audit Services	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50160177	Director Customer and Grid Strategy	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50161661	Director Customer Experience Planning and Integration	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50142658	Director Customer Operations & Assistance	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50122699	Director Customer Operations and Community Energy Services	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50091654	Director Customer Success	N/	MGR0085G	\$215,384.00														\$299,936.00	Annually	12/14/2024
50161872	Director Cybersecurity	N/	MGR0085G	\$215,384.00														\$299,936.00	Annually	12/14/2024
50051820	Director Distribution Planning & Operations	N/	MGR0085G	\$208,603.20														\$290,492.80	Annually	5/9/2024
50051820	Director Distribution Planning & Operations	N/	MGR0085G	\$215,384.00														\$299,936.00	Annually	12/14/2024
50122304	Director Energy Trading & Contracts	N/	MGR0085G	\$215,384.00														\$299,936.00	Annually	12/14/2024
50160223	Director Environmental Safety & Real Estate Services	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50051801	Director Facilities Security & Emergency Operations	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50162575	Director Grid Assets Strategic Services	N/	MGR0080G	\$190,340.80														\$265,116.80	Annually	12/14/2024
50051799	Director Line Assets	N/	MGR0085G	\$2																

50051819	Director Substation Telecommunications & Metering Assets	N/	MGR0085G	\$215,384.00													\$299,936.00	Annually	12/14/2024
50166082	Director Sustainable Community Programs	N/	MGR0080G	\$190,340.80													\$265,116.80	Annually	12/14/2024
50145212	Director Transmission Planning & Operations	N/	MGR0085G	\$215,384.00													\$299,936.00	Annually	12/14/2024
50083424	Director Treasury & Treasurer	N/	MGR0085G	\$215,384.00													\$299,936.00	Annually	12/14/2024
50160638	Director, Customer & Grid Operations Tech Center	N/	MGR0080G	\$190,340.80													\$265,116.80	Annually	12/14/2024
50123045	Director, DEIB, Learning, & Sustainable Communities	N/	MGR0080G	\$190,340.80													\$265,116.80	Annually	12/14/2024
50051816	Director, Enterprise Systems, Strategy and Governance	N/	MGR0080G	\$190,340.80													\$265,116.80	Annually	12/14/2024
50088304	Director, IT Infrastructure Platform Services	N/	MGR0080G	\$190,340.80													\$265,116.80	Annually	12/14/2024
50131456	Director, Resource & Market Planning and Settlements	N/	MGR0080G	\$190,340.80													\$265,116.80	Annually	12/14/2024
50140181	Distribution Line Design Supervisor	12	PAS0062T	\$123,531.20													\$180,627.20	Annually	12/14/2024
50051628	Distribution System Operator I	12	IBEW928J	\$71.94	\$73.75	\$75.65	\$77.63	\$79.60	\$81.63	\$83.67	\$85.91	\$88.08					Hourly	12/14/2024	
50051629	Distribution System Operator II	12	IBEW992D	\$92.50													Hourly	12/14/2024	
50051630	Distribution System Specialist	12	PAS0066A	\$136,364.80													\$185,099.20	Annually	12/14/2024
50051624	Document Record Specialist I	6	OSE0615A	\$23.44	\$24.03	\$24.63	\$25.21	\$25.84	\$26.51	\$27.17	\$27.85	\$28.56					Hourly	12/14/2024	
50051625	Document Record Specialist II	6	OSE0634B	\$25.70	\$26.33	\$27.04	\$27.69	\$28.39	\$29.14	\$29.85	\$30.61	\$31.36					Hourly	12/14/2024	
50090307	Document Record Specialist II Confidential	6	CONF634A	\$28.19	\$28.88	\$29.58	\$30.33	\$31.10	\$31.85	\$32.70	\$33.49	\$34.37					Hourly	12/14/2024	
50083194	Drafting Technician I	6	OSE0680A	\$32.53	\$33.37	\$34.21	\$35.05	\$35.95	\$36.86	\$37.77	\$38.74	\$39.73					Hourly	12/14/2024	
50051642	Drafting Technician II	6	OSE0716A	\$38.46	\$39.41	\$40.40	\$41.42	\$42.45	\$43.52	\$44.60	\$45.74	\$46.89					Hourly	12/14/2024	
50115039	Economic & Small Business Development Representative Entry Level	F	PAS00450	\$81,244.80													\$107,577.60	Annually	12/14/2024
50051822	Economic & Small Business Development Representative II	12	PAS00540	\$101,400.00													\$134,284.80	Annually	12/14/2024
50051590	Economic & Small Business Development Representative III	12	PAS00590	\$114,712.00													\$151,985.60	Annually	12/14/2024
50051823	Economic & Small Business Development Supervisor	12	PAS0062B	\$123,531.20													\$171,891.20	Annually	12/14/2024
61000009	Economic Development & Business Growth Specialist I	12	PAS00590	\$111,092.80													\$147,201.60	Annually	1/8/2024
61000009	Economic Development & Business Growth Specialist I	12	PAS00590	\$114,712.00													\$151,985.60	Annually	12/14/2024
50170332	Economic Development & Business Growth Specialist II	N/	PAS00660	\$132,080.00													\$174,928.00	Annually	12/16/2023
50170332	Economic Development & Business Growth Specialist II	N/	PAS00660	\$136,364.80													\$180,606.40	Annually	12/14/2024
50137576	Economic Development and Business Growth Manager	N/	PAS00720	\$158,059.20													\$209,414.40	Annually	12/14/2024
50051645	Economic Development Specialist	N/	PAS00660	\$136,364.80													\$180,606.40	Annually	12/14/2024
50051646	Education Specialist	12	PAS00560	\$106,537.60													\$141,148.80	Annually	12/14/2024
50140144	Electrical Field Consultant	12	PAS00660	\$136,364.80													\$180,606.40	Annually	12/14/2024
50051653	Electrical Technician	12	IBEW937E	\$77.42													Hourly	12/14/2024	
50089229	Electrical Technician Apprentice	48	IBEW928B	\$50.25	\$53.25	\$56.12	\$59.02	\$61.95	\$64.88	\$67.73	\$70.65	\$73.54					Hourly	12/14/2024	
50051654	Electrical Technician Apprentice with hazmat	48	IBEW928C	\$51.52	\$54.52	\$57.39	\$60.29	\$63.22	\$66.15	\$69.00	\$72.10	\$74.81					Hourly	12/14/2024	
50092679	Electrical Technician Foreman/Woman Light	12	IBEW970A	\$88.58													Hourly	12/14/2024	
50099277	Electrical Technician Foreman/Woman Light On Call	12	IBEW970O	\$90.29													Hourly	12/14/2024	
50092739	Electrical Technician Foreman/Woman With class A	12	IBEW970M	\$89.78													Hourly	12/14/2024	
50092740	Electrical Technician Foreman/Woman With hazmat	12	IBEW970N	\$89.90													Hourly	12/14/2024	
50091431	Electrical Technician Subforeman/Woman	12	IBEW937F	\$83.41													Hourly	12/14/2024	
50120394	Electrical Test & Repair Specialist	12	IBEW939A	\$75.62													Hourly	12/14/2024	
50051647	Electrician	12	IBEW916A	\$64.85													Hourly	12/14/2024	
50051648	Electrician Apprentice	48	IBEW880A	\$42.15	\$44.97	\$47.69	\$50.48	\$53.27	\$56.05	\$58.78	\$61.59					Hourly	12/14/2024		
50051649	Electrician Apprentice with class A	48	IBEW880L	\$43.30	\$46.12	\$48.84	\$51.63	\$54.42	\$57.20	\$59.93	\$62.74					Hourly	12/14/2024		
50051650	Electrician Apprentice with hazmat	48	IBEW880X	\$43.42	\$46.24	\$48.96	\$51.75	\$54.54	\$57.32	\$60.05	\$62.86					Hourly	12/14/2024		
50099538	Electrician Foreman/Woman Light	12	IBEW941M	\$74.23													Hourly	12/14/2024	
50099539	Electrician Foreman/Woman Light With class A	12	IBEW941L	\$75.38													Hourly	12/14/2024	
50099540	Electrician Foreman/Woman Light With hazmat	12	IBEW941X	\$75.50													Hourly	12/14/2024	
50051651	Electrician with class A	12	IBEW916I	\$66.00													Hourly	12/14/2024	
50133656	Electrician with hazmat	12	IBEW916X	\$66.12													Hourly	12/14/2024	
50051663	Emergency Preparedness Specialist I	F	PAS00490	\$89,648.00													\$118,788.80	Annually	12/14/2024
50051664	Emergency Preparedness Specialist II	12	PAS00560	\$106,537.60													\$141,148.80	Annually	12/14/2024
50120629	Emergency Preparedness Specialist III	12	PAS00620	\$123,531.20													\$163,592.00	Annually	12/14/2024
50164527	End User Computing Analyst	12	PAS00390	\$70,075.20													\$92,913.60	Annually	12/14/2024
50131802	Energy Advisor Entry Level	F	PAS00450	\$81,244.80													\$107,577.60	Annually	12/14/2024
50131803	Energy Advisor Journey	12	PAS00540	\$101,400.00													\$134,284.80	Annually	12/14/2024
50051666	Energy Coordinator Special Projects	12	PAS00710	\$154,190.40													\$204,318.40	Annually	12/14/2024
50131880	Energy Specialist Entry	6	OSE0725D	\$40.48	\$41.51	\$42.53	\$43.59	\$44.67	\$45.75	\$46.92	\$48.07	\$49.32					Hourly	12/14/2024	
50131879	Energy Specialist Journey	6	OSE0753A	\$46.70	\$47.88	\$49.05	\$50.28	\$51.55	\$52.80	\$54.13	\$55.51	\$56.85					Hourly	12/14/2024	
50108843	Energy Trading Specialist Entry	F	PAS00430	\$77,334.40													\$102,440.00	Annually	12/14/2024
50108844	Energy Trading Specialist Intermediate	F	PAS00520	\$96,553.60													\$127,878.40	Annually	12/14/2024
50108900	Energy Trading Specialist Journey	12	PAS00620	\$123,531.20													\$163,592.00	Annually	12/14/2024
50090546	Engineering Designer I	12	OSE0711B	\$37.60	\$38.54	\$39.51	\$40.49	\$41.52	\$42.53	\$43.59	\$44.68	\$45.80					Hourly	12/14/2024	
500883405	Engineering Designer II	12	OSE0745A	\$44.68	\$45.80	\$46.92	\$48.12	\$49.31	\$50.54	\$51.80	\$53.09	\$54.43					Hourly	12/14/2024	
50083457	Engineering Designer III	12	OSE0770A	\$53.09	\$54.43	\$55.78	\$57.20	\$58.63	\$60.08	\$61.58	\$63.11	\$64.71					Hourly	12/14/2024	
50084126	Engineering Designer IV	12	OSE0780A	\$60.08	\$61.58	\$63.11	\$64.71	\$66.32	\$67.96	\$69.65	\$71.41	\$73.20					Hourly	12/14/2024	
50051656	Engineering Specialist	12	PAS00560	\$106,537.60													\$141,148.80	Annually	12/14/2024
50083195	Engineering Technician Entry Level	12	OSE0677A	\$35.26	\$36.14	\$37.04	\$37.97	\$38.93									Hourly	12/14/2024	
50051658	Engineering Technician Journey	12	OSE0714A	\$38.39	\$39.36	\$40.30	\$41.33	\$42.38	\$43.45	\$44.53	\$45.62	\$46.80					Hourly	12/14/2024	
50170773	Enterprise Application Administrator Entry	F	PAS0052B	\$96,553.60													\$134,284.80	Annually	12/14/2024
50085578	Enterprise Application Administrator Journey	12	PAS00590	\$114,712.00													\$151,985.60	Annually	12/14/2024
50166430	Enterprise Architect Entry Level	F	PAS00450	\$81,244.80													\$107,577.60	Annually	12/14/2024
50166431	Enterprise Architect Journey Level	12	PAS00590	\$114,712.00													\$151,985.60	Annually	12/14/2024
50051746	Enterprise Operations Analyst Journey	12	PAS00540	\$101,400.00													\$134,284.80	Annually	12/14/2024
50145378	Enterprise Performance Planning Coordinator Entry Level	F	PAS00450	\$81,244.80													\$107,577.60	Annually	12/14/2024
50139957	Enterprise Performance Planning Coordinator Journey	12	PAS00560	\$106,537.60													\$141,148.80	Annually	12/14/2024

50051937	Environmental Health & Safety Specialist II	12	PAS00560	\$106,537.60													\$141,148.80	Annually	12/14/2024
50051938	Environmental Health & Safety Specialist III	12	PAS00620	\$123,531.20													\$163,592.00	Annually	12/14/2024
50051659	Equipment Operator	12	IBEW858L	\$50.82													Hourly	12/14/2024	
50051660	Equipment Operator with class A	12	IBEW864A	\$51.97													Hourly	12/14/2024	
50051661	Equipment Operator with hazmat	12	IBEW864X	\$52.09													Hourly	12/14/2024	
50051662	Equipment Testing Representative	6	OSE0735B	\$42.53	\$43.58	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.55	\$51.84					Hourly	12/14/2024	
50083197	Equipment Testing Representative Assistant	6	OSE0695A	\$34.92	\$35.81	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48	\$41.51	\$42.53					Hourly	12/14/2024	
50088756	Executive Advisor	N/	EXECU01E	\$301,246.40													\$492,939.20	Annually	12/14/2024
50092751	Executive Assistant Executive Office	N/	PAS00510	\$94,182.40													\$124,800.00	Annually	12/14/2024
50131624	Facilities Building & Grounds Supervisor	12	PAS00590	\$114,712.00													\$151,985.60	Annually	12/14/2024
50113660	Facilities Craft Supervisor	12	PAS0062B	\$123,531.20													\$171,891.20	Annually	12/14/2024
50099209	Facilities Custodian	12	IBEW792A	\$25.64	\$27.58	\$29.80	\$32.07										Hourly	12/14/2024	
50051842	Facilities Electrical Foreman/Woman Light with class A	12	IBEW941L	\$75.38													Hourly	12/14/2024	
50117605	Facilities Electrician Foreman/Woman Light	12	IBEW941M	\$74.23													Hourly	12/14/2024	
50159122	Facilities Stationary Engineer Apprentice	12	IBEW851J	\$34.48	\$36.48	\$38.44	\$40.44	\$42.42	\$44.41	\$46.41	\$48.38	\$50.41					Hourly	12/14/2024	
50159123	Facilities Stationary Engineer Apprentice Closed Classification	12	IBEW879F	\$40.57	\$42.92	\$45.24	\$47.61	\$49.93	\$52.28	\$54.63	\$56.94	\$59.31					Hourly	12/14/2024	
50159225	Facilities Stationary Engineer I	12	IBEW872G	\$53.05													Hourly	12/14/2024	
50159124	Facilities Stationary Engineer Foremen/Woman Light	12	IBEW937G	\$71.40													Hourly	12/14/2024	
50159226	Facilities Stationary Engineer II	12	IBEW908A	\$62.42													Hourly	12/14/2024	
50052152	Facilities Utility Crew Foreman/Woman	12	IBEW919M	\$47.46													Hourly	12/14/2024	
50168952	Facilities Utility Crew Foreman/Woman Closed Classification	12	IBEW863M	\$55.27													Hourly	12/14/2024	
50168954	Facilities Utility Crew Foreman/Woman with hazmat	12	IBEW919N	\$48.73													Hourly	12/14/2024	
50168953	Facilities Utility Crew Foreman/Woman with hazmat Closed Classification	12	IBEW863N	\$56.54													Hourly	12/14/2024	
50093182	Fault Locator	12	IBEW941H	\$75.58													Hourly	12/14/2024	
50093183	Fault Locator with class A	12	IBEW941J	\$76.73													Hourly	12/14/2024	
50101800	Field Support Technician with class A	12	IBEW888C	\$53.93	\$55.28	\$56.68	\$58.06										Hourly	12/14/2024	
50083165	Financial Analyst Entry Level	F	PAS00430	\$77,334.40													\$102,440.00	Annually	12/14/2024
50051681	Financial Analyst Journey Level	12	PAS00520	\$96,553.60													\$127,878.40	Annually	12/14/2024
50051683	Financing Specialist Closed Classification	12	PAS00490	\$89,648.00													\$118,788.80	Annually	12/14/2024
50083479	Fire Protection & Loss Control Specialist	12	PAS00540	\$101,400.00													\$134,284.80	Annually	12/14/2024
50111032	Fleet Asset Coordinator	12	PAS00520	\$96,553.60													\$127,878.40	Annually	12/14/2024
50111036	Fleet Maintenance Scheduler	12	PAS00520	\$96,553.60													\$127,878.40	Annually	12/14/2024
50160529	Fleet Maintenance Supervisor	12	PAS0056C	\$106,537.60													\$151,985.60	Annually	12/14/2024
50051686	Forms Assistant	6	OSE0606A	\$29.43	\$30.12	\$30.90	\$31.66	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81					Hourly	12/14/2024	
50051687	Forms Technician	6	OSE0670D	\$30.90	\$31.66	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60					Hourly	12/14/2024	
50154335	Gardener	12	IBEW877J	\$38.99	\$39.98	\$40.81											Hourly	12/14/2024	
50051700	Gardener Closed Classification	12	IBEW848G	\$45.61	\$46.75												Hourly	12/14/2024	
50154336	Gardener with class A	12	IBEW877K	\$40.14	\$41.13	\$41.96										Hourly	12/14/2024		
50051701	Gardener with class A Closed Classification	12	IBEW848L	\$46.76	\$47.90	\$48.84										Hourly	12/14/2024		
50154337	Gardener with hazmat	12	IBEW877L	\$40.26	\$41.25	\$42.08										Hourly	12/14/2024		
50051702	Gardener with hazmat Closed Classification	12	IBEW848X	\$46.88	\$48.02	\$48.96										Hourly	12/14/2024		
50097100	Gas Control Technician	12	IBEW924A	\$67.47													Hourly	12/14/2024	
50124993	Gas Control Technician Apprentice	48	IBEW912E	\$43.98	\$46.88	\$49.79	\$52.68	\$55.60	\$58.46	\$61.37	\$64.26					Hourly	12/14/2024		
50113669	Gas Control Technician with class A	12	IBEW924L	\$68.62													Hourly	12/14/2024	
50051690	Gas Pipeline Fieldperson	12	IBEW873G	\$48.95	\$49.98	\$51.40	\$52.71	\$53.70									Hourly	12/14/2024	
50096042	Generation Designer I	12	OSE0711B	\$37.60	\$38.54	\$39.51	\$40.49	\$41.52	\$42.53	\$43.59	\$44.68	\$45.80					Hourly	12/14/2024	
50096043	Generation Designer II	12	OSE0745A	\$44.68	\$45.80	\$46.92	\$48.12	\$49.31	\$50.54	\$51.80	\$53.09	\$54.43					Hourly	12/14/2024	
50096044	Generation Designer III	12	OSE0770A	\$53.09	\$54.43	\$55.78	\$57.20	\$58.63	\$60.08	\$61.58	\$63.11	\$64.71					Hourly	12/14/2024	
50096045	Generation Designer IV	12	OSE0780A	\$60.08	\$61.58	\$63.11	\$64.71	\$66.32	\$67.96	\$69.65	\$71.41	\$73.20					Hourly	12/14/2024	
50097651	Geographic Information Systems Analyst Journey	12	PAS00520	\$96,553.60													\$127,878.40	Annually	12/14/2024
50110253	Geographic Information Systems Manager	12	PAS00640	\$129,771.20													\$171,891.20	Annually	12/14/2024
50164498	Geographic Information Systems Technician Entry	F	OSE0705A	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48	\$41.52	\$42.53	\$43.58	\$44.68					Hourly	12/14/2024	
50097650	Geographic Information Systems Technician Journey	6	OSE0736A	\$43.32	\$44.40	\$45.53	\$46.67	\$47.84	\$48.98	\$50.24	\$51.50	\$52.76					Hourly	12/14/2024	
50051693	Government Affairs Representative II	12	PAS00560	\$106,537.60													\$141,148.80	Annually	12/14/2024
50051694	Government Affairs Representative III	12	PAS00620	\$123,531.20													\$163,592.00	Annually	12/14/2024
50051692	Government Affairs Representative Entry Level	F	PAS00470	\$85,384.00													\$113,027.20	Annually	12/14/2024
50130986	Graduate Intern	N/	PAS00410	\$73,611.20													\$97,489.60	Annually	12/14/2024
61000015	Grants Program Manager	12	PAS00660	\$132,080.00													\$174,928.00	Annually	1/18/2024
61000015	Grants Program Manager	12	PAS00660	\$136,364.80													\$180,606.40	Annually	12/14/2024
50051698	Graphic Artist	6	OSE0699A	\$35.41	\$36.32	\$37.23	\$38.21	\$39.15	\$40.22	\$41.21	\$42.28	\$43.33					Hourly	12/14/2024	
50052175	Hazard Waste Foreman/Woman Light	12	IBEW912G	\$63.98													Hourly	12/14/2024	
50052176	Hazard Waste Foreman/Woman Light with class A	12	IBEW915B	\$65.11													Hourly	12/14/2024	
50055201	Hazard Waste Technician	12	IBEW874H	\$32.91	\$34.38	\$46.20	\$46.83	\$48.36	\$49.92	\$51.73	\$54.28					Hourly	12/14/2024		
50119981	Hazard Waste Technician On Call	12	IBEW886A	\$57.06													Hourly	12/14/2024	
50083169	Hazard Waste Technician with class A	12	IBEW878A	\$55.42													Hourly	12/14/2024	
50052177	Hazardous Waste Foreman/Woman Light with hazmat	12	IBEW915X	\$65.25													Hourly	12/14/2024	
50052178	Hazardous Waste Technician with hazmat	12	IBEW878X	\$55.55													Hourly	12/14/2024	
50154338	Head Gardener	12	IBEW919D	\$43.93													Hourly	12/14/2024	
50051703	Head Gardener Closed Classification	12	IBEW863A	\$51.38													Hourly	12/14/2024	
50154339	Head Gardener with class A	12	IBEW919F	\$45.08													Hourly	12/14/2024	
50051704	Head Gardener with class A Closed Classification	12	IBEW863L	\$52.53													Hourly	12/14/2024	
50154340	Head Gardener with hazmat	12	IBEW919G	\$45.20													Hourly	12/14/2024	
50051705	Head Gardener with hazmat Closed Classification	12	IBEW863X	\$52.65													Hourly	12/14/2024	
50083171	Heavy Duty Equipment Operator	12	IBEW893F	\$59.49													Hourly	12/14/2024	
50051706	Heavy Duty Equipment Operator Apprentice	48	IBEW877A	\$38.66	\$41.19	\$43.77	\$46.31	\$48.83	\$51.40	\$53.93	\$56.49					Hourly	12/14/2024		
50092744	Heavy Duty Equipment Operator Foreman/Woman Light	12	IBEW922L	\$68.03													Hourly	12/14/2024	
50092748	Heavy Duty Equipment Operator Foreman/Woman Light On Call	12	IBEW937G	\$71.40													Hourly	12/14/2024	
50092746	Heavy Duty Equipment Operator Foreman/W																		

51000001	High Voltage Electrician Apprentice with Class A	48	IBEW918B	\$44.77	\$47.68	\$50.51	\$53.39	\$56.29	\$59.17	\$61.98	\$64.90			Hourly	12/14/2024
51000002	High Voltage Electrician Apprentice with Hazmat	48	IBEW918C	\$44.89	\$47.80	\$50.63	\$53.51	\$56.41	\$59.29	\$62.10	\$65.02			Hourly	12/14/2024
51000004	High Voltage Electrician with Class A	12	IBEW925D	\$68.26										Hourly	12/14/2024
51000005	High Voltage Electrician with Hazmat	12	IBEW925E	\$68.38										Hourly	12/14/2024
61000001	High Voltage Test Apprentice	48	IBEW918A	\$43.62	\$46.53	\$49.36	\$52.24	\$55.14	\$58.02	\$60.83	\$63.75			Hourly	12/14/2024
50099375	High Voltage Test Technician	12	IBEW921E	\$66.69										Hourly	12/14/2024
50083170	Human Resources Analyst Entry	F	PAS0045O	\$81,244.80										\$107,577.60	Annually
50051710	Human Resources Analyst Journey	12	PAS0054O	\$101,400.00										\$134,284.80	Annually
50092250	Human Resources Technician Confidential	6	CONF702A	\$37.64	\$38.59	\$39.59	\$40.62	\$41.66	\$42.68	\$43.81	\$44.92	\$46.07		Hourly	12/14/2024
50051712	Hydro Electrician Foreman/Woman Light	12	IBEW940A	\$76.82										Hourly	12/14/2024
50099279	Hydro Electrician Foreman/Woman Light On Call	12	IBEW941C	\$77.94										Hourly	12/14/2024
50051713	Hydro Electrician Foreman/Woman Light with class A	12	IBEW941L	\$77.97										Hourly	12/14/2024
50051714	Hydro Electrician Foreman/Woman Light with hazmat	12	IBEW941X	\$78.09										Hourly	12/14/2024
50099894	Hydro Electrician Operator Foreman/Woman Light	12	IBEW945B	\$76.02										Hourly	12/14/2024
50051735	Hydro Field Technician	12	IBEW915A	\$62.46										Hourly	12/14/2024
50098810	Hydro Field Technician Foreman/Woman Light	12	IBEW939B	\$73.84										Hourly	12/14/2024
50098811	Hydro Field Technician Foreman/Woman Light with class A	12	IBEW939F	\$74.99										Hourly	12/14/2024
50098809	Hydro Field Technician Foreman/Woman Light with hazmat	12	IBEW939H	\$75.11										Hourly	12/14/2024
50051736	Hydro Field Technician with class A	12	IBEW915F	\$63.61										Hourly	12/14/2024
50051737	Hydro Field Technician with hazmat	12	IBEW915H	\$63.73										Hourly	12/14/2024
50051720	Hydro Mechanic Foreman/Woman Light	12	IBEW937G	\$71.40										Hourly	12/14/2024
50099281	Hydro Mechanic Foreman/Woman Light On Call	12	IBEW939A	\$75.62										Hourly	12/14/2024
50051721	Hydro Mechanic Foreman/Woman Light with class A	12	IBEW937L	\$72.55										Hourly	12/14/2024
50051722	Hydro Mechanic Foreman/Woman Light with hazmat	12	IBEW937X	\$72.67										Hourly	12/14/2024
50154344	Hydro Operator	12	IBEW917C	\$69.11										Hourly	12/14/2024
50154345	Hydro Operator Apprentice	48	IBEW820B	\$44.94	\$47.90	\$50.84	\$53.81	\$56.79	\$59.72	\$62.69	\$66.64			Hourly	12/14/2024
50083173	Hydro Operator Apprentice Closed Classification	48	IBEW919A	\$44.94	\$47.90	\$50.84	\$53.81	\$56.79	\$59.72	\$62.69	\$66.64			Hourly	12/14/2024
50154346	Hydro Operator Apprentice with class A	48	IBEW820C	\$49.09	\$49.05	\$51.99	\$54.96	\$57.94	\$60.87	\$63.84	\$66.79			Hourly	12/14/2024
50094281	Hydro Operator Apprentice with class A Closed Classification	48	IBEW919B	\$49.09	\$49.05	\$51.99	\$54.96	\$57.94	\$60.87	\$63.84	\$66.79			Hourly	12/14/2024
50154347	Hydro Operator Apprentice with hazmat	48	IBEW919H	\$46.21	\$49.17	\$52.11	\$55.08	\$58.06	\$60.99	\$63.96	\$66.91			Hourly	12/14/2024
50051724	Hydro Operator Apprentice with hazmat Closed Classification	48	IBEW919C	\$46.21	\$49.17	\$52.11	\$55.08	\$58.06	\$60.99	\$63.96	\$66.91			Hourly	12/14/2024
50051723	Hydro Operator Closed Classification	12	IBEW927F	\$69.11										Hourly	12/14/2024
50154348	Hydro Operator Foreman/Woman	12	IBEW941A	\$82.63										Hourly	12/14/2024
50114860	Hydro Operator Foreman/Woman Closed Classification	12	IBEW970B	\$82.63										Hourly	12/14/2024
50154349	Hydro Operator Foreman/Woman with class A	12	IBEW941G	\$83.78										Hourly	12/14/2024
50114911	Hydro Operator Foreman/Woman with class A Closed Classification	12	IBEW970L	\$83.78										Hourly	12/14/2024
50051725	Hydro Operator with class A	12	IBEW928A	\$70.26										Hourly	12/14/2024
50051727	Hydro Overhaul Foreman/Woman	12	IBEW945B	\$76.02										Hourly	12/14/2024
50160050	Hydro Stationary Engineer Apprentice	12	IBEW851J	\$34.48	\$36.48	\$38.44	\$40.44	\$42.42	\$44.41	\$46.41	\$48.38	\$50.41		Hourly	12/14/2024
50160051	Hydro Stationary Engineer I	12	IBEW872G	\$53.05										Hourly	12/14/2024
50160052	Hydro Stationary Engineer II	12	IBEW908A	\$62.42										Hourly	12/14/2024
50164138	Hydro Stationary Engineer II with Class C-Hazmat	12	IBEW908K	\$63.17										Hourly	12/14/2024
50160026	Hydro Stationary Engineer II with hazmat	12	IBEW908X	\$63.69										Hourly	12/14/2024
50160200	Hydro Stationary Engineer Subforeman/Woman	12	IBEW922I	\$67.21										Hourly	12/14/2024
50160053	Hydro Stationary Engineer Subforeman/Woman Light	12	IBEW937G	\$71.40										Hourly	12/14/2024
50155432	Hydrographer Entry Level	F	PAS0047O	\$85,384.00										\$113,027.20	Annually
50051734	Hydrographer Journey	12	PAS0056O	\$106,537.60										\$141,148.80	Annually
50051738	Hydrography Specialist	12	OSE0750A	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.83	\$53.09	\$54.44	\$55.78		Hourly	12/14/2024
50051644	Image Production Postal Service Specialist I	F	OSE0646A	\$27.94	\$28.65	\$29.36	\$30.11	\$30.87	\$31.63	\$32.43	\$33.26	\$34.10		Hourly	12/14/2024
50052101	Image Production Postal Service Specialist II	6	OSE0657A	\$28.90	\$29.63	\$30.39	\$31.14	\$31.95	\$32.73	\$33.56	\$34.38	\$35.26		Hourly	12/14/2024
50052051	Image Production Postal Service Specialist III	6	OSE0670D	\$30.90	\$31.66	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60		Hourly	12/14/2024
50161011	Information Management Analyst Entry	F	PAS0043O	\$77,334.40										\$102,440.00	Annually
50112642	Information Management Analyst Journey	12	PAS0052O	\$96,553.60										\$127,878.40	Annually
50051741	Information Technology Auditor	12	PAS0066O	\$106,537.60										\$141,148.80	Annually
50051742	Information Technology Business Relationship Management Analyst	12	PAS0059O	\$114,712.00										\$151,985.60	Annually
50051747	Information Technology Procurement Contract Specialist	12	PAS0054O	\$101,400.00										\$134,284.80	Annually
50051748	Information Technology Project Manager	12	PAS0066O	\$136,364.80										\$180,606.40	Annually
50051749	Information Technology Supervisor	12	PAS0066O	\$136,364.80										\$180,606.40	Annually
50162765	Information Technology Technician	6	OSE0680B	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.54	\$39.47		Hourly	12/14/2024
50051743	Instructor	12	IBEW938A	\$73.62										Hourly	12/14/2024
50143123	Insurance Program Manager	12	PAS0064O	\$129,771.20										\$171,891.20	Annually
50092220	Interactive Voice Response Coordinator	12	PAS0054O	\$101,400.00										\$134,284.80	Annually
50083226	Internal Auditor Entry Level	F	PAS0045O	\$81,244.80										\$107,577.60	Annually
50051744	Internal Auditor Journey	12	PAS0054O	\$101,400.00										\$134,284.80	Annually
50051745	Inventory Technician	6	OSE0695A	\$34.92	\$35.81	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48	\$41.51	\$42.53		Hourly	12/14/2024
50096950	Labor Relations Analyst Entry Level	F	PAS0045O	\$81,244.80										\$107,577.60	Annually
50086678	Labor Relations Analyst Journey Level	12	PAS0054O	\$101,400.00										\$134,284.80	Annually
50083228	Land Agent A	6	OSE0725A	\$31.66	\$32.41	\$33.22	\$34.05							Hourly	12/14/2024
50083227	Land Agent B	6	OSE0725B	\$34.92	\$35.81	\$36.65	\$37.60	\$38.53	\$39.47					Hourly	12/14/2024
50051757	Land Agent C	6	OSE0725C	\$40.48	\$41.52	\$42.53	\$43.58	\$44.67	\$45.75	\$46.92	\$48.07	\$49.32		Hourly	12/14/2024
50136479	Land Recreation & Ecological Specialist	12	PAS0059O	\$114,712.00										\$151,985.60	Annually
50083229	Land Specialist Entry	F	PAS0043B	\$77,334.40										\$107,577.60	Annually
50051758	Land Specialist Journey	12	PAS0052B	\$96,553.60										\$134,284.80	Annually
50126010	Land Surveyor	12	PAS0056O	\$106,537.60										\$141,148.80	Annually
50051756	Law Clerk	CONF300A	\$35.09	\$35.94	\$36.86									Hourly	12/14/2024
50162418	Lead Distribution System Operator	12	IBEW984D	\$97.13										Hourly	12/14/2024
50101752	Lead Office Technician	6	OSE0688A	\$33.98	\$34.83	\$35.69	\$36.61	\$37.49	\$38.44	\$39.41	\$40.40	\$41.41		Hourly	12/14/2024
50119427	Lead Office Technician Confidential	6	CONF688A	\$36.64	\$37.56	\$38.52	\$39.47	\$40.45	\$41.48	\$42.53	\$43.55	\$44.67		Hourly	12/14/2024
61000002	Lead Telecomm Technician	12	IBEW933A	\$78.56										Hourly	12/14/2024
50051760	Lead Tool Repairer	12	IBEW922I	\$67.21										Hourly	12/14/2024
50165758	Lead Utility Compliance Specialist	12	IBEW828K	\$49.10										Hourly	12/14/2024
50154184	Lead Vehicle Mechanic	12	IBEW888D	\$56.43										Hourly	12/14/2024
50051761	Lead Vehicle Mechanic Closed Classification	12	IBEW904B	\$61.53										Hourly	12/14/2024

N/ designates non-civil service jobs

F designates non-journey nonrepresented flex jobs

N/ designates non-civil service jobs

F designates non-journey nonrepresented flex jobs

50088581	Manager Electric Transportation	12	PAS00660	\$136,364.80								\$180,606.40	Annually	12/14/2024
50126016	Manager Electric Design & Standards	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50125294	Manager Emerging Technology	12	PAS00690	\$146,806.40								\$194,438.40	Annually	12/14/2024
50135736	Manager Employee Relations	N/	PAS00690	\$146,806.40								\$194,438.40	Annually	12/14/2024
50051979	Manager Energy Management System	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50087975	Manager Energy Trading & Contracts	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50067469	Manager Engineering	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50134551	Manager Enterprise Performance	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50143384	Manager Environmental Regulations	N/	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50100183	Manager Executive Office	N/	PAS00590	\$114,712.00								\$151,985.60	Annually	12/14/2024
50051679	Manager Facilities Management	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50051982	Manager Field Metering	12	PAS00628	\$123,531.20								\$171,891.20	Annually	12/14/2024
50158550	Manager Finance & Treasury	12	PAS0066C	\$136,364.80								\$194,438.40	Annually	12/14/2024
50051627	Manager Finance Planning & Analytics	12	PAS00690	\$146,806.40								\$194,438.40	Annually	12/14/2024
50138557	Manager Fleet Operations	12	PAS0062D	\$123,531.20								\$180,627.20	Annually	12/14/2024
50051948	Manager Gas Pipeline Assets	12	PAS0069H	\$146,806.40								\$203,132.80	Annually	12/14/2024
50083431	Manager Generation Maintenance	12	PAS00691	\$146,806.40								\$224,120.00	Annually	12/14/2024
50135285	Manager Grid Planning	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50051950	Manager Hydro Generation Assets	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50159325	Manager Information Technology	12	PAS0066C	\$136,364.80								\$194,438.40	Annually	12/14/2024
50164000	Manager Information Technology Strategy Planning & Governance	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50088129	Manager Innovation	N/	PAS0066C	\$136,364.80								\$194,438.40	Annually	12/14/2024
50169499	Manager Learning & Development	12	PAS00690	\$146,806.40								\$194,438.40	Annually	12/14/2024
50140133	Manager Line Design	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50051996	Manager Market Research	12	PAS00690	\$146,806.40								\$194,438.40	Annually	12/14/2024
50102606	Manager Market Strategy	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50139366	Manager Occupational Health & Safety	N/	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50166592	Manager of Enterprise Change & Organizational Effectiveness	N/	PAS00690	\$146,806.40								\$194,438.40	Annually	12/14/2024
50119766	Manager of Enterprise Prioritization & Performance	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
61000000	Manager of Enterprise Strategy & Risk	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50164469	Manager Operational Excellence	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50169490	Manager Operational Project Management Office	12	PAS00690	\$146,806.40								\$194,438.40	Annually	12/14/2024
50166428	Manager Operational Technology Network Engineering	N/	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50140145	Manager Operational Training Center	N/	PAS00661	\$136,364.80								\$209,414.40	Annually	12/14/2024
50115350	Manager Power Operations Engineering	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50125274	Manager Power Operations Training	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50052003	Manager Power System Operations	12	PAS0072L	\$158,059.20								\$265,408.00	Annually	12/14/2024
50128064	Manager Program Delivery	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50130582	Manager Rancho Seco Assets	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50165633	Manager Real Estate Services	12	PAS00640	\$129,771.20								\$171,891.20	Annually	12/14/2024
50083555	Manager Renewable Generation Assets	12	PAS00691	\$146,806.40								\$194,438.40	Annually	12/14/2024
50051984	Manager Resource Planning	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50051915	Manager Revenue Strategy	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50051975	Manager Security Operations	N/	PAS0062D	\$123,531.20								\$180,627.20	Annually	12/14/2024
50169434	Manager Strategic Planning Performance & Analytics	N/	PAS00690	\$146,806.40								\$194,438.40	Annually	12/14/2024
50110256	Manager Substation Engineering	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50126109	Manager Substation Maintenance	12	PAS0069H	\$146,806.40								\$203,132.80	Annually	12/14/2024
50083478	Manager Supply Chain	12	PAS00661	\$136,364.80								\$180,606.40	Annually	12/14/2024
50088851	Manager System Protection & Control	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50051987	Manager Talent Management	N/	PAS00690	\$146,806.40								\$194,438.40	Annually	12/14/2024
50159402	Manager Telecommunication Operations and Maintenance	12	PAS0066C	\$136,364.80								\$194,438.40	Annually	12/14/2024
50126175	Manager Telecommunications	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50067465	Manager Thermal Generation Assets	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50126110	Manager Transmission & Distribution Line Construction & Maintenance	12	PAS0072L	\$158,059.20								\$265,408.00	Annually	12/14/2024
50140141	Manager Transmission & Distribution Maintenance Planning	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50110257	Manager Vegetation Management	12	PAS00691	\$146,806.40								\$209,414.40	Annually	12/14/2024
50051783	Manager Warehouse Operations	12	PAS00660	\$136,364.80								\$180,606.40	Annually	12/14/2024
50099975	Manager, Advanced Renewable and Distributed Generation Technologies	12	PAS00710	\$154,190.40								\$204,318.40	Annually	12/14/2024
50051732	Manager, Renewable Project Development	12	PAS00720	\$158,059.20								\$209,414.40	Annually	12/14/2024
50051786	Mapper	6	OSE0685A	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48	Hourly	12/14/2024
50168117	Market Analyst Entry	F	PAS00470	\$85,384.00								\$113,027.20	Annually	12/14/2024
50168205	Market Analyst Journey	12	PAS00560	\$106,537.60								\$141,148.80	Annually	12/14/2024
50083901	Market Research Specialist Journey	12	PAS00520	\$96,553.60								\$127,878.40	Annually	12/14/2024
50163624	Market Research Supervisor	12	PAS0062B	\$123,531.20								\$171,891.20	Annually	12/14/2024
50102301	Market Risk Specialist Journey Level	12	PAS00560	\$106,537.60								\$141,148.80	Annually	12/14/2024
50137998	Marketing Specialist Entry Level	F	PAS00450	\$81,244.80								\$107,577.60	Annually	12/14/2024
50051546	Marketing Specialist II	12	PAS00540	\$101,400.00								\$134,284.80	Annually	12/14/2024
50163622	Marketing Specialist Supervisor	12	PAS0059C	\$114,712.00								\$163,592.00	Annually	12/14/2024
50083235	Material Part Clerk	6	OSE0680B	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.54	\$39.47	Hourly	12/14/2024
50169996	Material Planner Coordinator Entry Level	F	PAS00430	\$77,334.40								\$102,440.00	Annually	12/14/2024
50051790	Material Planner/Coordinator Journey Level	12	PAS00520	\$96,553.60								\$127,878.40	Annually	12/14/2024
50052170	Material Specialist IV Closed Classification	12	IBEW893F	\$59.49									Hourly	12/14/2024
50099009	Material Specialist IV with crane and class A Closed Classification	12	IBEW893A	\$61.59									Hourly	12/14/2024
50099003	Material Specialist I Closed Classification	12	IBEW851N	\$33.34	\$38.44	\$43.55	\$48.69						Hourly	12/14/2024
50099004	Material Specialist I with class A Closed Classification	12	IBEW851C	\$34.49	\$39.59	\$44.70	\$49.84						Hourly	12/14/2024
50154394	Material Specialist I	12	IBEW793F	\$27.90	\$32.17	\$36.47	\$40.76						Hourly	12/14/2024
50154525	Material Specialist I with class A	12	IBEW793A	\$29.05	\$33.32	\$37.62	\$41.91						Hourly	12/14/2024
50154527	Material Specialist I with Crane and class A	12	IBEW793D	\$30.00	\$34.27	\$38.57	\$42.86						Hourly	12/14/2024
50099007	Material Specialist I with Crane and class A Closed Classification	12	IBEW851A	\$35.44	\$40.54	\$45.65	\$50.79						Hourly	12/14/2024
50154528	Material Specialist I with crane and hazmat	12	IBEW793E	\$30.12	\$34.39	\$38.69	\$42.98						Hourly	12/14/2024
50099008	Material Specialist I with crane and hazmat Closed Classification	12	IBEW851B	\$35.56	\$40.66	\$45.77	\$50.91						Hourly	12/14/2024
50154529	Material Specialist I with hazmat	12	IBEW793B	\$29.17	\$33.44	\$37.74	\$42.03						Hourly	12/14/2024
50099005	Material Specialist I with hazmat Closed Classification	12	IBEW851H	\$34.61	\$39.71	\$44.82	\$49.96						Hourly	12/14/2024

N/ designates non-civil service jobs

F designates non-journey nonrepresented flex jobs



50051965	Principal Civil Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50167212	Principal Cybersecurity Engineer	12	PAS0066C	\$136,364.80									\$194,438.40	Annually	12/14/2024
50167113	Principal Cybersecurity Governance & Compliance Specialist	12	PAS0066C	\$136,364.80									\$194,438.40	Annually	12/14/2024
50167115	Principal Cybersecurity Risk Specialist	12	PAS0066C	\$136,364.80									\$194,438.40	Annually	12/14/2024
50170618	Principal Dam Safety Engineer	12	PAS00710	\$154,190.40									\$204,318.40	Annually	12/14/2024
50051866	Principal Distribution Design Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
61000012	Principal Distribution Operations Engineer	12	PAS00690	\$142,188.80									\$188,323.20	Annually	1/8/2024
61000012	Principal Distribution Operations Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50051867	Principal Distribution System Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50051869	Principal Electrical Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50166561	Principal Employee Relations Analyst	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50131800	Principal Energy Advisor	12	PAS00640	\$129,771.20									\$171,891.20	Annually	12/14/2024
50139903	Principal Energy Management System Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50108902	Principal Energy Trading Specialist	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50140366	Principal Engineer Closed Classification	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50051870	Principal Engineering Technician	12	OSE0755A	\$46.69	\$47.87	\$49.04	\$50.29	\$51.55	\$52.83	\$54.16	\$55.53	\$56.89		Hourly	12/14/2024
50090325	Principal Enterprise Technology Analyst	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50089613	Principal Enterprise Technology Developer	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50051871	Principal Financial Accountant	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50051872	Principal Financial Analyst	12	PAS00640	\$129,771.20									\$171,891.20	Annually	12/14/2024
50051873	Principal Instrument & Controls Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50132976	Principal Market Analyst	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50051876	Principal Market Research Specialist	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50051877	Principal Market Risk Specialist	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50051875	Principal Mechanical Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50052086	Principal Network Engineer Operations Technology	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50139865	Principal Operations Management System Specialist Closed Classification	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50051879	Principal Plant Accountant	12	PAS00590	\$114,712.00									\$151,985.60	Annually	12/14/2024
50051880	Principal Power Contract Specialist	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50051881	Principal Power Operations Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50161716	Principal Power System Analyst	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50088004	Principal Protection Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50051882	Principal Rate Analyst	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50051884	Principal Resource Planning Analyst	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
61000024	Principal Substation Engineer	12	PAS00690	\$142,188.80									\$188,323.20	Annually	5/7/2024
61000024	Principal Substation Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50051886	Principal Telecommunications Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50051887	Principal Transmission Planning Engineer	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50093101	Process Coordinator Commercial Development	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50093077	Process Coordinator Customer Operations	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50083169	Procurement Compliance Program Administrator	12	PAS00560	\$106,537.60									\$141,148.80	Annually	12/14/2024
50086500	Procurement Specialist Entry	F	PAS00430	\$77,334.40									\$102,440.00	Annually	12/14/2024
50086476	Procurement Specialist Journey	12	PAS00520	\$96,553.60									\$127,878.40	Annually	12/14/2024
50083476	Procurement Supervisor	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50095463	Product Services Coordinator	12	PAS00560	\$106,537.60									\$141,148.80	Annually	12/14/2024
50051591	Product Services Specialist	12	PAS00540	\$101,400.00									\$134,284.80	Annually	12/14/2024
50083245	Productivity Analyst Entry	F	PAS00430	\$77,334.40									\$102,440.00	Annually	12/14/2024
50051893	Productivity Analyst Journey	12	PAS00520	\$96,553.60									\$127,878.40	Annually	12/14/2024
50162852	Program Manager Critical Infrastructure Protection	12	PAS00690	\$142,188.80									\$188,323.20	Annually	1/27/2024
50162852	Program Manager Critical Infrastructure Protection	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50162981	Program Manager Cybersecurity	12	PAS0066C	\$136,364.80									\$194,438.40	Annually	12/14/2024
50160537	Program Manager Data Governance	12	PAS00620	\$123,531.20									\$180,627.20	Annually	12/14/2024
50100226	Program Manager Energy Efficiency and Customer Research and Development	12	PAS00710	\$154,190.40									\$204,318.40	Annually	12/14/2024
61000014	Program Manager Enterprise Risk	12	PAS00660	\$132,080.00									\$174,928.00	Annually	10/26/2023
50166590	Program Manager Future Workforce	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50170541	Program Manager Innovation	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50139508	Program Manager Local Government	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50153614	Program Manager Regulatory Compliance	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50168122	Program Manager Social Media	N/	PAS0059C	\$114,712.00									\$163,592.00	Annually	12/14/2024
61000020	Program Manager Sustainable Communities	12	PAS00620	\$119,641.60									\$158,433.60	Annually	4/6/2024
61000020	Program Manager Sustainable Communities	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50114096	Program Manager System Operations and Reliability	12	PAS00720	\$158,059.20									\$209,414.40	Annually	12/14/2024
61000018	Program Manager Time and Attendance	12	PAS00620	\$119,641.60									\$158,433.60	Annually	2/19/2024
61000018	Program Manager Time and Attendance	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50160926	Program Manager Vegetation Management	12	PAS0059C	\$114,712.00									\$163,592.00	Annually	12/14/2024
50126307	Program Manager, DEIB	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50120124	Program Manager, Information Management & Compliance	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50135827	Project Development Manager	12	PAS00690	\$146,806.40									\$194,438.40	Annually	12/14/2024
50111813	Project Integration Manager	12	PAS00710	\$154,190.40									\$204,318.40	Annually	12/14/2024
50051894	Project Manager I	12	PAS00560	\$106,537.60									\$141,148.80	Annually	12/14/2024
50051897	Project Manager II	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50051900	Public Information Specialist I	F	PAS00450	\$81,244.80									\$107,577.60	Annually	12/14/2024
50051901	Public Information Specialist II	12	PAS00540	\$101,400.00									\$134,284.80	Annually	12/14/2024
50121215	Quality Auditor Journey Level	12	PAS00560	\$106,537.60									\$141,148.80	Annually	12/14/2024
50083247	Rate Analyst Entry	F	PAS00450	\$81,244.80									\$107,577.60	Annually	12/14/2024
50051916	Rate Analyst Journey	12	PAS00540	\$101,400.00									\$134,284.80	Annually	12/14/2024
50095131	Rate Pricing Advisor	12	PAS00660	\$136,364.80									\$180,606.40	Annually	12/14/2024
50130984	Regulatory Compliance Analyst Entry level	F	PAS00450	\$81,244.80									\$107,577.60	Annually	12/14/2024
50130983	Regulatory Compliance Analyst Journey	12	PAS00540	\$101,400.00									\$134,284.80	Annually	12/14/2024
50131203	Regulatory Coordinator Generation	12	PAS00620	\$123,531.20									\$163,592.00	Annually	12/14/2024
50104213	Relay Specialist	12	PAS00590	\$114,712.00									\$151,985.60	Annually	12/14/2024
50160580	Reliability Compliance Manager	N/	PAS00720	\$158,059.20									\$209,414.40	Annually	12/14/2024



50052071	Senior Internal Auditor	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50099398	Senior Labor Relations Analyst	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50051898	Senior Land Specialist	12	PAS0056B	\$106,537.60										\$148,283.20	Annually	12/14/2024
50160078	Senior Learning & Development Specialist	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50122845	Senior Line Inspector	12	IBEW965R	\$89.26											Hourly	12/14/2024
50167750	Senior Management Administrative Assistant I	12	PAS00450	\$81,244.80										\$107,577.60	Annually	12/14/2024
50170242	Senior Management Administrative Assistant II	12	PAS00490	\$89,648.00										\$118,788.80	Annually	12/14/2024
50052073	Senior Mapper	6	OSE0713A	\$37.94	\$38.90	\$39.85	\$40.86	\$41.88	\$42.93	\$43.96	\$45.09	\$46.20			Hourly	12/14/2024
50091987	Senior Market Analyst	12	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
50160569	Senior Market Research Specialist	12	PAS00560	\$106,537.60										\$141,148.80	Annually	12/14/2024
50102303	Senior Market Risk Specialist	12	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
50169475	Senior Market Strategy Analyst	12	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
50138025	Senior Marketing Specialist	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50088378	Senior Material Planner Coordinator	12	PAS00520	\$96,553.60										\$127,878.40	Annually	12/14/2024
50052077	Senior Mechanical Engineer	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50052079	Senior Meter Technician	12	IBEW937A	\$72.35											Hourly	12/14/2024
50051840	Senior Network Engineer Operations Technology	12	PAS00640	\$129,771.20										\$171,891.20	Annually	12/14/2024
50052087	Senior Office Specialist	6	OSE0671A	\$30.87	\$31.65	\$32.43	\$33.28	\$34.10	\$34.96	\$35.83	\$36.74	\$37.66			Hourly	12/14/2024
50122177	Senior Office Specialist-Confidential	6	CONF671A	\$33.28	\$34.11	\$34.96	\$35.86	\$36.76	\$37.70	\$38.61	\$39.58	\$40.59			Hourly	12/14/2024
50139846	Senior Operations Management System Specialist Closed Classification	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50125952	Senior Organization Effectiveness Specialist	12	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
50085328	Senior Park Maintenance Worker	12	IBEW814A	\$40.17											Hourly	12/14/2024
50052090	Senior Physical Network Specialist Closed Classification	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50120293	Senior Power Contracts Specialist	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50118825	Senior Power Generation Mechanical Engineer	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50136253	Senior Power Operations Engineer	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50052094	Senior Power System Analyst	12	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
50154603	Senior Power System Operator	12	IBEW990A	\$106.94											Hourly	12/14/2024
50052091	Senior Press Operator	6	OSE0714A	\$38.39	\$39.36	\$40.30	\$41.33	\$42.38	\$43.45	\$44.53	\$45.62	\$46.80			Hourly	12/14/2024
50086475	Senior Procurement Specialist	12	PAS00560	\$106,537.60										\$141,148.80	Annually	12/14/2024
50095464	Senior Product Services Coordinator	12	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
61000008	Senior Productivity Analyst	12	PAS00560	\$103,188.80										\$136,697.60	Annually	12/12/2023
61000008	Senior Productivity Analyst	12	PAS00560	\$106,537.60										\$141,148.80	Annually	12/14/2024
50052092	Senior Project Manager	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50088003	Senior Protection Engineer	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50051902	Senior Public Information Specialist	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50052097	Senior Rate Analyst	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50052098	Senior Resource Planning Analyst	12	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
50098850	Senior Revenue Analyst	12	PAS00560	\$106,537.60										\$141,148.80	Annually	12/14/2024
50087904	Senior Risk Management Analyst	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50089612	Senior Security Administrator	12	PAS00640	\$129,771.20										\$171,891.20	Annually	12/14/2024
50168121	Senior Social Media Specialist	12	PAS00560	\$106,537.60										\$141,148.80	Annually	12/14/2024
50052070	Senior Software Quality Assurance Specialist	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50052099	Senior Staff Secretary	6	OSE0677A	\$30.28	\$31.04	\$31.82	\$32.62	\$33.41	\$34.26	\$35.13	\$36.01	\$36.92			Hourly	12/14/2024
50052100	Senior Staff Secretary To Board Office Confidential	6	CONF667A	\$32.81	\$33.65	\$34.48	\$35.31	\$36.21	\$37.11	\$38.02	\$38.99	\$39.96			Hourly	12/14/2024
50089955	Senior Staff Secretary-Confidential	6	CONF667A	\$32.81	\$33.65	\$34.48	\$35.31	\$36.21	\$37.11	\$38.02	\$38.99	\$39.96			Hourly	12/14/2024
50160570	Senior Strategic Business Planner	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
61000021	Senior Substation Engineer	12	PAS00660	\$132,080.00										\$174,928.00	Annually	5/6/2024
61000021	Senior Substation Engineer	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50099177	Senior Survey Engineering Technician-Chief of Party	6	OSE0740A	\$43.58	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.84	\$53.10			Hourly	12/14/2024
50092752	Senior Survey Engineering Technician-Office Survey	6	OSE0735A	\$42.52	\$43.58	\$44.67	\$45.80	\$46.95	\$48.14	\$49.35	\$50.56	\$51.87			Hourly	12/14/2024
50052103	Senior Telecommunications Engineer	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50052107	Senior Telecommunications Technician	12	IBEW939B	\$73.84											Hourly	12/14/2024
50154498	Senior Telephone Technician	12	IBEW922G	\$66.27											Hourly	12/14/2024
50100561	Senior Telephone Technician Closed Classification	12	IBEW939B	\$73.84											Hourly	12/14/2024
61000017	Senior Time and Attendance Specialist	12	PAS00590	\$111,092.80										\$147,201.60	Annually	2/19/2024
61000017	Senior Time and Attendance Specialist	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50052109	Senior Tool Repairer	12	IBEW901A	\$60.47											Hourly	12/14/2024
50052108	Senior Transmission Planning Engineer	12	PAS00660	\$136,364.80										\$180,606.40	Annually	12/14/2024
50052114	Senior Troubleshooter	12	IBEW976D	\$95.01											Hourly	12/14/2024
50163133	Senior User Experience Specialist	12	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50154166	Senior Vehicle Mechanic	12	IBEW874B	\$52.91											Hourly	12/14/2024
50083253	Senior Vehicle Mechanic Closed Classification	12	IBEW887A	\$57.76											Hourly	12/14/2024
50154167	Senior Vehicle Mechanic with class A	12	IBEW874D	\$54.06											Hourly	12/14/2024
50052115	Senior Vehicle Mechanic with class A Closed Classification	12	IBEW887L	\$58.91											Hourly	12/14/2024
50154168	Senior Vehicle Mechanic with hazmat	12	IBEW874E	\$54.18											Hourly	12/14/2024
50052116	Senior Vehicle Mechanic with hazmat Closed Classification	12	IBEW887X	\$59.03											Hourly	12/14/2024
50051927	Service Dispatcher	6	OSE0705A	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48	\$41.52	\$42.53	\$43.58	\$44.68			Hourly	12/14/2024
50167601	Shift Power System Operator I	12	IBEW980A	\$79.55	\$81.53	\$83.62	\$85.70	\$87.85	\$90.05	\$92.28	\$94.62	\$96.98			Hourly	12/14/2024
50167434	Shift Power System Operator II	12	IBEW986A	\$101.80											Hourly	12/14/2024
50154602	Shift Senior Power System Operator	12	IBEW990A	\$106.94											Hourly	12/14/2024
50051684	Site Safety Coordinator	12	PAS00620	\$123,531.20										\$163,592.00	Annually	12/14/2024
50166436	SMUD Cares Program Manager	12	PAS0056B	\$106,537.60										\$148,283.20	Annually	12/14/2024
50168118	Social Media Specialist	12	PAS00540	\$101,400.00										\$134,284.80	Annually	12/14/2024
50051751	Software Quality Assurance Specialist	12	PAS00540	\$101,400.00										\$134,284.80	Annually	12/14/2024
50165227	Space and Move Management Specialist	12	PAS00430	\$77,334.40										\$102,440.00	Annually	12/14/2024
50051940	Special Assistant to Board of Directors	N/	PAS00590	\$114,712.00										\$151,985.60	Annually	12/14/2024
50051928	Staff Secretary	6	OSE0655A	\$28.67	\$29.43	\$30.12	\$30.90	\$31.66	\$32.43	\$33.22	\$34.05	\$34.92			Hourly	12/14/2024
50086677	Staff Secretary Confidential	6	CONF655A	\$30.95	\$31.74	\$32.53	\$33.32	\$34.14	\$35.01	\$35.89	\$36.80	\$37.68			Hourly	12/14/2024
50151793	Station Recorder Closed Classification	12	IBEW872I	\$53.47											Hourly	12/14/2024
50052118	Station Recorder Closed Classification 1//	12	IBEW861C	\$34.22	\$35.79	\$46.11	\$48.08	\$51.08							Hourly	12/14/2024
50162807	Storm Cooperative Organization Student Assistant	N/	OSE0550A	\$23.63	\$24.23	\$24.83	\$25.44	\$26.08	\$26.74	\$27.39	\$28.08	\$28.80			Hourly	12/14/2024
50051657	Stem Student Assistant	N/	OSE0550A	\$23.63	\$24.23	\$24.83	\$25.44	\$26.08	\$26.74	\$27.39	\$28.08	\$28.80			Hourly	12/14/2024

N/ designates non-civil service jobs

F designates non-journey nonrepresented flex jobs

50160145	Strategic Account Advisor I	F	PAS00450	\$81,244.80										\$107,577.60	Annually	12/14/2024
50160202	Strategic Account Advisor II	12	PAS00540	\$101,400.00										\$134,284.80	Annually	12/14/2024
50160192	Strategic Account Advisor III	12	PAS0056C	\$106,537.60										\$151,985.60	Annually	12/14/2024
50051626	Strategic Business Planner I	12	PAS0056O	\$106,537.60										\$141,148.80	Annually	12/14/2024
50052044	Strategic Business Planner II	12	PAS0062O	\$123,531.20										\$163,592.00	Annually	12/14/2024
50052119	Student Staff Assistant	N/	OSE0549A	\$19.14	\$19.62	\$20.11	\$20.62	\$21.12	\$21.64	\$22.19	\$22.77	\$23.32				
50170857	Student Staff Assistant Confidential		CONF549A	\$19.62	\$20.10	\$20.61	\$21.12	\$21.65	\$22.18	\$22.74	\$23.32	\$23.90		\$193,481.60	Annually	12/14/2024
50137994	Substation Assets Supervisor	12	PAS0062I	\$123,531.20												
50091428	Substation Construction Foreman/Woman	12	IBEW945A	\$78.10												Hourly
50091428	Substation Construction Foreman/Woman	12	IBEW945A	\$80.64												Hourly
50091429	Substation Construction Foreman/Woman with class A 1//	12	IBEW942E	\$81.79												Hourly
50091430	Substation Construction Foreman/Woman with hazmat	12	IBEW945X	\$81.91												Hourly
61000006	Substation Electrical Inspector	12	IBEW940A	\$76.82												
50051929	Substation Foreman/Woman Light	12	IBEW940A	\$76.82												
50051930	Substation Foreman/Woman Light with class A	12	IBEW940B	\$77.97												
50051931	Substation Foreman/Woman Light with hazmat	12	IBEW940C	\$78.09												
50165789	Substation Maintenance Worker I	12	IBEW861A	\$41.91	\$44.02											
50125721	Substation Maintenance Worker II	12	IBEW861B	\$46.20	\$48.52	\$50.93	\$53.47									
50051932	Substation SubForeman/Woman	12	IBEW936D	\$72.29												
50051933	Substation Subforeman/Woman with class A	12	IBEW936E	\$73.44												
50051934	Substation Subforeman/Woman with hazmat	12	IBEW936F	\$73.56												
50091625	Superintendent Project Development and Engineering	12	PAS00710	\$154,190.40										\$204,318.40	Annually	12/14/2024
50051957	Supervising Accounting Tech	12	PAS0047O	\$85,384.00										\$113,027.20	Annually	12/14/2024
50165907	Supervising Administrative Analyst I	F	PAS0041O	\$73,611.20										\$97,489.60	Annually	12/14/2024
50165911	Supervising Administrative Analyst II	12	PAS0049O	\$89,648.00										\$118,788.80	Annually	12/14/2024
50165909	Supervising Administrative Analyst III	12	PAS0052O	\$96,553.60										\$127,878.40	Annually	12/14/2024
50051972	Supervising Customer Representative	12	PAS0049P	\$89,648.00										\$118,788.80	Annually	12/14/2024
50051973	Supervising Customer Services Field Representative	12	PAS0052B	\$96,553.60										\$134,284.80	Annually	12/14/2024
50166563	Supervising Human Resources Analyst	12	PAS0062O	\$123,531.20										\$163,592.00	Annually	12/14/2024
50135199	Supervising Paralegal	12	PAS0047O	\$85,384.00										\$113,027.20	Annually	12/14/2024
50150056	Supervising Procurement Specialist Closed Classification	12	PAS0059A	\$114,712.00										\$155,792.00	Annually	12/14/2024
50052015	Supervising Resource Planner	12	PAS0069O	\$146,806.40										\$194,438.40	Annually	12/14/2024
50130191	Supervisor Business Technology Resources & Planning	12	PAS0071O	\$154,190.40										\$204,318.40	Annually	12/14/2024
50129649	Supervisor Apprenticeship & Operations Training	12	PAS0064O	\$129,771.20										\$171,891.20	Annually	12/14/2024
50163093	Supervisor Budget Office	12	PAS0066O	\$136,364.80										\$180,606.40	Annually	12/14/2024
50090727	Supervisor Business Process Support	12	PAS0062O	\$123,531.20										\$163,592.00	Annually	12/14/2024
50124592	Supervisor Construction Management Inspection	12	PAS0064O	\$129,771.20										\$171,891.20	Annually	12/14/2024
50051994	Supervisor Data Management	12	PAS0064O	\$129,771.20										\$171,891.20	Annually	12/14/2024
50126020	Supervisor Distribution Services New Business	12	PAS0069O	\$146,806.40										\$194,438.40	Annually	12/14/2024
50051852	Supervisor Distribution System Operations-Field Operation	12	PAS0069O	\$146,806.40										\$194,438.40	Annually	12/14/2024
50162517	Supervisor Energy Management System	12	PAS0069B	\$146,806.40										\$204,318.40	Annually	12/14/2024
50160222	Supervisor Energy Trading & Contracts	12	PAS0072O	\$158,059.20										\$209,414.40	Annually	12/14/2024
50160265	Supervisor Engineering	12	PAS0071O	\$154,190.40										\$204,318.40	Annually	12/14/2024
50158442	Supervisor Environmental, Health & Safety Services	12	PAS0066O	\$136,364.80										\$180,606.40	Annually	12/14/2024
50051981	Supervisor Facilities & Maintenance	12	PAS0069O	\$146,806.40										\$194,438.40	Annually	12/14/2024
50162321	Supervisor Field Metering	12	PAS0059B	\$114,712.00										\$159,702.40	Annually	12/14/2024
50051697	Supervisor Fleet Operations	12	PAS0059O	\$114,712.00										\$151,985.60	Annually	12/14/2024
50094154	Supervisor Health & Safety Services Closed Classification	12	PAS0066I	\$136,364.80										\$194,438.40	Annually	12/14/2024
50051729	Supervisor Hydro License Implementation	12	PAS0066O	\$136,364.80										\$180,606.40	Annually	12/14/2024
50051990	Supervisor Image Production Postal Service & Administrative	12	PAS0052C	\$96,553.60										\$137,654.40	Annually	12/14/2024
50136695	Supervisor Load Research and Forecasting	12	PAS0069O	\$146,806.40										\$194,438.40	Annually	12/14/2024
50091651	Supervisor Maintenance Engineering	12	PAS0069O	\$146,806.40										\$194,438.40	Annually	12/14/2024
50083477	Supervisor Material Planning & Coordination	12	PAS0062O	\$123,531.20										\$163,592.00	Annually	12/14/2024
50116025	Supervisor Operations & Availability	12	PAS0071O	\$154,190.40										\$204,318.40	Annually	12/14/2024
50052007	Supervisor Operations Scheduling & Productivity	12	PAS0059O	\$114,712.00										\$151,985.60	Annually	12/14/2024
50163671	Supervisor Program Delivery	12	PAS0064O	\$129,771.20										\$171,891.20	Annually	12/14/2024
50160902	Supervisor Project Management Office	12	PAS0067O	\$139,796.80										\$185,099.20	Annually	12/14/2024
50052012	Supervisor Rates	12	PAS0069O	\$146,806.40										\$194,438.40	Annually	12/14/2024
50052014	Supervisor Real Estate Services	12	PAS0062O	\$123,531.20										\$163,592.00	Annually	12/14/2024
50160146	Supervisor Strategic Account Management	12	PAS0062O	\$123,531.20										\$180,627.20	Annually	12/14/2024
50052021	Supervisor Survey	12	PAS0062O	\$123,531.20										\$163,592.00	Annually	12/14/2024
50051925	Supervisor Threat Management and Corporation Security Operations	12	PAS0062O	\$123,531.20										\$163,592.00	Annually	12/14/2024
50126182	Supervisor Transmission and Distribution Line Maintenance	12	PAS0069O	\$146,806.40										\$194,438.40	Annually	12/14/2024
50128766	Supervisor Emerging Technologies	12	PAS0066O	\$136,364.80										\$180,606.40	Annually	12/14/2024
50099720	Supplier Diversity Supervisor	12	PAS0056O	\$106,537.60										\$141,148.80	Annually	12/14/2024
50164529	Support Center Supervisor	12	PAS0059O	\$114,712.00										\$151,985.60	Annually	12/14/2024
50092750	Survey Engineering Technician Journey	6	OSE0714A	\$38.39	\$39.36	\$40.30	\$41.33	\$42.38	\$43.45	\$44.53	\$45.62	\$46.80				Hourly
50170412	Sustainable Community Partnership Specialist I	F	PAS0045O	\$81,244.80										\$107,577.60	Annually	12/14/2024
50170327	Sustainable Community Partnership Specialist II	12	PAS0054O	\$101,400.00										\$134,284.80	Annually	12/14/2024
50170326	Sustainable Community Partnership Specialist III	12	PAS0059A	\$114,712.00										\$151,985.60	Annually	12/14/2024
50091954	Systems Protection and Control	12	PAS0071O	\$154,190.40										\$204,318.40	Annually	12/14/2024
50052124	Technical Writer Entry Level	12	PAS0052O	\$96,553.60										\$127,878.40	Annually	12/14/2024
50154313	Telecommunications Technician Apprentice	48	IBEW845A	\$40.60	\$44.36	\$48.10	\$51.85	\$55.60	\$59.34							Hourly
50083265	Telecommunications Technician Apprentice Closed Classification	48	IBEW921A	\$45.25	\$49.43	\$53.63	\$57.75	\$61.94	\$66.13							Hourly
50052125	Telecommunications Technician Closed Classification	12	IBEW928I	\$69.60												Hourly
50154499	Telecommunications Technician I	12	IBEW915A	\$62.46												Hourly
50161055	Telecommunications Technician II	12	IBEW928B	\$69.60												Hourly
50154625	Telephone Technician	12	IBEW915A	\$62.46												Hourly
50154626	Telephone Technician Apprentice	36	IBEW845A	\$40.60	\$44.36	\$48.10	\$51.85	\$55.60	\$59.34							Hourly
50100562	Telephone Technician Apprentice Closed Classification	36	IBEW921A	\$45.25	\$49.43	\$53.63	\$57.75	\$61.94	\$66.13							Hourly
50100560	Telephone Technician Closed Classification	12	IBEW928I	\$69.60												Hourly
50052131	Tool Repairer	12	IBEW874G	\$48.36	\$49.92	\$51.73	\$54.28									Hourly
50052132	Tool Repairer with class A	12	IBEW874M	\$49.51	\$51.07	\$52.88	\$55.43									Hourly

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs



**Sacramento Municipal Utility District  
2025 Other Pay Compensation Policy**

OTHER COMPENSATION CATEGORY	WAGE TYPE	ELIGIBLE EMPLOYEE GROUPS					EFFECTIVE DATE
		OSE	IBEW	PAS/MGMT	PSOA	CONF	
Special Assignment Pay	2nd Shift Differential Pay	\$ 2.88	\$ 3.89	*6%		4%	12/14/2024
Special Assignment Pay	3rd Shift Differential Pay	\$ 3.85	\$ 5.19	*8%		6%	12/14/2024
Special Assignment Pay	4th Shift Diff Pay - R.S.	\$ 4.81	\$ 5.19	*8%		8%	12/14/2024
Special Assignment Pay	PSOA 2nd Shift Differential Pay				8%		12/14/2024
Special Assignment Pay	Dbltm 4th Shift Diff	2X + \$4.81	2X + \$5.19	*2X + 8%	2X + 8%	0	12/14/2024
Special Assignment Pay	Instructor/Training Officer				8%		12/14/2024
Special Assignment Pay	Mutual Aid		2X				12/14/2024
Statutory Items	DT Incentive Erngs	2X	2X	*2X	2X		12/14/2024
Incentive Pay	Employer Paid Member Contributions	0.00%	0.00%	1.75%	0.00%	1.75%	12/14/2024
Statutory Items	FRC Cleaning Allowance	Up to \$1,550 / yr	Up to \$1,550 / yr	Up to \$1,550 / yr			12/14/2024
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS	**	**	**	**	**	12/14/2024
Statutory Items	Overtime Incentive Erngs	2X	2X	*2X	2X		12/14/2024
Statutory Items	PERS Uniform Allowance	Up to \$1,559 / yr	Up to \$2,078 / yr	Up to \$2,078 / yr			12/14/2024
Special Assignment Pay	Relief Shift Differential	\$ 4.81	\$ 5.19	*8%	8%	8%	12/14/2024
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS			*1.5X + 6%			12/14/2024
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS			*1.5X + 8%			12/14/2024
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS			*1.5X + 8%			12/14/2024
Statutory Items	Sch Holiday Dbl Time	2X	2X	*2X	2X		12/14/2024
Statutory Items	Sch Holiday Work	2X	2X	*1.5X	2X		12/14/2024
Statutory Items	Sch Holiday Worked - PAS			*1.5X			12/14/2024
Special Assignment Pay	Sched Hol DT Shft 2 Diff	2X + \$2.88	2X + \$3.89	*2X + 6%	2X + 8%		12/14/2024
Special Assignment Pay	Sched Hol DT Shft 3 Diff	2X + \$3.85	2X + \$5.19	*2X + 8%	2X + 8%		12/14/2024
Special Assignment Pay	Sched Hol DT Shft 4 Diff	2X + \$4.81	2X + \$5.19	*2X + 8%	2X + 8%		12/14/2024
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff	2X + \$2.88	2X + \$3.89	*1.5X + 6%	2X + 8%		12/14/2024
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff	2X + \$3.85	2X + \$5.19	*1.5X + 8%	2X + 8%		12/14/2024
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff	2X + \$4.81	2X + \$5.19	*1.5X + 8%	2X + 8%		12/14/2024
Premium Pay	WOC DT Incentive	2X	2X		2X	2X	12/14/2024
Premium Pay	WOC Hol Special	2X	2X		2X	2X	12/14/2024
Premium Pay	WOC OT Incentive	2X	2X		2X	1.5X	12/14/2024
Premium Pay	WOC Reg	1X	1X		1X	1X	12/14/2024
Special Assignment Pay	Temporary Upgrade 2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	12/14/2024
Special Assignment Pay	Temporary Upgrade 5%	5%	5%	5%	5%	5%	12/14/2024
Special Assignment Pay	Temporary Upgrade 7.5%	7.50%	7.50%	7.50%	7.50%	7.50%	12/14/2024
Special Assignment Pay	Temporary Upgrade 10%	10%	10%	10%	10%	10%	12/14/2024
Short Term Incentives - Exec	STI			11%			12/14/2024
Short Term Incentives - Dir	STI			6%			12/14/2024
Individual Performance Award	Pay for Performance Award			0 - 9%			12/14/2024
Incentive Pay	Off-Salary-Schedule Pay						12/14/2024

**Labor Policy:**

Other compensation will be reported as pensionable compensation in accordance with CalPERS rules & regulations. The above table provides information related to other compensation items for employee groups. Represented employee other compensation may also be found in the applicable labor agreements. For unrepresented employees, this document shall be used to delineate other compensation items, including Special Assignment Pay and Statutory Items designated for employees working 12 hour work schedules and/or shift schedules within Security Operations, Energy Trading & Contracts and any other designated 24/7 operational area.

\*applies to PAS employees in Energy Trading & Contracts working a shift schedule

\*\*manual adjustment amount required to correct records varies depending upon situation



# **Northern California Energy Authority (NCEA)**

SSS No. CFO 24-013

**NCEA COMMISSION  
AGENDA ITEM  
NORTHERN CALIFORNIA ENERGY  
AUTHORITY  
STAFFING SUMMARY SHEET**

Committee Meeting & Date  
Finance and Audit – 11/06/24

Board Meeting Date  
December 12, 2024

TO				TO							
1.	Scott Martin	6.									
2.	Lora Anguay	7.									
3.	Jose Bodipo-Memba	8.									
4.		9.	Legal								
5.		10.	CEO & General Manager								
<b>Consent Calendar</b>	X	Yes		<b>No</b> <i>If no, schedule a dry run presentation.</i>	<b>Budgeted</b>	Yes	X				
FROM (IPR) Jennifer Restivo	DEPARTMENT Planning and Revenue Strategy				MAIL STOP A309	EXT. 5193	DATE SENT 10/24/24				
<b>NARRATIVE:</b>											
<b>Requested Action:</b> Discuss approval of the 2025 Northern California Energy Authority (NCEA) Budget.											
<b>Summary:</b> NCEA is a Joint Powers Authority (JPA) formed with SMUD and Sacramento Municipal Utility District Financing Authority (SFA) in 2018. The Authority issued bonds and used the proceeds to enter into a commodity prepayment agreement with J Aron and Company for a 30-year supply of natural gas or electricity, with a mandatory put date of August 1, 2030. The Authority has also entered into a Commodity Supply Contract with SMUD that provides for the sale of all the gas or electricity to SMUD. SMUD's 2025 Budget Commodity line item includes the cost of the natural gas to be purchased from NCEA. NCEA will use proceeds from the natural gas sales to SMUD to pay for interest and principal on the NCEA bonds.											
<b>Board Policy:</b> Strategic Direction SD-3, Access to Credit Markets, and Strategic Direction SD-4, Reliability. The NCEA budget will support SD-3 and SD-4 by providing a reliable and discounted supply of natural gas for SMUD's thermal generating plants. The 2025 Budget provides for the payment of interest, principal, and trustee fees on the NCEA bonds, and other administrative costs.											
<b>Number &amp; Title:</b>											
<b>Benefits:</b> Approval of the 2025 NCEA Budget meets the requirements of the Municipal Utility District (MUD) Act and will authorize bond interest, trustee fee and other administrative payments within the limits prescribed.											
<b>Cost/Budgeted:</b> Approval of the 2025 NCEA Budget Resolution will authorize debt service and administrative payments within the limit prescribed.											
<b>Alternatives:</b> Approval of a budget is required before January 1, 2025, or the Northern California Energy Authority will not have authority to carry out gas transactions nor make required debt service payments.											
<b>Affected Parties:</b> Budget Office, Accounting, Treasury, Power Generation, and Legal.											
<b>Coordination:</b> Budget Office, Accounting, Treasury, Power Generation, and Legal.											
<b>Presenter:</b> Lora Anguay, Chief Zero Carbon Officer											

**Additional Links:**

SUBJECT	<b>Northern California Energy Authority (NCEA) 2025 Proposed Budget</b>	ITEM NO. (FOR LEGAL USE ONLY)
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_****BE IT RESOLVED BY THE COMMISSIONERS  
OF THE NORTHERN CALIFORNIA ENERGY AUTHORITY:**

**Section 1.** This resolution may be referred to as the 2025 Northern California Energy Authority (NCEA) Budget Resolution.

**Section 2.** There is hereby appropriated from the Northern California Energy Authority (NCEA or Authority) Debt Service Fund sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority's programs for the period January 1, 2025, through December 31, 2025.

Interest Expense	\$	27,272,486
Bond Principal	\$	5,455,000
Administrative & General	\$	140,420

**Section 3.** Demands against the Authority may be paid without the prior specific approval of this Commission if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer and General Manager of the Authority, or his designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer and General Manager, or his designee, authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the

business affairs of the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

**Section 4.** There shall be deemed added contingency to the Debt Service and Administrative & General line items a 20% contingency, plus an additional \$2 million each.

**Section 5.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the **Budget** that, in his prudent judgment: (a) further the primary purpose of the **Budget**; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized **Budget** amounts and applicable contingencies.

# **Northern California Gas Authority**

## **Number 1 (NCGA1)**

SSS No. CFO 24-014

**NCGA1 COMMISSION  
AGENDA ITEM  
NORTHERN CALIFORNIA GAS AUTHORITY  
NUMBER 1  
STAFFING SUMMARY SHEET**

Committee Meeting & Date  
Finance and Audit – 11/06/24

Board Meeting Date  
December 12, 2024

TO				TO							
1.	Scott Martin	6.									
2.	Lora Anguay	7.									
3.	Jose Bodipo-Memba	8.									
4.		9.	Legal								
5.		10.	CEO & General Manager								
<b>Consent Calendar</b>	X	Yes		<b>No</b> <i>If no, schedule a dry run presentation.</i>	<b>Budgeted</b>	Yes	X				
FROM (IPR) Jennifer Restivo	DEPARTMENT Planning and Revenue Strategy				MAIL STOP A309	EXT. 5193	DATE SENT 10/24/24				
<b>NARRATIVE:</b>											
<b>Requested Action:</b> Discuss approval of the 2025 Northern California Gas Authority Number 1 (NCGA1) Budget.											
<b>Summary:</b> NCGA1 is a Joint Powers Authority (JPA) between SMUD and Sacramento Municipal Utility District Financing Authority (SFA) formed in 2007. The Authority issued bonds and used the proceeds to enter into a prepayment agreement with Morgan Stanley Capital Group, Inc. for a 20-year supply of a fixed quantity of natural gas. The Authority has also entered into a Gas Supply Contract with SMUD that provides for the sale of all the gas to SMUD. SMUD's 2025 Budget Commodity line item includes the cost of the natural gas to be purchased from NCGA1, and this is the source of funds to be used to pay interest and principal on the NCGA1 bonds.											
<b>Board Policy:</b> <i>(Number &amp; Title)</i> The 2025 Budget provides for the payment of interest, principal, and trustee fees on the NCGA1 bonds and other administrative costs, and indirectly supports the Board's strategic directives Strategic Direction SD-3, Access to Credit Markets, and Strategic Direction SD-4, Reliability by providing a reliable supply of natural gas for SMUD's thermal generating plants. Governance Process GP-3, Board Job Description subsection (f) states, Board will “[a]dopt the SMUD budget on an annual basis.”											
<b>Benefits:</b> Approval of the 2025 NCGA1 Budget meets the requirements of the MUD Act and will authorize bond interest, principal, trustee fee, and other administrative payments within the limits prescribed.											
<b>Cost/Budgeted:</b> Approval of the 2025 NCGA1 Budget Resolution will authorize debt service and administrative payments within the limit prescribed.											
<b>Alternatives:</b> Approval of a budget is required before January 1, 2025, or the Joint Powers Authority would not have authority to make required debt service payments.											
<b>Affected Parties:</b> Budget Office, Accounting, Treasury, Power Generation, and Legal.											
<b>Coordination:</b> Budget Office, Accounting, Treasury, Power Generation, and Legal.											
<b>Presenter:</b> Lora Anguay, Chief Zero Carbon Officer											

**Additional Links:**

SUBJECT <b>Northern California Gas Authority Number 1 (NCGA1) 2025 Proposed Budget</b>	ITEM NO. (FOR LEGAL USE ONLY)
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**DRAFT**

**RESOLUTION NO. \_\_\_\_\_**

**BE IT RESOLVED BY THE COMMISSIONERS**  
**OF THE NORTHERN CALIFORNIA GAS AUTHORITY NUMBER 1:**

**Section 1.** This resolution may be referred to as the 2025 Northern California Gas Authority Number 1 (NCGA1) Budget Resolution.

**Section 2.** There is hereby appropriated from the Northern California Gas Authority Number 1 (NCGA1 or Authority) Debt Service Fund sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority's programs for the period January 1, 2025, through December 31, 2025.

Interest Expense	\$ 3,460,094
Bond Principal	\$ 28,295,000
Administrative & General	\$ 373,192

**Section 3.** Demands against the Authority may be paid without the prior specific approval of this Commission if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the Chief Executive Officer and General Manager of the Authority, or his designee. It is the purpose and intent of this paragraph to delegate to the Chief Executive Officer and General Manager, or his designee, authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the

business affairs of the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

**Section 4.** There shall be deemed added contingency to the Debt Service and Administrative & General line items a 20% contingency, plus an additional \$2 million each.

**Section 5.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the **Budget** that, in his prudent judgment: (a) further the primary purpose of the **Budget**; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized **Budget** amounts and applicable contingencies.

# **Sacramento Municipal Utility District Financing Authority (SFA)**

**Campbell Power Plant (includes McClellan Power Plant)  
Carson Power Plant  
Cosumnes Power Plant  
Procter & Gamble Power Plant**

SSS No. SFA JPA 24-0004

# SFA COMMISSION AGENDA ITEM

**SACRAMENTO MUNICIPAL UTILITY  
DISTRICT FINANCING AUTHORITY  
STAFFING SUMMARY SHEET**

Committee Meeting & Date Finance & Audit – 11/06/24
Board Meeting Date December 12, 2024

TO				TO					
1.	Jennifer Restivo			6.	Jose Bodipo-Memba				
2.	Russell Mills			7.					
3.	Josh Langdon			8.					
4.	Scott Martin			9.	<b>Legal</b>				
5.	Lora Anguay			10.	<b>CEO &amp; General Manager</b>				
<b>Consent Calendar</b>	X	Yes		<b>Budgeted</b>		Yes	X	<b>No</b> (If no, explain in Cost/Budgeted section.)	
FROM (IPR) Laurie Johnson				DEPARTMENT Power Generation/Thermal Generation			MAIL STOP EA405	EXT. 4822	DATE SENT 10/24/2024
<b>NARRATIVE:</b>									
<p><b>Requested Action:</b> Approve the 2025 Sacramento Municipal Utility District Financing Authority Budget Resolution.</p> <p><b>Summary:</b> Sacramento Municipal Utility District Financing Authority (SFA) is a Joint Powers Authority (JPA) formed by the Sacramento Municipal Utility District (SMUD) and the Modesto Irrigation District (MID) and its fleet of assets currently consists of five separate thermal plants: Campbell Power Plant, Carson Power Plant, Cosumnes Power Plant, McClellan Power Plant, and Procter &amp; Gamble Power Plant. The 2025 Budget covers costs to be incurred by the JPA thermal fleet in operating and maintaining the power plants. The budget amount is based on the operations expected during a normal water year for SMUD.</p> <p><b>Board Policy:</b> Strategic Direction SD-2, Competitive Rates; Strategic Direction SD-3, Access to Credit Markets; Strategic Direction SD-4, Reliability</p> <p><b>Benefits:</b> Approval of the 2025 Budget Resolution will meet the requirements of the Annual Budget provisions and will authorize spending within the limits prescribed to maintain operations of the fleet.</p> <p><b>Cost/Budgeted:</b> Approval of the Budget Resolution will authorize spending within the limits prescribed. Expenditures authorized under this action should offset expenditures under purchased power.</p> <p><b>Alternatives:</b> Approval of a budget is required before January 1, 2025, or the Sacramento Municipal Utility District Financing Authority will not have the authority to make purchases or payments.</p> <p><b>Affected Parties:</b> Budget Office, Accounting, Treasury, Power Generation, Legal</p> <p><b>Coordination:</b> Budget Office, Accounting, Treasury, Power Generation, Legal</p> <p><b>Presenter:</b> Lora Anguay, Chief Zero Carbon Officer</p>									

**Additional Links:**

SUBJECT	<b>Sacramento Municipal Utility District Financing Authority (SFA) 2025 Proposed Budget</b>	ITEM NO. (FOR LEGAL USE ONLY)
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**DRAFT**



**Carson Power Plant**



**Campbell Power Plant**



**Cosumnes Power Plant**



**Procter & Gamble Power Plant**



**McClellan Power Plant**

## **Sacramento Municipal Utility District Financing Authority 2025 Proposed Budget**



SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY  
P.O. Box 15830, Sacramento, CA 95852-1830

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October 24, 2024  
SFA JPA 24-002

**TO:** **DISTRIBUTION**

**SUBJECT:** **2025 PROPOSED JPA BUDGETS (as follows):**  
**SFA – Cosumnes Power Plant Budget**  
**SFA – Campbell Power Plant Budget** (includes McClellan Power Plant)  
**SFA – Procter & Gamble Power Plant Budget**  
**SFA – Carson Power Plant Budget**

We are pleased to present the proposed 2025 Operating Budgets for the Sacramento Municipal Utility District Financing Authority (SFA). These budgets represent the anticipated expenses for the operation of the SFA Fleet.

The Operating Budgets for the Authority for the period of January 1, 2025, to December 31, 2025, totals \$252,404,000 for Operations & Maintenance, \$16,380,000 for Administrative & General, \$17,332,000 for Principal & Interest and \$33,399,000 for Capital Expenditures. The Budgets' assumptions and supporting financial schedules are included for your information and review. Should you have any questions regarding these proposed 2025 Operating Budgets, please don't hesitate to contact me at (916) 732-6139.

Sincerely,

X Pedro Juarez

Pedro Juarez  
Manager, Thermal Generation Assets  
Signed by: Pedro Juarez

## SFA THERMAL FLEET

The Sacramento Municipal Utility District Financing Authority (SFA) is a Joint Powers Authority (JPA) formed by Sacramento Municipal Utility District (SMUD) and currently consists of five separate Thermal plants: Campbell Power Plant, Carson Power Plant, Cosumnes Power Plant, McClellan Power Plant, and Procter & Gamble Power Plant. On November 1, 2021, these plants transferred individual JPA ownerships to SFA.

### CAMPBELL POWER PLANT / MCCLELLAN POWER PLANT

The plant is located at 3215 47th Avenue, Sacramento, CA. The plant consists of a 160 MW clean-burning gas-fired combined cycle turbine generator unit. Besides electricity, the plant can generate steam, which could be sold to a suitable steam host. The plant's original steam host, Campbell Soup Supply Company, closed their factory in 2013 and no suitable replacement has been identified. The plant burns natural gas, which is supplied through natural gas pipelines owned and operated by SMUD. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system.

On May 11, 2007, the McClellan Gas Turbine (McClellan) facility was acquired through an Asset Sales Agreement. At that time, the operation and maintenance of McClellan became a secondary function of Campbell Power Plant. The McClellan gas turbine is a 72 MW simple cycle combustion turbine with both fast and black start capabilities. McClellan has been in commercial operation at the McClellan business park in Sacramento County since 1986. All electricity produced by McClellan is sold to SMUD.

### CARSON POWER PLANT

The plant is a cogeneration plant located adjacent to the Sacramento Regional Wastewater Treatment Plant (SRCSD) facility in southern Sacramento County. The plant consists of one clean-burning gas-fired combined cycle gas turbine generator unit, one steam turbine generator unit, and one simple cycle gas turbine for a combined capacity of 107.5 MW. Besides electricity, the plan generates steam that is sold to SRCSD and an adjacent ice producing facility owned by the Glacier Valley Ice Company (Glacier Ice). The units are permitted to burn both digester gas from the SRCSD facility, which was previously flared, and natural gas. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system. Since January 2012, Carson Power Plant has been cleaning the digester gas it receives from SRCSD to pipeline quality and selling it to SMUD for use in the Cosumnes Power Plant, where it can be used more efficiently.

### COSUMNES POWER PLANT

Cosumnes is located on a property adjacent to the decommissioned Rancho Seco Nuclear Generating Station near the town of Herald, in the County of Sacramento. The plant consists of two ultra-low emissions, F-class, high efficiency gas-fired combined cycle gas turbine generator units, two heat recovery boilers, and one steam turbine generator unit with a combined, net capacity of 602 MW. The plant burns natural gas, which is supplied through a natural gas pipeline owned and operated by SMUD. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system.

### PROCTER & GAMBLE POWER PLANT

The Procter & Gamble Power Plant is located adjacent to the Procter & Gamble Manufacturing Company (Procter & Gamble) in Sacramento County. The plant consists of two clean-burning gas-fired combined cycle gas turbine generator units, one steam turbine generator unit, and one simple cycle gas turbine for a combined capacity of 190.3 MW. Besides electricity, the plant generates steam, which is sold to Procter & Gamble. The plant burns natural gas, which is supplied through a natural gas pipeline owned and operated by SMUD. SMUD has designed and built transmission and telecommunications facilities to integrate the plant into SMUD's electrical system.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY**  
**BUDGET SUMMARY**  
*Dollars in Thousands*

	2024	2025	NET CHANGE
	PLANT TOTAL	PLANT TOTAL	
<b>GENERATION (MWh)</b>	<b>6,322,212</b>	<b>5,314,722</b>	<b>-16%</b>
<b>FUEL</b>			
Combined Cycle Gas Expenses	\$ 218,910	\$ 158,301	-28%
Combined Cycle Biogas Expense	29,742	29,914	1%
Peaker Plant Gas Expenses	2,567	1,691	-34%
Digester Gas for Resale	1,501	1,749	17%
Auxiliary Boiler Fuel Costs	314	991	216%
<b>TOTAL FUEL EXPENSES</b>	<b>253,034</b>	<b>192,646</b>	<b>-24%</b>
<b>OPERATIONS &amp; MAINTENANCE</b>			
Operator Fees & Bonuses	15,024	15,421	3%
Operator Reimbursable Expenses	17,698	19,170	8%
Operating Expenses	19,536	23,615	21%
Thermal Transition Studies	-	1,000	
Other Expenses	537	552	3%
<b>TOTAL OPERATIONS &amp; MAINTENANCE</b>	<b>52,795</b>	<b>59,758</b>	<b>13%</b>
<b>TOTAL OPERATING EXPENSES</b>	<b>305,829</b>	<b>252,404</b>	<b>-17%</b>
<b>ADMINISTRATIVE &amp; GENERAL</b>			
SMUD Labor	1,528	1,377	-10%
Outside Services	127	126	-1%
Insurance	11,442	14,877	30%
<b>TOTAL ADMINISTRATIVE &amp; GENERAL</b>	<b>13,097</b>	<b>16,380</b>	<b>25%</b>
<b>INTEREST EXPENSE</b>			
Interest on Bonds	4,067	3,382	-17%
<b>DEBT SERVICE PRINCIPAL REPAYMENT</b>			
Principal Repayment	13,693	13,950	2%
<b>TOTAL PRINCIPAL &amp; INTEREST</b>	<b>17,760</b>	<b>17,332</b>	<b>-2%</b>
<b>CAPITAL EXPENDITURES</b>			
Capital Improvements	7,625	-	338%
<b>TOTAL CAPITAL EXPENDITURES</b>	<b>7,625</b>	<b>33,399</b>	<b>338%</b>

## 2025 SFA – Thermal Fleet Budget

The 2025 SFA – Thermal Fleet Budget covers the expected financial operations of all the thermal plants. These budgets represent expenses to be incurred and/or paid by SFA in 2025 while running and conducting the business of each plant. The second part of the budget lists capital and other expenditures proposed for 2025. Also included in this document is a pro forma financial statement. This statement incorporates SFA revenues and non-cash expenses such as depreciation to show the complete financial results of operations for the year.

The operation of SFA is governed by a series of agreements, among the JPA members and outside parties. A description of these agreements follows:

**JOINT POWERS AGREEMENT**, SMUD will provide technical and administrative services for SFA pursuant to the Power Purchase Agreement (PPA), as SFA has no employees. The SFA Board consists primarily of the SMUD Board with one non-voting member representing Modesto Irrigation District (MID).

**POWER PURCHASE AGREEMENT (PPA)** between SMUD and SFA. SFA has agreed to sell to SMUD and SMUD has agreed to purchase the energy and capacity from the Thermal Fleet. SMUD will pay SFA for its costs whether the plants are operating or not. This agreement will be in effect until terminated by SMUD, but in no case before the bonds for Cosumnes Power Plant is paid in full. This agreement covers the terms of how the fleet will be operated (SMUD will dispatch) and the calculation of payments from SMUD to SFA for operation of the plants.

**GAS SUPPLY AGREEMENT (GSA)** between SMUD and SFA. SMUD will arrange for all natural gas supply and transportation requirements for the SFA, and SMUD will charge SFA for SMUD's actual supply and transportation costs properly allocable to each plant.

**WATER SUPPLY AGREEMENT** between SMUD and SFA covers the terms under which SMUD supplies all water to the Cosumnes Power Plant.

**OPERATIONS & MANAGEMENT AGREEMENT (O&M AGREEMENT)** between SFA and Ethos Energy Power Plant Services (Ethos), the plant operator. SFA has contracted with Ethos to operate, repair, overhaul and maintain the thermal fleet for a five-year term effective January 1, 2016, in exchange for payments tied to specified plant performance standards. On August 21, 2020, SFA exercised a one-sided renewal clause extending the agreement for a second five-year term.

**GROUND LEASE AGREEMENT** between SMUD and SFA covers the terms of SFA's ground lease for the property on which the plants are located.

**INDENTURE OF TRUST (INDENTURE)** between SFA – Cosumnes Power Plant and U.S. Bank National Association. This agreement covers the terms and conditions of the Trust Estate executed on behalf of the bondholders. It secures and pledges revenues to the payment of principal and interest on the bonds and ensures compliance by SFA with all covenants contained therein.

**COMMODITY AGREEMENT** between SFA – Carson Power Plant and SRCSD. This agreement covers the terms and conditions of the sale of digester gas from the SRCSD to SFA and the sale of steam from SFA to SRCSD.

**THERMAL ENERGY SALES AND SUBLEASE AGREEMENT** between SFA – Carson Power Plant and Glacier Ice. This agreement covers the terms and conditions of energy sales from SFA to Glacier Ice. In September 2016, the second amendment to this agreement was signed wherein SFA replaced the steam driven refrigeration equipment with electrically driven motors. The electrification project was completed in February 2017.

**STEAM SALES AGREEMENT** between SMUD and Procter & Gamble, and Steam Services Agreement assigning SMUD's rights to SFA. These agreements cover the terms and conditions of steam sales from SFA to Procter & Gamble.

**NATURAL GAS PRICES** are based on SMUD's actual costs obligated to firm natural gas purchases and estimates for the non-firm portion prepared by SMUD's Energy Trading & Contracts group. The variable rate is based on the latest available Petroleum Industry Research Associates forecast of commodity prices by month for 2025, plus 3.2% fuel use. The fixed component represents SFA's pro rata share of fixed capacity costs on the Alberta Gas Company/NOVA Corporation of Alberta/Pacific Gas Transmission Company (ANG/NOVA/PGT) interstate pipelines, and its pro rata share of depreciation, interest, and O&M costs on SMUD's ownership interest in the Pacific Gas & Electric (PG&E) Line 300/401 interstate pipeline and SMUD's local gas pipeline. The monthly prices are shown on the Operating Assumptions page.

**FIXED OPERATING FEE** to be paid from SFA to Ethos is based on the flat annual base operating fee per the O&M Agreement. This payment is assumed to cover all direct and indirect labor costs, including benefits, taxes, insurance, home office support, management and supervision incurred by Ethos. This payment escalates in future years at 2.5% per year in accordance with the existing O&M Agreement.

**REIMBURSABLE & MAINTENANCE OVERHAUL OPERATING COSTS** to be paid from SFA to Ethos are based on estimated variable plant operating costs, excluding fuel, to be incurred by Ethos in 2025.

# 2025 SFA – THERMAL FLEET BUDGET

## LINE-ITEM DETAIL

### FUEL

This schedule shows details of the budgeted expenses for fuel to be burned at each plant.

### OPERATION & MAINTENANCE

- **OPERATOR FEES & BONUSES:** The budget for operator fees and plant operating expenses represents fees to be paid to Ethos under the terms of the O&M Agreement, plus actual plant operating expenses incurred by Ethos and reimbursed from SFA without markup. The budget shows the portion paid to Ethos as an operating expense. Under the terms of the O&M Agreement, Ethos is reimbursed for all plant operating and maintenance expenses, and repairs. Ethos will earn performance bonuses under the O&M Agreement if the combined cycle Equivalent Forced Outage Factor is less than five percent (5%). Ethos will also earn bonuses for maintaining a peaking plant successful call-up ratio based on how successfully the unit starts and generates electricity when needed. The 2025 budget assumes that Ethos will successfully earn these bonuses.
- **OPERATOR REIMBURSEABLE EXPENSES:** Under the terms of the O&M Agreement and PPA, various tests (heat rate, NDC, etc.) of plant operations may be required by SMUD or SFA during the year. This line item covers the estimated reimbursement to Ethos for performing such tests, or for other items not covered by the O&M Agreement.
- **OPERATING EXPENSES:** This represents the estimated cost of various expenses required to keep the plants within operational expectations. This includes Water/Sewage, Station Service Electricity, and the Site Lease.

### ADMINISTRATION & GENERAL COSTS

Under the terms of the JPA, SMUD will provide staff to perform administrative and technical support services to SFA and arrange for insurance coverage, and SMUD will be reimbursed for the cost of providing these services subject to available funds per the priority of distribution of SFA revenues. SMUD will contract with engineering specialists to assist in technical engineering and regulatory compliance issues which arise during operation. Also, SFA retains the services of an Independent Auditor to audit and certify the SFA financial statements and evaluate internal controls applicable to SFA.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY**  
**BUDGET SUMMARY**

*Dollars in Thousands*

	2024	2025					
	PLANT TOTAL	CAMPBELL	CARSON	COSUMNES	PROCTER & GAMBLE	PLANT TOTAL	NET CHANGE
<b>GENERATION (MWh)</b>	<b>6,322,212</b>	<b>573,352</b>	<b>327,213</b>	<b>3,782,023</b>	<b>632,134</b>	<b>5,314,722</b>	<b>-16%</b>
<b>FUEL</b>							
Combined Cycle Gas Expenses	\$ 218,910	\$ 22,824	\$ 13,042	\$ 101,107	\$ 21,328	\$ 158,301	-28%
Combined Cycle Biogas Expense	29,742			29,914		29,914	1%
Peaker Plant Gas Expenses	2,567				1,691	1,691	-34%
Digester Gas for Resale	1,501		1,749			1,749	17%
Auxiliary Boiler Fuel Costs	314				991	991	216%
<b>TOTAL FUEL EXPENSES</b>	<b>253,034</b>	<b>22,824</b>	<b>14,791</b>	<b>131,020</b>	<b>24,010</b>	<b>192,646</b>	<b>-24%</b>
<b>OPERATIONS &amp; MAINTENANCE</b>							
Operator Fees & Bonuses	15,024	3,975	2,470	5,123	3,853	15,421	3%
Operator Reimbursable Expenses	17,698	4,515	2,946	7,867	3,842	19,170	8%
Operating Expenses	19,536	7,622	2,382	8,192	5,419	23,615	21%
Thermal Transition Studies	-	-	-	500	500	1,000	
Other Expenses	537	201	34	154	163	552	3%
<b>TOTAL OPERATIONS &amp; MAINTENANCE</b>	<b>52,795</b>	<b>16,313</b>	<b>7,831</b>	<b>21,836</b>	<b>13,777</b>	<b>59,758</b>	<b>13%</b>
<b>TOTAL OPERATING EXPENSES</b>	<b>305,829</b>	<b>39,138</b>	<b>22,622</b>	<b>152,856</b>	<b>37,788</b>	<b>252,404</b>	<b>-17%</b>
<b>ADMINISTRATIVE &amp; GENERAL</b>							
SMUD Labor	1,528	259	269	571	278	1,377	-10%
Outside Services	127	28	4	80	14	126	-1%
Insurance	11,442	3,132	2,610	5,742	3,393	14,877	30%
<b>TOTAL ADMINISTRATIVE &amp; GENERAL</b>	<b>13,097</b>	<b>3,419</b>	<b>2,883</b>	<b>6,393</b>	<b>3,685</b>	<b>16,380</b>	<b>25%</b>
<b>INTEREST EXPENSE</b>							
Interest on Bonds	4,067			3,382		3,382	-17%
<b>DEBT SERVICE PRINCIPAL REPAYMENT</b>							
Principal Repayment	13,693			13,950		13,950	2%
<b>TOTAL PRINCIPAL &amp; INTEREST</b>	<b>17,760</b>			<b>17,332</b>		<b>17,332</b>	<b>-2%</b>
<b>CAPITAL EXPENDITURES</b>							
Capital Improvements	7,625	1,734	1,000	30,115	550	33,399	338%
<b>TOTAL CAPITAL EXPENDITURES</b>	<b>7,625</b>	<b>1,734</b>	<b>1,000</b>	<b>30,115</b>	<b>550</b>	<b>33,399</b>	<b>338%</b>

**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY**  
**2025 CAPITAL EXPENDITURES**  
(Dollars in Thousands)

	<u>CAMPBELL</u>	<u>CARSON</u>	<u>COSUMNES</u>	<u>PROCTER &amp; GAMBLE</u>	<u>TOTAL</u>
<b>CAPITAL EXPENSES</b>					
SCR Nox/Catalyst	\$ 350				\$ 350
CIG Peaker Engine Controls	\$ 650				\$ 650
Steam Turbine Controls Upgrade			\$ 550	\$ 550	
CSG Excitation Upgrade	\$ 1,500				\$ 1,500
CSG UPS System Upgrade	\$ 234				\$ 234
SCR Media Replacement		\$ 2,000			\$ 2,000
CT Rotor LTE		\$ 1,308			\$ 1,308
Section Harp Replacement		\$ 1,250			\$ 1,250
CO/Catalyst		\$ 650			\$ 650
PRV Upgrade		\$ 250			\$ 250
CO/Catalyst		\$ 650			\$ 650
Rotor Storage Container		\$ 350			\$ 350
FSC MCC Upgrades		\$ 200			\$ 200
IP Rotor LTE		\$ 10,900			\$ 10,900
Cooling Tower		\$ 300			\$ 300
A/C Swaps		\$ 200			\$ 200
Access Platforms		\$ 300			\$ 300
CTG2 Turndown		\$ 5,000			\$ 5,000
CTG3 Turndown		\$ 5,000			\$ 5,000
CPP Spare Transformer		\$ 1,757			\$ 1,757
<b>TOTAL CAPITAL EXPENSES</b>	<b>\$ 1,734</b>	<b>\$ 1,000</b>	<b>\$ 30,115</b>	<b>\$ 550</b>	<b>\$ 33,399</b>

## 2025 SFA BUDGET

### PRO FORMA FINANCIAL SCHEDULES

SFA maintains its accounting records in accordance with Generally Accepted Accounting Principles and generally follows the Uniform System of Accounts for Public Utilities and Licensees prescribed by the Federal Energy Regulatory Commission (FERC). The following schedules are the Statements of Revenues, Expenses and Changes in Net Position and Revenue Detail Schedule, which show the projected results of operations, for SFA during the 2025 budget period based on the 2025 budget assumptions and expense and capital budgets.

#### REVENUE DETAIL:

Schedule details expected SFA Revenue during the 2025 budget period.

- **ELECTRIC REVENUE:** Under the terms of the PPA, SMUD is obligated to make monthly payments to SFA for energy provided by SFA. These payments are based on certain assumptions and rates, which were detailed under Budget Assumptions. The estimate assumes the plant operator will maintain the minimum availability factor for the combined cycle plant necessary to qualify for maximum payments.
- **OPERATING PAYMENT:** Under the terms of the PPA, SMUD will pay SFA an amount equal to the sum of all costs and expenses payable by SFA pursuant to the Lease and Property Agreement, the O&M Agreement, the GSA, all insurance costs and any cost or expense otherwise incurred in the operation and maintenance SFA, including capital improvements and overhaul expenses, plus \$200,000 per month to each plant to cover other SFA obligations.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY**  
**2025 OPERATING ASSUMPTIONS**

	<u>CAMPBELL</u>	<u>CARSON</u>	<u>COSUMNES</u>	<u>PROCTER &amp; GAMBLE</u>	<u>TOTAL (OR AVERAGE)</u>
<b>Resource Operating Plan:</b>					
<b>Combined Cycle Power Plant:</b>					
Capacity (Megawatts Net)	164	57	576	120	917
Generation (MWh)	572,704	304,070	3,782,023	595,128	5,253,925
Natural Gas (1000's of MMBtu)	4,761	2,510	22,482	4,968	34,721
Carson Digester Gas (1000's of MMBtu)			438		438
Biogas (1000's of MMBtu)			2,701		2,701
Average Heat Rate (Btu/kWh)	8,323	8,272	6,794	8,355	7,936
<i>Availability (IEEE)</i>	86.0%	94.9%	84.8%	89.8%	88.8%
<b>Peaking Power Plant:</b>					
Peaker Capacity (Megawatts Net)	72	43		50	165
Peaker Generation (MWh)	648	23,143		37,006	60,797
Peaker Natural Gas (1000's of MMBtu)	9	240		371	620
Peaker Average Heat Rate (Btu/kWh)	13,139	10,399		10,023	11,187
<i>Peaker Budgeted Availability (IEEE)</i>	97.5%	94.9%		91.3%	94.5%
<b>Price Per MMBtu</b>					
Natural Gas Variable Price (\$/MMBtu)	\$2.91	\$2.91	\$2.91	\$2.91	
Carson Digester Gas Variable Price (\$/MMBtu)			\$3.99		
Biogas Variable Price (\$/MMBtu)			\$10.43		
Biogas Gas Variable Price (\$/MMBtu) - Carson		\$4.62			
Biogas Gas Costs for Resale, excluding depreciation (\$1,000's)		\$1,749			
<b>Total Capacity MW</b>	<b>236</b>	<b>100</b>	<b>576</b>	<b>170</b>	<b>1,082</b>
<b>Total Generation MWh</b>	<b>573,352</b>	<b>327,213</b>	<b>3,782,023</b>	<b>632,134</b>	<b>5,314,722</b>

**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING  
AUTHORITY 2025 STEAM SALES REVENUE  
(Dollars in Thousands)**

**CARSON****GLACIER VALLEY ICE COMPANY:**

KWh Sales per Load Fcst	5,255,208
\$ per KWh	\$ 0.02
Glacier Energy Sales Revenue on Steam	\$ 103
Glacier Energy Fixed Fee	\$ 2

**SAC REG CTY SAN DIS (SRCSD):**

SRCSD Steam Delivery (MMBtu)	228,110
Steam Price (\$/MMBtu)	\$ 3.90
SRCSD Steam Sales Revenue	\$ 890

<b>TOTAL STEAM SALES (incl FIXED)</b>	<b>\$ 996</b>
---------------------------------------	---------------

Glacier Valley Site Lease Revenue	\$ 64
Total Sale of Steam / Energy	\$ 1,060

Digester Gas Sales Revenue	2,023
<b>TOTAL OTHER OPERATING REVENUE</b>	<b>\$ 3,083</b>

**PROCTER & GAMBLE*****PROCTER & GAMBLE\****

Total Steam Delivery (Klb / hour)	571
Average PG&E City Gate (\$/MMBTU)	\$ 4.49
Transportation cost per DTH	\$ 1.59
O&M cost per DTH (3% Annual escalat	\$ 1.16
Agreement Price per Klb/hr	\$ 1.35
P & G Steam Sales Revenue	\$ 5,653

<b>TOTAL OTHER OPERATING REVENUE</b>	<b>\$ 5,653</b>
--------------------------------------	-----------------

\*Agreement Price = P&G Total cost per Dth\*(1000/961.538)\*1.3  
(P&G Total cost = PG&E City Gate+O&M/Dth+Trans Cost)

## **2025 SFA BUDGET**

### **PRO FORMA FINANCIAL STATEMENTS**

#### **STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION**

The Pro Forma Statements of Revenues, Expenses and changes in Net Position is a projected summary of the results of operations prepared on a FERC basis for SFA in 2025. The Statements of Revenues, Expenses and changes in Net Position incorporates revenues as shown on the Revenue Detail, expenses as shown on the Budget Summary, and non-cash expenses such as depreciation and amortization.

**DEPRECIATION** represents the pro rata expensing of the capital cost of SFA. Estimated service life is based on the remaining life of the Plants at the time a capital project is placed in service, the original life of the Plants being 30 years

**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY**  
**2025 BUDGET SUMMARY**  
**STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION**  
**For the Period January 1, 2025 to December 31, 2025**  
*Dollars in Thousands*

	<b>2024</b>	CAMPBELL	CARSON	COSUMNES	PROCTER & GAMBLE	<b>2025</b>
<b>OPERATING REVENUES:</b>						
Sale of Electricity	\$ 343,177	\$ 44,330	\$ 23,883	\$ 207,072	\$ 40,158	\$ 315,443
Sale of Digester Gas	1,775	-	2,023	-	-	2,023
Sale of Steam / Energy	7,305	-	1,060	-	5,653	6,713
<b>TOTAL OPERATING REVENUES</b>	<b>352,257</b>	<b>44,330</b>	<b>26,966</b>	<b>207,072</b>	<b>45,811</b>	<b>324,179</b>
<b>OPERATING EXPENSES</b>						
Fuel	253,034	22,824	14,791	131,020	24,010	192,646
Operation and Maintenance	52,794	16,313	7,831	21,836	13,777	59,758
Administrative & General	13,097	3,419	2,883	6,393	3,685	16,380
<b>Total Operations</b>	<b>318,925</b>	<b>42,556</b>	<b>25,506</b>	<b>159,249</b>	<b>41,473</b>	<b>268,784</b>
Depreciation	37,716	10,634	6,447	17,287	5,688	40,056
Amortization of Regulatory Asset-Debt Issuance	104	-	-	104	-	104
<b>TOTAL OPERATING EXPENSES</b>	<b>356,745</b>	<b>53,191</b>	<b>31,953</b>	<b>176,640</b>	<b>47,160</b>	<b>308,944</b>
<b>NET OPERATING INCOME/(LOSS)</b>	<b>(4,488)</b>	<b>(8,861)</b>	<b>(4,987)</b>	<b>30,432</b>	<b>(1,349)</b>	<b>15,235</b>
<b>OTHER INCOME</b>						
Other Income Before Interest Charges	-	-	-	-	-	-
<b>INTEREST EXPENSE</b>						
Interest on Long-Term Debt	4,067	-	-	3,382	-	3,382
Amortization of Premium/Discount Costs	(1,418)	-	-	(1,165)	-	(1,165)
<b>NET INTEREST EXPENSE</b>	<b>2,649</b>	<b>-</b>	<b>-</b>	<b>2,217</b>	<b>-</b>	<b>2,217</b>
<b>CHANGE IN NET POSITION - NET INCOME (LOSS)</b>	<b>\$ (7,137)</b>	<b>\$ (8,861)</b>	<b>\$ (4,987)</b>	<b>\$ 28,215</b>	<b>\$ (1,349)</b>	<b>\$ 13,018</b>

**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY**  
**DEBT SERVICE**  
**Revenue Bonds (Series 2015)**  
*Dollars in Thousands*

<b><u>Current Year</u></b>	<b>COSUMNES</b>
INTEREST ON BONDS	\$ 3,382
PRINCIPAL REPAYMENT	13,950
DEBT SERVICE ACCRUALS	<u>\$ 17,332</u>

	Period <u>Ending</u>	<u>Principal</u>	<u>Interest</u>	<u>Annual Interest</u>	<u>Debt Service</u>	<u>Annual Debt Service</u>
2024	July 01, 2024	\$ 13,115	\$ 2,197	\$ 4,395	\$ 15,312	\$ 17,510
	January 01, 2025	\$ -	\$ 1,869	\$ -	\$ 1,869	\$ -
2025	July 01, 2025	\$ 14,270	\$ 1,869	\$ 3,739	\$ 16,139	\$ 18,009
	January 01, 2026	\$ -	\$ 1,513	\$ -	\$ 1,513	\$ -

**RESOLUTION NO. \_\_\_\_\_**

**BE IT RESOLVED BY THE COMMISSIONERS**  
**OF THE**  
**SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY**

**Section 1.** This resolution may be referred to as the 2025 Sacramento Municipal Utility District Financing Authority (SFA) Budget Resolution and includes:

**SFA – Cosumnes Power Plant Budget**  
**SFA – Campbell Power Plant Budget (includes McClellan Power Plant)**  
**SFA – Procter & Gamble Power Plant Budget**  
**SFA – Carson Power Plant Budget**

**Section 2.** There is hereby appropriated from the Revenue Fund, Operating Fund, Debt Service Fund, and other funds as appropriate, sufficient monies for the payment of demands against the Authority which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of the Authority's programs for the period January 1, 2025, through December 31, 2025.

Operation and Maintenance	\$252,404,000
Administrative & General	\$ 16,380,000
Principal and Interest	\$ 17,332,000
Capital Expenditures	\$ 33,399,000

There shall be deemed added to the O&M and Capital line items a +20% increase with no limit to a decrease in the Operations and Maintenance Expense line items, plus an additional \$2 million each applicable to the overall budgets.

# **DRAFT**

**Section 3.** Demands against the Authority may be paid without the prior specific approval of this Commission, if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the General Manager of the Authority, or his designee. It is the purpose and intent of this paragraph to delegate to the General Manager, or his designee, authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of the Authority, within the amounts and for the purposes set forth above, subject to duly adopted delegations of authority.

**Section 4.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the **Budget** that, in his prudent judgment: (a) further the primary purpose of the **Budget**; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized **Budget** amounts and applicable contingencies.





SSS No.
BOD 2024-009

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date FINANCE & AUDIT – 2024
Board Meeting Date N/A

TO				TO			
1.	Scott Martin	6.					
2.	Lora Anguay	7.					
3.	Jose Bodipo-Memba	8.					
4.		9.	Legal				
5.		10.	CEO & General Manager				
Consent Calendar	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> x	No If no, schedule a dry run presentation.	Budgeted	<input checked="" type="checkbox"/> x	<input type="checkbox"/> Yes	<b>No (If no, explain in Cost/Budgeted section.)</b>
FROM (IPR) Rob Kerth / Crystal Henderson	DEPARTMENT Board Office				MAIL STOP B307	EXT. 5424	DATE SENT 12/21/23

**NARRATIVE:**

**Requested Action:** A summary of directives is provided to staff during the committee meeting.

**Summary:** The Board requested an ongoing opportunity to do a wrap up period at the end of each committee meeting to summarize various Board member suggestions and requests that were made at the meeting to make clear the will of the Board. The Finance & Audit Committee Chair will summarize Board member requests that come out of the committee presentations for this meeting.

**Board Policy:** Governance Process GP-4, Board/Committee Work Plan and Agenda Planning, states, among other things, “the Board will develop and follow an annual work plan that ensures the Board...focuses on the results the Board wants the organization to achieve....”

**Benefits:** Having an agendized opportunity to summarize the Board’s requests and suggestions that arise during the committee meeting will help clarify the will of the Board.

**Cost/Budgeted:** Included in budget.

**Alternatives:** Not to summarize the Board’s requests at this meeting.

**Affected Parties:** Board of Directors and Executive Staff

**Coordination:** Crystal Henderson, Special Assistant to the Board of Directors

**Presenter:** Rob Kerth, Finance & Audit Committee Chair

**Additional Links:**

SUBJECT	ITEM NO. (FOR LEGAL USE ONLY)
Summary of Committee Direction – Finance & Audit	

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.