

EXHIBIT A

**NORTHERN CALIFORNIA POWER AGENCY
HYDROELECTRIC EMPLOYEES WAGE SCHEDULE
HOURLY RATE BASIS**

Wage Increase Percent ^(A) **4.75%** **4.25%** **4.00%**

CLASSIFICATION	PROGRESSION	Hourly Rate			
		2024	2025	2026	2027
Hydro Tech Apprentice	Start	\$38.65	\$40.49	\$42.21	\$43.90
	End 6 months	\$43.28	\$45.34	\$47.27	\$49.16
	End 12 months	\$48.44	\$50.74	\$52.90	\$55.02
	End 18 months	\$52.82	\$55.33	\$57.68	\$59.99
Hydro Tech	End 24 months	\$57.05	\$59.76	\$62.30	\$64.79
	End 30 months	\$61.00	\$63.90	\$66.62	\$69.28
	End 36 months	\$64.68	\$67.75	\$70.63	\$73.46
	End 42 months	\$67.93	\$71.16	\$74.18	\$77.15
	End 48 months	\$70.98	\$74.35	\$77.51	\$80.61
	End 54 months	\$73.81	\$77.32	\$80.61	\$83.83
	Hydro Tech - Designated Skills ^(C)	\$79.13	\$82.89	\$86.41	\$89.87
Hydro Tech Operator ^(B)	Start	\$77.52	\$81.20	\$84.65	\$88.04
	Hydro Tech Operator -Designated Skills ^(D)	\$83.08	\$87.03	\$90.73	\$94.36

Notes: ^(A) Effective 12/29/24 for 2025 and with the first payroll period ending on or after January 1 for 2026 and 2027.

For casual positions, see Administrative & General Wage Structure.

A new employee can be brought into the Hydro Tech Program at any pay level depending on his/her experience level.

If an employee on his/her annual review receives an overall rating of "Less Than Satisfactory" they will not advance to the next pay step until they increase their overall rating to as least "Meets Most Requirements" on a subsequent annual appraisal.

^(B) Requires minimum of 6 months as a Hydro Tech (54 months) and must successfully complete the Competency Test.

^(C) Qualified employees with Instrumentation & Control / Communication / Electrical Technician skills and abilities as demonstrated by successfully completing the Technical Skills Assessment.

^(D) Requires minimum of 6 months as a Hydro -Tech - Designated Skills and successfully completing the Competency Test, or 6 months as a Hydro Tech Operator and successfully completing the Technical Skills Assessment.

On a temporary basis at its sole discretion NCPA has the right to appoint an employee as a lead during outages or for a specific project. When any employee is upgraded to lead, the minimum pay shall be at the Hydro Tech Operator pay rate. It is understood that the lead pay is built into the Hydro Tech Operator pay rate. If the appointment to lead is going to last longer than 8 weeks, the employee at his/her option may elect to be replaced after 8 weeks only if another employee determined to be qualified by management for the assignment lead is available.