

EXHIBIT A

**NORTHERN CALIFORNIA POWER AGENCY
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO WAGE SCHEDULE
HOURLY RATE BASIS**

GENERAL WAGE INCREASE PERCENT (A)	2025	2026	2027
	4.75%	4.25%	4.00%

GEOHERMAL BROADBANDING CLASSIFICATION		PROGRESSION	2024	2025	2026	2027
Chemical / Performance Technician			\$66.97	\$70.15	\$73.13	\$76.06
Mechanic Operator	Level I		\$54.11	\$56.68	\$59.09	\$61.45
	Level II		\$63.64	\$66.66	\$69.49	\$72.27
	Level III		\$67.31	\$70.51	\$73.51	\$76.45
	Level IV		\$69.33	\$72.62	\$75.71	\$78.74
	Level V		\$70.73	\$74.09	\$77.24	\$80.33
	Lead Person **		\$74.26	\$77.79	\$81.10	\$84.34
Operator Technician***	Level I		\$55.39	\$58.02	\$60.49	\$62.91
	Level II		\$65.15	\$68.24	\$71.14	\$73.99
	Level III		\$69.73	\$73.04	\$76.14	\$79.19
	Level IV		\$72.86	\$76.32	\$79.56	\$82.74
	Level V		\$74.31	\$77.84	\$81.15	\$84.40
	Lead Person **		\$78.03	\$81.74	\$85.21	\$88.62
Technician Operator	Level I		\$54.11	\$56.68	\$59.09	\$61.45
	Level II		\$66.63	\$69.79	\$72.76	\$75.67
	Level III		\$69.33	\$72.62	\$75.71	\$78.74
	Level IV		\$73.35	\$76.83	\$80.10	\$83.30
	Level V		\$74.87	\$78.43	\$81.76	\$85.03
	Level VI*		\$80.31	\$84.12	\$87.70	\$91.21
	Lead Person (Level V) **		\$78.61	\$82.34	\$85.84	\$89.27
	Lead Person (Level VI) **		\$84.33	\$88.34	\$92.09	\$95.77
Store Keeper	Level I		\$36.69	\$38.43	\$40.06	\$41.66
	Level II		\$38.50	\$40.33	\$42.04	\$43.72
	Level III		\$40.44	\$42.36	\$44.16	\$45.93
	Level IV		\$42.46	\$44.48	\$46.37	\$48.22
	Level V		\$44.01	\$46.10	\$48.06	\$49.98

- Note 1: GWI Effective 12/29/24 for 2025 and with the first payroll period ending on or after January 1 for 2026, and 2027.
- Note 2: * Level VI requires I&C or Electrical Technician qualification
- Note 3: ** Lead Person receives 5% above the highest level employee supervised.
- Note 4: *** Operator Tech wage rates shown include Section 3.2 (a) shift premium effective 12/29/2024

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- i) Lead Operator Tech (1 per shift)
- ii) Operator Tech
- b) Mechanical Track
 - i) Lead Mechanic Operator
 - ii) Mechanic Operator
- c) Technician Track
 - i) Lead Technician Operator
 - ii) Technician Operator

2. Job Classifications

- a) Lead *
 - i) Lead will be filled by interview with those qualified and recommended for advancement by their supervisor/manager; in the event that there are no qualified Level V candidates rated as "Recommended for Advancement", the Agency has the right to fill the position based on a candidate with the best qualifications.
 - ii) On a temporary basis, at its sole discretion, NCPA has the right to temporarily upgrade an employee to the Lead during outages or for a specific project. The employee will receive Lead pay for the duration of the temporary upgrade.
- b) Progression through Levels
 - i) Progression from one step to the next will be performance based, not limited to time in grade. It will be tied to a rating of "Meets" or higher on the performance appraisal and possessing the required job skills.
- c) A new employee can be brought into the range at any pay level including Lead depending on his/her experience level and qualifications. This program is designed based on journey level competencies. In the event that a non-journey level person is hired with competencies that are below the entry step, a lower starting salary and development plan may be developed based on the individual's competencies and experience.
- d) If an employee on his/her annual review receives an overall rating of "Less Than Satisfactory" he/she will not advance to the next pay level until the overall performance rating is increased to at least "Satisfactory/Meets Requirements" on a subsequent annual appraisal.
- e) Relief Operators will receive a 6.0% relief premium in addition to their base wage rate and any shift premium

3. Grandfathering

- a) Existing employees as of 01/01/09 will not be required to progress to higher steps.
- b) If the Agency needs additional skills covered in one of the 3 broadbanded tracks, grandfathered employees may be provided the training necessary to gain the skills and required to perform the new tasks. Additional pay or step advancement will only occur if the employee completes all of the requirements for the next step increase.
- c) New hires or employees who transfer out of the line of progression will be required to complete the progression for the new classification within the specified time frame.

4. Training Plans and job descriptions will be subject to changes as required by changing job demands. NCPA will meet and consult with Local 1245 on any changes to job descriptions and/or training matrix.

5. Reasonable time while on shift will be provided to complete required training.

6. If a position requires certification for certain job duties (boom truck, scaffolding, etc.) the Agency will determine how many positions will be filled and will be on a voluntary (seniority) basis. If no one volunteers, the Agency can assign the low seniority person in classification for the added responsibility.

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NORTHERN CALIFORNIA POWER AGENCY INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO WAGE SCHEDULE HOURLY RATE BASIS					
GENERAL WAGE INCREASE PERCENT (A)		2025	2026	2027	
		4.75%	4.25%	4.00%	
CT BROADBANDING					
CLASSIFICATION	PROGRESSION	2024	2025	2026	2027
CT Specialist	Level I	\$54.11	\$56.68	\$59.09	\$61.45
	Level II	\$63.64	\$66.66	\$69.49	\$72.27
	Level III	\$70.03	\$73.36	\$76.48	\$79.54
	Level IV	\$73.35	\$76.83	\$80.10	\$83.30
	Level V	\$75.19	\$78.76	\$82.11	\$85.39
	Level VI*	\$80.64	\$84.47	\$88.06	\$91.58
	Lead Person (Level V)**	\$78.95	\$82.70	\$86.21	\$89.66
Lead Person (Level VI)**	\$84.67	\$88.69	\$92.46	\$96.16	
CT Specialist (Operators only)*** including Shift Premium	Level I	\$55.39	\$58.02	\$60.49	\$62.91
	Level II	\$65.15	\$68.24	\$71.14	\$73.99
	Level III	\$71.69	\$75.10	\$78.29	\$81.42
	Level IV	\$75.10	\$78.67	\$82.01	\$85.29
	Level V	\$76.98	\$80.64	\$84.07	\$87.43
	Lead Person **	\$80.83	\$84.67	\$88.27	\$91.80

- Note 1: * Level VI requires I&C or Electrical Technician qualification
 Note 2: ** Lead receives 5% above the highest level employee supervised.
 Note 3: *** CT Specialist (Operator) wage rates include the addition of Section 3.2 (a) shift premium effective 12/29/2024
 Note 4: GWI Effective 12/29/24 for 2025 and with the first payroll period ending on or after January 1 for 2026, and 2027.

CT Broadband Program

1. Headquarters: CT Lodi Facility
2. Staffing Plan
 - a) The one Lead and 3 CT Specialist day shift positions will be changed to four Level IV permanent CT Specialist day shift positions. Filling these positions will be by management selection.
 - b) CT Specialist Maintenance personnel may be placed on shift for periods of up to 28 days as per the provisions of the existing MOU at the discretion of management.
3. Job Classifications - Two classifications for combined CT1 / CT2 / LEC:
 - a) Lead CT Specialist *
 - i) Lead CT Specialist will be filled by interview with those qualified and recommended for advancement by their supervisor/manager; in the event that there are no qualified Level V CT Specialists rated as "Recommended for Advancement", the Agency has the right to fill the position based on a candidate with the best qualifications.
 - ii) On a temporary basis, at its sole discretion, NCPA has the right to temporarily upgrade an employee to the Lead during outages or for a specific project. The employee will receive Lead CT Specialist pay for the duration of the temporary upgrade.
 - b) CT Specialist
 - i) Progression from one step to the next will be performance based, not limited to time in grade. It will also be tied to a rating of "Meets" or higher on the performance appraisal.
 - c) A new employee can be brought into the CT Specialist Program at any pay level including Lead CT Specialist depending on his/her experience level and qualifications. This program is designed based on journey level competencies. In the event that a non-journey level person is hired with competencies that are below the entry step, a lower starting salary and development plan may be developed based on the individual's competencies and experience.
 - d) If an employee on his/her annual review receives an overall rating of "Less Than Satisfactory" he/she will not advance to the next pay level until the overall performance rating is increased to at least "Satisfactory/Meets Requirements" on a subsequent annual appraisal.
 - e) Relief Operators will receive a 6.0% relief premium in addition to their base wage rate
4. If a position requires certification for certain job duties (boom truck, scaffolding, etc.) the Agency will determine how many positions will be filled and will be on a voluntary (seniority) basis. If no one volunteers, the Agency can assign the lowest seniority person in the job classification the added responsibility.
5. Training Plans and job descriptions will be subject to changes as required by changing job demands. NCPA will meet and consult with Local 1245 on any changes to job descriptions and/or training matrix requirements.