

**Northern California Power Agency  
Administrative General Wage Schedule  
Effective December 19, 2021**

GRADE	JOB CLASSIFICATION/JOB FAMILY	MINIMUM		CONTROL POINT		CTRL PT PLUS 15%	
		ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
15 <sup>1</sup>	ACCOUNTANT/ANALYST I	72,613	34.91	90,771	43.64	104,374	50.18
17 <sup>1</sup>	ACCOUNTANT/ANALYST II	83,907	40.34	104,894	50.43	120,619	57.99
19 <sup>1</sup>	ACCOUNTANT/ANALYST III	96,970	46.62	121,222	58.28	139,402	67.02
9 <sup>1</sup>	ACCOUNTING CLERK I	47,050	22.62	58,822	28.28	67,642	32.52
11 <sup>1</sup>	ACCOUNTING CLERK II	54,371	26.14	67,974	32.68	78,166	37.58
13 <sup>1</sup>	ACCOUNTING CLERK III	62,837	30.21	78,541	37.76	90,334	43.43
9 <sup>1</sup>	ADMINISTRATIVE ASSISTANT/OFFICE ADMINISTRATOR I	47,050	22.62	58,822	28.28	67,642	32.52
11 <sup>1</sup>	ADMINISTRATIVE ASSISTANT/OFFICE ADMINISTRATOR II	54,371	26.14	67,974	32.68	78,166	37.58
13 <sup>1</sup>	ADMINISTRATIVE ASSISTANT/OFFICE ADMINISTRATOR III	62,837	30.21	78,541	37.76	90,334	43.43
30 <sup>1</sup>	AGM I/SENIOR DIRECTOR (E.g. Business Development)	214,864	103.30	268,570	129.12	308,859	148.49
31 <sup>1</sup>	AGM II (E.g. Power Mgmt, Generation, Leg & Reg, CFO/Admin)	230,984	111.05	288,725	138.81	332,030	159.63
32 <sup>1</sup>	AGM III	248,290	119.37	310,378	149.22	356,928	171.60
23 <sup>1</sup>	ASSISTANT CONTROLLER	129,501	62.26	161,886	77.83	186,160	89.50
25 <sup>1</sup>	ASSISTANT MANAGER: INFORMATION SERVICES	149,656	71.95	187,075	89.94	215,134	103.43
6E <sup>1</sup>	ASSISTANT, STUDENT I	31,200	15.00	36,462	17.53	41,933	20.16
6F <sup>1</sup>	ASSISTANT, STUDENT II	36,234	17.42	45,302	21.78	52,083	25.04
6G <sup>1</sup>	ASSISTANT, STUDENT III	45,032	21.65	56,306	27.07	64,750	31.13
6H <sup>1</sup>	ASSISTANT, STUDENT IV	52,021	25.01	65,042	31.27	74,797	35.96
14 <sup>1</sup>	COMPUTER TECHNOLOGY ANALYST	67,558	32.48	84,427	40.59	97,094	46.68
17 <sup>1</sup>	COMPUTER TECHNOLOGY ANALYST I	83,907	40.34	104,894	50.43	120,619	57.99
19 <sup>1</sup>	COMPUTER TECHNOLOGY ANALYST II	96,970	46.62	121,222	58.28	139,402	67.02
21 <sup>1</sup>	COMPUTER TECHNOLOGY ANALYST III	112,070	53.88	140,088	67.35	161,096	77.45
23 <sup>1</sup>	COMPUTER TECHNOLOGY ANALYST IV	129,501	62.26	161,886	77.83	186,160	89.50
16 <sup>1</sup>	ENERGY RESOURCE ANALYST I	78,062	37.53	97,573	46.91	112,216	53.95
18 <sup>1</sup>	ENERGY RESOURCE ANALYST II	90,210	43.37	112,757	54.21	129,667	62.34
20 <sup>1</sup>	ENERGY RESOURCE ANALYST III	104,250	50.12	130,312	62.65	149,864	72.05
23 <sup>1</sup>	ENERGY RESOURCE ANALYST IV	129,501	62.26	161,886	77.83	186,160	89.50
16 <sup>1</sup>	ENGINEER I	78,062	37.53	97,573	46.91	112,216	53.95
18 <sup>1</sup>	ENGINEER II	90,210	43.37	112,757	54.21	129,667	62.34
20 <sup>1</sup>	ENGINEER III	104,250	50.12	130,312	62.65	149,864	72.05
23 <sup>1</sup>	ENGINEER IV	129,501	62.26	161,886	77.83	186,160	89.50
24 <sup>1</sup>	ENGINEER V: SUPERVISING /PLANT	139,214	66.93	174,034	83.67	200,138	96.22
20 <sup>1</sup>	ENVIRONMENTAL, HEALTH & SAFETY SPECIALIST	104,250	50.12	130,312	62.65	149,864	72.05
16 <sup>1</sup>	EXECUTIVE ASSISTANT	78,062	37.53	97,573	46.91	112,216	53.95
32 <sup>1</sup>	GENERAL COUNSEL	248,290	119.37	310,378	149.22	356,928	171.60
36 <sup>1</sup>	GENERAL MANAGER	331,594	159.42	414,502	199.28	476,674	229.17
16 <sup>1</sup>	GEOLOGIST I	78,062	37.53	97,573	46.91	112,216	53.95
18 <sup>1</sup>	GEOLOGIST II	90,210	43.37	112,757	54.21	129,667	62.34
20 <sup>1</sup>	GEOLOGIST III	104,250	50.12	130,312	62.65	149,864	72.05
23 <sup>1</sup>	GEOLOGIST IV	129,501	62.26	161,886	77.83	186,160	89.50
24 <sup>1</sup>	GEOLOGIST V	139,214	66.93	174,034	83.67	200,138	96.22
16 <sup>1</sup>	GOVERNMENT RELATIONS REPRESENTATIVE I	78,062	37.53	97,573	46.91	112,216	53.95
18 <sup>1</sup>	GOVERNMENT RELATIONS REPRESENTATIVE II	90,210	43.37	112,757	54.21	129,667	62.34
20 <sup>1</sup>	GOVERNMENT RELATIONS REPRESENTATIVE III	104,250	50.12	130,312	62.65	149,864	72.05
22 <sup>1</sup>	GOVERNMENT RELATIONS REPRESENTATIVE IV	120,474	57.92	150,592	72.40	173,181	83.26
16 <sup>1</sup>	HUMAN RESOURCES ANALYST I	78,062	37.53	97,573	46.91	112,216	53.95
18 <sup>1</sup>	HUMAN RESOURCES ANALYST II	90,210	43.37	112,757	54.21	129,667	62.34
20 <sup>1</sup>	HUMAN RESOURCES ANALYST III	104,250	50.12	130,312	62.65	149,864	72.05
13 <sup>1</sup>	HUMAN RESOURCES ASSISTANT	62,837	30.21	78,541	37.76	90,334	43.43
27 <sup>1</sup>	HUMAN RESOURCES DIRECTOR	172,952	83.15	216,195	103.94	248,622	119.53
25 <sup>1</sup>	HUMAN RESOURCES MANAGER	149,656	71.95	187,075	89.94	215,134	103.43
13 <sup>1</sup>	LEGISLATIVE PROGRAM ASSISTANT	62,837	30.21	78,541	37.76	90,334	43.43
27 <sup>1</sup>	MANAGER, INFORMATION SERVICES	172,952	83.15	216,195	103.94	248,622	119.53
27 <sup>1</sup>	MANAGER, INFORMATION SERVICES & POWER SETTLEMENTS	172,952	83.15	216,195	103.94	248,622	119.53
29 <sup>1</sup>	MANAGER, PLANT	199,867	96.09	249,829	120.11	287,310	138.13
25 <sup>1</sup>	MANAGER, REGULATORY PROGRAM	149,656	71.95	187,075	89.94	215,134	103.43
26 <sup>1</sup>	MANAGER, RELIABILITY COMPLIANCE	160,888	77.35	201,115	96.69	231,275	111.19
17 <sup>1</sup>	MATERIALS/WAREHOUSE COORDINATOR I	83,907	40.34	104,894	50.43	120,619	57.99
19 <sup>1</sup>	MATERIALS/WAREHOUSE COORDINATOR II	96,970	46.62	121,222	58.28	139,402	67.02
7 <sup>1</sup>	OFFICE ASSISTANT I	40,706	19.57	50,898	24.47	58,531	28.14
9 <sup>1</sup>	OFFICE ASSISTANT II	47,050	22.62	58,822	28.28	67,642	32.52

GRADE	JOB CLASSIFICATION/JOB FAMILY	MINIMUM		CONTROL POINT		CTRL PT PLUS 15%	
		ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
16 <sup>1</sup>	POWER SETTLEMENTS ANALYST I	78,062	37.53	97,573	46.91	112,216	53.95
18 <sup>1</sup>	POWER SETTLEMENTS ANALYST II	90,210	43.37	112,757	54.21	129,667	62.34
20 <sup>1</sup>	POWER SETTLEMENTS ANALYST III	104,250	50.12	130,312	62.65	149,864	72.05
25 <sup>1</sup>	POWER SETTLEMENTS MANAGER	149,656	71.95	187,075	89.94	215,134	103.43
23 <sup>1</sup>	SCHEDULER/PLANNER, POWER	129,501	62.26	161,886	77.83	186,160	89.50
23 <sup>1</sup>	SENIOR COMPUTER TECH. ANALYST, POWER (E.g. BILLING)	129,501	62.26	161,886	77.83	186,160	89.50
18 <sup>1</sup>	SHAREPOINT ADMINISTRATOR	90,210	43.37	112,757	54.21	129,667	62.34
4 <sup>1</sup>	STUDENT HELPER (OFFICE/PLANT)	32,781	15.76	40,976	19.70	47,112	22.65
27 <sup>1</sup>	SUPERINTENDENT, GENERATION RESOURCES	172,952	83.15	216,195	103.94	248,622	119.53
22 <sup>1</sup>	SUPERVISOR I, POWER SETTLEMENTS	120,474	57.92	150,592	72.40	173,181	83.26
20 <sup>1</sup>	SUPERVISOR I, (CHEMICAL, GENERAL SERVICES)	104,250	50.12	130,312	62.65	149,864	72.05
24 <sup>1</sup>	SUPERVISOR II, (PLANT, ENERGY RISK, ENGINEERING)	139,214	66.93	174,034	83.67	200,138	96.22
27 <sup>1</sup>	SUPERVISOR III, (POWER MGT., COORD. OP, REG/ENV COMP, ENGR)	172,952	83.15	216,195	103.94	248,622	119.53
27 <sup>1</sup>	TREASURER-CONTROLLER	172,952	83.15	216,195	103.94	248,622	119.53
HEA <sup>2</sup>	HYDRO TECH APPRENTICE	75,213	36.16	102,814	49.43		
HEA <sup>2</sup>	HYDRO TECH	111,030	53.38	143,666	69.07		
HEA <sup>2</sup>	HYDRO TECH - DESIGNATED SKILLS	154,024	74.05	154,024	74.05		
HEA <sup>2</sup>	HYDRO TECH OPERATOR	150,883	72.54	150,883	72.54		
HEA <sup>2</sup>	HYDRO TECH OPERATOR - DESIGNATED SKILLS	161,699	77.74	161,699	77.74		
IBEW <sup>2</sup>	CT SPECIALIST I - VI	105,310	50.63	156,957	75.46		
IBEW <sup>2</sup>	CT SPECIALIST - LEAD	153,670	73.88	164,798	79.23		
IBEW <sup>2</sup>	CT SPECIALIST I - V (OPERATORS)	107,806	51.83	149,843	72.04		
IBEW <sup>2</sup>	CT SPECIALIST I - V (OPERATORS) LEAD	157,331	75.64	157,331	75.64		
IBEW <sup>2</sup>	MECHANIC OPERATOR I - V	105,310	50.63	137,675	66.19		
IBEW <sup>2</sup>	MECHANIC OPERATOR - LEAD	144,539	69.49	144,539	69.49		
IBEW <sup>2</sup>	OPERATOR TECHNICIAN I - V	107,806	51.83	144,643	69.54		
IBEW <sup>2</sup>	OPERATOR TECHNICIAN - LEAD	151,882	73.02	151,882	73.02		
IBEW <sup>2</sup>	STOREKEEPER I - V	71,406	34.33	85,654	41.18		
IBEW <sup>2</sup>	TECHNICIAN CHEMICAL/PERFORMANCE	130,354	62.67	130,354	62.67		
IBEW <sup>2</sup>	TECHNICIAN OPERATOR I - VI	105,310	50.63	156,312	75.15		
IBEW <sup>2</sup>	TECHNICIAN OPERATOR - LEAD	153,005	73.56	164,133	78.91		
<sup>3</sup>	SCHEDULE COORDINATOR I	77,792	37.40	103,875	49.94		
<sup>3</sup>	SCHEDULE COORDINATOR II	109,325	52.56	126,589	60.86		
<sup>3</sup>	SCHEDULE COORDINATOR III	132,558	63.73	153,192	73.65		
<sup>3</sup>	SYSTEM DISPATCHER	120,786	58.07	169,042	81.27		
<sup>3</sup>	SYSTEM DISPATCHER, LEAD	132,558	63.73	177,507	85.34		

Note <sup>1</sup> Non-union employees whose salaries exceed the control may be granted a lump sum merit increase which is not added to base pay.

Note <sup>2</sup> IBEW = International Brotherhood of Electrical Workers  
HEA = Hydroelectric Employees Association  
These are union classifications subject to the Memorandum of Understanding and overtime, shift differential, relief premium, upgrade and travel pay may be added to base pay when appropriate.

Note <sup>3</sup> Schedule Coordinators and Dispatchers receive overtime, relief pay in addition to step increases.

Note <sup>4</sup> Slight fluctuations from budgeted rate assumptions may exist for non-represented classifications due to methodology corrections recommended by wage and time study consultant.