

**Northern California Power Agency
Administrative General Wage Schedule
Effective January 1, 2023**

GRADE	JOB CLASSIFICATION/JOB FAMILY	MINIMUM		CONTROL POINT		CTRL PT PLUS 15%	
		ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
15 ¹	ACCOUNTANT/ANALYST I	77,168	37.10	96,470	46.38	110,926	53.33
17 ¹	ACCOUNTANT/ANALYST II	89,170	42.87	111,467	53.59	128,190	61.63
19 ¹	ACCOUNTANT/ANALYST III	103,064	49.55	128,814	61.93	148,138	71.22
9 ¹	ACCOUNTING CLERK I	50,003	24.04	62,504	30.05	71,885	34.56
11 ¹	ACCOUNTING CLERK II	57,782	27.78	72,238	34.73	83,054	39.93
13 ¹	ACCOUNTING CLERK III	66,768	32.10	83,470	40.13	95,992	46.15
9 ¹	ADMINISTRATIVE ASSISTANT/OFFICE ADMINISTRATOR I	50,003	24.04	62,504	30.05	71,885	34.56
11 ¹	ADMINISTRATIVE ASSISTANT/OFFICE ADMINISTRATOR II	57,782	27.78	72,238	34.73	83,054	39.93
13 ¹	ADMINISTRATIVE ASSISTANT/OFFICE ADMINISTRATOR III	66,768	32.10	83,470	40.13	95,992	46.15
30 ¹	AGM I/SENIOR DIRECTOR (E.g. Business Development)	228,342	109.78	285,418	137.22	328,224	157.80
31 ¹	AGM II (E.g. Power Mgmt, Generation, Leg & Reg, CFO/Admin)	245,461	118.01	306,821	147.51	352,851	169.64
32 ¹	AGM III	263,869	126.86	329,826	158.57	379,309	182.36
23 ¹	ASSISTANT CONTROLLER	137,634	66.17	172,037	82.71	197,850	95.12
25 ¹	ASSISTANT MANAGER: INFORMATION SERVICES	159,058	76.47	198,806	95.58	228,634	109.92
6E ¹	ASSISTANT, STUDENT I	32,240	15.50	39,000	18.75	44,845	21.56
6F ¹	ASSISTANT, STUDENT II	38,501	18.51	48,131	23.14	55,349	26.61
6G ¹	ASSISTANT, STUDENT III	47,861	23.01	59,821	28.76	68,786	33.07
6H ¹	ASSISTANT, STUDENT IV	55,286	26.58	69,098	33.22	79,456	38.20
14 ¹	COMPUTER TECHNOLOGY ANALYST	71,781	34.51	89,731	43.14	103,189	49.61
17 ¹	COMPUTER TECHNOLOGY ANALYST I	89,170	42.87	111,467	53.59	128,190	61.63
19 ¹	COMPUTER TECHNOLOGY ANALYST II	103,064	49.55	128,814	61.93	148,138	71.22
21 ¹	COMPUTER TECHNOLOGY ANALYST III	119,101	57.26	148,866	71.57	171,205	82.31
23 ¹	COMPUTER TECHNOLOGY ANALYST IV	137,634	66.17	172,037	82.71	197,850	95.12
16 ¹	ENERGY RESOURCE ANALYST I	82,950	39.88	103,688	49.85	119,246	57.33
18 ¹	ENERGY RESOURCE ANALYST II	95,867	46.09	119,829	57.61	137,800	66.25
20 ¹	ENERGY RESOURCE ANALYST III	110,781	53.26	138,486	66.58	159,245	76.56
23 ¹	ENERGY RESOURCE ANALYST IV	137,634	66.17	172,037	82.71	197,850	95.12
16 ¹	ENGINEER I	82,950	39.88	103,688	49.85	119,246	57.33
18 ¹	ENGINEER II	95,867	46.09	119,829	57.61	137,800	66.25
20 ¹	ENGINEER III	110,781	53.26	138,486	66.58	159,245	76.56
23 ¹	ENGINEER IV	137,634	66.17	172,037	82.71	197,850	95.12
24 ¹	ENGINEER V: SUPERVISING /PLANT	147,950	71.13	184,933	88.91	212,680	102.25
20 ¹	ENVIRONMENTAL, HEALTH & SAFETY SPECIALIST	110,781	53.26	138,486	66.58	159,245	76.56
16 ¹	EXECUTIVE ASSISTANT	82,950	39.88	103,688	49.85	119,246	57.33
32 ¹	GENERAL COUNSEL	263,869	126.86	329,826	158.57	379,309	182.36
36 ¹	GENERAL MANAGER	352,394	169.42	440,482	211.77	506,563	243.54
16 ¹	GEOLOGIST I	82,950	39.88	103,688	49.85	119,246	57.33
18 ¹	GEOLOGIST II	95,867	46.09	119,829	57.61	137,800	66.25
20 ¹	GEOLOGIST III	110,781	53.26	138,486	66.58	159,245	76.56
23 ¹	GEOLOGIST IV	137,634	66.17	172,037	82.71	197,850	95.12
24 ¹	GEOLOGIST V	147,950	71.13	184,933	88.91	212,680	102.25
16 ¹	GOVERNMENT RELATIONS REPRESENTATIVE I	82,950	39.88	103,688	49.85	119,246	57.33
18 ¹	GOVERNMENT RELATIONS REPRESENTATIVE II	95,867	46.09	119,829	57.61	137,800	66.25
20 ¹	GOVERNMENT RELATIONS REPRESENTATIVE III	110,781	53.26	138,486	66.58	159,245	76.56
22 ¹	GOVERNMENT RELATIONS REPRESENTATIVE IV	128,024	61.55	160,035	76.94	184,038	88.48
16 ¹	HUMAN RESOURCES ANALYST I	82,950	39.88	103,688	49.85	119,246	57.33
18 ¹	HUMAN RESOURCES ANALYST II	95,867	46.09	119,829	57.61	137,800	66.25
20 ¹	HUMAN RESOURCES ANALYST III	110,781	53.26	138,486	66.58	159,245	76.56
13 ¹	HUMAN RESOURCES ASSISTANT	66,768	32.10	83,470	40.13	95,992	46.15
27 ¹	HUMAN RESOURCES DIRECTOR	183,789	88.36	229,757	110.46	264,202	127.02
25 ¹	HUMAN RESOURCES MANAGER	159,058	76.47	198,806	95.58	228,634	109.92
13 ¹	LEGISLATIVE PROGRAM ASSISTANT	66,768	32.10	83,470	40.13	95,992	46.15
27 ¹	MANAGER, INFORMATION SERVICES	183,789	88.36	229,757	110.46	264,202	127.02
27 ¹	MANAGER, INFORMATION SERVICES & POWER SETTLEMENTS	183,789	88.36	229,757	110.46	264,202	127.02
29 ¹	MANAGER, PLANT	212,410	102.12	265,512	127.65	305,323	146.79
25 ¹	MANAGER, REGULATORY PROGRAM	159,058	76.47	198,806	95.58	228,634	109.92
26 ¹	MANAGER, RELIABILITY COMPLIANCE	170,976	82.20	213,720	102.75	245,773	118.16
17 ¹	MATERIALS/WAREHOUSE COORDINATOR I	89,170	42.87	111,467	53.59	128,190	61.63
19 ¹	MATERIALS/WAREHOUSE COORDINATOR II	103,064	49.55	128,814	61.93	148,138	71.22
7 ¹	OFFICE ASSISTANT I	43,264	20.80	54,080	26.00	62,192	29.90
9 ¹	OFFICE ASSISTANT II	50,003	24.04	62,504	30.05	71,885	34.56

GRADE	JOB CLASSIFICATION/JOB FAMILY	MINIMUM		CONTROL POINT		CTRL PT PLUS 15%	
		ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
16 ¹	POWER SETTLEMENTS ANALYST I	82,950	39.88	103,688	49.85	119,246	57.33
18 ¹	POWER SETTLEMENTS ANALYST II	95,867	46.09	119,829	57.61	137,800	66.25
20 ¹	POWER SETTLEMENTS ANALYST III	110,781	53.26	138,486	66.58	159,245	76.56
25 ¹	POWER SETTLEMENTS MANAGER	159,058	76.47	198,806	95.58	228,634	109.92
23 ¹	SCHEDULER/PLANNER, POWER	137,634	66.17	172,037	82.71	197,850	95.12
23 ¹	SENIOR COMPUTER TECH. ANALYST, POWER (E.g. BILLING)	137,634	66.17	172,037	82.71	197,850	95.12
18 ¹	SHAREPOINT ADMINISTRATOR	95,867	46.09	119,829	57.61	137,800	66.25
4 ¹	STUDENT HELPER (OFFICE/PLANT)	34,840	16.75	43,534	20.93	50,066	24.07
27 ¹	SUPERINTENDENT, GENERATION RESOURCES	183,789	88.36	229,757	110.46	264,202	127.02
22 ¹	SUPERVISOR I, POWER SETTLEMENTS	128,024	61.55	160,035	76.94	184,038	88.48
20 ¹	SUPERVISOR I, (CHEMICAL, GENERAL SERVICES)	110,781	53.26	138,486	66.58	159,245	76.56
24 ¹	SUPERVISOR II, (PLANT, ENERGY RISK, ENGINEERING)	147,950	71.13	184,933	88.91	212,680	102.25
27 ¹	SUPERVISOR III, (POWER MGT., COORD. OP, REG/ENV COMP, ENGR)	183,789	88.36	229,757	110.46	264,202	127.02
27 ¹	TREASURER-CONTROLLER	183,789	88.36	229,757	110.46	264,202	127.02
HEA ²	HYDRO TECH APPRENTICE	77,667	37.34	106,163	51.04		
HEA ²	HYDRO TECH	114,650	55.12	148,346	71.32		
HEA ²	HYDRO TECH - DESIGNATED SKILLS	159,016	76.45	159,016	76.45		
HEA ²	HYDRO TECH OPERATOR	155,792	74.90	155,792	74.90		
HEA ²	HYDRO TECH OPERATOR - DESIGNATED SKILLS	166,962	80.27	166,962	80.27		
IBEW ²	CT SPECIALIST I - VI	108,742	52.28	162,053	77.91		
IBEW ²	CT SPECIALIST - LEAD	158,662	76.28	170,144	81.80		
IBEW ²	CT SPECIALIST I - V (OPERATORS)	111,301	53.51	154,710	74.38		
IBEW ²	CT SPECIALIST I - V (OPERATORS) LEAD	162,448	78.10	162,448	78.10		
IBEW ²	MECHANIC OPERATOR I - V	108,742	52.28	142,147	68.34		
IBEW ²	MECHANIC OPERATOR - LEAD	149,240	71.75	149,240	71.75		
IBEW ²	OPERATOR TECHNICIAN I - V	111,301	53.51	149,344	71.80		
IBEW ²	OPERATOR TECHNICIAN - LEAD	156,811	75.39	156,811	75.39		
IBEW ²	STOREKEEPER I - V	73,736	35.45	88,442	42.52		
IBEW ²	TECHNICIAN CHEMICAL/PERFORMANCE	134,597	64.71	134,597	64.71		
IBEW ²	TECHNICIAN OPERATOR I - VI	108,742	52.28	161,387	77.59		
IBEW ²	TECHNICIAN OPERATOR - LEAD	157,976	75.95	169,458	81.47		
³	SCHEDULE COORDINATOR I	80,320	38.62	107,251	51.56		
³	SCHEDULE COORDINATOR II	112,878	54.27	130,703	62.84		
³	SCHEDULE COORDINATOR III	136,867	65.80	158,171	76.04		
³	SYSTEM DISPATCHER	124,711	59.96	174,535	83.91		
³	SYSTEM DISPATCHER, LEAD	136,867	65.80	183,276	88.11		

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

Note ² 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 ³ Schedule Coordinators and Dispatchers receive overtime, relief pay in addition to step increases.

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