NORTHERN CALIFORNIA POWER AGENCY
ADMINISTRATIVE GENERAL WAGE STRUCTURE
Effective April 25, 2024

GRADE		JOB CLASSIFICATION/JOB FAMILY	MINIMUM ANNUAL	MINIMUM HOURLY	CONTROL POINT ANNUAL	CONTROL POINT HOURLY	CTRL PT PLUS 15% ANNUAL	CTRL PT PLUS 15% HOURLY
15	1	ACCOUNTANT/ANALYST I	79,872	38.40	99,840	48.00	114,816	55.20
17	1	ACCOUNTANT/ANALYST II	92,290	44.37	115,378	55.47	132,662	63.78
19	1	ACCOUNTANT/ANALYST III	106,662	51.28	133,328	64.10	153,317	73.71
9	1	ACCOUNTING CLERK I	51,750	24.88	64,688	31.10	74,381	35.76
11	1	ACCOUNTING CLERK II	59,800	28.75	74,755	35.94	85,966	41.33
13	1	ACCOUNTING CLERK III	69,118	33.23	86,382	41.53	99,341	47.76
7	1	ADMINISTRATIVE CLERK	44,782	21.53	55,973	26.91	64,376	30.95
9	1	ADMINISTRATIVE ASSISTANT/OFFICE ADMINISTRATOR I	51,750	24.88	64,688	31.10	74,381	35.76
11	1	ADMINISTRATIVE ASSISTANT/OFFICE ADMINISTRATOR II	59,800	28.75	74,755	35.94	85,966	41.33
13	1	ADMINISTRATIVE ASSISTANT/OFFICE ADMINISTRATOR III	69,118	33.23	86,382	41.53	99,341	47.76
30	1	AGM I/SENIOR DIRECTOR (E.g. Business Development)	236,309	113.61	295,381	142.01	339,706	163.32
31	1	AGM II (E.g. Power Mgmt, Generation, Leg & Reg, CFO/Admin)	254,030	122.13	317,533	152.66	365,165	175.56
32	1	AGM III	273,083	131.29	341,349	164.11	392,558	188.73
23	1	ASSISTANT CONTROLLER	142,438	68.48	178,048	85.60	204,755	98.44
25	1	ASSISTANT MANAGER: INFORMATION SERVICES	164,611	79.14	205,754	98.92	236,621	113.76
6E	1	ASSISTANT, STUDENT I	33,280	16.00	40,373	19.41	46,426	22.32
6F	1	ASSISTANT, STUDENT II	39,853	19.16	49,816	23.95	57,283	27.54
6G	1	ASSISTANT, STUDENT III	49,525	23.81	61,901	29.76	71,198	34.23
6H	1	ASSISTANT, STUDENT IV	57,221	27.51	71,510	34.38	82,243	39.54
14	1	COMPUTER TECHNOLOGY ANALYST	74,298	35.72	92,872	44.65	106,787	51.34
17	1	COMPUTER TECHNOLOGY ANALYST I	92,290	44.37	115,378	55.47	132,662	63.78
19	1	COMPUTER TECHNOLOGY ANALYST II	106,662	51.28	133,328	64.10	153,317	73.71
21	1	COMPUTER TECHNOLOGY ANALYST III	123,261	59.26	154,066	74.07	177,174	85.18
23	1	COMPUTER TECHNOLOGY ANALYST IV	142,438	68.48	178,048	85.60	204,755	98.44
16	1	ENERGY RESOURCE ANALYST I	85,862	41.28	107,328	51.60	123,406	59.33
18	1	ENERGY RESOURCE ANALYST II	99,216	47.70	124,010	59.62	142,626	68.57
20	1	ENERGY RESOURCE ANALYST III	114,650	55.12	143,312	68.90	164,819	79.24
23	1	ENERGY RESOURCE ANALYST IV	142,438	68.48	178,048	85.60	204,755	98.44
16	1	ENGINEER I	85,862	41.28	107,328	51.60	123,406	59.33
18	1	ENGINEER II	99,216	47.70	124,010	59.62	142,626	68.57
20	1	ENGINEER III	114,650	55.12	143,312	68.90	164,819	79.24
23	1	ENGINEER IV	142,438	68.48	178,048	85.60	204,755	98.44
24	1	ENGINEER V: SUPERVISING /PLANT	153,130	73.62	191,402	92.02	220,106	105.82
20	1	ENVIRONMENTAL, HEALTH & SAFETY SPECIALIST	114,650	55.12	143,312	68.90	164,819	79.24
16	1	EXECUTIVE ASSISTANT	85,862	41.28	107,328	51.60	123,406	59.33
32	1	GENERAL COUNSEL	273,083	131.29	341,349	164.11	392,558	188.73
36	1	GENERAL MANAGER	364,707	175.34	455,874	219.17	524,264	252.05
16	1	GEOLOGIST I	85,862	41.28	107,328	51.60	123,406	59.33
18	1	GEOLOGIST II	99,216	47.70	124,010	59.62	142,626	68.57
20	1	GEOLOGIST III	114,650	55.12	143,312	68.90	164,819	79.24
23	1	GEOLOGIST IV	142,438	68.48	178,048	85.60	204,755	98.44
24	1	GEOLOGIST V	153,130	73.62	191,402	92.02	220,106	105.82
16	1	GOVERNMENT RELATIONS REPRESENTATIVE I	85,862	41.28	107,328	51.60	123,406	59.33
18	1	GOVERNMENT RELATIONS REPRESENTATIVE II	99,216	47.70	124,010	59.62	142,626	68.57
20	1	GOVERNMENT RELATIONS REPRESENTATIVE III	114,650	55.12	143,312	68.90	164,819	79.24
22	1	GOVERNMENT RELATIONS REPRESENTATIVE IV	132,496	63.70	165,630	79.63	190,466	91.57
16	1	HUMAN RESOURCES ANALYST I	85,862	41.28	107,328	51.60	123,406	59.33
18	1	HUMAN RESOURCES ANALYST II	99,216	47.70	124,010	59.62	142,626	68.57
20	1	HUMAN RESOURCES ANALYST III	114,650	55.12	143,312	68.90	164,819	79.24
13	1	HUMAN RESOURCES ASSISTANT	69,118	33.23	86,382	41.53	99,341	47.76
27	1	HUMAN RESOURCES DIRECTOR	190,216	91.45	237,786	114.32	273,437	131.46
25	1	HUMAN RESOURCES MANAGER	164,611	79.14	205,754	98.92	236,621	113.76
13	1	LEGISLATIVE PROGRAM ASSISTANT	69,118	33.23	86,382	41.53	99,341	47.76
27	1	MANAGER, INFORMATION SERVICES	190,216	91.45	237,786	114.32	273,437	131.46
27	1	MANAGER, INFORMATION SERVICES & POWER SETTLEMENTS	190,216	91.45	237,786	114.32	273,437	131.46
29	1	MANAGER, PLANT	219,814	105.68	274,789	132.11	315,994	151.92

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25	1	MANAGER, REGULATORY PROGRAM	164,611	79.14	205,754	98.92	236,621	113.76
26	1	MANAGER, RELIABILITY COMPLIANCE	176,946	85.07	221,187	106.34	254,363	122.29
17	1	MATERIALS/WAREHOUSE COORDINATOR I	92,290	44.37	115,378	55.47	132,662	63.78
19	1	MATERIALS/WAREHOUSE COORDINATOR II	106,662	51.28	133,328	64.10	153,317	73.71
16	1	POWER SETTLEMENTS ANALYST I	85,862	41.28	107,328	51.60	123,406	59.33
18	1	POWER SETTLEMENTS ANALYST II	99,216	47.70	124,010	59.62	142,626	68.57
20	1	POWER SETTLEMENTS ANALYST III	114,650	55.12	143,312	68.90	164,819	79.24
25	1	POWER SETTLEMENTS MANAGER	164,611	79.14	205,754	98.92	236,621	113.76
23	1	SCHEDULER/PLANNER, POWER	142,438	68.48	178,048	85.60	204,755	98.44
23	1	SENIOR COMPUTER TECH. ANALYST, POWER (E.g. BILLING)	142,438	68.48	178,048	85.60	204,755	98.44
18	1	SHAREPOINT ADMINISTRATOR	99,216	47.70	124,010	59.62	142,626	68.57
4	1	STUDENT HELPER (OFFICE/PLANT)	36,046	17.33	45,053	21.66	51,813	24.91
27	1	SUPERINTENDENT, GENERATION RESOURCES	190,216	91.45	237,786	114.32	273,437	131.46
22	1	SUPERVISOR I, POWER SETTLEMENTS	132,496	63.70	165,630	79.63	190,466	91.57
20	1	SUPERVISOR I, (CHEMICAL, GENERAL SERVICES)	114,650	55.12	143,312	68.90	164,819	79.24
24	1	SUPERVISOR II, (PLANT, ENERGY RISK, ENGINEERING)	153,130	73.62	191,402	92.02	220,106	105.82
27	1	SUPERVISOR III, (POWER MGT., COORD. OP, REG/ENV COMP, ENGNR)	190,216	91.45	237,786	114.32	273,437	131.46
27	1	TREASURER-CONTROLLER	190,216	91.45	237,786	114.32	273,437	131.46
HEA	2	HYDRO TECH APPRENTICE	80,392	38.65	109,866	52.82		
HEA	2	HYDRO TECH	118,664	57.05	153,525	73.81		
HEA	2	HYDRO TECH - DESIGNATED SKILLS	164,590	79.13	164,590	79.13		
HEA	2	HYDRO TECH OPERATOR	161,242	77.52	161,242	77.52		
HEA	2	HYDRO TECH OPERATOR - DESIGNATED SKILLS	172,806	83.08	172,806	83.08		
IBEW	2	CT SPECIALIST I - VI	112,549	54.11	167,731	80.64		
IBEW	2	CT SPECIALIST - LEAD	164,216	78.95	176,114	84.67		
IBEW	2	CT SPECIALIST I - V (OPERATORS)	115,211	55.39	160,118	76.98		
IBEW	2	CT SPECIALIST I - V (OPERATORS) LEAD	168,126	80.83	168,126	80.83		
IBEW	2	MECHANIC OPERATOR I - V	112,549	54.11	147,118	70.73		
IBEW	2	MECHANIC OPERATOR - LEAD	154,461	74.26	154,461	74.26		
IBEW	2	OPERATOR TECHNICIAN I - V	115,211	55.39	154,565	74.31		
IBEW	2	OPERATOR TECHNICIAN - LEAD	162,302	78.03	162,302	78.03		
IBEW	2	STOREKEEPER I - V	76,315	36.69	91,541	44.01		
IBEW	2	TECHNICIAN CHEMICAL/PERFORMANCE	139,298	66.97	139,298	66.97		
IBEW	2	TECHNICIAN OPERATOR I - VI	112,549	54.11	167,045	80.31		
IBEW	2	TECHNICIAN OPERATOR - LEAD	163,509	78.61	175,406	84.33		
	3	SCHEDULE COORDINATOR I	83,131	39.97	111,005	53.37		
	3	SCHEDULE COORDINATOR II	116,829	56.17	135,278	65.04		
	3	SCHEDULE COORDINATOR III	141,657	68.10	163,707	78.71		
	3	SYSTEM DISPATCHER	129,076	62.06	180,644	86.85		
	3	SYSTEM DISPATCHER, LEAD	141,657	68.10	189,691	91.20		

Note [1] Non-union employees whose 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.