No.	Authority	Benchmark Position	40th Market Percentile (2022 Market Data - 5 sub steps)									
			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
1	GPA	Accountant I	$66,686.36	$32.06	J	04	A	$69,394.09	$33.36	J	05	A
2	GPA	Accountant II	$80,271.57	$38.59	K	04	C	$83,530.92	$40.16	K	05	C
3	GPA	Accountant III	$94,140.92	$45.26	M	03	C	$97,963.42	$47.10	M	04	C
4	GPA	Administrative Officer	$68,707.02	$33.03	J	04	D	$71,496.80	$34.37	J	05	D
5	GPA	AGM Administration	$168,797.77	$81.15	T	03	B	$175,651.64	$84.45	T	04	B
6	GPA	AGM Engineering & Technical Services	$180,974.06	$87.01	T	05	A	$188,322.33	$90.54	T	06	A
7	GPA	AGM Operations	$180,974.06	$87.01	T	05	A	$188,322.33	$90.54	T	06	A
8	GPA	AMI Supervisor	$95,082.33	$45.71	M	03	D	$98,943.06	$47.57	M	04	D
9	GPA	AMI Technician	$55,663.82	$26.76	H	04	B	$57,923.99	$27.85	H	05	B
10	GPA	AMI Technician Leader	$74,129.45	$35.64	K	02	C	$77,139.40	$37.09	K	03	C
11	GPA	Applications Support Supervisor	$100,591.71	$48.36	N	03	A	$104,676.14	$50.33	N	04	A
12	GPA	Assistant Chief Financial Officer	$135,224.75	$65.01	O	08	C	$140,715.41	$67.65	O	09	C
13	GPA	Assistant Customer Services Manager	$108,926.41	$52.37	N	05	A	$113,349.26	$54.49	N	06	A
14	GPA	Assistant Generation Manager	$135,436.41	$65.11	Q	03	D	$140,935.68	$67.76	Q	04	D
15	GPA	Assistant Manager of Engineering	$136,429.91	$65.59	R	02	A	$141,969.51	$68.25	R	03	A
16	GPA	Assistant Manager of Transmission & Distribution	$126,126.56	$60.64	O	06	D	$131,247.81	$63.10	O	07	D
17	GPA	Assistant Plant Superintendent (Cabras 1&2)	$109,725.44	$52.75	O	03	B	$114,180.73	$54.89	O	04	B
18	GPA	Assistant Plant Superintendent (Cabras 3&4)	$109,725.44	$52.75	O	03	B	$114,180.73	$54.89	O	04	B
19	GPA	Assistant Plant Superintendent (CT / Diesel Systems)	$109,725.44	$52.75	O	03	B	$114,180.73	$54.89	O	04	B
20	GPA	Assistant Plant Superintendent (Diesel)	$109,725.44	$52.75	O	03	B	$114,180.73	$54.89	O	04	B
21	GPA	Assistant Plant Superintendent (Tanguisson)	$109,725.44	$52.75	O	03	B	$114,180.73	$54.89	O	04	B
22	GPA	Auditor I	$66,026.10	$31.74	J	03	D	$68,707.02	$33.03	J	04	D
23	GPA	Auditor II	$81,074.28	$38.98	K	04	D	$84,366.22	$40.56	K	05	D
24	GPA	Auditor III	$93,208.83	$44.81	M	03	B	$96,993.49	$46.63	M	04	B
25	GPA	Budget Analyst	$79,476.80	$38.21	K	04	B	$82,703.88	$39.76	K	05	B
26	GPA	Building Maintenance Supervisor	$87,560.23	$42.10	L	04	D	$91,115.52	$43.81	L	05	D
27	GPA	Buyer I	$44,887.48	$21.58	E	05	A	$46,710.09	$22.46	E	06	A
28	GPA	Buyer II	$55,638.37	$26.75	G	07	D	$57,897.51	$27.84	G	08	D
29	GPA	Buyer Supervisor I	$73,663.23	$35.42	J	06	C	$76,654.25	$36.85	J	07	C
30	GPA	Buyer Supervisor II	$87,560.23	$42.10	L	04	D	$91,115.52	$43.81	L	05	D
31	GPA	Carpenter I	$45,789.72	$22.01	F	05	B	$47,648.96	$22.91	F	06	B
32	GPA	Carpenter II	$59,088.26	$28.41	H	05	D	$61,487.49	$29.56	H	06	D
33	GPA	Carpenter Leader	$73,663.23	$35.42	J	06	C	$76,654.25	$36.85	J	07	C
34	GPA	Carpenter Supervisor	$85,834.94	$41.27	L	04	B	$89,320.19	$42.94	L	05	B
35	GPA	Chief Budget Officer	$117,640.52	$56.56	O	05	A	$122,417.20	$58.85	O	06	A
36	GPA	Chief Electric Power Systems Dispatcher	$109,725.44	$52.75	O	03	B	$114,180.73	$54.89	O	04	B
37	GPA	Chief Financial Officer (GPA)	$175,651.64	$84.45	T	04	B	$182,783.80	$87.88	T	05	B
38	GPA	Chief Information Technology Officer	$157,857.18	$75.89	S	03	C	$164,266.81	$78.97	S	04	C
39	GPA	Collection Agent	$44,003.02	$21.16	F	04	B	$45,789.72	$22.01	F	05	B
40	GPA	Collection Supervisor	$74,870.74	$36.00	K	02	D	$77,910.79	$37.46	K	03	D
41	GPA	Communication / Electronic Technician Leader	$78,689.90	$37.83	K	04	A	$81,885.03	$39.37	K	05	A
42	GPA	Communication / Electronic Technician I	$56,545.06	$27.19	I	02	B	$58,841.02	$28.29	I	03	B
43	GPA	Communication / Electronic Technician II	$66,686.36	$32.06	J	04	A	$69,394.09	$33.36	J	05	A
44	GPA	Communication / Electronic Technician Supervisor	$98,943.06	$47.57	M	04	D	$102,960.54	$49.50	M	05	D
45	GPA	Communications Manager	$115,322.54	$55.44	O	04	C	$120,005.10	$57.69	O	05	C
46	GPA	Computer Operations Supervisor	$93,208.83	$44.81	M	03	B	$96,993.49	$46.63	M	04	B
47	GPA	Computer Operator I	$44,887.48	$21.58	E	05	A	$46,710.09	$22.46	E	06	A
48	GPA	Computer Operator II	$51,381.10	$24.70	G	05	D	$53,467.38	$25.71	G	06	D
49	GPA	Computer Operator III	$60,623.96	$29.15	I	04	A	$63,085.54	$30.33	I	05	A
50	GPA	Computer Systems Analyst I	$75,895.29	$36.49	J	07	B	$78,976.95	$37.97	J	08	B
51	GPA	Computer Systems Analyst II	$90,213.39	$43.37	L	05	C	$93,876.41	$45.13	L	06	C
52	GPA	Computer Technician I	$48,606.71	$23.37	F	06	D	$50,580.34	$24.32	F	07	D
53	GPA	Computer Technician II	$57,923.99	$27.85	H	05	B	$60,275.94	$28.98	H	06	B
54	GPA	Computer Technician Leader	$75,895.29	$36.49	J	07	B	$78,976.95	$37.97	J	08	B
55	GPA	Computer Technician Supervisor	$90,213.39	$43.37	L	05	C	$93,876.41	$45.13	L	06	C

No.	Authority	Benchmark Position	40th Market Percentile (2022 Market Data - 5 sub steps)									
			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
56	GPA	Construction Inspector I	$58,841.02	$28.29	I	03	B	$61,230.20	$29.44	I	04	B
57	GPA	Construction Inspector II	$73,663.23	$35.42	J	06	C	$76,654.25	$36.85	J	07	C
58	GPA	Construction Inspector III	$83,310.55	$40.05	L	03	C	$86,693.29	$41.68	L	04	C
59	GPA	Contracts Administrator	$81,074.28	$38.98	K	04	D	$84,366.22	$40.56	K	05	D
60	GPA	Control Operator	$88,435.83	$42.52	L	05	A	$92,026.68	$44.24	L	06	A
61	GPA	Controller	$129,948.32	$62.48	O	07	C	$135,224.75	$65.01	O	08	C
62	GPA	Database Administrator	$86,693.29	$41.68	L	04	C	$90,213.39	$43.37	L	05	C
63	GPA	Electric Operation Trainee	$42,370.42	$20.37	D	05	B	$44,090.83	$21.20	D	06	B
64	GPA	Electric Power Laboratory Chief	$103,639.74	$49.83	N	03	D	$107,847.93	$51.85	N	04	D
65	GPA	Electric Power Systems Dispatcher I	$78,689.90	$37.83	K	04	A	$81,885.03	$39.37	K	05	A
66	GPA	Electric Power Systems Dispatcher II	$96,033.16	$46.17	M	04	A	$99,932.49	$48.04	M	05	A
67	GPA	Electric Power Systems Dispatcher Technician	$69,394.09	$33.36	J	05	A	$72,211.77	$34.72	J	06	A
68	GPA	Electric Relay Technician I	$53,467.38	$25.71	G	06	D	$55,638.37	$26.75	G	07	D
69	GPA	Electric Relay Technician II	$64,997.09	$31.25	I	05	D	$67,636.23	$32.52	I	06	D
70	GPA	Electric Relay Technician Leader	$76,654.25	$36.85	J	07	C	$79,766.72	$38.35	J	08	C
71	GPA	Electric Relay Technician Supervisor	$96,993.49	$46.63	M	04	B	$100,931.81	$48.52	M	05	B
72	GPA	Electrician Troubleshooter	$77,420.79	$37.22	J	07	D	$80,564.38	$38.73	J	08	D
73	GPA	Employee Development Specialist I	$55,112.69	$26.50	H	04	A	$57,350.49	$27.57	H	05	A
74	GPA	Employee Development Specialist II	$67,353.22	$32.38	J	04	B	$70,088.03	$33.70	J	05	B
75	GPA	Employee Development Specialist III	$80,271.57	$38.59	K	04	C	$83,530.92	$40.16	K	05	C
76	GPA	Engineer I	$72,211.77	$34.72	J	06	A	$75,143.86	$36.13	J	07	A
77	GPA	Engineer II	$86,693.29	$41.68	L	04	C	$90,213.39	$43.37	L	05	C
78	GPA	Engineer III	$98,609.66	$47.41	N	02	C	$102,613.61	$49.33	N	03	C
79	GPA	Engineer Supervisor	$131,453.25	$63.20	Q	03	A	$136,790.78	$65.76	Q	04	A
80	GPA	Engineering Technician I	$54,026.75	$25.97	H	03	C	$56,220.46	$27.03	H	04	C
81	GPA	Engineering Technician II	$58,258.43	$28.01	I	03	A	$60,623.96	$29.15	I	04	A
82	GPA	Environmental Manager	$135,079.12	$64.94	R	01	D	$140,563.87	$67.58	R	02	D
83	GPA	Equipment Operator I	$38,740.97	$18.63	D	03	A	$40,314.00	$19.38	D	04	A
84	GPA	Equipment Operator II	$47,177.19	$22.68	F	06	A	$49,092.77	$23.60	F	07	A
85	GPA	Equipment Operator III	$50,872.38	$24.46	G	05	C	$52,938.00	$25.45	G	06	C
86	GPA	Equipment Operator IV	$57,923.99	$27.85	H	05	B	$60,275.94	$28.98	H	06	B
87	GPA	Equipment Operator Leader I	$64,997.09	$31.25	I	05	D	$67,636.23	$32.52	I	06	D
88	GPA	Equipment Operator Leader II	$72,211.77	$34.72	J	06	A	$75,143.86	$36.13	J	07	A
89	GPA	Equipment Operator Superintendent	$96,993.49	$46.63	M	04	B	$100,931.81	$48.52	M	05	B
90	GPA	Equipment Operator Supervisor	$81,885.03	$39.37	K	05	A	$85,209.89	$40.97	K	06	A
91	GPA	Facilities Manager	$114,180.73	$54.89	O	04	B	$118,816.93	$57.12	O	05	B
92	GPA	Fleet Support Services Manager	$118,816.93	$57.12	O	05	B	$123,641.37	$59.44	O	06	B
93	GPA	General Manager (GPA)	$229,405.62	$110.29	V	03	C	$238,720.41	$114.77	V	04	C
94	GPA	GIS Analyst I	$56,220.46	$27.03	H	04	C	$58,503.23	$28.13	H	05	C
95	GPA	GIS Analyst II	$65,372.37	$31.43	J	03	C	$68,026.75	$32.71	J	04	C
96	GPA	GIS Analyst III	$77,910.79	$37.46	K	03	D	$81,074.28	$38.98	K	04	D
97	GPA	GIS Supervisor	$96,033.16	$46.17	M	04	A	$99,932.49	$48.04	M	05	A
98	GPA	Heavy Equipment Mechanic I	$46,247.61	$22.23	F	05	C	$48,125.45	$23.14	F	06	C
99	GPA	Heavy Equipment Mechanic II	$61,842.50	$29.73	I	04	C	$64,353.56	$30.94	I	05	C
100	GPA	Heavy Equipment Mechanic Leader	$73,663.23	$35.42	J	06	C	$76,654.25	$36.85	J	07	C
101	GPA	Heavy Equipment Mechanic Supervisor	$96,033.16	$46.17	M	04	A	$99,932.49	$48.04	M	05	A
102	GPA	Help Desk Support Supervisor	$79,476.80	$38.21	K	04	B	$82,703.88	$39.76	K	05	B
103	GPA	Help Desk Technician	$57,923.99	$27.85	H	05	B	$60,275.94	$28.98	H	06	B
104	GPA	HVCS / Electrician I	$53,467.38	$25.71	G	06	D	$55,638.37	$26.75	G	07	D
105	GPA	HVCS / Electrician II	$65,647.06	$31.56	I	06	A	$68,312.60	$32.84	I	07	A
106	GPA	HVCS / Electrician Leader	$78,195.00	$37.59	J	08	A	$81,370.03	$39.12	J	09	A
107	GPA	HVCS / Electrician Supervisor	$96,993.49	$46.63	M	04	B	$100,931.81	$48.52	M	05	B
108	GPA	Information Security Administrator	$89,320.19	$42.94	L	05	B	$92,946.94	$44.69	L	06	B
109	GPA	Information Security Supervisor	$103,639.74	$49.83	N	03	D	$107,847.93	$51.85	N	04	D
110	GPA	Information Technology Manager	$126,126.56	$60.64	O	06	D	$131,247.81	$63.10	O	07	D

No.	Authority	Benchmark Position	40th Market Percentile (2022 Market Data - 5 sub steps)									
			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
111	GPA	Infrastructure Support Supervisor	$100,591.71	$48.36	N	03	A	$104,676.14	$50.33	N	04	A
112	GPA	Internal Auditor	$113,050.23	$54.35	O	04	A	$117,640.52	$56.56	O	05	A
113	GPA	Inventory Management Officer	$83,530.92	$40.16	K	05	C	$86,922.61	$41.79	K	06	C
114	GPA	Land Agent I	$46,247.61	$22.23	F	05	C	$48,125.45	$23.14	F	06	C
115	GPA	Land Agent II	$51,894.91	$24.95	G	06	A	$54,002.05	$25.96	G	07	A
116	GPA	Land Agent III	$58,841.02	$28.29	I	03	B	$61,230.20	$29.44	I	04	B
117	GPA	Legal Analyst	$66,026.10	$31.74	J	03	D	$68,707.02	$33.03	J	04	D
118	GPA	Line Electrician I	$53,467.38	$25.71	G	06	D	$55,638.37	$26.75	G	07	D
119	GPA	Line Electrician II	$64,997.09	$31.25	I	05	D	$67,636.23	$32.52	I	06	D
120	GPA	Line Electrician Leader	$76,654.25	$36.85	J	07	C	$79,766.72	$38.35	J	08	C
121	GPA	Line Electrician Supervisor	$96,993.49	$46.63	M	04	B	$100,931.81	$48.52	M	05	B
122	GPA	Line Inspector	$72,933.89	$35.06	J	06	B	$75,895.29	$36.49	J	07	B
123	GPA	Machinist I	$46,247.61	$22.23	F	05	C	$48,125.45	$23.14	F	06	C
124	GPA	Machinist II	$60,623.96	$29.15	I	04	A	$63,085.54	$30.33	I	05	A
125	GPA	Machinist Leader	$73,663.23	$35.42	J	06	C	$76,654.25	$36.85	J	07	C
126	GPA	Maintenance Planner	$82,703.88	$39.76	K	05	B	$86,061.99	$41.38	K	06	B
127	GPA	Management Analyst I	$55,112.69	$26.50	H	04	A	$57,350.49	$27.57	H	05	A
128	GPA	Management Analyst II	$66,686.36	$32.06	J	04	A	$69,394.09	$33.36	J	05	A
129	GPA	Management Analyst III	$80,271.57	$38.59	K	04	C	$83,530.92	$40.16	K	05	C
130	GPA	Management Analyst IV	$94,140.92	$45.26	M	03	C	$97,963.42	$47.10	M	04	C
131	GPA	Manager of Engineering	$156,294.23	$75.14	S	03	B	$162,640.41	$78.19	S	04	B
132	GPA	Manager of Generation	$153,214.62	$73.66	S	02	D	$159,435.75	$76.65	S	03	D
133	GPA	Manager of Transmission & Distribution	$146,271.33	$70.32	R	03	D	$152,210.53	$73.18	R	04	D
134	GPA	Manager, Power System Control	$141,969.51	$68.25	R	03	A	$147,734.04	$71.03	R	04	A
135	GPA	Meter / Relay Superintendent	$103,639.74	$49.83	N	03	D	$107,847.93	$51.85	N	04	D
136	GPA	Meter Electrician I	$53,467.38	$25.71	G	06	D	$55,638.37	$26.75	G	07	D
137	GPA	Meter Electrician II	$64,997.09	$31.25	I	05	D	$67,636.23	$32.52	I	06	D
138	GPA	Meter Electrician Leader	$76,654.25	$36.85	J	07	C	$79,766.72	$38.35	J	08	C
139	GPA	Meter Electrician Supervisor	$96,993.49	$46.63	M	04	B	$100,931.81	$48.52	M	05	B
140	GPA	Network Systems Administrator	$88,435.83	$42.52	L	05	A	$92,026.68	$44.24	L	06	A
141	GPA	Payroll Supervisor	$84,985.09	$40.86	L	04	A	$88,435.83	$42.52	L	05	A
142	GPA	Personnel Assistant I	$42,794.13	$20.57	D	05	C	$44,531.74	$21.41	D	06	C
143	GPA	Personnel Assistant II	$44,443.05	$21.37	E	04	D	$46,247.61	$22.23	E	05	D
144	GPA	Personnel Services Administrator	$127,387.83	$61.24	O	07	A	$132,560.29	$63.73	O	08	A
145	GPA	Personnel Specialist I	$55,112.69	$26.50	H	04	A	$57,350.49	$27.57	H	05	A
146	GPA	Personnel Specialist II	$67,353.22	$32.38	J	04	B	$70,088.03	$33.70	J	05	B
147	GPA	Personnel Specialist III	$80,271.57	$38.59	K	04	C	$83,530.92	$40.16	K	05	C
148	GPA	Personnel Specialist IV	$96,033.16	$46.17	M	04	A	$99,932.49	$48.04	M	05	A
149	GPA	Planner Work Co-Ordinator (Transportation)	$54,567.02	$26.23	H	03	D	$56,782.66	$27.30	H	04	D
150	GPA	Plant Electrician / Instrumentation Maintenance Supervisor	$98,943.06	$47.57	M	04	D	$102,960.54	$49.50	M	05	D
151	GPA	Plant Electrician I	$50,872.38	$24.46	G	05	C	$52,938.00	$25.45	G	06	C
152	GPA	Plant Electrician II	$64,997.09	$31.25	I	05	D	$67,636.23	$32.52	I	06	D
153	GPA	Plant Electrician Leader	$74,399.86	$35.77	J	06	D	$77,420.79	$37.22	J	07	D
154	GPA	Plant Instrument Technician I	$50,872.38	$24.46	G	05	C	$52,938.00	$25.45	G	06	C
155	GPA	Plant Instrument Technician II	$64,997.09	$31.25	I	05	D	$67,636.23	$32.52	I	06	D
156	GPA	Plant Instrument Technician Leader	$74,399.86	$35.77	J	06	D	$77,420.79	$37.22	J	07	D
157	GPA	Plant Maintenance Mechanic I	$46,247.61	$22.23	F	05	C	$48,125.45	$23.14	F	06	C
158	GPA	Plant Maintenance Mechanic II	$64,353.56	$30.94	I	05	C	$66,966.57	$32.20	I	06	C
159	GPA	Plant Maintenance Mechanic Leader	$74,399.86	$35.77	J	06	D	$77,420.79	$37.22	J	07	D
160	GPA	Plant Maintenance Supervisor	$96,993.49	$46.63	M	04	B	$100,931.81	$48.52	M	05	B
161	GPA	Plant Maintenance Welder I	$46,247.61	$22.23	F	05	C	$48,125.45	$23.14	F	06	C
162	GPA	Plant Maintenance Welder II	$60,023.72	$28.86	I	03	D	$62,460.93	$30.03	I	04	D
163	GPA	Plant Maintenance Welder III	$73,663.23	$35.42	J	06	C	$76,654.25	$36.85	J	07	C
164	GPA	Plant Operator / Maintenance Leader	$75,619.45	$36.36	K	03	A	$78,689.90	$37.83	K	04	A
165	GPA	Plant Operator / Maintenance Supervisor	$100,931.81	$48.52	M	05	B	$105,030.05	$50.50	M	06	B

No.	Authority	Benchmark Position	40th Market Percentile (2022 Market Data - 5 sub steps)									
			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
166	GPA	Plant Operator / Maintenance Worker I	$55,087.49	$26.48	G	07	C	$57,324.27	$27.56	G	08	C
167	GPA	Plant Operator / Maintenance Worker II	$66,303.53	$31.88	I	06	B	$68,995.72	$33.17	I	07	B
168	GPA	Plant Operator I	$50,368.69	$24.22	G	05	B	$52,413.86	$25.20	G	06	B
169	GPA	Plant Operator II	$64,997.09	$31.25	I	05	D	$67,636.23	$32.52	I	06	D
170	GPA	Plant Operator III	$74,399.86	$35.77	J	06	D	$77,420.79	$37.22	J	07	D
171	GPA	Plant Results Supervisor	$100,931.81	$48.52	M	05	B	$105,030.05	$50.50	M	06	B
172	GPA	Plant Shift Supervisor	$100,931.81	$48.52	M	05	B	$105,030.05	$50.50	M	06	B
173	GPA	Plant Utility Worker	$36,393.20	$17.50	B	04	D	$37,870.91	$18.21	B	05	D
174	GPA	Plant Water Technician I	$46,247.61	$22.23	F	05	C	$48,125.45	$23.14	F	06	C
175	GPA	Plant Water Technician II	$61,842.50	$29.73	I	04	C	$64,353.56	$30.94	I	05	C
176	GPA	Plant Water Technician Leader	$74,399.86	$35.77	J	06	D	$77,420.79	$37.22	J	07	D
177	GPA	Power Plant Maintenance Superintendent (CMWS)	$110,822.69	$53.28	O	03	C	$115,322.54	$55.44	O	04	C
178	GPA	Power Systems Superintendent (Overhead)	$104,676.14	$50.33	N	04	A	$108,926.41	$52.37	N	05	A
179	GPA	Power Systems Superintendent (Substation)	$103,639.74	$49.83	N	03	D	$107,847.93	$51.85	N	04	D
180	GPA	Power Systems Superintendent (Underground)	$103,639.74	$49.83	N	03	D	$107,847.93	$51.85	N	04	D
181	GPA	Program Coordinator I	$55,112.69	$26.50	H	04	A	$57,350.49	$27.57	H	05	A
182	GPA	Program Coordinator II	$66,686.36	$32.06	J	04	A	$69,394.09	$33.36	J	05	A
183	GPA	Program Coordinator III	$80,271.57	$38.59	K	04	C	$83,530.92	$40.16	K	05	C
184	GPA	Program Coordinator IV	$93,208.83	$44.81	M	03	B	$96,993.49	$46.63	M	04	B
185	GPA	Programmer / Analyst Supervisor	$97,963.42	$47.10	M	04	C	$101,941.13	$49.01	M	05	C
186	GPA	Programmer Analyst	$75,895.29	$36.49	J	07	B	$78,976.95	$37.97	J	08	B
187	GPA	PSCC Superintendent	$121,205.15	$58.27	O	05	D	$126,126.56	$60.64	O	06	D
188	GPA	Public Information Officer	$99,595.75	$47.88	N	02	D	$103,639.74	$49.83	N	03	D
189	GPA	Refrigeration Mechanic I	$45,789.72	$22.01	F	05	B	$47,648.96	$22.91	F	06	B
190	GPA	Refrigeration Mechanic II	$58,841.02	$28.29	I	03	B	$61,230.20	$29.44	I	04	B
191	GPA	Refrigeration Mechanic Leader	$73,663.23	$35.42	J	06	C	$76,654.25	$36.85	J	07	C
192	GPA	Revenue Protection Utility Analyst	$90,467.58	$43.49	M	02	C	$94,140.92	$45.26	M	03	C
193	GPA	Revenue Protection Utility Investigator	$73,395.49	$35.29	K	02	B	$76,375.64	$36.72	K	03	B
194	GPA	Right of Way Supervisor	$95,082.33	$45.71	M	03	D	$98,943.06	$47.57	M	04	D
195	GPA	Risk Analyst	$82,703.88	$39.76	K	05	B	$86,061.99	$41.38	K	06	B
196	GPA	Safety Administrator	$111,115.83	$53.42	N	05	C	$115,627.58	$55.59	N	06	C
197	GPA	Safety and Physical Security Manager	$121,205.15	$58.27	O	05	D	$126,126.56	$60.64	O	06	D
198	GPA	Safety Inspector I	$47,177.19	$22.68	F	06	A	$49,092.77	$23.60	F	07	A
199	GPA	Safety Inspector II	$56,220.46	$27.03	H	04	C	$58,503.23	$28.13	H	05	C
200	GPA	Safety Inspector III	$72,211.77	$34.72	J	06	A	$75,143.86	$36.13	J	07	A
201	GPA	Safety Inspector Supervisor	$90,213.39	$43.37	L	05	C	$93,876.41	$45.13	L	06	C
202	GPA	SCADA Technician I	$58,841.02	$28.29	I	03	B	$61,230.20	$29.44	I	04	B
203	GPA	SCADA Technician II	$66,686.36	$32.06	J	04	A	$69,394.09	$33.36	J	05	A
204	GPA	SCADA Technician Leader	$81,074.28	$38.98	K	04	D	$84,366.22	$40.56	K	05	D
205	GPA	SCADA Technician Supervisor	$98,943.06	$47.57	M	04	D	$102,960.54	$49.50	M	05	D
206	GPA	Shop Planner	$79,476.80	$38.21	K	04	B	$82,703.88	$39.76	K	05	B
207	GPA	Special Projects Engineer	$115,322.54	$55.44	O	04	C	$120,005.10	$57.69	O	05	C
208	GPA	Staff Attorney	$150,703.50	$72.45	R	04	C	$156,822.66	$75.40	R	05	C
209	GPA	Storekeeper I	$41,124.32	$19.77	D	04	C	$42,794.13	$20.57	D	05	C
210	GPA	Storekeeper II	$48,606.71	$23.37	F	06	D	$50,580.34	$24.32	F	07	D
211	GPA	Strategic Planning and Operations Research Manager	$154,746.77	$74.40	S	03	A	$161,030.10	$77.42	S	04	A
212	GPA	Substation Electrician I	$53,467.38	$25.71	G	06	D	$55,638.37	$26.75	G	07	D
213	GPA	Substation Electrician II	$64,997.09	$31.25	I	05	D	$67,636.23	$32.52	I	06	D
214	GPA	Substation Electrician Leader	$76,654.25	$36.85	J	07	C	$79,766.72	$38.35	J	08	C
215	GPA	Substation Electrician Supervisor	$96,993.49	$46.63	M	04	B	$100,931.81	$48.52	M	05	B
216	GPA	Supply Management Administrator	$116,475.77	$56.00	O	04	D	$121,205.15	$58.27	O	05	D
217	GPA	Survey Supervisor	$92,285.97	$44.37	M	03	A	$96,033.16	$46.17	M	04	A
218	GPA	System Protection Engineer (Substation)	$104,676.14	$50.33	N	04	A	$108,926.41	$52.37	N	05	A
219	GPA	Systems Analyst I	$75,895.29	$36.49	J	07	B	$78,976.95	$37.97	J	08	B
220	GPA	Systems Analyst II	$91,115.52	$43.81	L	05	D	$94,815.18	$45.58	L	06	D

No.	Authority	Benchmark Position	40th Market Percentile (2022 Market Data - 5 sub steps)									
			Structural Adjustment - MIN					Structural Adjustment - MAX				
			Base Salary	Hourly	Grade	Step	Sub Step	Base Salary	Hourly	Grade	Step	Sub Step
221	GPA	Systems Manager	$123,641.37	$59.44	O	06	B	$128,661.71	$61.86	O	07	B
222	GPA	Tool Mechanic	$45,336.35	$21.80	F	05	A	$47,177.19	$22.68	F	06	A
223	GPA	Trouble Dispatcher	$48,887.35	$23.50	G	04	C	$50,872.38	$24.46	G	05	C
224	GPA	Trouble Dispatcher Leader	$61,230.20	$29.44	I	04	B	$63,716.39	$30.63	I	05	B
225	GPA	Utility Accounting Technician I	$47,177.19	$22.68	E	06	B	$49,092.77	$23.60	E	07	B
226	GPA	Utility Accounting Technician II	$51,086.14	$24.56	F	08	A	$53,160.44	$25.56	F	09	A
227	GPA	Utility Accounting Technician III	$57,923.99	$27.85	H	05	B	$60,275.94	$28.98	H	06	B
228	GPA	Utility Administrative Aide	$41,950.92	$20.17	D	05	A	$43,654.29	$20.99	D	06	A
229	GPA	Utility Administrative Assistant	$53,467.38	$25.71	G	06	D	$55,638.37	$26.75	G	07	D
230	GPA	Utility Auditor I	$67,353.22	$32.38	J	04	B	$70,088.03	$33.70	J	05	B
231	GPA	Utility Auditor II	$83,530.92	$40.16	K	05	C	$86,922.61	$41.79	K	06	C
232	GPA	Utility Auditor III	$97,963.42	$47.10	M	04	C	$101,941.13	$49.01	M	05	C
233	GPA	Utility Board Secretary	$68,707.02	$33.03	J	04	D	$71,496.80	$34.37	J	05	D
234	GPA	Utility Cashier I	$34,284.04	$16.48	C	03	A	$35,676.11	$17.15	C	04	A
235	GPA	Utility Cashier II	$39,914.86	$19.19	D	03	D	$41,535.56	$19.97	D	04	D
236	GPA	Utility Clerk I	$31,923.86	$15.35	A	04	D	$33,220.10	$15.97	A	05	D
237	GPA	Utility Clerk II	$36,393.20	$17.50	B	04	D	$37,870.91	$18.21	B	05	D
238	GPA	Utility Clerk III	$39,408.62	$18.95	C	06	C	$41,008.77	$19.72	C	07	C
239	GPA	Utility Clerk Typist I	$36,393.20	$17.50	B	04	D	$37,870.91	$18.21	B	05	D
240	GPA	Utility Clerk Typist II	$39,408.62	$18.95	C	06	C	$41,008.77	$19.72	C	07	C
241	GPA	Utility Clerk Typist III	$41,535.56	$19.97	D	04	D	$43,222.07	$20.78	D	05	D
242	GPA	Utility Customer Care Representative I	$42,708.90	$20.53	F	03	C	$44,443.05	$21.37	F	04	C
243	GPA	Utility Customer Care Representative II	$52,413.86	$25.20	G	06	B	$54,542.07	$26.22	G	07	B
244	GPA	Utility Customer Care Representative III	$62,460.93	$30.03	I	04	D	$64,997.09	$31.25	I	05	D
245	GPA	Utility Customer Care Supervisor	$81,074.28	$38.98	K	04	D	$84,366.22	$40.56	K	05	D
246	GPA	Utility Engineering Aide I	$42,286.04	$20.33	E	03	C	$44,003.02	$21.16	E	04	C
247	GPA	Utility Engineering Aide II	$46,247.61	$22.23	F	05	C	$48,125.45	$23.14	F	06	C
248	GPA	Utility Engineering Aide III	$50,872.38	$24.46	G	05	C	$52,938.00	$25.45	G	06	C
249	GPA	Utility Maintenance Worker	$45,336.35	$21.80	F	05	A	$47,177.19	$22.68	F	06	A
250	GPA	Utility Payroll Clerk I	$42,794.13	$20.57	D	05	C	$44,531.74	$21.41	D	06	C
251	GPA	Utility Payroll Clerk II	$47,177.19	$22.68	E	06	B	$49,092.77	$23.60	E	07	B
252	GPA	Utility Payroll Clerk III	$50,079.54	$24.08	F	07	C	$52,112.97	$25.05	F	08	C
253	GPA	Utility Secretary I	$43,222.07	$20.78	D	05	D	$44,977.06	$21.62	D	06	D
254	GPA	Utility Secretary I (Typist)	$43,222.07	$20.78	D	05	D	$44,977.06	$21.62	D	06	D
255	GPA	Utility Secretary II	$47,177.19	$22.68	E	06	B	$49,092.77	$23.60	E	07	B
256	GPA	Utility Secretary II (Typist)	$47,177.19	$22.68	E	06	B	$49,092.77	$23.60	E	07	B
257	GPA	Utility Services Administrator	$127,387.83	$61.24	O	07	A	$132,560.29	$63.73	O	08	A
258	GPA	Utility Supply Clerk	$39,408.62	$18.95	C	06	C	$41,008.77	$19.72	C	07	C
259	GPA	Utility Worker	$36,393.20	$17.50	B	04	D	$37,870.91	$18.21	B	05	D
260	GPA	Warehouse Supervisor I	$70,088.03	$33.70	J	05	B	$72,933.89	$35.06	J	06	B
261	GPA	Warehouse Supervisor II	$81,885.03	$39.37	K	05	A	$85,209.89	$40.97	K	06	A
262	GPA	Word Processing Secretary I (Utilities)	$43,222.07	$20.78	D	05	D	$44,977.06	$21.62	D	06	D
263	GPA	Word Processing Secretary II (Utilities)	$47,177.19	$22.68	E	06	B	$49,092.77	$23.60	E	07	B
264	New	Information Security Analyst I	$73,395.49	$35.29	K	02	B	$76,375.64	$36.72	K	03	B
265	New	Information Security Analyst II	$66,026.10	$31.74	J	03	D	$68,707.02	$33.03	J	04	D
266	New	Network Systems Technician I	$70,088.03	$33.70	J	05	B	$72,933.89	$35.06	J	06	B
267	New	Network Systems Technician II	$62,460.00	$30.03	I	04	D	$64,997.09	$31.25	I	05	D
268	New	Utility Budget Analyst I	$66,686.36	$32.06	J	04	A	$69,394.09	$33.36	J	05	A
269	New	Utility Budget Analyst II	$80,271.57	$38.59	K	04	C	$83,530.92	$40.16	K	05	C
270	New	Utility Budget Analyst III	$94,140.92	$45.26	M	03	C	$97,963.42	$47.10	M	04	C
271	New	Utility Safety Inspector I	$48,606.71	$23.37	F	06	D	$50,580.34	$24.32	F	07	D
272	New	Utility Safety Inspector II	$59,679.15	$28.41	H	06	A	$62,102.36	$29.86	H	07	A
273	New	Utility Safety Inspector III	$75,143.86	$36.13	J	07	A	$78,195.00	$37.59	J	08	A
274	New	Utility Safety Inspector Supervisor	$92,946.94	$44.69	L	06	B	$96,720.96	$46.50	L	07	B

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