

EXHIBIT A

CHANGES TO THE CLASSIFICATION PLAN

JOB CODE TABLE

SALARY CHANGES TO THE JOB CODE TABLE

NEW CLASSIFICATIONS:

JOB CODE	CLASSIFICATION	PROPOSED SALARY
3262	Sr. Maintenance/Mitigation Worker	GNLS/G31G 5,169 – 6,928
3263	Sr. Maintenance/Mitigation Worker (T)	GNL2/G76N 5,017 – 6,726

SALARY CHANGES:

JOB CODE	CLASSIFICATION	FROM	TO
3260	Sr. Street Maintenance Worker	GNLS/G27B 5,169 – 6,284	GNLS/G29I 5,169 – 6,598
3261	Sr. Street Maintenance Worker (T)	MGTS/M91F 5,017 – 6,101	GNL2/G74I 5,017 – 6,406
7424	Utilities Assistant General Manager- Energy Delivery	NCLP/A96B 15,109 – 19,699	NCLP/A96B 15,735 – 20,520
8376	Utilities Assistant General Manager- Finance & Admin	NCLP/A96B 15,109 – 19,699	NCLP/A96B 15,735 – 20,520
8387	Utilities Assistant General Manager - Mktg/Cust	NCLP/A96B 15,109 – 19,699	NCLP/A96B 15,735 – 20,520
8301	Utilities Assistant General Manager- Oper Tech	NCLP/A96B 15,109 – 19,699	NCLP/A96B 15,735 – 20,520
8366	Utilities Assistant General Manager – Resources	NCLP/A96B 15,109 – 19,699	NCLP/A96B 15,735 – 20,520
7436	Utilities Assistant General Manager	NCLP/A96B 15,109 – 19,699	NCLP/A96B 15,735 – 20,520
4720	Utilities Electric Superintendent	MGTS/M90H 12,223 – 16,303	MGTS/M90H 12,712 – 16,960
4876	Utilities Dispatch Superintendent	MGTS/M87H 12,056 – 15,393	MGTS/M87H 12,538 – 16,014
4711	Utilities Electric Field Manager	NCLP/A80F 14,754 – 17,932	NCLP/A80F 15,344 – 18,655
5120	Utilities Electric Operations Manager	NCLP/A80F 14,754 – 17,932	NCLP/A80F 15,344 – 18,655
7411	Utilities Generation Plant Manager	MGTS/M90G 12,351 - 15011	MGTS/M90G 12,845 – 15,616