

Wage Schedule 3

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|--------|--------|--------|--------|----------------------|--------|--------|--------|--------|-----------------------------------|--------|--------|--------|--------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 343.00 | 336.00 | 326.50 | 319.00 | 1 | 343.00 | 336.00 | 326.50 | 319.00 | 1 | 343.00 | 336.00 | 326.50 | 319.00 |
| 2 | 388.50 | 381.00 | 370.00 | 361.50 | 2 | 390.00 | 382.00 | 371.50 | 363.00 | 2 | 391.50 | 383.50 | 372.50 | 364.00 |
| 3 | 440.50 | 431.50 | 419.50 | 410.00 | 3 | 443.50 | 435.00 | 422.50 | 413.00 | 3 | 446.50 | 437.50 | 425.50 | 415.50 |
| 4 | 499.00 | 489.00 | 475.50 | 464.50 | 4 | 504.50 | 494.50 | 480.50 | 469.50 | 4 | 509.50 | 499.50 | 485.50 | 474.50 |
| 5 | 565.00 | 554.50 | 539.00 | 526.50 | 5 | 573.50 | 562.50 | 546.50 | 534.00 | 5 | 581.50 | 570.50 | 554.00 | 541.50 |
| 6 | 640.50 | 628.00 | 610.50 | 596.50 | 6 | 652.50 | 640.00 | 622.00 | 607.50 | 6 | 663.50 | 651.00 | 632.50 | 618.00 |
| 7 | 725.50 | 712.00 | 692.00 | 676.00 | 7 | 742.00 | 728.00 | 707.50 | 691.00 | 7 | 757.00 | 743.00 | 722.00 | 705.50 |
| 8 | 822.00 | 807.00 | 784.50 | 766.50 | 8 | 843.50 | 828.00 | 805.00 | 786.50 | 8 | 864.00 | 848.00 | 824.00 | 805.00 |
| 9 | 931.50 | 914.50 | 889.00 | 868.50 | 9 | 959.50 | 942.00 | 915.50 | 894.50 | 9 | 986.00 | 968.00 | 940.50 | 919.00 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|------------------------|----------------------|
| 108 | 108 | 107 | 106 | Operator | 9 |
| | | | | Translations Operator* | 9 |

*Translations Operator title receives a \$25/week language payment in addition to their basic wage rate at all steps.

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 4

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|--------|--------|--------|--------|----------------------|---------|--------|--------|--------|-----------------------------------|---------|---------|--------|--------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 358.00 | 351.00 | 340.50 | 332.50 | 1 | 358.00 | 351.00 | 340.50 | 332.50 | 1 | 358.00 | 351.00 | 340.50 | 332.50 |
| 2 | 405.50 | 397.50 | 386.00 | 377.00 | 2 | 407.00 | 399.00 | 387.50 | 378.00 | 2 | 408.50 | 400.50 | 388.50 | 379.50 |
| 3 | 459.50 | 450.50 | 437.50 | 427.00 | 3 | 463.00 | 454.00 | 440.50 | 430.00 | 3 | 466.00 | 457.00 | 443.50 | 433.00 |
| 4 | 520.50 | 510.50 | 495.50 | 483.50 | 4 | 526.50 | 516.00 | 501.50 | 489.00 | 4 | 531.50 | 521.50 | 506.50 | 494.00 |
| 5 | 589.50 | 578.50 | 562.00 | 548.00 | 5 | 598.50 | 587.00 | 570.00 | 556.00 | 5 | 606.50 | 595.00 | 578.00 | 564.00 |
| 6 | 668.00 | 655.50 | 636.50 | 621.00 | 6 | 680.50 | 667.50 | 648.50 | 632.50 | 6 | 692.00 | 679.00 | 660.00 | 643.50 |
| 7 | 757.00 | 742.50 | 721.50 | 703.50 | 7 | 774.00 | 759.00 | 738.00 | 719.50 | 7 | 789.50 | 774.50 | 753.50 | 734.00 |
| 8 | 857.50 | 841.00 | 818.00 | 797.50 | 8 | 880.00 | 863.00 | 839.50 | 818.00 | 8 | 901.00 | 884.00 | 860.00 | 838.00 |
| 9 | 971.50 | 953.00 | 927.00 | 903.50 | 9 | 1000.50 | 981.50 | 955.00 | 930.50 | 9 | 1028.00 | 1008.50 | 981.50 | 956.00 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|-----------------------|----------------------|-----------------------|----------------------|
| 110 | 109 | 108 | 107 | Cashier | 12 | Messenger (Motorized) | 12 |
| | | | | Customer Associate | 12 | Office Associate | 12 |
| | | | | Customer Serv. Assoc. | 12 | Reports Associate | 12 |
| | | | | Data Entry Associate | 12 | Services Specialist | 12 |
| | | | | Garage Attendant | 12 | Staff Associate | 12 |
| | | | | Information Processor | 12 | | |

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 5

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|--------|--------|--------|--------|----------------------|---------|--------|--------|--------|-----------------------------------|---------|---------|--------|--------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 359.50 | 352.00 | 342.50 | 335.50 | 1 | 359.50 | 352.00 | 342.50 | 335.50 | 1 | 359.50 | 352.00 | 342.50 | 335.50 |
| 2 | 407.50 | 399.00 | 388.00 | 380.50 | 2 | 409.00 | 400.50 | 389.50 | 381.50 | 2 | 410.50 | 402.00 | 391.00 | 383.00 |
| 3 | 461.50 | 452.00 | 440.00 | 431.00 | 3 | 465.00 | 455.50 | 443.00 | 434.00 | 3 | 468.50 | 458.50 | 446.00 | 437.00 |
| 4 | 523.00 | 512.50 | 498.50 | 488.50 | 4 | 529.00 | 518.50 | 504.00 | 494.00 | 4 | 534.50 | 523.50 | 509.00 | 499.00 |
| 5 | 593.00 | 581.00 | 565.00 | 553.50 | 5 | 602.00 | 589.50 | 573.50 | 562.00 | 5 | 610.00 | 597.50 | 581.00 | 569.50 |
| 6 | 672.00 | 658.50 | 640.00 | 627.50 | 6 | 684.50 | 671.00 | 652.00 | 639.00 | 6 | 696.00 | 682.50 | 663.00 | 650.00 |
| 7 | 761.50 | 746.50 | 725.50 | 711.00 | 7 | 778.50 | 763.50 | 741.50 | 727.00 | 7 | 794.50 | 779.00 | 757.00 | 742.00 |
| 8 | 863.00 | 846.00 | 822.00 | 806.00 | 8 | 885.50 | 868.50 | 843.50 | 827.00 | 8 | 907.00 | 889.00 | 864.00 | 847.00 |
| 9 | 978.00 | 959.00 | 931.50 | 913.50 | 9 | 1007.50 | 988.00 | 959.50 | 941.00 | 9 | 1035.00 | 1015.00 | 986.00 | 967.00 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|------------------------------|----------------------|
| 110 | 109 | 108 | 108 | Central Office Associate | 12 |
| | | | | HR Operations Associate | 12 |
| | | | | Service Assistant | 12 |
| | | | | Service Assistant-Bilingual* | 12 |

*Service Assistant-Bilingual title receives a \$25/week language payment in addition to their basic wage rate to all steps.

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 6

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|---------|---------|--------|--------|----------------------|---------|---------|---------|--------|-----------------------------------|---------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 375.50 | 369.00 | 358.00 | 350.00 | 1 | 375.50 | 369.00 | 358.00 | 350.00 | 1 | 375.50 | 369.00 | 358.00 | 350.00 |
| 2 | 425.50 | 418.00 | 405.50 | 396.50 | 2 | 427.50 | 420.00 | 407.00 | 398.00 | 2 | 428.50 | 421.00 | 408.50 | 399.50 |
| 3 | 482.50 | 474.00 | 459.50 | 449.00 | 3 | 486.00 | 477.50 | 463.00 | 452.50 | 3 | 489.50 | 481.00 | 466.00 | 455.50 |
| 4 | 547.00 | 537.50 | 521.00 | 509.00 | 4 | 553.00 | 543.00 | 526.50 | 514.50 | 4 | 559.00 | 549.00 | 532.00 | 519.50 |
| 5 | 620.00 | 609.00 | 590.00 | 576.50 | 5 | 629.50 | 618.00 | 599.00 | 585.00 | 5 | 638.00 | 626.50 | 607.00 | 593.00 |
| 6 | 703.00 | 690.00 | 668.50 | 653.00 | 6 | 716.00 | 703.00 | 681.00 | 665.00 | 6 | 728.50 | 715.00 | 692.50 | 676.50 |
| 7 | 797.00 | 782.50 | 757.50 | 739.50 | 7 | 815.00 | 800.00 | 774.50 | 756.00 | 7 | 831.50 | 816.00 | 790.50 | 772.00 |
| 8 | 903.50 | 886.50 | 858.50 | 838.00 | 8 | 927.00 | 910.00 | 880.50 | 859.50 | 8 | 949.50 | 931.50 | 902.00 | 880.50 |
| 9 | 1024.50 | 1005.00 | 972.50 | 949.00 | 9 | 1055.00 | 1035.00 | 1001.50 | 977.50 | 9 | 1084.00 | 1063.50 | 1029.00 | 1004.50 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|---------------------------|----------------------|--------------------------|----------------------|
| 112 | 111 | 110 | 109 | Accounting Associate | 12 | Medical Assistant | 12 |
| | | | | Computer Operator | 12 | Operations Administrator | 12 |
| | | | | Data Administrator | 12 | Order Writer | 12 |
| | | | | Engineering Administrator | 12 | Supervisor's Assistant | 12 |

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 7

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|---------|---------|---------|--------|----------------------|---------|---------|---------|---------|-----------------------------------|---------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 388.50 | 380.00 | 370.00 | 362.00 | 1 | 388.50 | 380.00 | 370.00 | 362.00 | 1 | 388.50 | 380.00 | 370.00 | 362.00 |
| 2 | 440.00 | 430.50 | 419.00 | 410.50 | 2 | 441.50 | 432.00 | 421.00 | 412.00 | 2 | 443.50 | 433.50 | 422.00 | 413.00 |
| 3 | 498.50 | 488.00 | 475.00 | 465.00 | 3 | 502.50 | 491.50 | 478.50 | 468.50 | 3 | 505.50 | 495.00 | 482.00 | 471.50 |
| 4 | 565.00 | 553.00 | 538.00 | 527.00 | 4 | 571.00 | 559.00 | 544.00 | 533.00 | 4 | 577.00 | 565.00 | 549.50 | 538.50 |
| 5 | 640.00 | 626.50 | 610.00 | 597.50 | 5 | 649.50 | 636.00 | 619.00 | 606.50 | 5 | 658.50 | 645.00 | 627.50 | 614.50 |
| 6 | 725.00 | 710.00 | 691.00 | 677.00 | 6 | 738.50 | 723.50 | 703.50 | 689.50 | 6 | 751.00 | 736.00 | 716.00 | 701.50 |
| 7 | 821.50 | 805.00 | 783.00 | 767.50 | 7 | 839.50 | 823.00 | 800.50 | 784.50 | 7 | 857.00 | 840.00 | 817.00 | 801.00 |
| 8 | 930.50 | 912.00 | 887.00 | 870.00 | 8 | 954.50 | 936.00 | 910.00 | 892.50 | 8 | 977.50 | 958.50 | 932.00 | 914.00 |
| 9 | 1054.00 | 1033.50 | 1005.00 | 986.00 | 9 | 1085.50 | 1064.50 | 1035.00 | 1015.50 | 9 | 1115.50 | 1094.00 | 1063.50 | 1043.50 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|--------------------------------------|----------------------|------------------------------------|----------------------|
| 113 | 112 | 111 | 110 | Collection Representative | 15 | Customer Representative-Bilingual* | 15 |
| | | | | Collection Representative-Bilingual* | 15 | Engineering Cost Associate | 15 |
| | | | | Customer Representative | 15 | | |

*Collection Representative-Bilingual and Customer Representative-Bilingual titles receive a \$25/week language payment in addition to their basic wage rate to all :

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 8

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|---------|---------|---------|---------|----------------------|---------|---------|---------|---------|-----------------------------------|---------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 363.50 | 356.50 | 348.00 | 340.00 | 1 | 363.50 | 356.50 | 348.00 | 340.00 | 1 | 363.50 | 356.50 | 348.00 | 340.00 |
| 2 | 405.50 | 397.50 | 388.00 | 379.00 | 2 | 406.50 | 399.00 | 389.00 | 380.50 | 2 | 407.50 | 400.00 | 390.00 | 381.50 |
| 3 | 452.00 | 443.50 | 432.50 | 423.00 | 3 | 455.00 | 446.00 | 435.00 | 425.50 | 3 | 457.50 | 448.50 | 437.50 | 428.00 |
| 4 | 504.00 | 494.50 | 482.50 | 472.00 | 4 | 508.50 | 499.00 | 486.50 | 476.00 | 4 | 513.00 | 503.00 | 490.50 | 480.00 |
| 5 | 562.50 | 551.50 | 538.00 | 526.00 | 5 | 569.00 | 558.00 | 544.50 | 532.50 | 5 | 575.00 | 564.00 | 550.00 | 538.00 |
| 6 | 627.00 | 615.00 | 599.50 | 587.00 | 6 | 636.50 | 624.50 | 608.50 | 595.50 | 6 | 645.00 | 633.00 | 617.00 | 603.50 |
| 7 | 699.50 | 686.00 | 668.50 | 654.50 | 7 | 712.00 | 698.50 | 680.50 | 666.50 | 7 | 723.50 | 710.00 | 692.00 | 677.00 |
| 8 | 780.00 | 765.00 | 745.50 | 730.00 | 8 | 796.50 | 781.50 | 761.00 | 745.50 | 8 | 811.50 | 796.00 | 776.00 | 759.50 |
| 9 | 870.00 | 853.50 | 831.50 | 814.50 | 9 | 891.00 | 874.00 | 851.00 | 834.00 | 9 | 910.00 | 893.00 | 870.00 | 852.00 |
| 10 | 970.00 | 952.00 | 927.00 | 908.00 | 10 | 996.50 | 977.50 | 952.00 | 933.00 | 10 | 1021.00 | 1001.50 | 975.50 | 955.50 |
| 11 | 1082.00 | 1061.50 | 1033.50 | 1013.00 | 11 | 1114.50 | 1093.50 | 1064.50 | 1043.50 | 11 | 1145.00 | 1123.50 | 1094.00 | 1072.00 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|---------------------------|----------------------|--|----------------------|
| 114 | 113 | 112 | 111 | Accounting Specialist | 15 | Maintenance Administrator - Bilingual | 15 |
| | | | | Data Specialist | 15 | | |
| | | | | Driver | 15 | Operations Specialist | 15 |
| | | | | Maintenance Administrator | 15 | Provisioning Specialist | 15 |

* Maintenance Administrator - Bilingual title receives a \$25/week language payment in addition to their basic wage rate to all steps.

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 9

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|---------|---------|---------|---------|----------------------|---------|---------|---------|---------|-----------------------------------|---------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 367.00 | 360.50 | 351.50 | 345.00 | 1 | 367.00 | 360.50 | 351.50 | 345.00 | 1 | 367.00 | 360.50 | 351.50 | 345.00 |
| 2 | 409.50 | 402.00 | 392.00 | 385.00 | 2 | 410.50 | 403.00 | 393.00 | 386.00 | 2 | 411.50 | 404.50 | 394.50 | 387.00 |
| 3 | 456.50 | 448.50 | 437.50 | 429.00 | 3 | 459.50 | 451.00 | 440.00 | 431.50 | 3 | 462.00 | 453.50 | 442.50 | 434.00 |
| 4 | 509.00 | 500.00 | 487.50 | 478.50 | 4 | 514.00 | 504.50 | 492.00 | 483.00 | 4 | 518.00 | 508.50 | 496.00 | 487.00 |
| 5 | 568.00 | 557.50 | 544.00 | 534.00 | 5 | 575.00 | 564.00 | 550.50 | 540.00 | 5 | 581.00 | 570.50 | 556.50 | 546.00 |
| 6 | 633.50 | 622.00 | 607.00 | 595.50 | 6 | 643.00 | 631.00 | 616.00 | 604.50 | 6 | 652.00 | 639.50 | 624.00 | 612.50 |
| 7 | 706.50 | 693.50 | 677.00 | 664.00 | 7 | 719.50 | 706.00 | 689.00 | 676.00 | 7 | 731.00 | 717.50 | 700.00 | 687.00 |
| 8 | 788.00 | 773.50 | 755.00 | 740.50 | 8 | 804.50 | 789.50 | 770.50 | 756.00 | 8 | 820.00 | 804.50 | 785.50 | 770.50 |
| 9 | 879.00 | 862.50 | 842.00 | 826.00 | 9 | 900.00 | 883.00 | 862.00 | 846.00 | 9 | 920.00 | 902.50 | 881.00 | 864.50 |
| 10 | 980.50 | 961.50 | 939.00 | 921.50 | 10 | 1007.00 | 987.50 | 964.50 | 946.00 | 10 | 1032.00 | 1012.00 | 988.00 | 969.50 |
| 11 | 1093.50 | 1072.50 | 1047.50 | 1027.50 | 11 | 1126.50 | 1104.50 | 1079.00 | 1058.50 | 11 | 1157.50 | 1135.00 | 1108.50 | 1087.50 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|-----------------------|----------------------|--------------------------|----------------------|
| 114 | 113 | 112 | 112 | Cable Locator | 18 | RCMA Administrator | 18 |
| | | | | Collector | 18 | Supply Service Attendant | 18 |
| | | | | Facilities Technician | 18 | | |

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 10

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|---------|---------|---------|---------|----------------------|---------|---------|---------|---------|-----------------------------------|---------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 421.00 | 413.50 | 400.50 | 388.00 | 1 | 421.00 | 413.50 | 400.50 | 388.00 | 1 | 421.00 | 413.50 | 400.50 | 388.00 |
| 2 | 477.00 | 468.50 | 454.00 | 440.00 | 2 | 478.50 | 470.00 | 455.50 | 441.50 | 2 | 480.50 | 471.50 | 457.00 | 443.00 |
| 3 | 540.50 | 530.50 | 514.00 | 498.50 | 3 | 544.50 | 534.50 | 518.00 | 502.00 | 3 | 548.00 | 538.00 | 521.50 | 505.50 |
| 4 | 612.00 | 601.00 | 582.50 | 565.00 | 4 | 619.00 | 607.50 | 589.00 | 571.50 | 4 | 625.50 | 614.00 | 595.00 | 577.00 |
| 5 | 693.50 | 680.50 | 660.00 | 640.50 | 5 | 704.00 | 691.00 | 670.00 | 650.00 | 5 | 713.50 | 700.00 | 679.00 | 659.00 |
| 6 | 785.50 | 771.00 | 748.00 | 726.00 | 6 | 800.50 | 785.50 | 762.00 | 739.50 | 6 | 814.00 | 798.50 | 775.00 | 752.00 |
| 7 | 890.00 | 873.50 | 847.50 | 822.50 | 7 | 910.00 | 893.00 | 866.50 | 841.00 | 7 | 929.00 | 911.00 | 884.50 | 858.50 |
| 8 | 1008.50 | 989.00 | 960.00 | 932.50 | 8 | 1035.00 | 1015.00 | 985.50 | 957.00 | 8 | 1060.00 | 1039.50 | 1009.00 | 980.00 |
| 9 | 1142.50 | 1120.50 | 1088.00 | 1057.00 | 9 | 1177.00 | 1154.00 | 1120.50 | 1088.50 | 9 | 1209.50 | 1185.50 | 1151.50 | 1118.50 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|--------------------------------|----------------------|
| 116 | 115 | 114 | 113 | Network Maintenance Specialist | 18 |
| | | | | Supply Specialist - Nevada | 18 |

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule V

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|--------|--------|--------|--------|----------------------|--------|--------|--------|--------|-----------------------------------|--------|--------|--------|--------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 463.13 | 454.74 | 441.29 | 428.22 | 1 | 476.97 | 468.39 | 454.55 | 441.09 | 1 | 490.04 | 481.26 | 467.03 | 453.18 |
| 2 | 497.60 | 488.59 | 474.14 | 460.10 | 2 | 512.47 | 503.26 | 488.38 | 473.92 | 2 | 526.52 | 517.08 | 501.79 | 486.91 |
| 3 | 534.64 | 524.96 | 509.43 | 494.34 | 3 | 550.62 | 540.72 | 524.74 | 509.20 | 3 | 565.71 | 555.57 | 539.14 | 523.16 |
| 4 | 574.44 | 564.04 | 547.35 | 531.14 | 4 | 591.61 | 580.97 | 563.80 | 547.10 | 4 | 607.82 | 596.93 | 579.28 | 562.10 |
| 5 | 617.20 | 606.02 | 588.09 | 570.68 | 5 | 635.65 | 624.21 | 605.76 | 587.83 | 5 | 653.06 | 641.36 | 622.40 | 603.94 |
| 6 | 663.14 | 651.13 | 631.87 | 613.16 | 6 | 682.96 | 670.68 | 650.85 | 631.59 | 6 | 701.67 | 689.10 | 668.72 | 648.90 |
| 7 | 712.50 | 699.60 | 678.90 | 658.80 | 7 | 733.80 | 720.60 | 699.30 | 678.60 | 7 | 753.90 | 740.40 | 718.50 | 697.20 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|--------------------------------------|----------------------|
| 117 | 116 | 115 | 114 | Sales Consultant | 24 |
| | | | | Sales Consultant - Bilingual* | 24 |

*Sales Consultant-Bilingual receives a \$25/week language payment in addition to their basic wage rate to all steps.

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule X

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|---------|---------|---------|---------|----------------------|---------|---------|---------|---------|-----------------------------------|---------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 421.00 | 413.50 | 400.50 | 388.00 | 1 | 421.00 | 413.50 | 400.50 | 388.00 | 1 | 421.00 | 413.50 | 400.50 | 388.00 |
| 2 | 479.50 | 470.50 | 456.00 | 442.00 | 2 | 481.00 | 472.50 | 457.50 | 443.50 | 2 | 482.50 | 474.00 | 459.50 | 445.00 |
| 3 | 545.50 | 536.00 | 519.00 | 503.00 | 3 | 549.50 | 540.00 | 523.00 | 507.00 | 3 | 553.50 | 543.50 | 526.50 | 510.50 |
| 4 | 621.00 | 610.00 | 591.00 | 573.00 | 4 | 628.00 | 617.00 | 598.00 | 579.50 | 4 | 634.50 | 623.00 | 604.00 | 585.50 |
| 5 | 707.00 | 694.50 | 673.00 | 652.50 | 5 | 717.50 | 704.50 | 683.00 | 662.50 | 5 | 727.50 | 714.50 | 692.50 | 671.50 |
| 6 | 805.00 | 790.50 | 766.50 | 743.50 | 6 | 820.00 | 805.00 | 781.00 | 757.00 | 6 | 834.00 | 819.00 | 794.00 | 770.00 |
| 7 | 916.50 | 900.00 | 873.00 | 846.50 | 7 | 937.00 | 920.00 | 892.50 | 865.50 | 7 | 956.00 | 939.00 | 910.50 | 883.50 |
| 8 | 1043.00 | 1024.50 | 993.50 | 964.00 | 8 | 1070.50 | 1051.00 | 1020.00 | 989.50 | 8 | 1096.00 | 1076.50 | 1044.50 | 1013.00 |
| 9 | 1187.50 | 1166.00 | 1131.50 | 1098.00 | 9 | 1223.00 | 1201.00 | 1165.50 | 1131.00 | 9 | 1256.50 | 1234.00 | 1197.50 | 1162.00 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|---|----------------------|
| 117 | 116 | 115 | 114 | Sales and Service Representative - Bilingual* | 24 |
| | | | | Service Representative | 24 |

*Sales and Service Representative-Bilingual receives a \$25/week language payment in addition to their basic wage rate to all steps.

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 11

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|---------|---------|---------|---------|----------------------|---------|---------|---------|---------|-----------------------------------|---------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 432.50 | 425.50 | 414.50 | 406.00 | 1 | 432.50 | 425.50 | 414.50 | 406.00 | 1 | 432.50 | 425.50 | 414.50 | 406.00 |
| 2 | 482.50 | 474.50 | 462.00 | 453.00 | 2 | 484.00 | 476.00 | 463.50 | 454.00 | 2 | 485.00 | 477.00 | 465.00 | 455.50 |
| 3 | 538.00 | 529.00 | 515.50 | 505.00 | 3 | 541.50 | 532.50 | 518.50 | 508.00 | 3 | 544.00 | 535.00 | 521.50 | 511.00 |
| 4 | 600.00 | 590.00 | 574.50 | 563.00 | 4 | 605.50 | 595.50 | 580.00 | 568.50 | 4 | 610.50 | 600.00 | 584.50 | 573.00 |
| 5 | 669.50 | 658.00 | 641.00 | 628.00 | 5 | 677.50 | 666.00 | 648.50 | 635.50 | 5 | 685.00 | 673.00 | 655.50 | 642.50 |
| 6 | 747.00 | 734.00 | 714.50 | 700.50 | 6 | 758.00 | 744.50 | 725.50 | 711.00 | 6 | 768.00 | 755.00 | 735.00 | 721.00 |
| 7 | 833.00 | 818.50 | 797.00 | 781.50 | 7 | 848.00 | 833.00 | 811.00 | 795.50 | 7 | 861.50 | 846.50 | 824.50 | 808.50 |
| 8 | 929.00 | 912.50 | 888.50 | 871.50 | 8 | 948.50 | 931.50 | 907.00 | 890.00 | 8 | 966.50 | 949.50 | 924.50 | 907.00 |
| 9 | 1036.50 | 1017.50 | 991.00 | 972.00 | 9 | 1061.00 | 1042.00 | 1014.50 | 995.50 | 9 | 1084.50 | 1065.00 | 1037.00 | 1017.50 |
| 10 | 1156.00 | 1135.00 | 1105.00 | 1084.00 | 10 | 1187.00 | 1165.50 | 1134.50 | 1113.50 | 10 | 1216.50 | 1194.50 | 1163.00 | 1141.00 |
| 11 | 1289.50 | 1265.50 | 1232.00 | 1209.00 | 11 | 1328.00 | 1303.50 | 1269.00 | 1245.50 | 11 | 1364.50 | 1339.50 | 1304.00 | 1280.00 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|--------------------------|----------------------|-------------------------|----------------------|
| 121 | 120 | 119 | 118 | Assignment Administrator | 18 | Field Job Administrator | 18 |
| | | | | Building Mechanic | 18 | Garage Mechanic | 18 |
| | | | | Facilities Administrator | 18 | Outside Plant Tech | 18 |
| | | | | FACS Administrator* | 18 | Services Technician | 18 |

*FACS Administrator receives a \$5/week basic wage job differential at top step.

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 12

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|---------|---------|---------|---------|----------------------|---------|---------|---------|---------|-----------------------------------|---------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 449.00 | 440.00 | 428.00 | 419.00 | 1 | 449.00 | 440.00 | 428.00 | 419.00 | 1 | 449.00 | 440.00 | 428.00 | 419.00 |
| 2 | 500.50 | 490.50 | 477.50 | 467.50 | 2 | 502.00 | 492.00 | 478.50 | 469.00 | 2 | 503.50 | 493.50 | 480.00 | 470.00 |
| 3 | 558.50 | 547.00 | 532.50 | 521.50 | 3 | 562.00 | 550.50 | 535.50 | 524.50 | 3 | 565.00 | 553.50 | 538.50 | 527.50 |
| 4 | 623.00 | 610.00 | 593.50 | 581.50 | 4 | 628.50 | 615.50 | 599.00 | 586.50 | 4 | 633.50 | 620.50 | 604.00 | 591.50 |
| 5 | 694.50 | 680.50 | 662.00 | 648.50 | 5 | 703.00 | 688.50 | 670.00 | 656.50 | 5 | 710.50 | 696.00 | 677.00 | 663.50 |
| 6 | 774.50 | 759.00 | 738.50 | 723.50 | 6 | 786.00 | 770.50 | 749.00 | 734.50 | 6 | 797.00 | 781.00 | 759.50 | 744.50 |
| 7 | 864.00 | 846.50 | 823.50 | 807.00 | 7 | 879.50 | 861.50 | 838.00 | 821.50 | 7 | 894.00 | 875.50 | 851.50 | 835.00 |
| 8 | 963.50 | 944.00 | 918.00 | 900.50 | 8 | 983.50 | 963.50 | 937.50 | 919.00 | 8 | 1002.50 | 982.00 | 955.00 | 937.00 |
| 9 | 1074.50 | 1052.50 | 1024.00 | 1004.00 | 9 | 1100.00 | 1078.00 | 1048.50 | 1028.50 | 9 | 1124.50 | 1101.50 | 1071.50 | 1051.00 |
| 10 | 1198.50 | 1174.00 | 1142.00 | 1120.00 | 10 | 1230.50 | 1205.50 | 1172.50 | 1150.50 | 10 | 1261.00 | 1235.50 | 1201.50 | 1179.00 |
| 11 | 1336.50 | 1309.00 | 1273.50 | 1249.50 | 11 | 1376.50 | 1348.50 | 1311.50 | 1287.00 | 11 | 1414.50 | 1385.50 | 1347.50 | 1322.50 |

Pension Bands:

| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> | <u>Job Titles</u> | <u>Time in Title</u> |
|---------------|---------------|---------------|---------------|--------------------------------------|----------------------|---------------------------|----------------------|
| 122 | 121 | 120 | 119 | Analyst | 24 | Equipment Specialist | 24 |
| | | | | Building Specialist | 24 | ENOC Technician | 24 |
| | | | | Combination Technician (Nevada Only) | 24 | Production Rep. | 24 |
| | | | | Communications Technician | 24 | Splicing Technician | 24 |
| | | | | Company Telecom Technician | 24 | Systems Technician | 24 |
| | | | | Copy Service Artist | 24 | Systems Technician - Data | |
| | | | | Engineering Assistant | 24 | Communications | 24 |
| | | | | Equip. Installation Tech. | 24 | Testing Technician | 24 |

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule PBHE 21

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | Effective April 2010 | | | | Effective April 2011 [^] | | | |
|----------------------|--------|--------|--------|----------------------|--------|--------|--------|-----------------------------------|--------|--------|--------|
| Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G |
| 1 | 512.50 | 502.50 | 487.50 | 1 | 512.50 | 502.50 | 487.50 | 1 | 512.50 | 502.50 | 487.50 |
| 2 | 545.00 | 534.50 | 518.50 | 2 | 547.00 | 536.50 | 520.50 | 2 | 549.00 | 538.50 | 522.50 |
| 3 | 580.00 | 568.50 | 552.00 | 3 | 584.00 | 572.50 | 556.00 | 3 | 588.00 | 576.50 | 559.50 |
| 4 | 616.50 | 605.00 | 587.00 | 4 | 623.50 | 611.50 | 593.50 | 4 | 630.00 | 617.50 | 599.50 |
| 5 | 656.00 | 643.50 | 624.50 | 5 | 665.50 | 653.00 | 634.00 | 5 | 675.00 | 662.00 | 642.50 |
| 6 | 697.50 | 684.50 | 664.50 | 6 | 710.50 | 697.00 | 677.00 | 6 | 723.00 | 709.00 | 688.50 |
| 7 | 742.00 | 728.00 | 707.00 | 7 | 758.50 | 744.00 | 723.00 | 7 | 774.50 | 759.50 | 737.50 |
| 8 | 789.50 | 774.00 | 752.50 | 8 | 810.00 | 794.50 | 772.00 | 8 | 829.50 | 813.50 | 790.50 |
| 9 | 839.50 | 823.50 | 800.50 | 9 | 864.50 | 848.00 | 824.50 | 9 | 888.50 | 871.50 | 847.00 |

Pension Bands:

Zone E
105

Zone F
105

Zone G
104

Job Titles
Administrative Clerk

Time in Title
12

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule PBHE 23

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | Effective April 2010 | | | | Effective April 2011 [^] | | | |
|----------------------|--------|--------|--------|----------------------|--------|--------|--------|-----------------------------------|--------|--------|--------|
| Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G |
| 1 | 534.00 | 522.50 | 508.50 | 1 | 534.00 | 522.50 | 508.50 | 1 | 534.00 | 522.50 | 508.50 |
| 2 | 563.50 | 551.50 | 537.00 | 2 | 565.50 | 553.50 | 538.50 | 2 | 567.00 | 555.00 | 540.00 |
| 3 | 595.00 | 582.50 | 566.50 | 3 | 598.50 | 586.00 | 570.00 | 3 | 602.00 | 589.00 | 573.00 |
| 4 | 628.00 | 615.00 | 598.00 | 4 | 634.00 | 620.50 | 603.50 | 4 | 639.00 | 625.50 | 608.50 |
| 5 | 663.00 | 649.50 | 631.50 | 5 | 671.00 | 657.00 | 639.00 | 5 | 678.50 | 664.50 | 646.00 |
| 6 | 700.00 | 685.50 | 666.50 | 6 | 710.50 | 696.00 | 676.50 | 6 | 720.50 | 705.50 | 686.00 |
| 7 | 739.00 | 724.00 | 704.00 | 7 | 752.50 | 737.00 | 716.00 | 7 | 764.50 | 749.00 | 728.00 |
| 8 | 780.50 | 764.50 | 743.00 | 8 | 796.50 | 780.50 | 758.50 | 8 | 812.00 | 795.50 | 773.00 |
| 9 | 823.50 | 807.50 | 784.50 | 9 | 843.50 | 826.50 | 803.00 | 9 | 862.00 | 844.50 | 820.50 |
| 10 | 869.50 | 852.50 | 828.00 | 10 | 893.00 | 875.50 | 850.00 | 10 | 915.00 | 897.00 | 871.50 |
| 11 | 918.00 | 900.00 | 874.00 | 11 | 945.50 | 927.00 | 900.00 | 11 | 971.50 | 952.50 | 925.00 |

Pension Bands:

Zone E
108

Zone F
107

Zone G
106

Job Titles
Warehouse Supplies Attendant

Time in Title
12

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule PBHE 25

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | Effective April 2010 | | | | Effective April 2011 [^] | | | |
|----------------------|--------|--------|--------|----------------------|--------|--------|--------|-----------------------------------|---------|---------|--------|
| Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G |
| 1 | 589.00 | 578.00 | 561.50 | 1 | 589.00 | 578.00 | 561.50 | 1 | 589.00 | 578.00 | 561.50 |
| 2 | 619.00 | 607.50 | 590.00 | 2 | 621.00 | 609.00 | 592.00 | 2 | 622.50 | 611.00 | 593.50 |
| 3 | 651.00 | 638.50 | 620.50 | 3 | 654.50 | 642.00 | 624.00 | 3 | 658.50 | 645.50 | 627.50 |
| 4 | 684.00 | 671.00 | 652.00 | 4 | 690.50 | 677.00 | 657.50 | 4 | 696.00 | 682.50 | 663.00 |
| 5 | 719.00 | 705.00 | 685.00 | 5 | 728.00 | 713.50 | 693.00 | 5 | 735.50 | 721.50 | 701.00 |
| 6 | 756.00 | 741.00 | 720.00 | 6 | 767.50 | 752.00 | 730.50 | 6 | 778.00 | 762.50 | 740.50 |
| 7 | 795.00 | 779.00 | 757.00 | 7 | 809.00 | 792.50 | 770.50 | 7 | 822.00 | 806.00 | 783.00 |
| 8 | 835.50 | 818.50 | 795.50 | 8 | 853.00 | 835.50 | 812.00 | 8 | 869.00 | 851.50 | 827.50 |
| 9 | 878.50 | 860.00 | 836.00 | 9 | 899.00 | 880.50 | 856.00 | 9 | 919.00 | 900.00 | 874.50 |
| 10 | 923.00 | 904.00 | 878.50 | 10 | 948.00 | 928.50 | 902.00 | 10 | 971.50 | 951.50 | 924.50 |
| 11 | 970.50 | 950.00 | 923.50 | 11 | 999.50 | 978.50 | 951.00 | 11 | 1027.00 | 1005.50 | 977.00 |

Pension Bands:

| | | | | |
|---------------|---------------|---------------|-------------------|----------------------|
| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Job Titles</u> | <u>Time in Title</u> |
| 110 | 109 | 108 | Video Installer | 18 |

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule PBHE 27

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | Effective April 2010 | | | | Effective April 2011 [^] | | | |
|----------------------|---------|---------|---------|----------------------|---------|---------|---------|-----------------------------------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G |
| 1 | 678.00 | 665.50 | 646.00 | 1 | 678.00 | 665.50 | 646.00 | 1 | 678.00 | 665.50 | 646.00 |
| 2 | 715.00 | 702.00 | 681.50 | 2 | 717.00 | 704.00 | 683.50 | 2 | 719.00 | 706.00 | 685.00 |
| 3 | 754.00 | 740.00 | 718.50 | 3 | 758.50 | 744.50 | 723.00 | 3 | 762.50 | 748.50 | 726.50 |
| 4 | 795.00 | 780.50 | 757.50 | 4 | 802.00 | 787.50 | 764.50 | 4 | 809.00 | 794.00 | 770.50 |
| 5 | 838.50 | 823.00 | 799.00 | 5 | 848.50 | 832.50 | 808.50 | 5 | 857.50 | 842.00 | 817.50 |
| 6 | 884.50 | 868.00 | 843.00 | 6 | 897.50 | 880.50 | 855.50 | 6 | 909.50 | 892.50 | 867.00 |
| 7 | 932.50 | 915.00 | 889.00 | 7 | 949.50 | 931.50 | 904.50 | 7 | 964.50 | 946.50 | 919.50 |
| 8 | 983.50 | 965.00 | 937.50 | 8 | 1004.00 | 985.00 | 957.00 | 8 | 1023.00 | 1004.00 | 975.00 |
| 9 | 1037.00 | 1017.50 | 988.50 | 9 | 1062.00 | 1042.00 | 1012.00 | 9 | 1085.00 | 1065.00 | 1034.50 |
| 10 | 1094.00 | 1073.00 | 1042.50 | 10 | 1123.00 | 1102.00 | 1070.50 | 10 | 1151.00 | 1129.00 | 1097.00 |
| 11 | 1153.50 | 1131.50 | 1099.50 | 11 | 1188.00 | 1165.50 | 1132.50 | 11 | 1220.50 | 1197.50 | 1163.50 |

Pension Bands:

Zone E

116

Zone F

115

Zone G

114

Job Titles

Customer Service Technician

Time in Title

18

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule PBHE 29

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | Effective April 2010 | | | | Effective April 2011 [^] | | | |
|----------------------|---------|---------|---------|----------------------|---------|---------|---------|-----------------------------------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G | Step# | Zone E | Zone F | Zone G |
| 1 | 801.00 | 785.00 | 762.50 | 1 | 801.00 | 785.00 | 762.50 | 1 | 801.00 | 785.00 | 762.50 |
| 2 | 841.50 | 824.50 | 801.00 | 2 | 844.00 | 827.00 | 803.50 | 2 | 846.50 | 829.50 | 805.50 |
| 3 | 884.00 | 866.50 | 841.50 | 3 | 889.50 | 871.50 | 846.50 | 3 | 894.00 | 876.50 | 851.00 |
| 4 | 928.50 | 910.00 | 884.00 | 4 | 937.00 | 918.50 | 892.00 | 4 | 944.50 | 926.00 | 899.50 |
| 5 | 975.50 | 956.00 | 929.00 | 5 | 987.50 | 967.50 | 940.00 | 5 | 998.00 | 978.00 | 950.00 |
| 6 | 1025.00 | 1004.50 | 975.50 | 6 | 1040.50 | 1019.50 | 990.00 | 6 | 1054.50 | 1033.50 | 1004.00 |
| 7 | 1076.50 | 1055.50 | 1025.00 | 7 | 1096.00 | 1074.00 | 1043.50 | 7 | 1114.00 | 1092.00 | 1060.50 |
| 8 | 1131.00 | 1108.50 | 1077.00 | 8 | 1155.00 | 1132.00 | 1099.50 | 8 | 1177.00 | 1153.50 | 1120.50 |
| 9 | 1188.50 | 1164.50 | 1131.50 | 9 | 1217.00 | 1192.50 | 1158.50 | 9 | 1243.50 | 1219.00 | 1184.00 |
| 10 | 1248.50 | 1223.50 | 1188.50 | 10 | 1282.00 | 1256.50 | 1220.50 | 10 | 1314.00 | 1287.50 | 1251.00 |
| 11 | 1311.50 | 1285.50 | 1248.50 | 11 | 1351.00 | 1324.00 | 1286.00 | 11 | 1388.00 | 1360.50 | 1321.50 |

Pension Bands:

| | | | | |
|---------------|---------------|---------------|--------------------|----------------------|
| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Job Titles</u> | <u>Time in Title</u> |
| 121 | 120 | 119 | Headend Technician | 18 |

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule 30

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | | | | Effective April 2010 | | | | | Effective April 2011 [^] | | | | |
|----------------------|---------|---------|---------|---------|----------------------|---------|---------|---------|---------|-----------------------------------|---------|---------|---------|---------|
| Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada | Step# | Zone E | Zone F | Zone G | Nevada |
| 1 | 481.50 | 472.00 | 460.00 | 450.50 | 1 | 481.50 | 472.00 | 460.00 | 450.50 | 1 | 481.50 | 472.00 | 460.00 | 450.50 |
| 2 | 537.00 | 526.50 | 513.00 | 502.50 | 2 | 538.50 | 528.00 | 514.50 | 504.00 | 2 | 540.00 | 529.50 | 516.00 | 505.50 |
| 3 | 598.50 | 587.00 | 572.00 | 560.50 | 3 | 602.00 | 590.50 | 575.50 | 564.00 | 3 | 605.50 | 593.50 | 578.50 | 567.00 |
| 4 | 667.50 | 654.50 | 638.00 | 625.00 | 4 | 673.50 | 660.50 | 643.50 | 631.00 | 4 | 679.00 | 666.00 | 649.00 | 636.00 |
| 5 | 744.00 | 730.00 | 711.50 | 697.50 | 5 | 753.00 | 738.50 | 720.00 | 705.50 | 5 | 761.50 | 746.50 | 728.00 | 713.50 |
| 6 | 830.00 | 814.00 | 793.50 | 778.00 | 6 | 842.00 | 826.00 | 805.00 | 789.50 | 6 | 853.50 | 837.50 | 816.50 | 800.00 |
| 7 | 925.00 | 907.50 | 885.00 | 867.50 | 7 | 942.00 | 924.00 | 900.50 | 883.00 | 7 | 957.50 | 939.00 | 915.50 | 897.50 |
| 8 | 1031.50 | 1012.00 | 986.50 | 967.50 | 8 | 1053.00 | 1033.00 | 1007.50 | 988.00 | 8 | 1073.50 | 1053.00 | 1027.00 | 1007.00 |
| 9 | 1150.00 | 1128.50 | 1100.50 | 1079.50 | 9 | 1178.00 | 1155.50 | 1126.50 | 1105.50 | 9 | 1203.50 | 1181.00 | 1151.50 | 1129.50 |
| 10 | 1282.50 | 1258.50 | 1227.00 | 1204.00 | 10 | 1317.00 | 1292.50 | 1260.00 | 1236.50 | 10 | 1349.50 | 1324.50 | 1291.50 | 1267.00 |
| 11 | 1430.00 | 1403.50 | 1368.50 | 1343.00 | 11 | 1473.00 | 1445.50 | 1409.50 | 1383.50 | 11 | 1513.50 | 1485.50 | 1448.50 | 1421.50 |

Pension Bands:

| | | | | | |
|---------------|---------------|---------------|---------------|--------------------|----------------------|
| <u>Zone E</u> | <u>Zone F</u> | <u>Zone G</u> | <u>Nevada</u> | <u>Job Titles</u> | <u>Time in Title</u> |
| 125 | 124 | 123 | 122 | Antenna Technician | 36 |

[^] Amounts may increase due to COLA listed in Section C1.

Wage Schedule IS 1

TIME INTERVAL BETWEEN STEPS - 6 MONTHS

| Effective April 2009 | | Effective April 2010 | | Effective April 2011^ | |
|----------------------|---------|----------------------|---------|-----------------------|---------|
| Step# | | Step# | | Step# | |
| 1 | 446.50 | 1 | 446.50 | 1 | 446.50 |
| 2 | 495.00 | 2 | 497.00 | 2 | 498.50 |
| 3 | 548.50 | 3 | 552.50 | 3 | 556.50 |
| 4 | 608.00 | 4 | 615.00 | 4 | 621.50 |
| 5 | 674.00 | 5 | 684.00 | 5 | 693.50 |
| 6 | 747.50 | 6 | 761.50 | 6 | 774.50 |
| 7 | 828.50 | 7 | 847.00 | 7 | 864.50 |
| 8 | 918.50 | 8 | 942.50 | 8 | 965.00 |
| 9 | 1018.00 | 9 | 1048.50 | 9 | 1077.50 |

Pension Band
111

Job Titles
Maintenance Notification Associate

Time in Title
12

^ Amounts may increase due to COLA listed in Section C1.