	Mechanic Rates of Pay as Calculated Under True Up												
<u>YOS</u>	9/14/15	Base Wage Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Line Premium	Other Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	\$22.44	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$26.94	\$27.45	\$27.52	\$27.55
2	\$23.30	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$27.80	\$28.31	\$28.38	\$28.41
3	\$24.21	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$28.71	\$29.22	\$29.29	\$29.32
4	\$24.84	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$29.34	\$29.85	\$29.92	\$29.95
5	\$25.49	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$29.99	\$30.50	\$30.57	\$30.60
6	\$25.96	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$30.46	\$30.97	\$31.04	\$31.07
7	\$27.93	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$32.43	\$32.94	\$33.01	\$33.04
8	\$30.26	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$34.76	\$35.27	\$35.34	\$35.37
9	\$31.81	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$36.31	\$36.82	\$36.89	\$36.92
<u>10+</u>	<u>\$33.60</u>	<u>4.8258%</u>	<u>\$4.50</u>	<u>\$0.00</u>	<u>\$0.51</u>	<u>\$0.58</u>	<u>\$0.61</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$38.10</u>	<u>\$38.61</u>	<u>\$38.68</u>	<u>\$38.71</u>

## Inspector Rates of Pay as Calculated Under True Up

YOS	9/14/15	Base Wage Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Line Premium	Inspector Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	\$23.56	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.75	\$28.81	\$29.32	\$29.39	\$29.42
2	\$24.46	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.75	\$29.71	\$30.22	\$30.29	\$30.32
3	\$25.41	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.75	\$30.66	\$31.17	\$31.24	\$31.27
4	\$26.08	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.75	\$31.33	\$31.84	\$31.91	\$31.94
5	\$26.77	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.75	\$32.02	\$32.53	\$32.60	\$32.63
6	\$27.25	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.75	\$32.50	\$33.01	\$33.08	\$33.11
7	\$29.32	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.75	\$34.57	\$35.08	\$35.15	\$35.18
8	\$31.76	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.75	\$37.01	\$37.52	\$37.59	\$37.62
9	\$33.40	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.75	\$38.65	\$39.16	\$39.23	\$39.26
<u>10+</u>	<u>\$35.20</u>	<u>4.5963%</u>	<u>\$4.50</u>	<u>\$0.00</u>	<u> \$0.51</u>	<u>\$0.58</u>	<u>\$0.61</u>	<u>\$0.00</u>	<u>\$0.75</u>	<u> \$40.45</u>	<u>\$40.96</u>	<u>\$41.03</u>	<u>\$41.06</u>

## Plant Maintenance / GSE Mechanic Rates of Pay as Calculated Under True Up

<u>YOS</u>	9/14/15	Base Wage Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Line Premium	Other Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	\$22.44	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$22.44	\$22.95	\$23.02	\$23.05
2	\$23.30	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$23.30	\$23.81	\$23.88	\$23.91
3	\$24.21	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$24.21	\$24.72	\$24.79	\$24.82
4	\$24.84	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$24.84	\$25.35	\$25.42	\$25.45
5	\$25.49	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$25.49	\$26.00	\$26.07	\$26.10
6	\$25.96	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$25.96	\$26.47	\$26.54	\$26.57
7	\$27.93	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$27.93	\$28.44	\$28.51	\$28.54
8	\$30.26	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$30.26	\$30.77	\$30.84	\$30.87
9	\$31.81	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$31.81	\$32.32	\$32.39	\$32.42
<u>10+</u>	<u>\$35.18</u>	<u>9.7660%</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.51</u>	<u>\$0.58</u>	<u>\$0.61</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$35.18</u>	<u>\$35.69</u>	<u>\$35.76</u>	<u>\$35.79</u>

# Maintenance Control Rates of Pay as Calculated Under True Up / CBA

YOS	9/14/15	Base Wage Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Line Premium	Lead Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	\$27.41	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$33.66	\$34.17	\$34.24	\$34.27
2	\$28.40	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$34.65	\$35.16	\$35.23	\$35.26
3	\$29.43	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$35.68	\$36.19	\$36.26	\$36.29
4	\$30.18	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$36.43	\$36.94	\$37.01	\$37.04
5	\$30.92	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$37.17	\$37.68	\$37.75	\$37.78
6	\$31.45	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$37.70	\$38.21	\$38.28	\$38.31
7	\$33.71	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$39.96	\$40.47	\$40.54	\$40.57
8	\$36.40	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$42.65	\$43.16	\$43.23	\$43.26
9	\$38.19	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$44.44	\$44.95	\$45.02	\$45.05
10+	\$39.57	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$1.75	\$45.82	\$46.33	\$46.40	\$46.43

Note: Above Rates and Percentages Have Not Been Finalized

## Tech Doc Rates of Pay as Calculated Under CBA

YOS	9/14/15	Base Wage Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Line Premium	Other Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	\$23.34	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$27.84	\$28.35	\$28.42	\$28.45
2	\$24.23	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$28.73	\$29.24	\$29.31	\$29.34
3	\$25.18	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$29.68	\$30.19	\$30.26	\$30.29
4	\$25.84	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$30.34	\$30.85	\$30.92	\$30.95
5	\$26.51	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$31.01	\$31.52	\$31.59	\$31.62
6	\$27.00	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$31.50	\$32.01	\$32.08	\$32.11
7	\$29.04	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$33.54	\$34.05	\$34.12	\$34.15
8	\$31.46	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$35.96	\$36.47	\$36.54	\$36.57
9	\$33.09	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$37.59	\$38.10	\$38.17	\$38.20
10+	\$34.34	3.00%	\$4.50	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$38.84	\$39.35	\$39.42	\$39.45

### Quality Assurance Rates of Pay as Calculated Under CBA

<u>YOS</u>	9/14/15	Base Wage Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Line Premium	Other Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	\$25.13	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$25.13	\$25.64	\$25.71	\$25.74
2	\$26.10	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$26.10	\$26.61	\$26.68	\$26.71
3	\$27.12	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$27.12	\$27.63	\$27.70	\$27.73
4	\$27.82	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$27.82	\$28.33	\$28.40	\$28.43
5	\$28.55	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$28.55	\$29.06	\$29.13	\$29.16
6	\$29.07	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$29.07	\$29.58	\$29.65	\$29.68
7	\$31.28	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$31.28	\$31.79	\$31.86	\$31.89
8	\$33.89	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$33.89	\$34.40	\$34.47	\$34.50
9	\$35.62	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$35.62	\$36.13	\$36.20	\$36.23
10+	\$36.98	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$36.98	\$37.49	\$37.56	\$37.59

## Stores Rates of Pay as Calculated Under True Up

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YOS	9/14/15	Base Wage Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Line Premium	Other Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	\$14.31	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.45	\$14.76	\$15.27	\$15.34	\$15.37
2	\$15.89	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.45	\$16.34	\$16.85	\$16.92	\$16.95
3	\$17.47	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.45	\$17.92	\$18.43	\$18.50	\$18.53
4	\$19.58	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.45	\$20.03	\$20.54	\$20.61	\$20.64
5	\$21.41	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.45	\$21.86	\$22.37	\$22.44	\$22.47
6	\$22.20	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.45	\$22.65	\$23.16	\$23.23	\$23.26
7	\$23.20	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.45	\$23.65	\$24.16	\$24.23	\$24.26
<u>8+</u>	<u>\$24.28</u>	<u>4.5057%</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u> \$0.51</u>	<u>\$0.58</u>	<u>\$0.61</u>	<u>\$0.00</u>	<u>\$0.45</u>	<u>\$24.73</u>	<u>\$25.24</u>	<u>\$25.31</u>	<u>\$25.34</u>
Utility Rates of Pay as Calculated Under CBA													
YOS	9/14/15	Base Wage Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Line Premium	Other Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	\$12.42	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$12.42	\$12.93	\$13.00	\$13.03
2	\$13.17	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$13.17	\$13.68	\$13.75	\$13.78
3	\$13.90	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$13.90	\$14.41	\$14.48	\$14.51
4	\$16.38	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$16.38	\$16.89	\$16.96	\$16.99
5	\$19.61	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$19.61	\$20.12	\$20.19	\$20.22
6	\$19.85	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$19.85	\$20.36	\$20.43	\$20.46
7	\$20.74	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$20.74	\$21.25	\$21.32	\$21.35
8+	\$21.39	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$21.39	\$21.90	\$21.97	\$22.00
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## Planner Rates of Pay as Calculated Under CBA

YOS	9/14/15	Base Wage Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Line Premium	Other Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	\$18.18	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$18.18	\$18.69	\$18.76	\$18.79
2	\$20.18	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$20.18	\$20.69	\$20.76	\$20.79
3	\$22.19	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$22.19	\$22.70	\$22.77	\$22.80
4	\$24.87	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$24.87	\$25.38	\$25.45	\$25.48
5	\$27.20	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$27.20	\$27.71	\$27.78	\$27.81
6	\$28.19	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$28.19	\$28.70	\$28.77	\$28.80
7	\$29.46	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$29.46	\$29.97	\$30.04	\$30.07
8+	\$30.38	3.00%	\$0.00	\$0.00	\$0.51	\$0.58	\$0.61	\$0.00	\$0.00	\$30.38	\$30.89	\$30.96	\$30.99