

| Job Code | Title Name                  | Rate as of 7/1/26 | 2026        |                    |               | 2027        |                    |               | 2028        |               | 2029        |               | 2030        |               |
|----------|-----------------------------|-------------------|-------------|--------------------|---------------|-------------|--------------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|
|          |                             |                   | 5% Increase | 1% Equity Increase | Annual        | 5% Increase | 1% Equity Increase | Annual        | 5% Increase | Annual        | 5% Increase | Annual        | 5% Increase | Annual        |
| 7783     | HIGH VOLT ELECTRN LD        | \$ 57.45          | \$ 60.32    | \$ 60.92           | \$ 127,200.96 | \$ 63.97    | \$ 64.61           | \$ 134,905.68 | \$ 67.84    | \$ 141,649.92 | \$ 71.23    | \$ 148,728.24 | \$ 74.79    | \$ 156,161.52 |
| 7784     | COGEN OPR LD                | \$ 60.32          | \$ 63.34    | \$ 63.97           | \$ 133,569.36 | \$ 67.17    | \$ 67.84           | \$ 141,649.92 | \$ 71.23    | \$ 148,728.24 | \$ 74.79    | \$ 156,161.52 | \$ 78.53    | \$ 163,970.64 |
| 7785     | COGEN INSTRUMENT CNTRL TCHN | \$ 57.76          | \$ 60.65    | \$ 61.26           | \$ 127,910.88 | \$ 64.32    | \$ 64.96           | \$ 135,636.48 | \$ 68.21    | \$ 142,422.48 | \$ 71.62    | \$ 149,542.56 | \$ 75.20    | \$ 157,017.60 |
| 8094     | COGEN OPR                   | \$ 56.12          | \$ 58.93    | \$ 59.52           | \$ 124,277.76 | \$ 62.50    | \$ 63.13           | \$ 131,815.44 | \$ 66.29    | \$ 138,413.52 | \$ 69.60    | \$ 145,324.80 | \$ 73.08    | \$ 152,591.04 |
| 8101     | IRRIGATION MECH LD          | \$ 41.54          | \$ 43.62    | \$ 44.06           | \$ 91,997.28  | \$ 46.26    | \$ 46.72           | \$ 97,551.36  | \$ 49.06    | \$ 102,437.28 | \$ 51.51    | \$ 107,552.88 | \$ 54.09    | \$ 112,939.92 |
| 8102     | IRRIGATION MECH             | \$ 39.22          | \$ 41.18    | \$ 41.59           | \$ 86,839.92  | \$ 43.67    | \$ 44.11           | \$ 92,101.68  | \$ 46.32    | \$ 96,716.16  | \$ 48.64    | \$ 101,560.32 | \$ 51.07    | \$ 106,634.16 |
| 8105     | PAINTER LD                  | \$ 48.58          | \$ 51.01    | \$ 51.52           | \$ 107,573.76 | \$ 54.10    | \$ 54.64           | \$ 114,088.32 | \$ 57.37    | \$ 119,788.56 | \$ 60.24    | \$ 125,781.12 | \$ 63.25    | \$ 132,066.00 |
| 8106     | PAINTER                     | \$ 45.18          | \$ 47.44    | \$ 47.91           | \$ 100,036.08 | \$ 50.31    | \$ 50.81           | \$ 106,091.28 | \$ 53.35    | \$ 111,394.80 | \$ 56.02    | \$ 116,969.76 | \$ 58.82    | \$ 122,816.16 |
| 8109     | CARPENTER LD                | \$ 48.58          | \$ 51.01    | \$ 51.52           | \$ 107,573.76 | \$ 54.10    | \$ 54.64           | \$ 114,088.32 | \$ 57.37    | \$ 119,788.56 | \$ 60.24    | \$ 125,781.12 | \$ 63.25    | \$ 132,066.00 |
| 8110     | CARPENTER                   | \$ 45.18          | \$ 47.44    | \$ 47.91           | \$ 100,036.08 | \$ 50.31    | \$ 50.81           | \$ 106,091.28 | \$ 53.35    | \$ 111,394.80 | \$ 56.02    | \$ 116,969.76 | \$ 58.82    | \$ 122,816.16 |
| 8122     | MAINT MECH LD               | \$ 53.16          | \$ 55.82    | \$ 56.38           | \$ 117,721.44 | \$ 59.20    | \$ 59.79           | \$ 124,841.52 | \$ 62.78    | \$ 131,084.64 | \$ 65.92    | \$ 137,640.96 | \$ 69.22    | \$ 144,531.36 |
| 8123     | MAINT MECH                  | \$ 49.47          | \$ 51.94    | \$ 52.46           | \$ 109,536.48 | \$ 55.08    | \$ 55.63           | \$ 116,155.44 | \$ 58.41    | \$ 121,960.08 | \$ 61.33    | \$ 128,057.04 | \$ 64.40    | \$ 134,467.20 |
| 8125     | SHEETMETAL WORKER LD        | \$ 53.64          | \$ 56.32    | \$ 56.88           | \$ 118,765.44 | \$ 59.72    | \$ 60.32           | \$ 125,948.16 | \$ 63.34    | \$ 132,253.92 | \$ 66.51    | \$ 138,872.88 | \$ 69.84    | \$ 145,825.92 |
| 8126     | SHEETMETAL WORKER           | \$ 49.94          | \$ 52.44    | \$ 52.96           | \$ 110,580.48 | \$ 55.61    | \$ 56.17           | \$ 117,282.96 | \$ 58.98    | \$ 123,150.24 | \$ 61.93    | \$ 129,309.84 | \$ 65.03    | \$ 135,782.64 |
| 8137     | ELECTRN LD                  | \$ 54.50          | \$ 57.23    | \$ 57.80           | \$ 120,686.40 | \$ 60.69    | \$ 61.30           | \$ 127,994.40 | \$ 64.37    | \$ 134,404.56 | \$ 67.59    | \$ 141,127.92 | \$ 70.97    | \$ 148,185.36 |
| 8138     | ELECTRN                     | \$ 50.69          | \$ 53.22    | \$ 53.75           | \$ 112,230.00 | \$ 56.44    | \$ 57.00           | \$ 119,016.00 | \$ 59.85    | \$ 124,966.80 | \$ 62.84    | \$ 131,209.92 | \$ 65.98    | \$ 137,766.24 |
| 8154     | HIGH VOLT ELECTRN           | \$ 53.45          | \$ 56.12    | \$ 56.68           | \$ 118,347.84 | \$ 59.51    | \$ 60.11           | \$ 125,509.68 | \$ 63.12    | \$ 131,794.56 | \$ 66.28    | \$ 138,392.64 | \$ 69.59    | \$ 145,303.92 |
| 8159     | ELEVATOR MECH LD            | \$ 61.83          | \$ 64.92    | \$ 65.57           | \$ 136,910.16 | \$ 68.85    | \$ 69.54           | \$ 145,199.52 | \$ 73.02    | \$ 152,465.76 | \$ 76.67    | \$ 160,086.96 | \$ 80.50    | \$ 168,084.00 |
| 8164     | MAINT B LD                  | \$ 53.64          | \$ 56.32    | \$ 56.88           | \$ 118,765.44 | \$ 59.72    | \$ 60.32           | \$ 125,948.16 | \$ 63.34    | \$ 132,253.92 | \$ 66.51    | \$ 138,872.88 | \$ 69.84    | \$ 145,825.92 |
| 8165     | MAINT A LD                  | \$ 48.58          | \$ 51.01    | \$ 51.52           | \$ 107,573.76 | \$ 54.10    | \$ 54.64           | \$ 114,088.32 | \$ 57.37    | \$ 119,788.56 | \$ 60.24    | \$ 125,781.12 | \$ 63.25    | \$ 132,066.00 |
| 8166     | MAINT B                     | \$ 49.94          | \$ 52.44    | \$ 52.96           | \$ 110,580.48 | \$ 55.61    | \$ 56.17           | \$ 117,282.96 | \$ 58.98    | \$ 123,150.24 | \$ 61.93    | \$ 129,309.84 | \$ 65.03    | \$ 135,782.64 |
| 8188     | ELEVATOR MECH               | \$ 57.50          | \$ 60.38    | \$ 60.98           | \$ 127,326.24 | \$ 64.03    | \$ 64.67           | \$ 135,030.96 | \$ 67.90    | \$ 141,775.20 | \$ 71.30    | \$ 148,874.40 | \$ 74.87    | \$ 156,328.56 |
| 8192     | STEAMFITTER WORKER LD       | \$ 57.45          | \$ 60.32    | \$ 60.92           | \$ 127,200.96 | \$ 63.97    | \$ 64.61           | \$ 134,905.68 | \$ 67.84    | \$ 141,649.92 | \$ 71.23    | \$ 148,728.24 | \$ 74.79    | \$ 156,161.52 |
| 8193     | STEAMFITTER                 | \$ 53.45          | \$ 56.12    | \$ 56.68           | \$ 118,347.84 | \$ 59.51    | \$ 60.11           | \$ 125,509.68 | \$ 63.12    | \$ 131,794.56 | \$ 66.28    | \$ 138,392.64 | \$ 69.59    | \$ 145,303.92 |
| 8227     | REFRIGERATION MECH          | \$ 50.69          | \$ 53.22    | \$ 53.75           | \$ 112,230.00 | \$ 56.44    | \$ 57.00           | \$ 119,016.00 | \$ 59.85    | \$ 124,966.80 | \$ 62.84    | \$ 131,209.92 | \$ 65.98    | \$ 137,766.24 |
| 8230     | SYS OPR LD                  | \$ 54.50          | \$ 57.23    | \$ 57.80           | \$ 120,686.40 | \$ 60.69    | \$ 61.30           | \$ 127,994.40 | \$ 64.37    | \$ 134,404.56 | \$ 67.59    | \$ 141,127.92 | \$ 70.97    | \$ 148,185.36 |
| 8231     | SYS OPR                     | \$ 50.69          | \$ 53.22    | \$ 53.75           | \$ 112,230.00 | \$ 56.44    | \$ 57.00           | \$ 119,016.00 | \$ 59.85    | \$ 124,966.80 | \$ 62.84    | \$ 131,209.92 | \$ 65.98    | \$ 137,766.24 |
| 8254     | REFRIGERATION MECH LD       | \$ 54.50          | \$ 57.23    | \$ 57.80           | \$ 120,686.40 | \$ 60.69    | \$ 61.30           | \$ 127,994.40 | \$ 64.37    | \$ 134,404.56 | \$ 67.59    | \$ 141,127.92 | \$ 70.97    | \$ 148,185.36 |
| 8257     | PLUMBER LD                  | \$ 54.50          | \$ 57.23    | \$ 57.80           | \$ 120,686.40 | \$ 60.69    | \$ 61.30           | \$ 127,994.40 | \$ 64.37    | \$ 134,404.56 | \$ 67.59    | \$ 141,127.92 | \$ 70.97    | \$ 148,185.36 |
| 8258     | PLUMBER                     | \$ 50.69          | \$ 53.22    | \$ 53.75           | \$ 112,230.00 | \$ 56.44    | \$ 57.00           | \$ 119,016.00 | \$ 59.85    | \$ 124,966.80 | \$ 62.84    | \$ 131,209.92 | \$ 65.98    | \$ 137,766.24 |
| 8265     | LOCKSMITH LD                | \$ 49.29          | \$ 51.75    | \$ 52.27           | \$ 109,139.76 | \$ 54.88    | \$ 55.43           | \$ 115,737.84 | \$ 58.20    | \$ 121,521.60 | \$ 61.11    | \$ 127,597.68 | \$ 64.17    | \$ 133,986.96 |
| 8266     | LOCKSMITH                   | \$ 45.88          | \$ 48.17    | \$ 48.65           | \$ 101,581.20 | \$ 51.08    | \$ 51.59           | \$ 107,719.92 | \$ 54.17    | \$ 113,106.96 | \$ 56.88    | \$ 118,765.44 | \$ 59.72    | \$ 124,695.36 |
| 8274     | CTRL UTILITY PLT OPR        | \$ 52.95          | \$ 55.60    | \$ 56.16           | \$ 117,262.08 | \$ 58.97    | \$ 59.56           | \$ 124,361.28 | \$ 62.54    | \$ 130,583.52 | \$ 65.67    | \$ 137,118.96 | \$ 68.95    | \$ 143,967.60 |
| 8275     | CTRL UTILITY PLT OPR LD     | \$ 56.91          | \$ 59.76    | \$ 60.36           | \$ 126,031.68 | \$ 63.38    | \$ 64.01           | \$ 133,652.88 | \$ 67.21    | \$ 140,334.48 | \$ 70.57    | \$ 147,350.16 | \$ 74.10    | \$ 154,720.80 |

IRRIGATION MECH, SYS OPR LD, and SYS OPR rates reflect the 2026 1.5% equity increase