

Company proposed wage schedule

ATTACHMENT A-5 WAGE SCHEDULE 1A - SERVICE PRO (FORMERLY DHT)

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$0.00	\$0.00	\$0.00	\$24.11	\$24.71	\$25.21	\$25.71	\$26.23
2	\$0.00	\$0.00	\$0.00	\$24.66	\$24.66	\$24.66	\$24.66	\$24.66
3	\$0.00	\$0.00	\$0.00	\$25.20	\$25.20	\$25.20	\$25.20	\$25.20
4	\$0.00	\$0.00	\$0.00	\$25.75	\$25.75	\$25.75	\$25.75	\$25.75
5	\$0.00	\$0.00	\$0.00	\$26.30	\$26.30	\$26.30	\$26.30	\$26.30
6	\$0.00	\$0.00	\$0.00	\$26.84	\$26.84	\$26.84	\$26.84	\$26.84
7	\$0.00	\$0.00	\$0.00	\$27.39	\$27.39	\$27.39	\$27.39	\$27.39
8	\$0.00	\$0.00	\$0.00	\$27.93	\$27.93	\$27.93	\$27.93	\$27.93
9	\$0.00	\$0.00	\$0.00	\$28.48	\$28.48	\$28.48	\$28.48	\$28.48

ATTACHMENT A-5 SCHEDULE 1B - COMMUNICATION TECHNICIAN

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$23.27	\$23.41	\$23.41	\$24.11	\$24.71	\$25.20	\$25.70	\$26.21
2	\$24.62	\$24.77	\$24.77	\$25.51	\$26.15	\$26.67	\$27.20	\$27.74
3	\$25.97	\$26.13	\$26.13	\$26.91	\$27.58	\$28.13	\$28.69	\$29.26
4	\$27.35	\$27.51	\$27.51	\$28.34	\$29.05	\$29.63	\$30.22	\$30.82
5	\$28.70	\$28.87	\$28.87	\$29.74	\$30.48	\$31.09	\$31.71	\$32.34
6	\$30.05	\$30.23	\$30.23	\$31.14	\$31.92	\$32.56	\$33.21	\$33.87
7	\$31.39	\$31.58	\$31.58	\$32.53	\$33.34	\$34.01	\$34.69	\$35.38
8	\$32.74	\$32.94	\$32.94	\$33.93	\$34.78	\$35.48	\$36.19	\$36.91
9	\$34.13	\$34.33	\$34.33	\$35.36	\$36.24	\$36.96	\$37.70	\$38.45
10	\$35.03	\$35.24	\$35.24	\$36.30	\$37.21	\$37.95	\$38.71	\$39.48
11	\$36.43	\$36.65	\$36.65	\$37.75	\$38.69	\$39.46	\$40.25	\$41.06
12	\$36.83	\$37.05	\$37.05	\$38.16	\$39.11	\$39.89	\$40.69	\$41.50

Union proposed wage schedule

ATTACHMENT A-5 WAGE SCHEDULE 1A - SERVICE PRO (FORMERLY DHT)

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$0.00	\$0.00	\$0.00	\$24.11	\$24.83	\$25.57	\$26.34
2	\$0.00	\$0.00	\$0.00	\$24.66	\$25.40	\$26.16	\$26.94
3	\$0.00	\$0.00	\$0.00	\$25.20	\$25.96	\$26.74	\$27.54
4	\$0.00	\$0.00	\$0.00	\$25.75	\$26.52	\$27.32	\$28.14
5	\$0.00	\$0.00	\$0.00	\$26.30	\$27.09	\$27.90	\$28.74
6	\$0.00	\$0.00	\$0.00	\$26.84	\$27.65	\$28.48	\$29.33
7	\$0.00	\$0.00	\$0.00	\$27.39	\$28.21	\$29.06	\$29.93
8	\$0.00	\$0.00	\$0.00	\$27.93	\$28.77	\$29.63	\$30.52
9	\$0.00	\$0.00	\$0.00	\$28.48	\$29.33	\$30.21	\$31.12

ATTACHMENT A-5 SCHEDULE 1B - COMMUNICATION TECHNICIAN

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3.00%	3.00%	3.00%	3.00%	3.00%
1	\$23.27	\$23.41	\$24.11	\$24.83	\$25.57	\$26.34	\$27.13
2	\$24.62	\$24.77	\$25.51	\$26.28	\$27.07	\$27.88	\$28.72
3	\$25.97	\$26.13	\$26.91	\$27.72	\$28.55	\$29.41	\$30.29
4	\$27.35	\$27.51	\$28.34	\$29.19	\$30.07	\$30.97	\$31.90
5	\$28.70	\$28.87	\$29.74	\$30.63	\$31.55	\$32.50	\$33.48
6	\$30.05	\$30.23	\$31.14	\$32.07	\$33.03	\$34.02	\$35.04
7	\$31.39	\$31.58	\$32.53	\$33.51	\$34.52	\$35.56	\$36.63
8	\$32.74	\$32.94	\$33.93	\$34.95	\$35.99	\$37.07	\$38.19
9	\$34.13	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80
10	\$35.03	\$35.24	\$36.30	\$37.39	\$38.51	\$39.67	\$40.86
11	\$36.43	\$36.65	\$37.75	\$38.88	\$40.05	\$41.25	\$42.49
12	\$36.83	\$37.05	\$38.16	\$39.30	\$40.48	\$41.69	\$42.94

WAGE SCHEDULE 2 - ENGINEERING

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$28.70	\$28.87	\$28.87	\$29.74	\$30.48	\$31.09	\$31.71	\$32.34
2	\$30.05	\$30.23	\$30.23	\$31.14	\$31.92	\$32.56	\$33.21	\$33.87
3	\$31.39	\$31.58	\$31.58	\$32.53	\$33.34	\$34.01	\$34.69	\$35.38
4	\$32.74	\$32.94	\$32.94	\$33.93	\$34.78	\$35.48	\$36.19	\$36.91
5	\$34.13	\$34.33	\$34.33	\$35.36	\$36.24	\$36.96	\$37.70	\$38.45
6	\$35.03	\$35.24	\$35.24	\$36.30	\$37.21	\$37.95	\$38.71	\$39.48
7	\$36.43	\$36.65	\$36.65	\$37.75	\$38.69	\$39.46	\$40.25	\$41.06
8	\$36.83	\$37.05	\$37.05	\$38.16	\$39.11	\$39.89	\$40.69	\$41.50
9	\$38.08	\$38.31	\$38.31	\$39.46	\$40.45	\$41.26	\$42.09	\$42.93
10	\$39.33	\$39.57	\$39.57	\$40.76	\$41.78	\$42.62	\$43.47	\$44.34
11*	\$40.58	\$40.82	\$40.82	\$42.04	\$43.09	\$43.95	\$44.83	\$45.73
12	\$41.67	\$41.92	\$41.92	\$43.18	\$44.26	\$45.15	\$46.05	\$46.97

*maximum step for Engineering Technician
Wireless Engineering Technician and Senior Wireless Network Technician

WAGE SCHEDULE 3 - TRADESPERSONS

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$32.87	\$33.07	\$33.07	\$34.06	\$34.91	\$35.61	\$36.32	\$37.05
2	\$34.05	\$34.25	\$34.25	\$35.28	\$36.16	\$36.88	\$37.62	\$38.37
3	\$35.27	\$35.48	\$35.48	\$36.54	\$37.45	\$38.20	\$38.96	\$39.74
4	\$36.83	\$37.05	\$37.05	\$38.16	\$39.11	\$39.89	\$40.69	\$41.50

WAGE SCHEDULE 4 - GENERAL SERVICES

Building Serviceperson

Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$20.59							
2	\$21.90							
3	\$23.23							
4	\$24.52							

WAGE SCHEDULE 2 - ENGINEERING

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$28.70	\$28.87	\$29.74	\$30.63	\$31.55	\$32.50	\$33.48
2	\$30.05	\$30.23	\$31.14	\$32.07	\$33.03	\$34.02	\$35.04
3	\$31.39	\$31.58	\$32.53	\$33.51	\$34.52	\$35.56	\$36.63
4	\$32.74	\$32.94	\$33.93	\$34.95	\$36.00	\$37.08	\$38.19
5	\$34.13	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80
6	\$35.03	\$35.24	\$36.30	\$37.39	\$38.51	\$39.67	\$40.86
7	\$36.43	\$36.65	\$37.75	\$38.88	\$40.05	\$41.25	\$42.49
8	\$36.83	\$37.05	\$38.16	\$39.31	\$40.49	\$41.70	\$42.95
9	\$38.08	\$38.31	\$39.46	\$40.64	\$41.86	\$43.12	\$44.41
10	\$39.33	\$39.57	\$40.76	\$41.98	\$43.24	\$44.54	\$45.88
11*	\$40.58	\$40.82	\$42.04	\$43.30	\$44.60	\$45.94	\$47.32
12	\$41.67	\$41.92	\$43.18	\$44.48	\$45.81	\$47.18	\$48.60

WAGE SCHEDULE 3 - TRADESPERSONS

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$32.87	\$33.07	\$34.06	\$35.08	\$36.13	\$37.21	\$38.33
2	\$34.05	\$34.25	\$35.28	\$36.34	\$37.43	\$38.55	\$39.71
3	\$35.27	\$35.48	\$36.54	\$37.64	\$38.77	\$39.93	\$41.13
4	\$36.83	\$37.05	\$38.16	\$39.30	\$40.48	\$41.69	\$42.94

WAGE SCHEDULE 4 - GENERAL SERVICES

Building Serviceperson

Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$20.59						
2	\$21.90						
3	\$23.23						
4	\$24.52						

Shopperperson

Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$27.15							
2	\$28.45							
3	\$29.77							
4	\$31.12							

Fourth Class Power Engineer

Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$25.83							
2	\$27.15							
3	\$28.45							
4	\$29.77							

Repair Service Representative

Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$16.67							

Storeperson

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$27.21	\$27.37	\$27.37	\$28.19	\$28.89	\$29.47	\$30.06	\$30.66
2	\$28.73	\$28.90	\$28.90	\$29.77	\$30.51	\$31.12	\$31.74	\$32.37
3	\$30.26	\$30.44	\$30.44	\$31.35	\$32.13	\$32.77	\$33.43	\$34.10
4	\$31.80	\$31.99	\$31.99	\$32.95	\$33.77	\$34.45	\$35.14	\$35.84

Utility Serviceperson

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$24.12	\$24.26	\$24.26	\$24.99	\$25.61	\$26.12	\$26.64	\$27.17
2	\$25.64	\$25.79	\$25.79	\$26.57	\$27.23	\$27.77	\$28.33	\$28.90
3	\$27.21	\$27.37	\$27.37	\$28.19	\$28.89	\$29.47	\$30.06	\$30.66
4	\$28.73	\$28.90	\$28.90	\$29.77	\$30.51	\$31.12	\$31.74	\$32.37

Shopperperson

Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$27.15						
2	\$28.45						
3	\$29.77						
4	\$31.12						

Fourth Class Power Engineer

Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$25.83						
2	\$27.15						
3	\$28.45						
4	\$29.77						

Repair Service Representative

Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$16.67						

Storeperson

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$27.21	\$27.37	\$28.19	\$29.04	\$29.91	\$30.81	\$31.73
2	\$28.73	\$28.90	\$29.77	\$30.66	\$31.58	\$32.53	\$33.51
3	\$30.26	\$30.44	\$31.35	\$32.29	\$33.26	\$34.26	\$35.29
4	\$31.80	\$31.99	\$32.95	\$33.94	\$34.96	\$36.01	\$37.09

Utility Serviceperson

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$24.12	\$24.26	\$24.99	\$25.74	\$26.51	\$27.31	\$28.13
2	\$25.64	\$25.79	\$26.57	\$27.37	\$28.19	\$29.04	\$29.91
3	\$27.21	\$27.37	\$28.19	\$29.04	\$29.91	\$30.81	\$31.73
4	\$28.73	\$28.90	\$29.77	\$30.66	\$31.58	\$32.53	\$33.51

ATTACHMENT A8 WAGE SCHEDULE 1 - Wage Group A

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$18.68	\$18.79	\$18.79	\$19.35	\$19.83	\$20.23	\$20.63	\$21.04
2	\$19.49	\$19.61	\$19.61	\$20.20	\$20.71	\$21.12	\$21.54	\$21.97
3	\$20.28	\$20.40	\$20.40	\$21.01	\$21.54	\$21.97	\$22.41	\$22.86
4	\$21.07	\$21.20	\$21.20	\$21.84	\$22.39	\$22.84	\$23.30	\$23.77
5	\$21.87	\$22.00	\$22.00	\$22.66	\$23.23	\$23.69	\$24.16	\$24.64
6	\$22.67	\$22.81	\$22.81	\$23.49	\$24.08	\$24.56	\$25.05	\$25.55
7	\$23.46	\$23.60	\$23.60	\$24.31	\$24.92	\$25.42	\$25.93	\$26.45
8	\$24.27	\$24.42	\$24.42	\$25.15	\$25.78	\$26.30	\$26.83	\$27.37
9	\$26.64	\$26.80	\$26.80	\$27.60	\$28.29	\$28.86	\$29.44	\$30.03

WAGE SCHEDULE 1 - Wage Group B

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$19.71	\$19.83	\$19.83	\$20.42	\$20.93	\$21.35	\$21.78	\$22.22
2	\$20.61	\$20.73	\$20.73	\$21.36	\$21.89	\$22.33	\$22.78	\$23.24
3	\$21.52	\$21.65	\$21.65	\$22.30	\$22.86	\$23.32	\$23.79	\$24.27
4	\$22.44	\$22.57	\$22.57	\$23.25	\$23.83	\$24.31	\$24.80	\$25.30
5	\$23.36	\$23.50	\$23.50	\$24.21	\$24.82	\$25.32	\$25.83	\$26.35
6	\$24.28	\$24.43	\$24.43	\$25.16	\$25.79	\$26.31	\$26.84	\$27.38
7	\$25.14	\$25.29	\$25.29	\$26.05	\$26.70	\$27.23	\$27.77	\$28.33
8	\$26.51	\$26.67	\$26.67	\$27.47	\$28.16	\$28.72	\$29.29	\$29.88
9	\$28.60	\$28.77	\$28.77	\$29.63	\$30.37	\$30.98	\$31.60	\$32.23

ATTACHMENT A8 WAGE SCHEDULE 1 - Wage Group A

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$18.68	\$18.79	\$19.35	\$19.93	\$20.53	\$21.15	\$21.78
2	\$19.49	\$19.61	\$20.20	\$20.81	\$21.43	\$22.07	\$22.73
3	\$20.28	\$20.40	\$21.01	\$21.64	\$22.29	\$22.96	\$23.65
4	\$21.07	\$21.20	\$21.84	\$22.50	\$23.18	\$23.88	\$24.60
5	\$21.87	\$22.00	\$22.66	\$23.34	\$24.04	\$24.76	\$25.50
6	\$22.67	\$22.81	\$23.49	\$24.19	\$24.92	\$25.67	\$26.44
7	\$23.46	\$23.60	\$24.31	\$25.04	\$25.79	\$26.56	\$27.36
8	\$24.27	\$24.42	\$25.15	\$25.91	\$26.68	\$27.48	\$28.31
9	\$26.64	\$26.80	\$27.60	\$28.43	\$29.28	\$30.16	\$31.06

WAGE SCHEDULE 1 - Wage Group B

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$19.71	\$19.83	\$20.42	\$21.03	\$21.66	\$22.31	\$22.98
2	\$20.61	\$20.73	\$21.36	\$22.00	\$22.66	\$23.34	\$24.04
3	\$21.52	\$21.65	\$22.30	\$22.97	\$23.66	\$24.37	\$25.10
4	\$22.44	\$22.57	\$23.25	\$23.95	\$24.67	\$25.41	\$26.17
5	\$23.36	\$23.50	\$24.21	\$24.94	\$25.69	\$26.46	\$27.25
6	\$24.28	\$24.43	\$25.16	\$25.91	\$26.69	\$27.49	\$28.31
7	\$25.14	\$25.29	\$26.05	\$26.83	\$27.63	\$28.46	\$29.31
8	\$26.51	\$26.67	\$27.47	\$28.29	\$29.14	\$30.02	\$30.92
9	\$28.60	\$28.77	\$29.63	\$30.52	\$31.44	\$32.38	\$33.35

WAGE SCHEDULE 1 - Wage Group C

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$21.31	\$21.44	\$21.44	\$22.08	\$22.63	\$23.08	\$23.54	\$24.01
2	\$22.25	\$22.38	\$22.38	\$23.06	\$23.64	\$24.11	\$24.59	\$25.08
3	\$23.22	\$23.36	\$23.36	\$24.06	\$24.66	\$25.15	\$25.65	\$26.16
4	\$24.15	\$24.29	\$24.29	\$25.02	\$25.65	\$26.16	\$26.68	\$27.21
5	\$25.08	\$25.23	\$25.23	\$25.99	\$26.64	\$27.17	\$27.71	\$28.26
6	\$26.04	\$26.20	\$26.20	\$26.99	\$27.66	\$28.21	\$28.77	\$29.35
7	\$26.98	\$27.14	\$27.14	\$27.96	\$28.66	\$29.23	\$29.81	\$30.41
8	\$28.34	\$28.51	\$28.51	\$29.37	\$30.10	\$30.70	\$31.31	\$31.94
9	\$29.50	\$29.68	\$29.68	\$30.57	\$31.33	\$31.96	\$32.60	\$33.25

WAGE SCHEDULE 1 - Wage Group D

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$22.61	\$22.75	\$22.75	\$23.43	\$24.02	\$24.50	\$24.99	\$25.49
2	\$23.65	\$23.79	\$23.79	\$24.51	\$25.12	\$25.62	\$26.13	\$26.65
3	\$24.67	\$24.82	\$24.82	\$25.56	\$26.20	\$26.72	\$27.25	\$27.80
4	\$25.67	\$25.82	\$25.82	\$26.59	\$27.25	\$27.80	\$28.36	\$28.93
5	\$26.69	\$26.85	\$26.85	\$27.66	\$28.35	\$28.92	\$29.50	\$30.09
6	\$27.71	\$27.88	\$27.88	\$28.72	\$29.44	\$30.03	\$30.63	\$31.24
7	\$28.74	\$28.91	\$28.91	\$29.78	\$30.52	\$31.13	\$31.75	\$32.39
8	\$29.80	\$29.98	\$29.98	\$30.88	\$31.65	\$32.28	\$32.93	\$33.59
9	\$30.77	\$30.95	\$30.95	\$31.88	\$32.68	\$33.33	\$34.00	\$34.68

WAGE SCHEDULE 1 - Wage Group C

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$21.31	\$21.44	\$22.08	\$22.74	\$23.42	\$24.12	\$24.84
2	\$22.25	\$22.38	\$23.06	\$23.75	\$24.46	\$25.19	\$25.95
3	\$23.22	\$23.36	\$24.06	\$24.78	\$25.52	\$26.29	\$27.08
4	\$24.15	\$24.29	\$25.02	\$25.77	\$26.54	\$27.34	\$28.16
5	\$25.08	\$25.23	\$25.99	\$26.77	\$27.57	\$28.40	\$29.25
6	\$26.04	\$26.20	\$26.99	\$27.80	\$28.63	\$29.49	\$30.37
7	\$26.98	\$27.14	\$27.96	\$28.80	\$29.66	\$30.55	\$31.47
8	\$28.34	\$28.51	\$29.37	\$30.25	\$31.15	\$32.09	\$33.05
9	\$29.50	\$29.68	\$30.57	\$31.49	\$32.43	\$33.40	\$34.40

WAGE SCHEDULE 1 - Wage Group D

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$22.61	\$22.75	\$23.43	\$24.13	\$24.85	\$25.60	\$26.37
2	\$23.65	\$23.79	\$24.51	\$25.25	\$26.01	\$26.79	\$27.59
3	\$24.67	\$24.82	\$25.56	\$26.33	\$27.12	\$27.93	\$28.77
4	\$25.67	\$25.82	\$26.59	\$27.39	\$28.21	\$29.06	\$29.93
5	\$26.69	\$26.85	\$27.66	\$28.49	\$29.34	\$30.22	\$31.13
6	\$27.71	\$27.88	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32
7	\$28.74	\$28.91	\$29.78	\$30.67	\$31.59	\$32.54	\$33.52
8	\$29.80	\$29.98	\$30.88	\$31.81	\$32.76	\$33.74	\$34.76
9	\$30.77	\$30.95	\$31.88	\$32.84	\$33.83	\$34.84	\$35.89

WAGE SCHEDULE 1 - Wage Group E

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$23.95	\$24.09	\$24.09	\$24.81	\$25.43	\$25.94	\$26.46	\$26.99
2	\$25.02	\$25.17	\$25.17	\$25.93	\$26.58	\$27.11	\$27.65	\$28.20
3	\$26.12	\$26.28	\$26.28	\$27.07	\$27.75	\$28.31	\$28.88	\$29.46
4	\$27.24	\$27.40	\$27.40	\$28.22	\$28.93	\$29.51	\$30.10	\$30.70
5	\$28.31	\$28.48	\$28.48	\$29.33	\$30.06	\$30.66	\$31.27	\$31.90
6	\$29.43	\$29.61	\$29.61	\$30.50	\$31.26	\$31.89	\$32.53	\$33.18
7	\$30.53	\$30.71	\$30.71	\$31.63	\$32.42	\$33.07	\$33.73	\$34.40
8	\$31.65	\$31.84	\$31.84	\$32.80	\$33.62	\$34.29	\$34.98	\$35.68
9	\$32.70	\$32.90	\$32.90	\$33.88	\$34.73	\$35.42	\$36.13	\$36.85

WAGE SCHEDULE 1 - Wage Group F

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$26.55	\$26.71	\$26.71	\$27.51	\$28.20	\$28.76	\$29.34	\$29.93
2	\$27.81	\$27.98	\$27.98	\$28.82	\$29.54	\$30.13	\$30.73	\$31.34
3	\$29.06	\$29.23	\$29.23	\$30.11	\$30.86	\$31.48	\$32.11	\$32.75
4	\$30.32	\$30.50	\$30.50	\$31.42	\$32.21	\$32.85	\$33.51	\$34.18
5	\$31.56	\$31.75	\$31.75	\$32.70	\$33.52	\$34.19	\$34.87	\$35.57
6	\$32.78	\$32.98	\$32.98	\$33.97	\$34.82	\$35.52	\$36.23	\$36.95
7	\$34.04	\$34.24	\$34.24	\$35.27	\$36.15	\$36.87	\$37.61	\$38.36
8	\$35.29	\$35.50	\$35.50	\$36.57	\$37.48	\$38.23	\$38.99	\$39.77
9	\$36.54	\$36.76	\$36.76	\$37.86	\$38.81	\$39.59	\$40.38	\$41.19

WAGE SCHEDULE 2- Business Sales Representative

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$18.89	\$19.00	\$19.00	\$19.57	\$20.06	\$20.46	\$20.87	\$21.29
2	\$20.29	\$20.41	\$20.41	\$21.02	\$21.55	\$21.98	\$22.42	\$22.87
3	\$21.69	\$21.82	\$21.82	\$22.47	\$23.03	\$23.49	\$23.96	\$24.44
4	\$23.10	\$23.24	\$23.24	\$23.94	\$24.54	\$25.03	\$25.53	\$26.04
5	\$24.45	\$24.60	\$24.60	\$25.34	\$25.97	\$26.49	\$27.02	\$27.56
6	\$25.87	\$26.03	\$26.03	\$26.81	\$27.48	\$28.03	\$28.59	\$29.16

WAGE SCHEDULE 1 - Wage Group E

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$23.95	\$24.09	\$24.81	\$25.55	\$26.32	\$27.11	\$27.92
2	\$25.02	\$25.17	\$25.93	\$26.71	\$27.51	\$28.34	\$29.19
3	\$26.12	\$26.28	\$27.07	\$27.88	\$28.72	\$29.58	\$30.47
4	\$27.24	\$27.40	\$28.22	\$29.07	\$29.94	\$30.84	\$31.77
5	\$28.31	\$28.48	\$29.33	\$30.21	\$31.12	\$32.05	\$33.01
6	\$29.43	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33
7	\$30.53	\$30.71	\$31.63	\$32.58	\$33.56	\$34.57	\$35.61
8	\$31.65	\$31.84	\$32.80	\$33.78	\$34.79	\$35.84	\$36.91
9	\$32.70	\$32.90	\$33.88	\$34.90	\$35.95	\$37.03	\$38.14

WAGE SCHEDULE 1 - Wage Group F

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$26.55	\$26.71	\$27.51	\$28.34	\$29.19	\$30.07	\$30.97
2	\$27.81	\$27.98	\$28.82	\$29.68	\$30.57	\$31.49	\$32.43
3	\$29.06	\$29.23	\$30.11	\$31.01	\$31.94	\$32.90	\$33.89
4	\$30.32	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36
5	\$31.56	\$31.75	\$32.70	\$33.68	\$34.69	\$35.73	\$36.80
6	\$32.78	\$32.98	\$33.97	\$34.99	\$36.04	\$37.12	\$38.23
7	\$34.04	\$34.24	\$35.27	\$36.33	\$37.42	\$38.54	\$39.70
8	\$35.29	\$35.50	\$36.57	\$37.66	\$38.79	\$39.96	\$41.15
9	\$36.54	\$36.76	\$37.86	\$39.00	\$40.17	\$41.38	\$42.62

WAGE SCHEDULE 2- Business Sales Representative

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$18.89	\$19.00	\$19.57	\$20.16	\$20.76	\$21.38	\$22.02
2	\$20.29	\$20.41	\$21.02	\$21.65	\$22.30	\$22.97	\$23.66
3	\$21.69	\$21.82	\$22.47	\$23.14	\$23.83	\$24.54	\$25.28
4	\$23.10	\$23.24	\$23.94	\$24.66	\$25.40	\$26.16	\$26.94
5	\$24.45	\$24.60	\$25.34	\$26.10	\$26.88	\$27.69	\$28.52
6	\$25.87	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29	\$30.17

WAGE SCHEDULE 3 - Sales Representative, Inbound & Outbound Sales

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$16.98	\$17.08	\$17.08	\$17.59	\$18.03	\$18.39	\$18.76	\$19.14
2	\$17.62	\$17.73	\$17.73	\$18.26	\$18.72	\$19.09	\$19.47	\$19.86
3	\$18.25	\$18.36	\$18.36	\$18.91	\$19.38	\$19.77	\$20.17	\$20.57
4	\$18.89	\$19.00	\$19.00	\$19.57	\$20.06	\$20.46	\$20.87	\$21.29
5	\$19.53	\$19.65	\$19.65	\$20.24	\$20.75	\$21.17	\$21.59	\$22.02
6	\$20.17	\$20.29	\$20.29	\$20.90	\$21.42	\$21.85	\$22.29	\$22.74

WAGE SCHEDULE 4 - Account Representative

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$29.87	\$30.05	\$30.05	\$30.95	\$31.72	\$32.35	\$33.00	\$33.66
2	\$31.34	\$31.53	\$31.53	\$32.47	\$33.28	\$33.95	\$34.63	\$35.32
3	\$33.14	\$33.34	\$33.34	\$34.34	\$35.20	\$35.90	\$36.62	\$37.35
4	\$34.84	\$35.05	\$35.05	\$36.10	\$37.00	\$37.74	\$38.49	\$39.26
5	\$36.53	\$36.75	\$36.75	\$37.85	\$38.80	\$39.58	\$40.37	\$41.18
6	\$38.18	\$38.41	\$38.41	\$39.56	\$40.55	\$41.36	\$42.19	\$43.03
7	\$39.86	\$40.10	\$40.10	\$41.30	\$42.33	\$43.18	\$44.04	\$44.92

WAGE SCHEDULE 5 - Customer Help Representative & Internet Abuse Representative

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$22.42	\$22.55	\$22.55	\$23.23	\$23.81	\$24.29	\$24.78	\$25.28
2	\$23.09	\$23.23	\$23.23	\$23.93	\$24.53	\$25.02	\$25.52	\$26.03
3	\$23.81	\$23.95	\$23.95	\$24.67	\$25.29	\$25.80	\$26.32	\$26.85
4	\$24.45	\$24.60	\$24.60	\$25.34	\$25.97	\$26.49	\$27.02	\$27.56
5	\$25.30	\$25.45	\$25.45	\$26.21	\$26.87	\$27.41	\$27.96	\$28.52
6	\$26.20	\$26.36	\$26.36	\$27.15	\$27.83	\$28.39	\$28.96	\$29.54
7	\$27.01	\$27.17	\$27.17	\$27.99	\$28.69	\$29.26	\$29.85	\$30.45
8	\$27.80	\$27.97	\$27.97	\$28.81	\$29.53	\$30.12	\$30.72	\$31.33
9	\$28.40	\$28.57	\$28.57	\$29.43	\$30.17	\$30.77	\$31.39	\$32.02

WAGE SCHEDULE 3 - Sales Representative, Inbound & Outbound Sales

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$16.98	\$17.08	\$17.59	\$18.12	\$18.66	\$19.22	\$19.80
2	\$17.62	\$17.73	\$18.26	\$18.81	\$19.37	\$19.95	\$20.55
3	\$18.25	\$18.36	\$18.91	\$19.48	\$20.06	\$20.66	\$21.28
4	\$18.89	\$19.00	\$19.57	\$20.16	\$20.76	\$21.38	\$22.02
5	\$19.53	\$19.65	\$20.24	\$20.85	\$21.48	\$22.12	\$22.78
6	\$20.17	\$20.29	\$20.90	\$21.53	\$22.18	\$22.85	\$23.54

WAGE SCHEDULE 4 - Account Representative

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$29.87	\$30.05	\$30.95	\$31.88	\$32.84	\$33.83	\$34.84
2	\$31.34	\$31.53	\$32.47	\$33.44	\$34.44	\$35.47	\$36.53
3	\$33.14	\$33.34	\$34.34	\$35.37	\$36.43	\$37.52	\$38.65
4	\$34.84	\$35.05	\$36.10	\$37.18	\$38.30	\$39.45	\$40.63
5	\$36.53	\$36.75	\$37.85	\$38.99	\$40.16	\$41.36	\$42.60
6	\$38.18	\$38.41	\$39.56	\$40.75	\$41.97	\$43.23	\$44.53
7	\$39.86	\$40.10	\$41.30	\$42.54	\$43.82	\$45.13	\$46.48

WAGE SCHEDULE 5 - Customer Help Representative & Internet Abuse Representative

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$22.42	\$22.55	\$23.23	\$23.93	\$24.65	\$25.39	\$26.15
2	\$23.09	\$23.23	\$23.93	\$24.65	\$25.39	\$26.15	\$26.93
3	\$23.81	\$23.95	\$24.67	\$25.41	\$26.17	\$26.96	\$27.77
4	\$24.45	\$24.60	\$25.34	\$26.10	\$26.88	\$27.69	\$28.52
5	\$25.30	\$25.45	\$26.21	\$27.00	\$27.81	\$28.64	\$29.50
6	\$26.20	\$26.36	\$27.15	\$27.96	\$28.80	\$29.66	\$30.55
7	\$27.01	\$27.17	\$27.99	\$28.83	\$29.69	\$30.58	\$31.50
8	\$27.80	\$27.97	\$28.81	\$29.67	\$30.56	\$31.48	\$32.42
9	\$28.40	\$28.57	\$29.43	\$30.31	\$31.22	\$32.16	\$33.12

WAGE SCHEDULE 6 - ADSL & DNR Provisioning Support Representative

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$21.82	\$21.95	\$21.95	\$22.61	\$23.18	\$23.64	\$24.11	\$24.59
2	\$22.42	\$22.55	\$22.55	\$23.23	\$23.81	\$24.29	\$24.78	\$25.28
3	\$23.09	\$23.23	\$23.23	\$23.93	\$24.53	\$25.02	\$25.52	\$26.03
4	\$23.81	\$23.95	\$23.95	\$24.67	\$25.29	\$25.80	\$26.32	\$26.85
5	\$24.45	\$24.60	\$24.60	\$25.34	\$25.97	\$26.49	\$27.02	\$27.56
6	\$25.30	\$25.45	\$25.45	\$26.21	\$26.87	\$27.41	\$27.96	\$28.52
7	\$26.20	\$26.36	\$26.36	\$27.15	\$27.83	\$28.39	\$28.96	\$29.54
8	\$27.01	\$27.17	\$27.17	\$27.99	\$28.69	\$29.26	\$29.85	\$30.45
9	\$27.80	\$27.97	\$27.97	\$28.81	\$29.53	\$30.12	\$30.72	\$31.33

WAGE SCHEDULE 7 - Customer Help Facilitator

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$23.09	\$23.23	\$23.23	\$23.93	\$24.53	\$25.02	\$25.52	\$26.03
2	\$23.81	\$23.95	\$23.95	\$24.67	\$25.29	\$25.80	\$26.32	\$26.85
3	\$24.45	\$24.60	\$24.60	\$25.34	\$25.97	\$26.49	\$27.02	\$27.56
4	\$25.30	\$25.45	\$25.45	\$26.21	\$26.87	\$27.41	\$27.96	\$28.52
5	\$26.20	\$26.36	\$26.36	\$27.15	\$27.83	\$28.39	\$28.96	\$29.54
6	\$27.01	\$27.17	\$27.17	\$27.99	\$28.69	\$29.26	\$29.85	\$30.45
7	\$27.80	\$27.97	\$27.97	\$28.81	\$29.53	\$30.12	\$30.72	\$31.33
8	\$28.40	\$28.57	\$28.57	\$29.43	\$30.17	\$30.77	\$31.39	\$32.02
9	\$29.02	\$29.19	\$29.19	\$30.07	\$30.82	\$31.44	\$32.07	\$32.71

WAGE SCHEDULE 6 - ADSL & DNR Provisioning Support Representative

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$21.82	\$21.95	\$22.61	\$23.29	\$23.99	\$24.71	\$25.45
2	\$22.42	\$22.55	\$23.23	\$23.93	\$24.65	\$25.39	\$26.15
3	\$23.09	\$23.23	\$23.93	\$24.65	\$25.39	\$26.15	\$26.93
4	\$23.81	\$23.95	\$24.67	\$25.41	\$26.17	\$26.96	\$27.77
5	\$24.45	\$24.60	\$25.34	\$26.10	\$26.88	\$27.69	\$28.52
6	\$25.30	\$25.45	\$26.21	\$27.00	\$27.81	\$28.64	\$29.50
7	\$26.20	\$26.36	\$27.15	\$27.96	\$28.80	\$29.66	\$30.55
8	\$27.01	\$27.17	\$27.99	\$28.82	\$29.69	\$30.58	\$31.50
9	\$27.80	\$27.97	\$28.81	\$29.67	\$30.56	\$31.48	\$32.42

WAGE SCHEDULE 7 - Customer Help Facilitator

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$23.09	\$23.23	\$23.93	\$24.65	\$25.39	\$26.15	\$26.93
2	\$23.81	\$23.95	\$24.67	\$25.41	\$26.17	\$26.96	\$27.77
3	\$24.45	\$24.60	\$25.34	\$26.10	\$26.88	\$27.69	\$28.52
4	\$25.30	\$25.45	\$26.21	\$27.00	\$27.81	\$28.64	\$29.50
5	\$26.20	\$26.36	\$27.15	\$27.96	\$28.80	\$29.66	\$30.55
6	\$27.01	\$27.17	\$27.99	\$28.83	\$29.69	\$30.58	\$31.50
7	\$27.80	\$27.97	\$28.81	\$29.67	\$30.56	\$31.48	\$32.42
8	\$28.40	\$28.57	\$29.43	\$30.31	\$31.22	\$32.16	\$33.12
9	\$29.02	\$29.19	\$30.07	\$30.97	\$31.90	\$32.86	\$33.85

WAGE SCHEDULE 8 - Data & Network Support Representative

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$24.81	\$24.96	\$24.96	\$25.71	\$26.35	\$26.88	\$27.42	\$27.97
2	\$25.92	\$26.08	\$26.08	\$26.86	\$27.53	\$28.08	\$28.64	\$29.21
3	\$27.04	\$27.20	\$27.20	\$28.02	\$28.72	\$29.29	\$29.88	\$30.48
4	\$28.18	\$28.35	\$28.35	\$29.20	\$29.93	\$30.53	\$31.14	\$31.76
5	\$29.25	\$29.43	\$29.43	\$30.31	\$31.07	\$31.69	\$32.32	\$32.97
6	\$30.40	\$30.58	\$30.58	\$31.50	\$32.29	\$32.94	\$33.60	\$34.27
7	\$31.50	\$31.69	\$31.69	\$32.64	\$33.46	\$34.13	\$34.81	\$35.51
8	\$32.66	\$32.86	\$32.86	\$33.85	\$34.70	\$35.39	\$36.10	\$36.82
9	\$33.76	\$33.96	\$33.96	\$34.98	\$35.85	\$36.57	\$37.30	\$38.05

ATTACHMENT A-10 RETAIL OPERATOR SERVICES - WEST WAGE SCHEDULES

WAGE SCHEDULE 1 - Call Answer Support Agent

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$19.03	\$19.14	\$19.14	\$19.71	\$20.20	\$20.60	\$21.01	\$21.43
2	\$20.28	\$20.40	\$20.40	\$21.01	\$21.54	\$21.97	\$22.41	\$22.86
3	\$21.50	\$21.63	\$21.63	\$22.28	\$22.84	\$23.30	\$23.77	\$24.25
4	\$22.72	\$22.86	\$22.86	\$23.55	\$24.14	\$24.62	\$25.11	\$25.61
5	\$23.95	\$24.09	\$24.09	\$24.81	\$25.43	\$25.94	\$26.46	\$26.99
6	\$25.15	\$25.30	\$25.30	\$26.06	\$26.71	\$27.24	\$27.78	\$28.34
7	\$26.41	\$26.57	\$26.57	\$27.37	\$28.05	\$28.61	\$29.18	\$29.76
8	\$27.60	\$27.77	\$27.77	\$28.60	\$29.32	\$29.91	\$30.51	\$31.12
9	\$28.78	\$28.95	\$28.95	\$29.82	\$30.57	\$31.18	\$31.80	\$32.44

WAGE SCHEDULE 8 - Data & Network Support Representative

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$24.81	\$24.96	\$25.71	\$26.48	\$27.27	\$28.09	\$28.93
2	\$25.92	\$26.08	\$26.86	\$27.67	\$28.50	\$29.36	\$30.24
3	\$27.04	\$27.20	\$28.02	\$28.86	\$29.73	\$30.62	\$31.54
4	\$28.18	\$28.35	\$29.20	\$30.08	\$30.98	\$31.91	\$32.87
5	\$29.25	\$29.43	\$30.31	\$31.22	\$32.16	\$33.12	\$34.11
6	\$30.40	\$30.58	\$31.50	\$32.45	\$33.42	\$34.42	\$35.45
7	\$31.50	\$31.69	\$32.64	\$33.62	\$34.63	\$35.67	\$36.74
8	\$32.66	\$32.86	\$33.85	\$34.86	\$35.91	\$36.98	\$38.09
9	\$33.76	\$33.96	\$34.98	\$36.03	\$37.11	\$38.22	\$39.37

ATTACHMENT A-10 RETAIL OPERATOR SERVICES - WEST WAGE SCHEDULES

WAGE SCHEDULE 1 - Call Answer Support Agent

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$19.03	\$19.14	\$19.71	\$20.30	\$20.91	\$21.54	\$22.19
2	\$20.28	\$20.40	\$21.01	\$21.64	\$22.29	\$22.96	\$23.65
3	\$21.50	\$21.63	\$22.28	\$22.95	\$23.64	\$24.35	\$25.08
4	\$22.72	\$22.86	\$23.55	\$24.26	\$24.99	\$25.74	\$26.51
5	\$23.95	\$24.09	\$24.81	\$25.55	\$26.32	\$27.11	\$27.92
6	\$25.15	\$25.30	\$26.06	\$26.84	\$27.65	\$28.48	\$29.33
7	\$26.41	\$26.57	\$27.37	\$28.19	\$29.04	\$29.91	\$30.81
8	\$27.60	\$27.77	\$28.60	\$29.46	\$30.35	\$31.26	\$32.19
9	\$28.78	\$28.95	\$29.82	\$30.71	\$31.63	\$32.58	\$33.56

WAGE SCHEDULE 2 - Customer Service Agent

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$19.68	\$19.80	\$19.80	\$20.39	\$20.90	\$21.32	\$21.75	\$22.19
2	\$20.91	\$21.04	\$21.04	\$21.67	\$22.21	\$22.65	\$23.10	\$23.56
3	\$22.14	\$22.27	\$22.27	\$22.94	\$23.51	\$23.98	\$24.46	\$24.95
4	\$23.38	\$23.52	\$23.52	\$24.23	\$24.84	\$25.34	\$25.85	\$26.37
5	\$24.58	\$24.73	\$24.73	\$25.47	\$26.11	\$26.63	\$27.16	\$27.70
6	\$25.83	\$25.98	\$25.98	\$26.76	\$27.43	\$27.98	\$28.54	\$29.11
7	\$27.04	\$27.20	\$27.20	\$28.02	\$28.72	\$29.29	\$29.88	\$30.48
8	\$28.24	\$28.41	\$28.41	\$29.26	\$29.99	\$30.59	\$31.20	\$31.82
9	\$29.46	\$29.64	\$29.64	\$30.53	\$31.29	\$31.92	\$32.56	\$33.21

ATTACHMENT B-2 TECHNOLOGY OPERATIONS - EAST WAGE SCHEDULES

WAGE SCHEDULE 1 - Engineering

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
A	\$33.59	\$33.79	\$33.79	\$34.80	\$35.67	\$36.38	\$37.11	\$37.85
B	\$37.09	\$37.31	\$37.31	\$38.43	\$39.39	\$40.18	\$40.98	\$41.80
C	\$39.57	\$39.81	\$39.81	\$41.00	\$42.03	\$42.87	\$43.73	\$44.60

WAGE SCHEDULE 2 - Telecommunications Technician

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
A	\$33.13	\$33.33	\$33.33	\$34.33	\$35.19	\$35.89	\$36.61	\$37.34
B	\$37.61	\$37.84	\$37.84	\$38.97	\$39.94	\$40.74	\$41.55	\$42.38
C								

WAGE SCHEDULE 3 - Materials Coordinator

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
N/A	\$23.96	\$24.10	\$24.10	\$24.82	\$25.44	\$25.95	\$26.47	\$27.00

WAGE SCHEDULE 2 - Customer Service Agent

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$19.68	\$19.80	\$20.39	\$21.00	\$21.63	\$22.28	\$22.95
2	\$20.91	\$21.04	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39
3	\$22.14	\$22.27	\$22.94	\$23.63	\$24.34	\$25.07	\$25.82
4	\$23.38	\$23.52	\$24.23	\$24.96	\$25.71	\$26.48	\$27.27
5	\$24.58	\$24.73	\$25.47	\$26.23	\$27.02	\$27.83	\$28.66
6	\$25.83	\$25.98	\$26.76	\$27.56	\$28.39	\$29.24	\$30.12
7	\$27.04	\$27.20	\$28.02	\$28.86	\$29.73	\$30.62	\$31.54
8	\$28.24	\$28.41	\$29.26	\$30.14	\$31.04	\$31.98	\$32.93
9	\$29.46	\$29.64	\$30.53	\$31.45	\$32.39	\$33.36	\$34.36

ATTACHMENT B-2 TECHNOLOGY OPERATIONS - EAST WAGE SCHEDULES

WAGE SCHEDULE 1 - Engineering

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
A	\$33.59	\$33.79	\$34.80	\$35.84	\$36.92	\$38.03	\$39.17
B	\$37.09	\$37.31	\$38.43	\$39.58	\$40.77	\$41.99	\$43.25
C	\$39.57	\$39.81	\$41.00	\$42.23	\$43.50	\$44.81	\$46.15

WAGE SCHEDULE 2 - Telecommunications Technician

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
A	\$33.13	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64
B	\$37.61	\$37.84	\$38.97	\$40.14	\$41.34	\$42.58	\$43.86
C							

WAGE SCHEDULE 3 - Materials Coordinator

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
N/A	\$23.96	\$24.10	\$24.82	\$25.56	\$26.33	\$27.12	\$27.93

WAGE SCHEDULE 4 - General Services

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
N/A	\$26.97	\$27.13	\$27.13	\$27.94	\$28.64	\$29.21	\$29.79	\$30.39

WAGE SCHEDULE 5 - Digital Home Technician

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
N/A	\$25.47	\$25.62	\$25.62	\$26.39	\$27.05	\$27.59	\$28.14	\$28.70

ATTACHMENT B-4 CUSTOMER SALES, SERVICE & SUPPORT - EAST JOB TITLES

WAGE SCHEDULE 1 - Customer Operations

Wage Schedule 1A

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
A - I	\$26.24	\$26.40	\$26.40	\$27.19	\$27.87	\$28.43	\$29.00	\$29.58
B - I	\$26.24	\$26.40	\$26.40	\$27.19	\$27.87	\$28.43	\$29.00	\$29.58
B - II	\$28.26	\$28.43	\$28.43	\$29.28	\$30.01	\$30.61	\$31.22	\$31.84
B - III	\$30.04	\$30.22	\$30.22	\$31.13	\$31.91	\$32.55	\$33.20	\$33.86
C - I	\$27.70	\$27.87	\$27.87	\$28.71	\$29.43	\$30.02	\$30.62	\$31.23
C - II	\$29.50	\$29.68	\$29.68	\$30.57	\$31.33	\$31.96	\$32.60	\$33.25
C - III	\$31.18	\$31.37	\$31.37	\$32.31	\$33.12	\$33.78	\$34.46	\$35.15

Wage Schedule 1B

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
A	\$20.17	\$20.29	\$20.29	\$20.90	\$21.42	\$21.85	\$22.29	\$22.74
B	\$27.70	\$27.87	\$27.87	\$28.70	\$29.42	\$30.01	\$30.61	\$31.22
C	\$29.20	\$29.38	\$29.38	\$30.26	\$31.02	\$31.64	\$32.27	\$32.92

WAGE SCHEDULE 4 - General Services

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
N/A	\$26.97	\$27.13	\$27.94	\$28.78	\$29.64	\$30.53	\$31.45

WAGE SCHEDULE 5 - Digital Home Technician

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
N/A	\$25.47	\$25.62	\$26.39	\$27.18	\$28.00	\$28.84	\$29.71

ATTACHMENT B-4 CUSTOMER SALES, SERVICE & SUPPORT - EAST JOB TITLES

WAGE SCHEDULE 1 - Customer Operations

Wage Schedule 1A

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
A - I	\$26.24	\$26.40	\$27.19	\$28.01	\$28.85	\$29.72	\$30.61
B - I	\$26.24	\$26.40	\$27.19	\$28.01	\$28.85	\$29.72	\$30.61
B - II	\$28.26	\$28.43	\$29.28	\$30.16	\$31.06	\$31.99	\$32.95
B - III	\$30.04	\$30.22	\$31.13	\$32.06	\$33.02	\$34.01	\$35.03
C - I	\$27.70	\$27.87	\$28.71	\$29.57	\$30.46	\$31.37	\$32.31
C - II	\$29.50	\$29.68	\$30.57	\$31.49	\$32.43	\$33.40	\$34.40
C - III	\$31.18	\$31.37	\$32.31	\$33.28	\$34.28	\$35.31	\$36.37

Wage Schedule 1B

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
A	\$20.17	\$20.29	\$20.90	\$21.53	\$22.18	\$22.85	\$23.54
B	\$27.70	\$27.87	\$28.70	\$29.56	\$30.45	\$31.36	\$32.30
C	\$29.20	\$29.38	\$30.26	\$31.17	\$32.11	\$33.07	\$34.06

Wage Schedule 2 - Employee Services and WES

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
A	\$23.08	\$23.22	\$23.22	\$23.92	\$24.52	\$25.01	\$25.51	\$26.02
B	\$28.84	\$29.01	\$29.01	\$29.88	\$30.63	\$31.24	\$31.86	\$32.50

Wage Schedule 3 - Customer Service & Support

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
A	\$23.86	\$24.00	\$24.00	\$24.72	\$25.34	\$25.85	\$26.37	\$26.90
B	\$25.77	\$25.92	\$25.92	\$26.70	\$27.37	\$27.92	\$28.48	\$29.05
C	\$27.03	\$27.19	\$27.19	\$28.01	\$28.71	\$29.28	\$29.87	\$30.47
D	\$28.74	\$28.91	\$28.91	\$29.78	\$30.52	\$31.13	\$31.75	\$32.39
E	\$31.65	\$31.84	\$31.84	\$32.80	\$33.62	\$34.29	\$34.98	\$35.68
F	\$33.59	\$33.79	\$33.79	\$34.80	\$35.67	\$36.38	\$37.11	\$37.85
G	\$34.05	\$34.25	\$34.25	\$35.28	\$36.16	\$36.88	\$37.62	\$38.37
H	\$35.94	\$36.16	\$36.16	\$37.24	\$38.17	\$38.93	\$39.71	\$40.50
I	\$39.55	\$39.79	\$39.79	\$40.98	\$42.00	\$42.84	\$43.70	\$44.57

Wage Schedule 4 - CPS Service & Support

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
A	\$26.97	\$27.13	\$27.13	\$27.94	\$28.64	\$29.21	\$29.79	\$30.39
B	\$32.32	\$32.51	\$32.51	\$33.49	\$34.33	\$35.02	\$35.72	\$36.43

Wage Schedule 5 - Help Desk (TSS)

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
A	\$26.99	\$27.15	\$27.15	\$27.96	\$28.66	\$29.23	\$29.81	\$30.41
B	\$31.03	\$31.22	\$31.22	\$32.15	\$32.95	\$33.61	\$34.28	\$34.97

Wage Schedule 2 - Employee Services and WES

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
A	\$23.08	\$23.22	\$23.92	\$24.64	\$25.38	\$26.14	\$26.92
B	\$28.84	\$29.01	\$29.88	\$30.78	\$31.70	\$32.65	\$33.63

Wage Schedule 3 - Customer Service & Support

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
A	\$23.86	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82
B	\$25.77	\$25.92	\$26.70	\$27.50	\$28.33	\$29.18	\$30.06
C	\$27.03	\$27.19	\$28.01	\$28.85	\$29.72	\$30.61	\$31.53
D	\$28.74	\$28.91	\$29.78	\$30.67	\$31.59	\$32.54	\$33.52
E	\$31.65	\$31.84	\$32.80	\$33.78	\$34.79	\$35.83	\$36.90
F	\$33.59	\$33.79	\$34.80	\$35.84	\$36.92	\$38.03	\$39.17
G	\$34.05	\$34.25	\$35.28	\$36.34	\$37.43	\$38.55	\$39.71
H	\$35.94	\$36.16	\$37.24	\$38.36	\$39.51	\$40.70	\$41.92
I	\$39.55	\$39.79	\$40.98	\$42.21	\$43.48	\$44.78	\$46.12

Wage Schedule 4 - CPS Service & Support

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
A	\$26.97	\$27.13	\$27.94	\$28.78	\$29.64	\$30.53	\$31.45
B	\$32.32	\$32.51	\$33.49	\$34.49	\$35.52	\$36.59	\$37.69

Wage Schedule 5 - Help Desk (TSS)

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
A	\$26.99	\$27.15	\$27.96	\$28.80	\$29.66	\$30.55	\$31.47
B	\$31.03	\$31.22	\$32.15	\$33.11	\$34.10	\$35.12	\$36.17

Wage Schedule 6 - Network Support (TSS)

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Group	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
N/A	\$29.29	\$29.47	\$29.47	\$30.35	\$31.11	\$31.73	\$32.36	\$33.01

ATTACHMENT C-1

Wage Schedule 1 - Competitive Call Answer Agent - DA

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$15.53	\$15.62	\$15.62	\$16.09	\$16.49	\$16.82	\$17.16	\$17.50
2*	\$15.53	\$15.62	\$15.62	\$16.09	\$16.49	\$16.82	\$17.16	\$17.50
3*	\$16.02	\$16.12	\$16.12	\$16.60	\$17.02	\$17.36	\$17.71	\$18.06
4*	\$16.46	\$16.56	\$16.56	\$17.06	\$17.49	\$17.84	\$18.20	\$18.56
5*	\$16.98	\$17.08	\$17.08	\$17.59	\$18.03	\$18.39	\$18.76	\$19.14
6*	\$17.45	\$17.55	\$17.55	\$18.08	\$18.53	\$18.90	\$19.28	\$19.67
7*	\$17.81	\$17.92	\$17.92	\$18.45	\$18.91	\$19.29	\$19.68	\$20.07
8*	\$18.37	\$18.48	\$18.48	\$19.03	\$19.51	\$19.90	\$20.30	\$20.71
9*	\$18.91	\$19.02	\$19.02	\$19.59	\$20.08	\$20.48	\$20.89	\$21.31
10*	\$19.55	\$19.67	\$19.67	\$20.26	\$20.77	\$21.19	\$21.61	\$22.04

*plus \$0.35/hr to CTO bank in accordance with the provisions of section C10.01

Wage Schedule 2 - Competitive Call Answer Agent

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$16.98	\$17.08	\$17.08	\$17.59	\$18.03	\$18.39	\$18.76	\$19.14
2*	\$16.98	\$17.08	\$17.08	\$17.59	\$18.03	\$18.39	\$18.76	\$19.14
3*	\$17.45	\$17.55	\$17.55	\$18.08	\$18.53	\$18.90	\$19.28	\$19.67
4*	\$17.81	\$17.92	\$17.92	\$18.46	\$18.92	\$19.30	\$19.69	\$20.08
5*	\$18.37	\$18.48	\$18.48	\$19.03	\$19.51	\$19.90	\$20.30	\$20.71
6*	\$18.91	\$19.02	\$19.02	\$19.59	\$20.08	\$20.48	\$20.89	\$21.31
7*	\$19.55	\$19.67	\$19.67	\$20.26	\$20.77	\$21.19	\$21.61	\$22.04
8*	\$20.22	\$20.34	\$20.34	\$20.95	\$21.47	\$21.90	\$22.34	\$22.79
9*	\$20.84	\$20.97	\$20.97	\$21.59	\$22.13	\$22.57	\$23.02	\$23.48
10*	\$21.60	\$21.73	\$21.73	\$22.38	\$22.94	\$23.40	\$23.87	\$24.35

*plus \$0.35/hr to CTO bank in accordance with the provisions of section C10.01

Wage Schedule 6 - Network Support (TSS)

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Group	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
N/A	\$29.29	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.17

ATTACHMENT C-1

Wage Schedule 1 - Competitive Call Answer Agent - DA

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$15.53	\$15.62	\$16.09	\$16.57	\$17.07	\$17.58	\$18.11
2*	\$15.53	\$15.62	\$16.09	\$16.57	\$17.07	\$17.58	\$18.11
3*	\$16.02	\$16.12	\$16.60	\$17.10	\$17.61	\$18.14	\$18.68
4*	\$16.46	\$16.56	\$17.06	\$17.57	\$18.10	\$18.64	\$19.20
5*	\$16.98	\$17.08	\$17.59	\$18.12	\$18.66	\$19.22	\$19.80
6*	\$17.45	\$17.55	\$18.08	\$18.62	\$19.18	\$19.76	\$20.35
7*	\$17.81	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78
8*	\$18.37	\$18.48	\$19.03	\$19.61	\$20.19	\$20.80	\$21.42
9*	\$18.91	\$19.02	\$19.59	\$20.18	\$20.79	\$21.41	\$22.05
10*	\$19.55	\$19.67	\$20.26	\$20.87	\$21.50	\$22.15	\$22.81

*plus \$0.35/hr to CTO bank in accordance with the provisions of section C10.01

Wage Schedule 2 - Competitive Call Answer Agent

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$16.98	\$17.08	\$17.59	\$18.12	\$18.66	\$19.22	\$19.80
2*	\$16.98	\$17.08	\$17.59	\$18.12	\$18.66	\$19.22	\$19.80
3*	\$17.45	\$17.55	\$18.08	\$18.62	\$19.18	\$19.76	\$20.35
4*	\$17.81	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78
5*	\$18.37	\$18.48	\$19.03	\$19.60	\$20.19	\$20.80	\$21.42
6*	\$18.91	\$19.02	\$19.59	\$20.18	\$20.79	\$21.41	\$22.05
7*	\$19.55	\$19.67	\$20.26	\$20.87	\$21.50	\$22.15	\$22.81
8*	\$20.22	\$20.34	\$20.95	\$21.58	\$22.23	\$22.89	\$23.58
9*	\$20.84	\$20.97	\$21.60	\$22.25	\$22.92	\$23.61	\$24.32
10*	\$21.60	\$21.73	\$22.38	\$23.05	\$23.74	\$24.45	\$25.18

*plus \$0.35/hr to CTO bank in accordance with the provisions of section C10.01

Wage Schedule 3 - Call Answer Agent

		COLA 2021	Y1 Jan 2022	Y2 Upon Rat	Y3 OCT 2023	Y4 Oct 2024	Y5 Oct 2025	Y6 Oct 2026
Step	Current	0.60%	0%	3.00%	2.50%	2.00%	2.00%	2.00%
1	\$16.25	\$16.35	\$16.35	\$16.84	\$17.26	\$17.61	\$17.96	\$18.32
2	\$17.03	\$17.13	\$17.13	\$17.65	\$18.09	\$18.45	\$18.82	\$19.20
3	\$18.08	\$18.19	\$18.19	\$18.74	\$19.21	\$19.59	\$19.98	\$20.38
4	\$19.35	\$19.47	\$19.47	\$20.05	\$20.55	\$20.96	\$21.38	\$21.81
5	\$19.66	\$19.78	\$19.78	\$20.37	\$20.88	\$21.30	\$21.73	\$22.16
6	\$20.41	\$20.53	\$20.53	\$21.15	\$21.68	\$22.11	\$22.55	\$23.00
7	\$21.29	\$21.42	\$21.42	\$22.06	\$22.61	\$23.06	\$23.52	\$23.99
8	\$22.45	\$22.58	\$22.58	\$23.26	\$23.84	\$24.32	\$24.81	\$25.31
9	\$24.87	\$25.02	\$25.02	\$25.77	\$26.41	\$26.94	\$27.48	\$28.03

Wage Schedule 3 - Call Answer Agent

		COLA 2021	Y1 Upon Rat	Y2 OCT 2023	Y3 Oct 2024	Y4 Oct 2025	Y5 Oct 2026
Step	Current	0.60%	3%	3.00%	3.00%	3.00%	3.00%
1	\$16.25	\$16.35	\$16.84	\$17.35	\$17.87	\$18.41	\$18.96
2	\$17.03	\$17.13	\$17.64	\$18.17	\$18.72	\$19.28	\$19.86
3	\$18.08	\$18.19	\$18.74	\$19.30	\$19.88	\$20.48	\$21.09
4	\$19.35	\$19.47	\$20.05	\$20.65	\$21.27	\$21.91	\$22.57
5	\$19.66	\$19.78	\$20.37	\$20.98	\$21.61	\$22.26	\$22.93
6	\$20.41	\$20.53	\$21.15	\$21.78	\$22.43	\$23.10	\$23.79
7	\$21.29	\$21.42	\$22.06	\$22.72	\$23.40	\$24.10	\$24.82
8	\$22.45	\$22.58	\$23.26	\$23.96	\$24.67	\$25.41	\$26.18
9	\$24.87	\$25.02	\$25.77	\$26.54	\$27.34	\$28.16	\$29.00