### Meter Progression - Effective 6

<table>
<thead>
<tr>
<th></th>
<th>50%</th>
<th>55%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$38,667.20</td>
<td>$42,536.00</td>
<td>$46,404.80</td>
<td>$54,142.40</td>
<td>$61,859.20</td>
<td>$69,596.80</td>
</tr>
<tr>
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<td>$1,487.20</td>
<td>$1,636.00</td>
<td>$1,784.80</td>
<td>$2,082.40</td>
<td>$2,379.20</td>
<td>$2,676.80</td>
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<td>$18.59</td>
<td>$20.45</td>
<td>$22.31</td>
<td>$26.03</td>
<td>$29.74</td>
<td>$33.46</td>
</tr>
</tbody>
</table>

**Step 1**
- Electric Meter Apprentice I

**Step 2**
- Electric Meter Apprentice I

**Step 3**
- Electric Meter Apprentice II

**Step 4**
- Electric Meter Apprentice II

**Step 5**
- Electric Meter Apprentice III

**Step 6**
- Electric Meter Apprentice III

**Step 7**
- 31

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**Electric Meter Apprentice**

- New hire, Probationary period, minimal experience
- End of Probationary period, Completion of 1000 hours OJT
- Completion of 2000 hours OJT and 1st year of RTI
- Completion of 3000 hours OJT
- Completion of 4000 hours OJT and 2nd year of RTI
- Completion of 5,000 hours OJT
- Completion of 6,000 hours OJT and 3rd year of RTI

- **Journey Electric Meter Technician**

### Pay Grades

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Title</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>MA03</td>
<td>Electric Meter Apprentice III</td>
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<td>$61,859.20</td>
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<tr>
<td>MA02</td>
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<td>$54,142.40</td>
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<tr>
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<td>$42,536.00</td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Within this progression will not receive annual merit increases until they reach Journeyman status, but will be eligible for any market adjustments.

** Employees are paid at the step in which they are actively working, and will progress upon completion of the OJT hours

***Journeyman who progress through the program are paid at 90% of the current midpoint when they complete the program, all other levels are paid at the identified %.

Please note the following points:

** Employees receive annual merit increases and will progress upon completion of the OJT hours.

***Journeyman who progress through the program are paid at 90% of the current midpoint when they complete the program, all other levels are paid at the identified %.