

Outside Wages
Effective 12-1-2025

Effective 12-01-2025 thru 11-30-2026

CLASSIFICATION	BASE WAGE	LINECO \$7.25	LINECO HRA	N.E.B.F. 3%	SELCAT 1.5%	SERF 0%-15%	NEIF 1%	AMF \$0.15	NLMCC \$0.01	TOTAL Package
J Journeyman	\$43.31	\$7.50	\$0.25	\$1.30	\$0.65	\$6.50	\$0.43	\$0.15	\$0.01	\$60.10
General Foreman (15% above JL)	\$47.56	\$7.50	\$0.25	\$1.43	\$0.71	\$7.13	\$0.48	\$0.15	\$0.01	\$65.22
Foreman (10% above JL)	\$45.56	\$7.50	\$0.25	\$1.37	\$0.68	\$6.83	\$0.46	\$0.15	\$0.01	\$62.81
Transmission Tech. (95% of JL)	\$41.14	\$7.50	\$0.25	\$1.23	\$0.62	\$6.17	\$0.41	\$0.15	\$0.01	\$57.48
Substation Tech (95% of JL)	\$41.14	\$7.50	\$0.25	\$1.23	\$0.62	\$6.17	\$0.41	\$0.15	\$0.01	\$57.48
URD Tech (95% of JL)	\$41.14	\$7.50	\$0.25	\$1.23	\$0.62	\$6.17	\$0.41	\$0.15	\$0.01	\$57.48
<i>Apprentice</i>										
1st Period (60%)	\$25.98	\$7.50	\$0.25	\$0.78	\$0.39	\$0.00	\$0.26	\$0.15	\$0.01	\$35.32
2nd Period (65%)	\$28.15	\$7.50	\$0.25	\$0.84	\$0.42	\$0.00	\$0.28	\$0.15	\$0.01	\$37.60
3rd Period (70%)	\$30.31	\$7.50	\$0.25	\$0.91	\$0.45	\$2.27	\$0.30	\$0.15	\$0.01	\$42.16
4th Period (75%)	\$32.48	\$7.50	\$0.25	\$0.97	\$0.49	\$2.44	\$0.32	\$0.15	\$0.01	\$44.61
5th Period (80%)	\$34.64	\$7.50	\$0.25	\$1.04	\$0.52	\$2.60	\$0.35	\$0.15	\$0.01	\$47.05
6th Period (85%)	\$36.81	\$7.50	\$0.25	\$1.10	\$0.55	\$3.68	\$0.37	\$0.15	\$0.01	\$50.42
7th Period (90%)	\$38.98	\$7.50	\$0.25	\$1.17	\$0.58	\$3.90	\$0.39	\$0.15	\$0.01	\$52.93
<i>Substation Tech Apprentice</i>										
1st Period (60%)	\$24.69	\$7.50	\$0.25	\$0.74	\$0.37	\$0.00	\$0.25	\$0.15	\$0.01	\$33.97
2nd Period (65%)	\$26.74	\$7.50	\$0.25	\$0.80	\$0.40	\$0.00	\$0.27	\$0.15	\$0.01	\$36.12
3rd Period (70%)	\$28.80	\$7.50	\$0.25	\$0.86	\$0.43	\$2.16	\$0.29	\$0.15	\$0.01	\$40.45
4th Period (75%)	\$30.86	\$7.50	\$0.25	\$0.93	\$0.46	\$2.31	\$0.31	\$0.15	\$0.01	\$42.78
5th Period (80%)	\$32.92	\$7.50	\$0.25	\$0.99	\$0.49	\$2.47	\$0.33	\$0.15	\$0.01	\$45.11
6th Period (85%)	\$34.97	\$7.50	\$0.25	\$1.05	\$0.52	\$3.50	\$0.35	\$0.15	\$0.01	\$48.30
7th Period (90%)	\$37.03	\$7.50	\$0.25	\$1.11	\$0.56	\$3.70	\$0.37	\$0.15	\$0.01	\$50.67
<i>Transmission Tech Apprentice</i>										
1st Period (60%)	\$24.69	\$7.50	\$0.25	\$0.74	\$0.37	\$0.00	\$0.25	\$0.15	\$0.01	\$33.97
2nd Period (65%)	\$26.74	\$7.50	\$0.25	\$0.80	\$0.40	\$0.00	\$0.27	\$0.15	\$0.01	\$36.12
3rd Period (70%)	\$28.80	\$7.50	\$0.25	\$0.86	\$0.43	\$2.16	\$0.29	\$0.15	\$0.01	\$40.45
4th Period (75%)	\$30.86	\$7.50	\$0.25	\$0.93	\$0.46	\$2.31	\$0.31	\$0.15	\$0.01	\$42.79
<i>URD Tech Apprentice</i>										
1st Period (60%)	\$24.69	\$7.50	\$0.25	\$0.74	\$0.37	\$0.49	\$0.25	\$0.00	\$0.00	\$34.30
2nd Period (70%)	\$28.80	\$7.50	\$0.25	\$0.86	\$0.43	\$0.58	\$0.29	\$0.00	\$0.00	\$38.71
3rd Period (80%)	\$32.92	\$7.50	\$0.25	\$0.99	\$0.49	\$1.32	\$0.33	\$0.00	\$0.00	\$43.80
4th Period (90%)	\$37.03	\$7.50	\$0.25	\$1.11	\$0.56	\$1.48	\$0.37	\$0.00	\$0.00	\$48.29
<i>HEO</i>										
Equipment Operator (85% of JL)	\$36.81	\$7.50	\$0.25	\$1.10	\$0.55	\$2.58	\$0.37	\$0.15	\$0.01	\$49.32
URD Operator Foreman (85% of JL)	\$36.81	\$7.50	\$0.25	\$1.10	\$0.55	\$2.95	\$0.37	\$0.15	\$0.01	\$49.69
URD Operator (58.81% of JL)	\$25.47	\$7.50	\$0.25	\$0.76	\$0.38	\$2.04	\$0.25	\$0.00	\$0.00	\$36.66
WTO (60% of JL)	\$25.98	\$7.50	\$0.25	\$0.78	\$0.39	\$1.30	\$0.26	\$0.15	\$0.01	\$36.62
Groundman w/CDL (50% of JL)	\$21.65	\$7.50	\$0.25	\$0.65	\$0.32	\$1.08	\$0.22	\$0.15	\$0.01	\$31.83
Groundman (47% of JL)	\$20.35	\$7.50	\$0.25	\$0.61	\$0.31	\$0.00	\$0.20	\$0.15	\$0.01	\$29.38
URD Groundman (55% of URD)	\$22.63	\$7.50	\$0.25	\$0.68	\$0.34	\$0.25	\$0.23	\$0.15	\$0.01	\$32.03