

**DUKE ENERGY - FLORIDA
EXHIBIT "A"
JOB CLASSIFICATIONS AND
HOURLY RATES OF PAY
EFFECTIVE DECEMBER 4, 2017**

**Air Conditioning Maintenance Department
Seniority Group 11**

Job Classification

Code #	(JCC #)	Job Classifications	Hourly Rates of Pay					
J0024*	(SH)	Master Air Conditioning Mechanic				45.29	45.97	46.72
J0019*	(NS)	Air Conditioning Mechanic				37.22	39.49	41.75
	J0017 (NS)	Air Conditioning Mechanic				35.11	37.24	39.37
J0022*	(NS)	Air Conditioning Mechanic Apprentice	28.91	29.63	30.43	31.12	31.85	32.66
	J0018 (NS)	Air Conditioning Mechanic Apprentice	27.82	28.48	29.25	29.91	30.63	31.40
	J0432 **	Laborer - Air Conditioning Maintenance				16.07	17.03	18.01

* Nuclear Plant only

**Central Repair Department
Seniority Group 14**

Job Classification

Code # (JCC #)	Job Classifications	Hourly Rates of Pay					
J0860 (NS)	Working Foreperson - Central Repair					41.62	43.02
J0300 (NS)	Lead Electrician (Special Rate)						40.72
J0038 (NS)	Lead Electrician - CRD						40.16
J0468 (NS)	Lead Maintenance Mechanic						
J0299 (NS)	Electrician (Special Rate)						39.98
J0052 (NS)	Electrician - CRD				35.11	37.24	39.37
J0492 (NS)	Maintenance Mechanic						
J0968 (NS)	Equipment Operator		27.82	29.21	30.52	31.86	33.14
J0354 (NS)	Electrician Apprentice	27.82	28.48	29.25	29.91	30.63	31.40
J0495 (NS)	Maintenance Mechanic Apprentice						
J0357 (NS)	Electrician Helper		21.25	22.30	23.27	24.27	25.28
J0498 (NS)	Maintenance Mechanic Helper						
J0423 **	Laborer - Central Repair				16.07	17.03	18.01

**Energy Control Center
Seniority Group 07**

J0371 (NS)	Transmission Switching Dispatcher					55.98	57.98
J0367 (SH)	Dispatcher	47.31	47.97	50.28	51.26	52.14	54.53
J0369 (S)	Associate Dispatcher				39.50	40.22	41.72

**Fleet Services Department
Seniority Group 08**

Job Classification

Code # (JCC #)		Job Classifications	Hourly Rates of Pay						
J0914*	J0912 (S)	Vehicle Maintenance Technician III					35.11	37.24	39.37
	J0401 (S)	Commodity Services Technician III					33.83	35.82	37.78
J0915*	J0913 (S)	Vehicle Maintenance Technician II	27.82	28.39	28.91	29.58	30.12	30.69	32.56#
	J9893 (S)	Vehicle Maintenance Technician I	20.23	20.80	21.38	21.95	22.54	23.10	23.69
	J0425	Garage Attendant					16.07	17.03	18.01

* Wildwood (System) only

A/C Certification needed for this step

**Line Department
Seniority Group 02**

J0307	(SH)	Distribution Dispatcher					45.57	46.11	46.56
J0306	(SH)	Associate Distribution Dispatcher					43.83	44.56	44.97
J0856	(NS)	Working Foreperson - Line						41.99	43.40
J0857		Working Foreperson (SL)							
J0712	(S)	Service Dispatcher					41.36	42.76	
J0731	(NS)	Network Specialist							41.89
J0823	(S)	Trouble Technician							41.23
J0719	(NS)	Service Technician							40.72

Line Department, Continued

Job Classification		Hourly Rates of Pay										
Code #	Job Classifications											
(JCC #)												
J0358 (NS)	Electrician	36.51	38.61	40.71								
J0475 (NS)	Line Technician											
J0438	Line Technician (SL)											
J0364	Line Technician - System Transmission Construction											
J0372	Line Technician - Transmission Maintenance											
J9923	Line Technician (TTC)											
J9921 (S)	Line Technician (NT)											
J0382 (NS)	Lead Equipment Operator											33.93
J0963 (NS)	Equipment Operator	27.82	29.21	30.52	31.86	33.14						
J0965	Equipment Operator (SL)											
J0361	Equipment Operator - System Transmission Construction											
J0379	Equipment Operator - Transmission Maintenance											
J0360 (NS)	Network Electrician Apprentice	19.37	20.55	21.78	22.97	24.18	25.38	26.57	27.78	28.93	30.16	31.40
J0478 (NS)	Line Technician Apprentice	22.97	24.18	25.38	26.57	27.78	28.93	30.16	31.40			
J0439	Line Technician Apprentice (SL)											
J0366	Line Technician Apprentice - System Transmission Construction											
J0374	Line Technician Apprentice - Transmission Maintenance											
J9922 (S)	Line Technician Apprentice (NT)											
J0435 (S)	Lighting Technician											27.78
J0412 (NS)	Ground Technician	19.37	20.55	21.78								
J0414	Ground Technician (SL)											
J0365	Ground Technician - System Transmission Construction											
J0376	Ground Technician - Transmission Maintenance											
J0419 **	Laborer - Line	16.07	17.03	18.01								

NOTE: Lineman Apprentice who work with Troubleman on Street Light Maintenance schedules outside the hours specified in Article VI, Section 2 (D), will be considered scheduled (S) employees and Article X, Section 3 shall apply.

Drivers of trucks pulling pole trailers or tractor-trailer equipment, other than fuel trucks for one (1) hour or more will be paid at the Equipment Operator rate of pay.

Employees in the Network Specialist and Network Electrician Apprentice classifications will receive an additional one dollar (\$1.00) per hour while performing Level III asbestos work.

**Meter Department
Seniority Group 03**

Job Classification

Code # (JCC #)	Job Classifications	Hourly Rates of Pay			
J0961 (NS)	Meter Technician			43.28	43.96
J0995 (NS)	Working Foreperson - Meter			41.62	43.02
J0994 (NS)	Field Meter Technician			41.69	42.38
J0959 (NS)	Meter Specialist (A)	36.17	37.24	38.34	39.37
J0958 (NS)	Meter Specialist (B)		33.07	34.11	35.11
J0957 (NS)	Meter Specialist (C)		23.60	24.81	26.07
J0429 * *	Laborer - Meter		16.07	17.03	18.01

**Meter Reading Department
Seniority Group 10**

J0640 (S)	Field Service Representative	25.93	27.06	32.15#	32.82#
J0217 (NS)	Collector	25.28	27.37	29.41	31.50
J0547 (NS)	Meter Reader Collector				
J0909 (NS)	Meter Reader	19.16	20.68	22.36	24.15
J0910 (NS)	Meter Reader - Temporary*				23.72
J9909 (NS)	Meter Data Collector		19.46	20.18	20.89

Grandfathered wage rate for employees in this classification prior to ratification of the 2013 MOA.

* See Item 88 of the 1996 Memorandum of Changes.

NOTE: After proper training, Field Service Representatives may use single phase load break disconnect devices. After proper training, Meter Reader Collectors using single phase load break disconnect devices, will be upgraded for a minimum of one (1) hour.

**Production Department
(Fossil Hydro Operations)
Seniority Group 01**

Job Classification

Code # (JCC #)	Job Classifications	Hourly Rates of Pay		
J9929 (SH)	Chief Fuel Equipment Operator - Maintenance Skill	43.61	44.14	44.68
J9928 (SH)	Chief Operator - Maintenance Skill			
J0057 (S)	Chief Control Technician (SM) - 2ndry Skill	43.59	44.10	44.65
J0065 (SH)	Chief Control Technician (SH) - 2ndry Skill			
J0053 (S)	Chief Electrician (SM) - 2ndry Skill			
J0064 (SH)	Chief Electrician (SH) - 2ndry Skill			
J0002 (S)	Chief Control Technician (SM)	43.30	43.83	44.37
J0003 (S)	Chief Electrician (SM)			
J0011 (SH)	Chief Electrician (SH)			
J0080 (SH)	Chief Fuel Equipment Operator			
J0904 (S)	Chief Laboratory Technician (SM)			
J0197 (SH)	Chief Operator			
J0971 (S)	Master Mechanic (SM)			
J0974 (SH)	Master Mechanic (SH)			
J0518 (S)	Turbine Master Mechanic (SM)			
J0058 (NS)	Chief Control Technician - 2ndry Skill	43.17	43.68	44.24
J0054 (NS)	Chief Electrician - 2ndry Skill			
J0192 (NS)	Chief Control Technician	42.88	43.40	43.96
J0187 (NS)	Chief Electrician			
J0191 (NS)	Chief Laboratory Technician			
J9892 (NS)	Chief Laboratory Technician (L)			
J0520 (NS)	Master Mechanic			
J0524 (NS)	Turbine Master Mechanic			
J9919 (SH)	Combined Cycle Operator			43.17
J9920 (SH)	Combined Cycle Operator Trainee			42.38

**Production Department
(Fossil Hydro Operations), Continued**

Job Classification						
Code #						
(JCC #)		Job Classifications	Hourly Rates of Pay			
J9900	(S)	Combustion Turbine Tech - IV				45.26
J9900	(SH)	Combustion Turbine Tech - IV				
J9897	(S)	Combustion Turbine Tech - III				43.96
J9897	(SH)	Combustion Turbine Tech - III				
J9896	(S)	Combustion Turbine Tech - II				42.88
J9896	(SH)	Combustion Turbine Tech - II				
J9895	(S)	Combustion Turbine Tech - I				40.80
J9895	(SH)	Combustion Turbine Tech - I				
J9894	(S)	Combustion Turbine Tech - T				37.71
J9894	(SH)	Combustion Turbine Tech - T				
J0858	(NS)	Working Foreperson - Production			41.62	43.02
J9918	(SH)	Plant Operator - Maintenance Skill	36.38	38.49	40.63	42.69
J0586	(SH)	Plant Operator	36.07	38.18	40.32	42.38
J0907	(SH)	Combustion Turbine Maintenance Operator			39.74	40.80
J0516	(SH)	Scrubber Operator (SH)				
J0801	(S)	Certified Welder Mechanic (SM)				40.37
J0815	(SH)	Certified Welder Mechanic (SH)				
J0517	(S)	Turbine Certified Welder Mechanic (SM)				
J0059	(S)	Control Technician (SM) - 2ndry Skill		35.81	37.98	40.11
J0063	(SH)	Control Technician (SH) - 2ndry Skill				
J0055	(S)	Electrician (SM) - 2ndry Skill				
J0062	(SH)	Electrician (SH) - 2ndry Skill				
J0837	(SH)	Lead Fuel Technician				39.90
J0181	(NS)	Certified Welder Mechanic				39.87
J0255	(NS)	Jet Engine Mechanic				
J0523	(NS)	Turbine Certified Welder Mechanic				
J0807	(S)	Control Technician (SM)		35.55	37.71	39.83
J0817	(SH)	Control Technician (SH)				
J0809	(S)	Electrician (SM)				
J0810	(SH)	Electrician (SH)				
J0802	(S)	Mechanic (SM)				
J0803	(SH)	Mechanic (SH)				
J0525	(S)	Turbine Mechanic (SM)				

**Production Department
(Fossil Hydro Operations), Continued**

Job Classification Code # (JCC #)	Job Classifications	Hourly Rates of Pay										
J9917 (SH)	Fuel Equipment Operator - Maintenance Skill									35.42	37.55	39.68
J0060 (NS)	Control Technician - 2ndry Skill									35.40	37.53	39.66
J0056 (NS)	Electrician - Production - 2ndry Skill											
J0243 (NS)	Control Technician									35.11	37.24	39.37
J0542 (NS)	Electrician - Production											
J0375 (SH)	Fuel Equipment Operator											
J0835 (SH)	Fuel Technician											
J0459 (S)	Laboratory Technician											
J0490 (NS)	Maintenance Mechanic											
J0526 (NS)	Mechanic											
J0723 (S)	Special Laboratory Technician											
J0522 (NS)	Turbine Mechanic											
J9914 (S)	Solar Technician III											35.01
J9915 (S)	Solar Technician II											26.60
J9916 (S)	Solar Technician I											22.62
J0488 (S)	Tool Room Maintenance Mechanic (SM)										31.89	35.55
J0584 (SH)	Apprentice Operator - Apprenticeship Program				23.11	24.82	26.53	28.24	29.90	31.60	33.33	35.00
J0587 (SH)	Assistant Plant Operator	23.11	24.15	25.14	26.13	27.10	28.08	29.13	30.11	31.08	32.05	
										33.07	34.04	35.00
J0627 (SH)	Fuel Handler									32.50	33.26	34.19
J0598 (SH)	Apprentice Scrubber Operator (SH)-Apprenticeship Program				22.27	23.89	25.50	27.19	28.79	30.43	32.07	33.66
J0258 (NS)	Crane Operator - Production									32.48	32.84	33.14
J0808 (S)	Apprentice Control Technician (SM)	22.62	23.65	24.69	25.66	26.66	27.66	28.74	29.73	30.70	31.89	
J0811 (S)	Electrician Apprentice (SM)											
J0806 (S)	Mechanic Apprentice (SM)											
J0585 (SM)	Apprentice Control Tech (SM) - Apprenticeship Program				22.62	23.96	25.28	26.60	27.91	29.25	30.57	31.89
J0370 (SM)	Electrician Apprentice (SM) - Apprenticeship Program											
J0521 (SM)	Turbine Mechanic Apprentice (SM) - Apprenticeship Program											
J0595 (NS)	Apprentice Control Technician - Apprenticeship Program				22.28	23.58	24.87	26.19	27.47	28.79	30.10	31.40
J0458 (SH)	Apprentice Laboratory Technician											
J0596 (NS)	Electrician Apprentice - Apprenticeship Program											
J0597 (NS)	Mechanic Apprentice - Apprenticeship Program											

**Production Department
(Fossil Hydro Operations), Continued**

Job Classification Code # (JCC #)	Job Classifications							Hourly Rates of Pay			
J0078 (SH)	Assistant Fuel Handler					23.11	24.77	26.47	28.06	29.73	31.40
J0021 (NS)	Apprentice Control Technician	22.28	23.27	24.28	25.27	26.25	27.27	28.31	29.29	30.25	31.40
J0074 (S)	Assistant Laboratory Technician										
J0352 (NS)	Electrician Apprentice - Production										
J0529 (NS)	Mechanic Apprentice										
J0388 (SH)	Fuel Truck Operator									25.49	25.63
J0420 **	Laborer (A) - Production								19.75	20.72	21.65
J0442 **	Janitor - Union							16.32	17.60	18.87	20.26
J0417 ***	Laborer (B)										16.07

NOTE: The operation of heavy traveling cranes in Power Plants shall be considered as Journeyman work.

Seniority shall be recognized in the assignment of shifts for Laborer (A) - Production.

**Production Department
(Nuclear Operations)**

J0875 (SH)	Chief Nuclear Operator (L)								48.65	49.34	50.14
J0954 (SH)	Chief Nuclear Health Physics Technician								45.29	45.97	46.72
J0948 (S)	Chief Nuclear Calibration Technician										
J0955 (SH)	Chief Nuclear Chemistry Technician										
J0880 (SH)	Chief Nuclear Technical Support Technician										
J0890 (SH)	Nuclear Chief Electrician										
J0886 (SH)	Nuclear Master Mechanic										
J0873 (SH)	Chief Nuclear Waste Systems Technician								44.41	45.05	45.80
J0933 (SH)	Chief Nuclear Health Physics Technician (Special Rate)										
J0947 (S)	Chief Nuclear Calibration Technician (Special Rate)										
J0935 (SH)	Chief Nuclear Chemistry Technician (Special Rate)										
J0934 (SH)	Chief Nuclear Technical Support Technician (Special Rate)										
J0943 (SH)	Nuclear Chief Electrician (Special Rate)										
J0829 (SH)	Nuclear Master Mechanic (Special Rate)										

**Production Department
(Nuclear Operations), Continued**

Job Classification

Code # (JCC #)	Job Classifications	Hourly Rates of Pay													
J9903	Non-Certified Nuclear Operator											48.65	49.34	50.14	
J0876 (SH)	Nuclear Operator (L)													47.29	
J9901	Non-Cert Nuclear Fuel Handler											40.35	42.39	44.33	
J0877 (SH)	Assistant Nuclear Operator														
J0951 (SH)	Nuclear Health Physics Technician												39.75	44.01	
J0953 (S)	Nuclear Calibration Technician														
J0952 (SH)	Nuclear Chemistry Technician														
J0881 (SH)	Nuclear Technical Support Technician														
J0826 (SH)	Nuclear Health Physics Technician (Special Rate)												38.96	43.18	
J0946 (S)	Nuclear Calibration Technician (Special Rate)														
J0944 (SH)	Nuclear Chemistry Technician (Special Rate)														
J0827 (SH)	Nuclear Technical Support Technician (Special Rate)														
J0887 (SH)	Nuclear Certified Welder Mechanic													42.37	
J0891 (SH)	Nuclear Electrician											38.04	39.97	41.78	
J0888 (SH)	Nuclear Mechanic														
J0945 (SH)	Nuclear Certified Welder Mechanic (Special Rate)													41.54	
J0680 (SH)	Nuclear Waste Systems Technician											37.27	39.22	40.96	
J0932 (SH)	Nuclear Electrician (Special Rate)														
J0828 (SH)	Nuclear Mechanic (Special Rate)														
J0878 (SH)	Nuclear Auxiliary Operator												38.48	39.28	
J0879 (SH)	Assistant Nuclear Auxiliary Operator											32.75	33.60	34.37	35.29
J9902	Asst Non-Cert Nuc Fuel Handler													32.75	34.37
J0950 (SH)	Assistant Nuclear Health Physics Technician											30.12	30.97	31.75	32.68
J0949 (SH)	Assistant Nuclear Chemistry Technician														
J0882 (SH)	Assistant Nuclear Technical Support Technician	23.15	24.24	25.21	26.28	27.36	28.38	29.39	30.49	31.49	32.68				
J0681 (S)	Nuclear Apprentice Calibration Technician														
J0892 (SH)	Nuclear Apprentice Electrician														
J0889 (SH)	Nuclear Apprentice Mechanic														
J0474 (SH)	Nuclear Apprentice Waste Systems Technician														

**Production Department
(Nuclear Operations), Continued**

Job Classification

Code # (JCC #)	Job Classifications	Hourly Rates of Pay				
J0872 (SH)	Lead Nuclear Building Serviceperson					34.52
J0893 (SH)	Nuclear Building Serviceperson	24.26	25.33	26.31	27.37	28.45
J0427 * *	Laborer (A) - Nuclear			20.76	21.71	22.69
J0417 * * *	Laborer (B)					16.07

(L) = License required. Upon receipt of RO License, a \$4.76/hour premium will be added to the base wage. Upon receipt of SRO License, a \$4.95/hour premium will be added to the base wage. In addition, these premiums will be increased by the percentage wage increase for each year of the Memorandum of Agreement.

NOTE: The operation of heavy traveling cranes in Power Plants shall be considered as Journeyman work.

Operation of the Main Fuel Bridge, Auxiliary Fire Bridge, Spent Fuel Bridge and fuel Upenders shall be considered Journeyman work.

The Lead Nuclear Building Serviceman/Nuclear Building Serviceman promoted or upgraded to Apprentice or Assistant classifications shall be paid the equivalent rate or the next step higher. This will not conflict with Article III, Section 12 (B)(1).

**Stores Department
Seniority Group 12**

Job Classification							Hourly Rates of Pay			
Code #		Job Classifications								
(JCC #)										
J0508*	(S)	Storekeeper II					39.61	40.06		
J0507	(S)	Storekeeper II					38.09	38.51		
J0734*	(S)	Storekeeper I					35.17	37.24	39.30	
J0736	(S)	Storekeeper I					33.83	35.82	37.78	
J0487	(S)	Itinerant Storekeeper								
J0260	(S)	Crane Operator - Stores					32.48	32.84	33.14	
J0289	(S)	Tractor-Trailer Operator - Stores					31.49	32.27		
0120*	(S)	Assistant Storekeeper	22.09	23.20	24.18	25.25	26.28#	29.44	30.12	31.34
J0846	(S)	Assistant Storekeeper	21.25	22.30	23.27	24.27	25.28	28.31	28.93	30.14
J0421	**	Laborer - Stores					16.07	17.03	18.01	

* Nuclear Plant only

Progression beyond the 5th step will be subject to successfully demonstrating by testing, knowledge of routinely used materials, Stores papers, M&S numbers and parts of the MMIS system relevant to Storeroom operations.

NOTE: Crane Operator jobs will be filled on an upgraded basis until the assignments amount to 50% or more of the time during a six (6) month period, at which time a regular job will be posted and filled according to Article III, Section 7 (A). When an employee is temporarily assigned for one hour or more, he shall be paid at the Crane Operator rate of pay.

**Substation Construction and
Substation Maintenance Departments
Seniority Group 06**

Job Classification

Code # (JCC #)	Job Classifications	Hourly Rates of Pay										
J9904 (NS)	Senior Working Foreperson - Substation Construction	44.06										
J0711 (NS)	Senior Working Foreperson - Substation Maintenance											
J9905 (NS)	Working Foreperson - Substation Construction	41.62 43.02										
J0855 (NS)	Working Foreperson - Substation Maintenance											
J0041 (NS)	Heavy Hauling Working Foreperson											
J9906 (NS)	Electrician - Substation Construction	36.51 38.61 40.71										
J0349 (NS)	Electrician - Substation Maintenance											
J0440 (S)	Substation Operator											
J0040 (NS)	Heavy Hauling Rigger Maintenance Mechanic	35.11 37.24 39.37										
J0039 (NS)	Heavy Hauling Rigger	27.82 29.21 30.52 31.86 33.14 34.22										
J9907 (NS)	Equipment Operator - Substation Construction	27.82 29.21 30.52 31.86 33.14										
J0962 (NS)	Equipment Operator - Substation Maintenance											
J9908 (NS)	Electrician Apprentice - Substation Construction	19.37	20.55	21.78	22.97	24.18	25.38	26.57	27.78	28.93	30.16	31.40
J0353 (NS)	Electrician Apprentice - Substation Maintenance											
J0428 * *	Laborer - Substation	16.07 17.03 18.01										

NOTE: Drivers of trucks pulling pole trailers or tractor-trailer equipment, other than fuel trucks, for one (1) hour or more will be paid at the Equipment Operator rate of pay.

**System Protection and Control Department
Seniority Group 05**

Job Classification

Code # (JCC #)	Job Classifications	Hourly Rates of Pay								
J0623 (NS)	System Protection & Control Technician - SCADA								43.51	44.75
J0622 (NS)	System Protection & Control Technician									
J0622 (S)	System Protection & Control Technician									
J0108 (NS)	Assistant System Protection & Control Technician - SCADA	31.44	32.91	34.40	35.95	37.43	38.92	40.44		
J0109 (NS)	Assistant System Protection & Control Technician									

**Telecommunications Department
Seniority Group 13**

J0121*	(NS) Telecommunications Technician								45.26	46.54
J0232	(NS) Telecommunications Technician								43.51	44.75
J0123	(S) Telecommunications Technician									
J0047	(NS) Assistant Telecommunications Technician			34.40	35.95	37.43	38.92	40.44		

* Nuclear Plant only

NOTE: FCC General Radiotelephone Operator License required at first step for the Assistant Telecommunications Technician position.

** = Employees in these job classifications shall be considered as shift, scheduled, or non-shift, depending on the type of work which they are performing.

*** = Laborer (B) position for temporary/casual Employees only.

(SH) = Shift

(NS) = Non-Shift

(S) = Scheduled

NOTE: Increase in wage rates within the rate ranges shall be made at intervals of six (6) months.

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SUBJECT TO REOPENER