



**Cornell University**  
**ILR School**

### **BLS Contract Collection – Metadata Header**

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the BLS Contract Collection, see  
<http://digitalcommons.ilr.cornell.edu/blscontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853  
607-254-5370 [ilrref@cornell.edu](mailto:ilrref@cornell.edu)

**Contract Database Metadata Elements** (for a glossary of the elements see -  
<http://digitalcommons.ilr.cornell.edu/blscontracts/2/>)

Title: **Public Service Company of Colorado and International Brotherhood of Electrical Workers (IBEW) Local 111 (2003)**

K#: **6075**

Employer Name: **Public Service Company of Colorado**

Location: **CO**

Union: **International Brotherhood of Electrical Workers (IBEW)**

Local: **111**

SIC: **4930**

NAICS: **221**

Sector: **P**

Number of Workers: **2250**

Effective Date: **06/01/03**

Expiration Date: **05/31/06**

Number of Pages: **124**

Other Years Available: **Y**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School, <http://www.ilr.cornell.edu/>

WILSON & GARDNER  
LIMITED

ACCOUNTANTS  
OF  
AGRICULTURE  
AS ASSOCIATED  
BANKERS



PUBLIC  
SERVICES  
COMPANY  
OF  
JAMAICA

INC.



INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS  
LOCAL UNION NO. 111

FORM 11/57/2006

# INDEX

## EXHIBIT A

### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS & DEMOTIONS

| <u>FLOW #</u> | <u>Organization</u>   | <u>Page</u> |
|---------------|---|-------------|
| 1a            | Appliance Service Department & Division .....                 | 1           |
| 2a            | Construction Department & Division .....                      | 2           |
| 3a            | Corrosion Prevention Department - Denver Division .....       | 3           |
| 3b            | Corrosion Prevention Department - Mountain Division .....     | 4           |
| 3c            | Corrosion Prevention Department - Northern Division .....     | 5           |
| 3d            | Corrosion Prevention Department - San Luis Valley Division .. | 6           |
| 3e            | Corrosion Prevention Department - Western Division .....      | 7           |
| 4a            | Design Department - Boulder Division .....                    | 8           |
| 4b            | Design Department - Denver Division .....                     | 9           |
| 4c            | Design Department - Front Range Division .....                | 10          |
| 4d            | Design Department - High Plains Division .....                | 11          |
| 4e            | Design Department - Mountain Division .....                   | 12          |
| 4f            | Design Department - Northern Division .....                   | 13          |
| 4g            | Design Department - Pueblo Division .....                     | 14          |
| 4h            | Design Department - Southern Division .....                   | 15          |
| 4i            | Design Department - Western Division .....                    | 16          |
| 5a            | Distribution Control Center Department .....                  | 17          |

| <u>FLOW #</u> | <u>Organization</u>  | <u>Page</u> |
|---------------|--|-------------|
| 6a            | Electric Distribution Operations Maintenance Specialist<br>Department and Division . . . . . | 18          |
| 7a            | Electric Line Department - Boulder Division . . . . .  | 19          |
| 7b            | Electric Meter Department - Boulder Division . . . . .                                       | 20          |
| 7c            | Electric Line Department - Denver Division . . . . .   | 21          |
| 7d            | Electric Meter Department - Denver Division . . . . .  | 22          |
| 7e            | Electric Line Department - Front Range Division . . . . .                                    | 23          |
| 7f            | Electric Meter Department - Front Range Division . . . . .                                   | 24          |
| 7g            | Electric Line Department - High Plains Division . . . . .                                    | 25          |
| 7h            | Electric Meter Department - High Plains Division . . . . .                                   | 26          |
| 7i            | Electric Line Department - Mountain Division . . . . .                                       | 27          |
| 7j            | Electric Meter Department - Mountain Division . . . . .                                      | 28          |
| 7k            | Electric Line Department - Northern Division . . . . .                                       | 29          |
| 7L            | Electric Meter Department - Northern Division . . . . .                                      | 30          |
| 7m            | Electric Line Department - San Luis Valley Division . . . . .                                | 31          |
| 7n            | Electric Meter Department - San Luis Valley Division . . . . .                               | 32          |
| 7o            | Electric Line Department - Western Division . . . . .  | 33          |
| 7p            | Electric Meter Department - Western Division . . . . .                                       | 34          |
| 8a            | Energy Supply - Cameo Department & Division . . . . .  | 35          |
| 8b            | Energy Supply - Comanche Department & Division . . . . .                                     | 36          |
| 8c            | Energy Supply - Fort St. Vrain Department & Division . . . . .                               | 37          |
| 8d            | Energy Supply - Hayden Department & Division . . . . .                                       | 38          |

| <u><b>FLOW #</b></u> | <u><b>Organization</b></u>  | <u><b>Page</b></u> |
|----------------------|---|--------------------|
| 8e                   | Energy Supply - Metro Department & Division (Arapahoe, Cherokee, Steam Heat, Zuni Stations) ..... | 39                 |
| 8f                   | Energy Supply - Pawnee Department & Division .....  | 40                 |
| 8g                   | Energy Supply - Valmont Department & Division .....   | 41                 |
| 8h                   | Energy Supply - Boulder Hydro Department & Division ....  | 42                 |
| 8i                   | Energy Supply - Cabin Creek/Georgetown Hydro Department & Division .....                          | 43                 |
| 8j                   | Energy Supply - Shoshone Hydro Department & Division ...  | 44                 |
| 8k                   | Energy Supply - Ames/Salida/Tacoma Hydro Department & Division .....                              | 45                 |
| 9a                   | Gas Department - Boulder Division .....   | 46                 |
| 9b                   | Gas Department - Denver Division .....  | 47                 |
| 9c                   | Gas Department - Front Range Division .....   | 48                 |
| 9d                   | Gas Department - High Plains Division .....   | 49                 |
| 9e                   | Gas Department - Mountain Division .....  | 50                 |
| 9f                   | Gas Department - Northern Division .....  | 51                 |
| 9g                   | Gas Department - Pueblo Division .....  | 52                 |
| 9h                   | Gas Department - San Luis Valley Division .....   | 53                 |
| 9i                   | Gas Department - Western Division .....   | 54                 |
| 9j                   | Gas Meter Shop Department - Denver Division .....   | 55                 |
| 9k                   | Gas Mechanical Shop - Denver Division .....   | 56                 |
| 9L                   | High Pressure Gas Department - Denver Division .....  | 57                 |
| 9m                   | High Pressure Gas Department - Mountain Division .....  | 58                 |

| <u>FLOW #</u> | <u>Organization</u>   | <u>Page</u> |
|---------------|---|-------------|
| 9n            | High Pressure Gas Department - Northern Division . . . . .    | 59          |
| 9o            | High Pressure Gas Department - San Luis Valley Division . . . | 60          |
| 9p            | High Pressure Gas Department - Western Division . . . . .     | 61          |
| 10a           | Gas Standards Department and Division . . . . .               | 62          |
| 11a           | Meter Revenue Department - Boulder Division . . . . .         | 63          |
| 11b           | Meter Revenue Department - Denver Division . . . . .          | 64          |
| 11c           | Meter Revenue Department - Front Range Division . . . . .     | 65          |
| 11d           | Meter Revenue Department - High Plains Division . . . . .     | 66          |
| 11e           | Meter Revenue Department - Mountain Division . . . . .        | 67          |
| 11f           | Meter Revenue Department - Northern Division . . . . .        | 68          |
| 11g           | Meter Revenue Department - Pueblo Division . . . . .          | 69          |
| 11h           | Meter Revenue Department - San Luis Valley Division . . . . . | 70          |
| 11i           | Meter Revenue Department - Western Division . . . . .         | 71          |
| 12a           | Metrology Department and Division . . . . .                   | 72          |
| 13a           | Service Investigation Department and Division . . . . .       | 73          |
| 14a           | Stores Department - Boulder Division . . . . .                | 74          |
| 14b           | Stores Department - Denver Division . . . . .                 | 75          |
| 14c           | Stores Department - Front Range Division . . . . .            | 76          |
| 14d           | Stores Department - High Plains Division . . . . .            | 77          |
| 14e           | Stores Department - Mountain Division . . . . .               | 78          |
| 14f           | Stores Department - Northern Division . . . . .               | 79          |
| 14g           | Stores Department - Pueblo Division . . . . .                 | 80          |

| <u>FLOW #</u> | <u>Organization</u>   | <u>Page</u> |
|---------------|---|-------------|
| 14h           | Stores Department - San Luis Valley Division .....                                | 81          |
| 14i           | Stores Department - Western Division .....  | 82          |
| 15a           | System Operations Division - Denver Substation Department ..                      | 83          |
| 15b           | System Operations Division - Northeast Substation<br>Department .....             | 84          |
| 15c           | System Operations Division - Southern Substation<br>Department .....              | 85          |
| 15d           | System Operations Division - Western Substation<br>Department .....               | 86          |
| 15e           | System Operations Division - Substation & Line Equipment<br>Test Department ..... | 87          |
| 15f           | System Operations Division - Transmission Line<br>Department .....                | 88          |
| 16a           | Transportation Department - Boulder Division .....                                | 89          |
| 16b           | Transportation Department - Denver Division .....                                 | 90          |
| 16c           | Transportation Department - Mountain Division .....                               | 91          |
| 16d           | Transportation Department - Northern Division .....                               | 92          |
| 16e           | Transportation Department - Pueblo Division .....                                 | 93          |
| 16f           | Transportation Department - San Luis Valley Division .....                        | 94          |
| 16g           | Transportation Department - Western Division .....                                | 95          |
| 17a           | Utility Services Department - Denver Division .....                               | 96          |
| 17b           | Utility Services Department - Mountain Division .....                             | 97          |
| 17c           | Utility Services Department - Northern Division .....                             | 98          |
| 17d           | Utility Services Department - Southern Division .....                             | 99          |
| 17e           | Utility Services Department - Western Division .....                              | 100         |

**EXHIBIT A**

**APPLIANCE SERVICE DEPARTMENT & DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**(1) Senior Service Specialist**

**(2) Service Specialist**

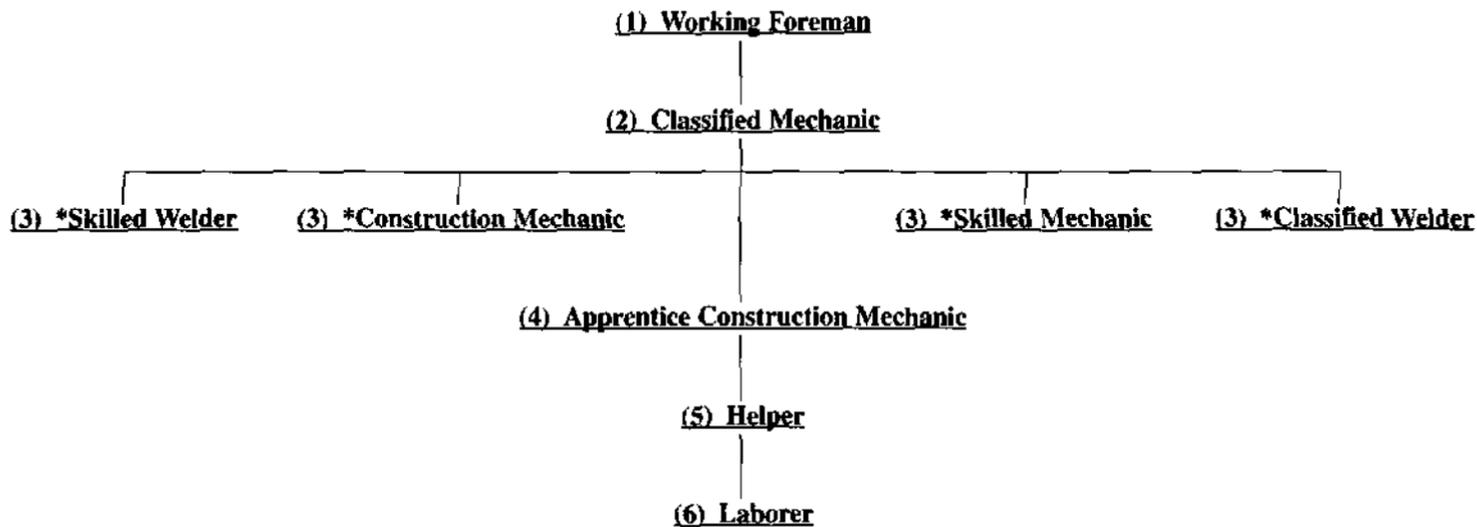
**(3) Specialist-in-Training**

**(4) Helper**

**EXHIBIT A**

**CONSTRUCTION DEPARTMENT & DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**



**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**



**(2) Corrosion Control Specialist**



**(3) Cathodic Protection Technician**

**3a Denver Division  
Corrosion Prevention Department  
June 1, 2003**

**EXHIBIT A**

**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**



**(2) Corrosion Control Specialist**



**(3) Cathodic Protection Technician**

**3b Mountain Division  
Corrosion Prevention Department  
June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**



**(2) Corrosion Control Specialist**

**(3) Cathodic Protection Technician**

3c Northern Division  
Corrosion Prevention Department  
June 1, 2003

**EXHIBIT A**

**SAN LUIS VALLEY DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**



**(2) Corrosion Control Specialist**

**(3) Cathodic Protection Technician**

**3d San Luis Valley Division  
Corrosion Prevention Department  
June 1, 2003**

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**



**(2) Corrosion Control Specialist**



**(3) Cathodic Protection Technician**

**3e Western Division  
Corrosion Prevention Department  
June 1, 2003**

**EXHIBIT A**

**BOULDER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**

**(1) Designer**



**(2) Planner**



**(3) Technician**



**(4) Senior Associate**



**(5) Associate\***

\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4a Boulder Division  
Design Department  
June 1, 2003**

**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**

**(1) Designer**

**(2) Planner**

**(3) Technician**

**(4) Senior BCL Rep\***

**\*\***

**(4) BCL Rep\*\*\***

**(5) Senior Associate**

**(5) Associate \*\*\*\***

\* Any Senior BCL Rep that is promoted to the Technician position shall maintain their current hourly wage rate at time of promotion until the Technician step progression exceeds their frozen hourly rate.

\*\* Senior BCL Rep may transfer into a vacancy of Technician without going down to BCL Rep.

\*\*\* The BCL Rep may transfer into a vacancy of Technician without becoming a Senior BCL Rep.

\*\*\*\* The Associate may transfer into a vacancy of BCL Rep or Technician without becoming a Senior Associate.

**4b Denver Division**

**Design Department**

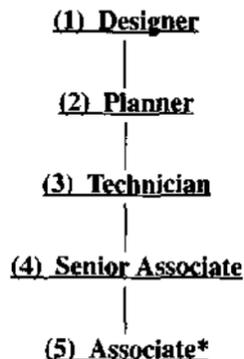
**June 1, 2003**

**EXHIBIT A**

**FRONT RANGE DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**



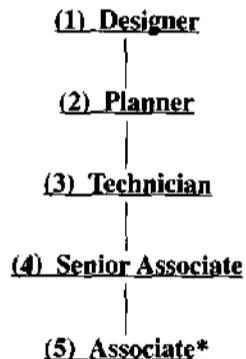
\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**EXHIBIT A**

**HIGH PLAINS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**



\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4d High Plains Division  
Design Department  
June 1, 2003**

**EXHIBIT A**

**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**

**(1) Designer**



**(2) Planner**



**(3) Technician**



**(4) Senior Associate**



**(5) Associate\***

\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4e Mountain Division  
Design Department  
June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**

**(1) Designer**



**(2) Planner**



**(3) Technician**



**(4) Senior Associate**



**(5) Associate\***

\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4f Northern Division  
Design Department  
June 1, 2003**

**EXHIBIT A**

**PUEBLO DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**

**(1) Designer**



**(2) Planner**



**(3) Technician**



**(4) Senior Associate**



**(5) Associate\***

\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

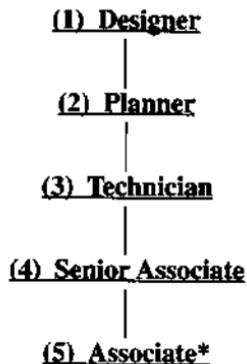
**4g Pueblo Division  
Design Department  
June 1, 2003**

**EXHIBIT A**

**SOUTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**



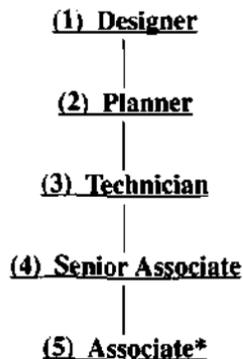
\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**



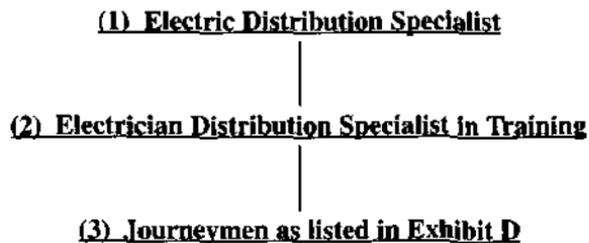
\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate



**EXHIBIT A**

**ELECTRIC DISTRIBUTION OPERATIONS MAINTENANCE SPECIALIST**  
**DEPARTMENT AND DIVISION**  
**(ELECTRIC DISTRIBUTION SPECIALIST)**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

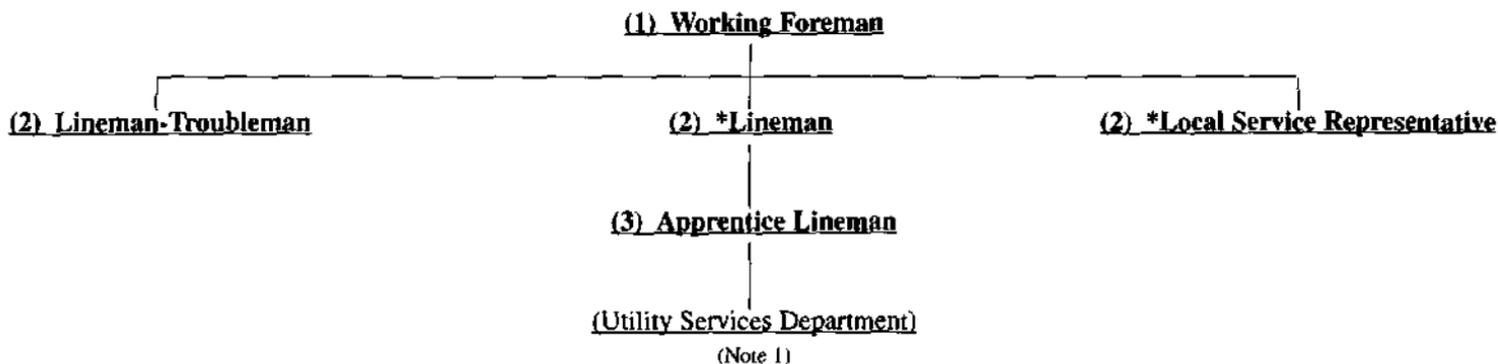


**EXHIBIT A**

**BOULDER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Employees entering into this department shall come from Utility Services Department.

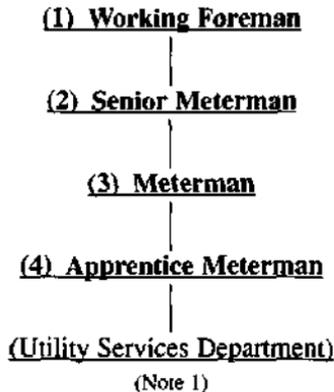
**7a Boulder Division  
Electric Line Department  
June 1, 2003**

**EXHIBIT A**

**BOULDER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**



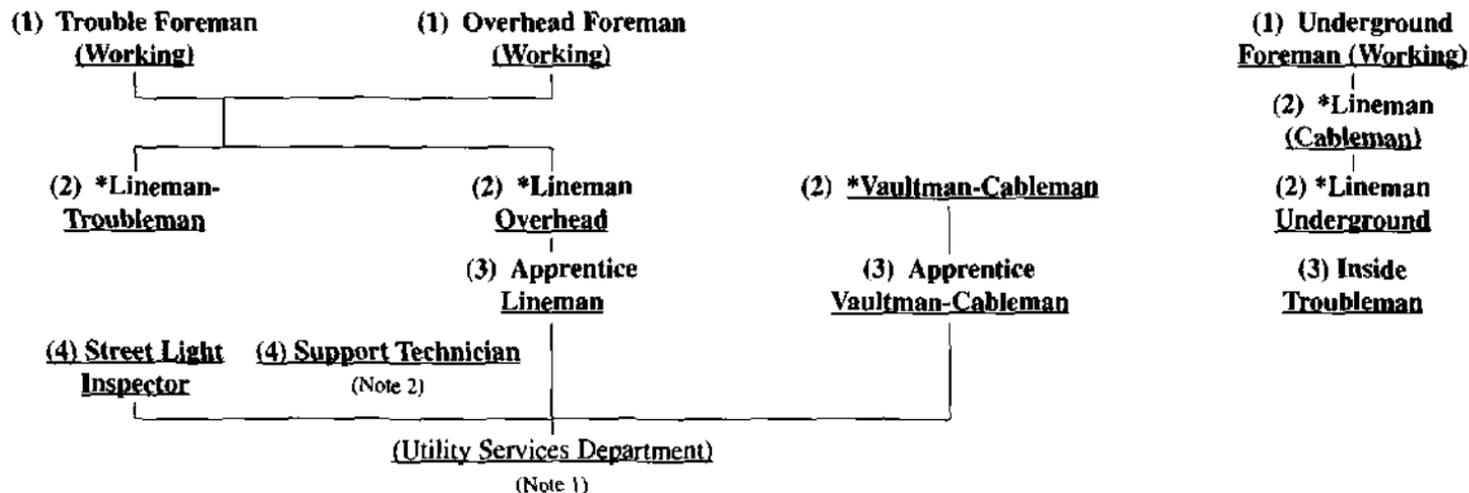
Note 1: Employees entering into this department shall come from Utility Services Department.

**7b Boulder Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A**  
**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Employees entering into this department shall come from transfers from Flows 1a, 7d, 15a, 15b, 15c, 15d, 17a.

Note 2: When the Support Technician is vacated, the duties performed will be split into the Associate and Utilityworker B classification and this position will cease to exist.

7c Denver Division  
Electric Line Department  
June 1, 2003

**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**

**(1) Working Foreman**

**(1) Electric Meter Department**

**(2) Senior Meterman**

**(3) Meterman**

**(4) Apprentice Meterman**

**(Utility Services Department)**

(Note 1)

Note 1: Employees entering into this department shall come from transfers from Flows 1a, 7c, 15a, 15b, 15c, 15d, 17a.

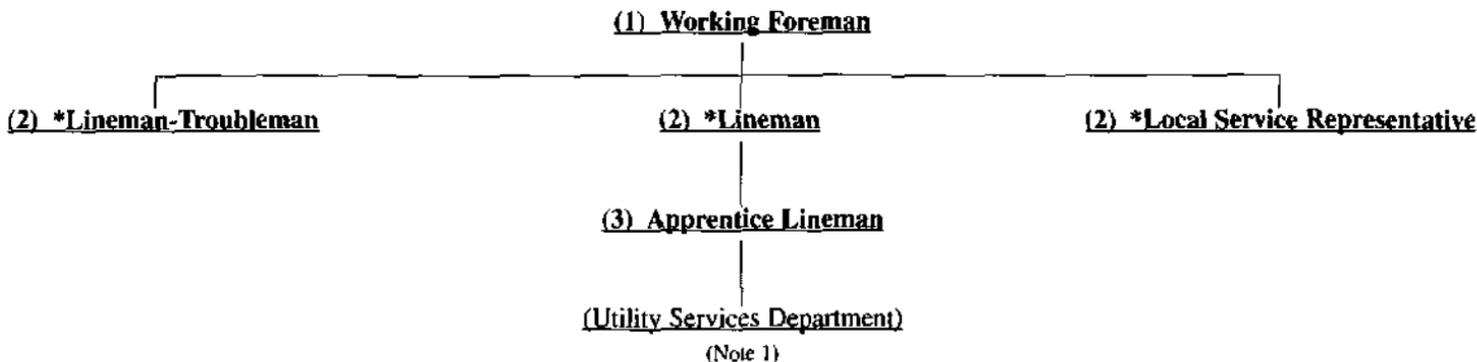
**7d Denver Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A**

**FRONT RANGE DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Employees entering into this department shall come from Utility Services Department & Division.

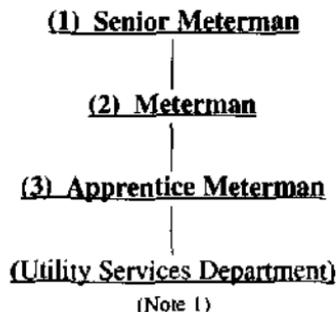
**7e Front Range Division  
 Electric Line Department  
 June 1, 2003**

**EXHIBIT A**

**FRONT RANGE DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**



Note 1: Employees entering into this department shall come from Utility Services Department.

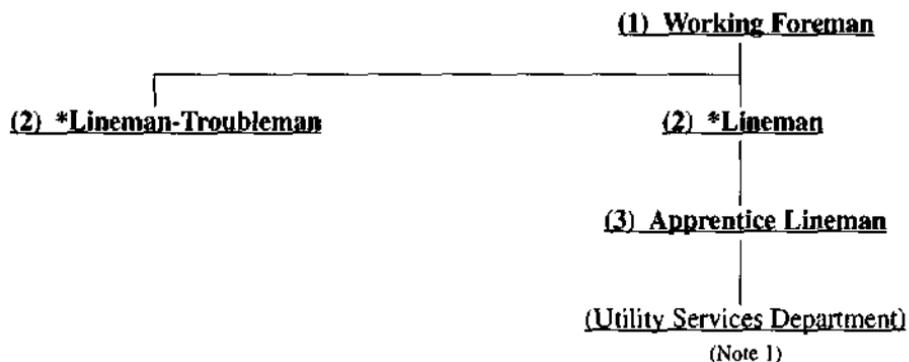
**7f Front Range Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A**

**HIGH PLAINS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Employees entering into this department shall come from the Utility Services Department.

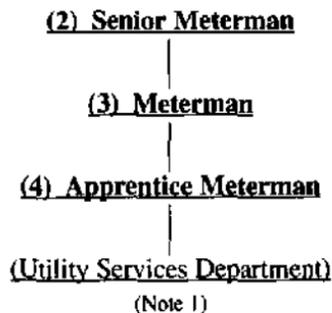
**7g High Plains Division  
 Electric Line Department  
 June 1, 2003**

**EXHIBIT A**

**HIGH PLAINS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**



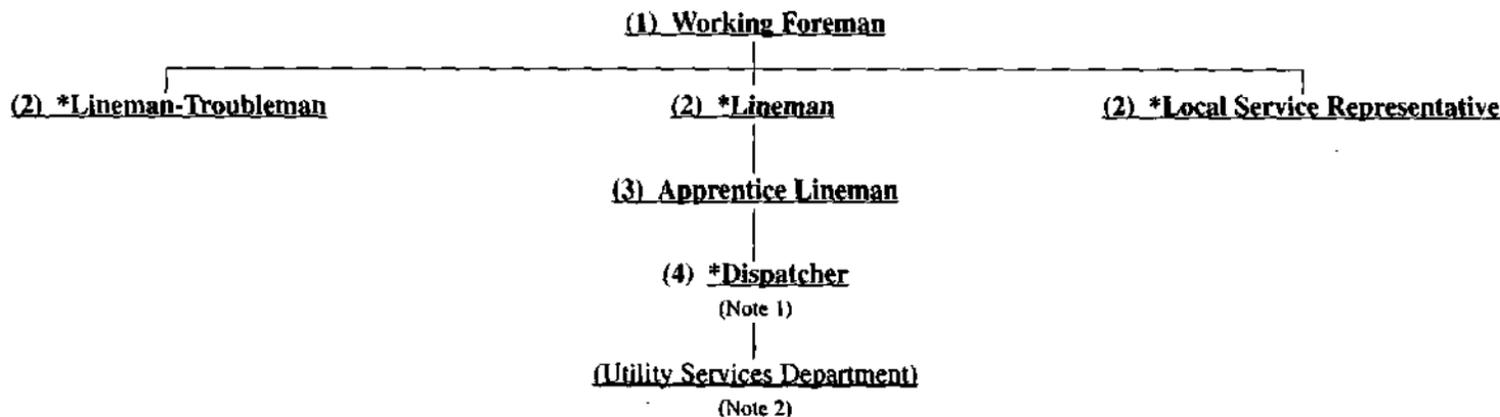
Note 1: Employees entering into this department shall come from transfers from Utility Services Department.

**7th High Plains Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A**  
**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Disabled employees may be placed as a Dispatcher in accordance with Article 11.6 of the Labor Agreement.

Note 2: Employees entering into this department shall come from the Utility Services Department.

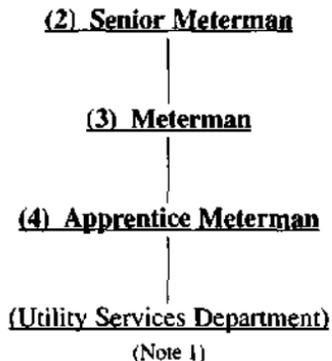
71 Mountain Division  
Electric Line Department  
June 1, 2003

**EXHIBIT A**

**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**

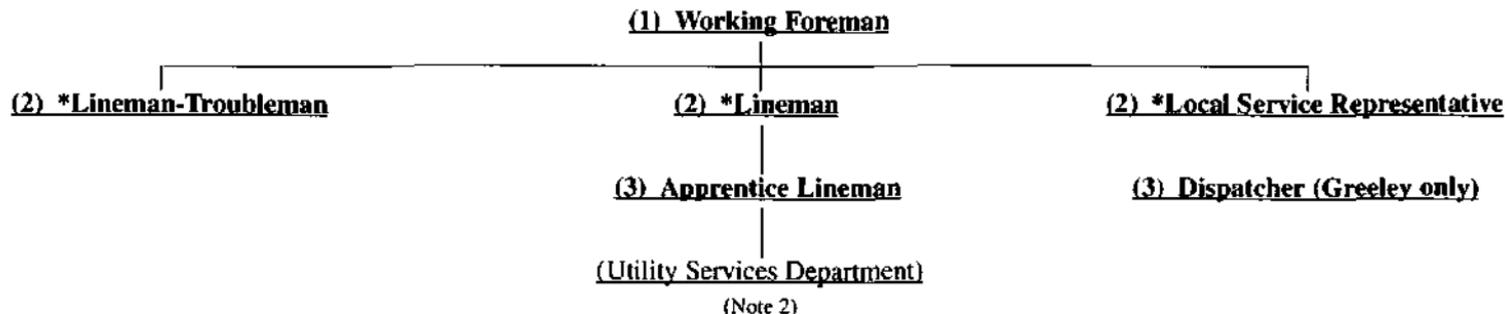


Note 1: Employees entering into this department shall come from the Utility Services Department.

**7j Mountain Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A**  
**NORTHERN DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Promotions, demotions & reductions in force shall be accomplished first at the headquarters involved and then within the Northern Division. This shall apply only to promotions, demotions & reductions in force.

Note 2: Employees entering into this department shall come from the Utility Services Department.

**7k Northern Division**  
**Electric Line Department**  
**June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**

**(1) Senior Meterman**



**(2) Meterman**



**(3) Apprentice Meterman**



**(Utility Services Department)**

(Note 2)

Note 1: Promotions, demotions & reductions in force shall be accomplished first at the headquarters involved and then within the Northern Division. This shall apply only to promotions, demotions & reductions in force.

Note 2: Employees entering into this department shall come from the Utility Services Department.

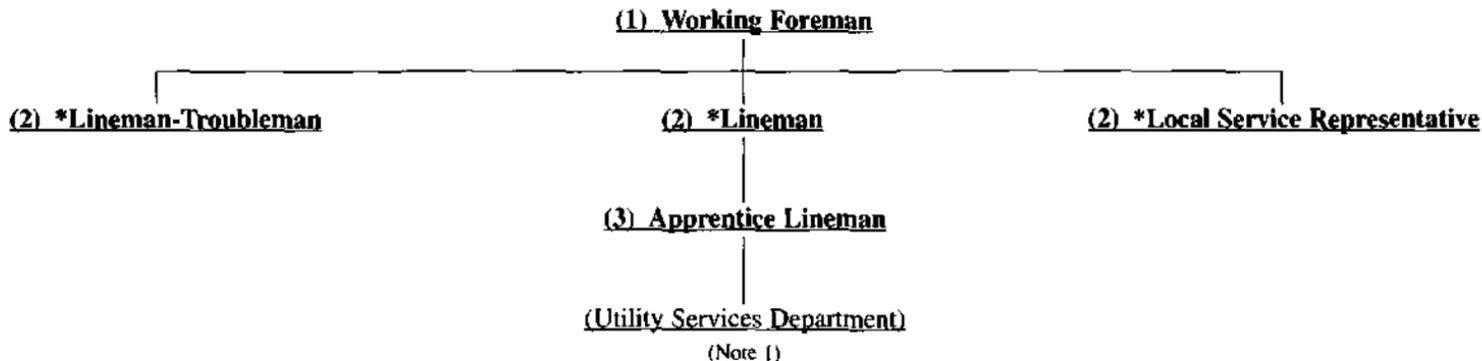
**7L Northern Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A**

**SAN LUIS VALLEY DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Employees entering into this department shall come from the Utility Services Department.

**7m San Luis Valley Division  
 Electric Line Department  
 June 1, 2003**

**EXHIBIT A**

**SAN LUIS VALLEY DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**

**(2) Senior Meterman**



**(3) Meterman**



**(4) Apprentice Meterman**



**(Utility Services Department)**

(Note 1)

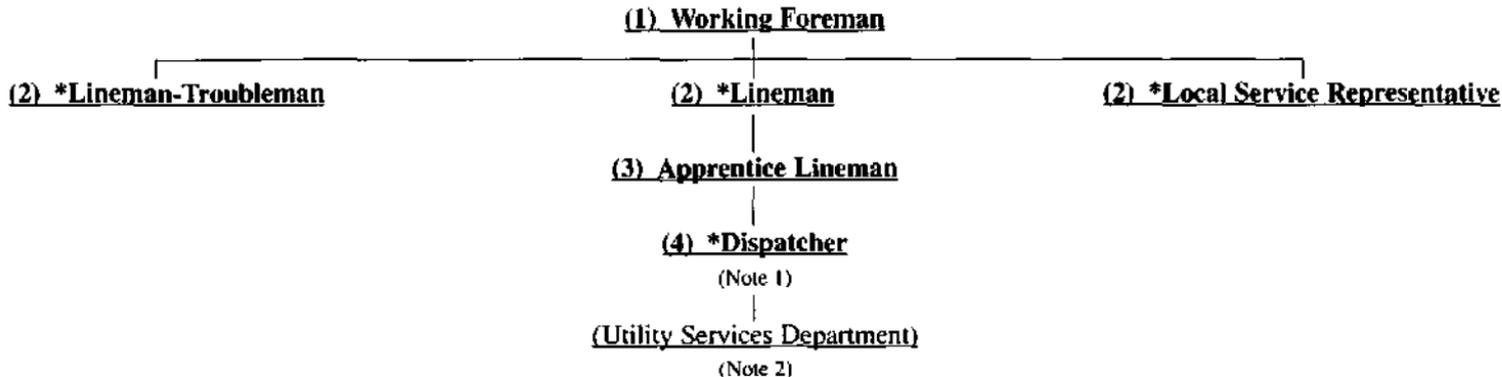
Note 1: Employees entering into this department shall come from Utility Services Department.

**7n San Luis Valley Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A**  
**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Disabled employees may be placed as a Dispatcher in accordance with Article 11.6 of the Labor Agreement.

Note 2: Employees entering into this department shall come from the Utility Services Department.

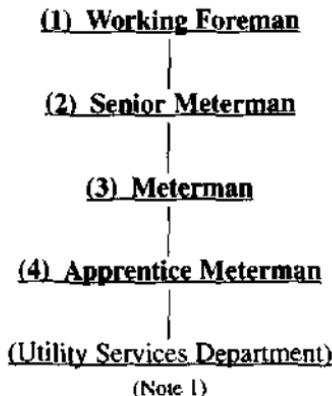
**70 Western Division**  
**Electric Line Department**  
**June 1, 2003**

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**



Note 1: Employees entering into this department shall come from the Utility Services Department.

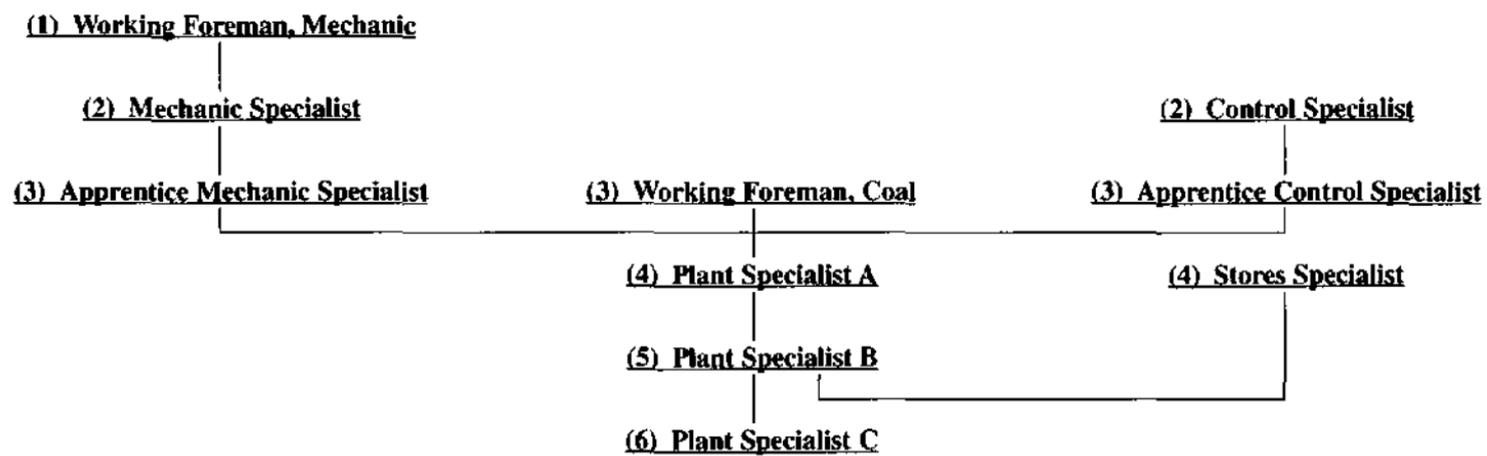
**7p Western Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A**

**CAMEO DEPARTMENT & DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Energy Supply**



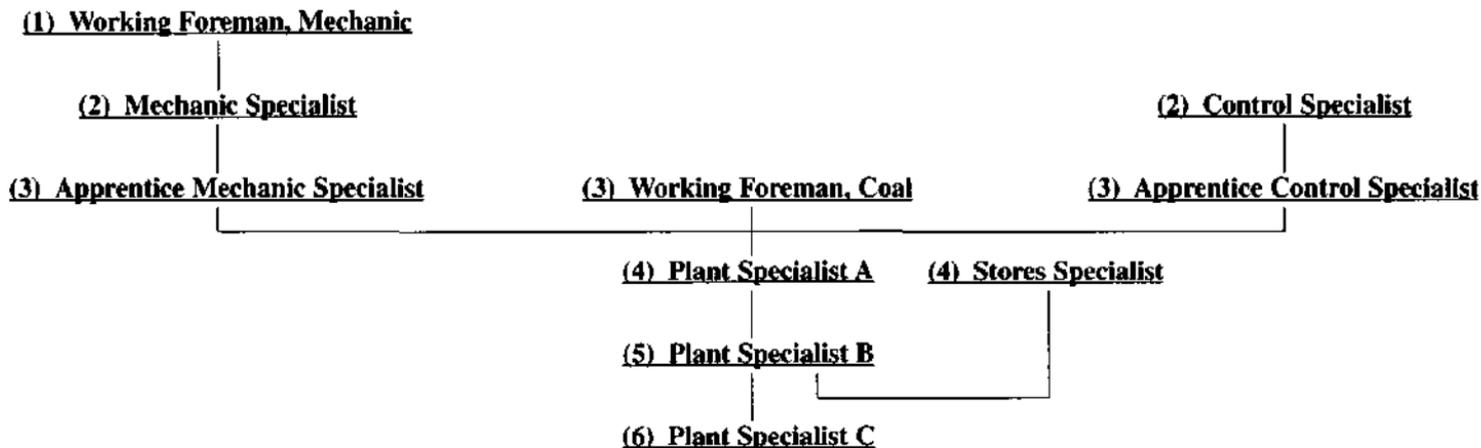
8a Cameo Department & Division  
Energy Supply  
June 1, 2003

**EXHIBIT A**

**COMANCHE DEPARTMENT & DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Energy Supply**



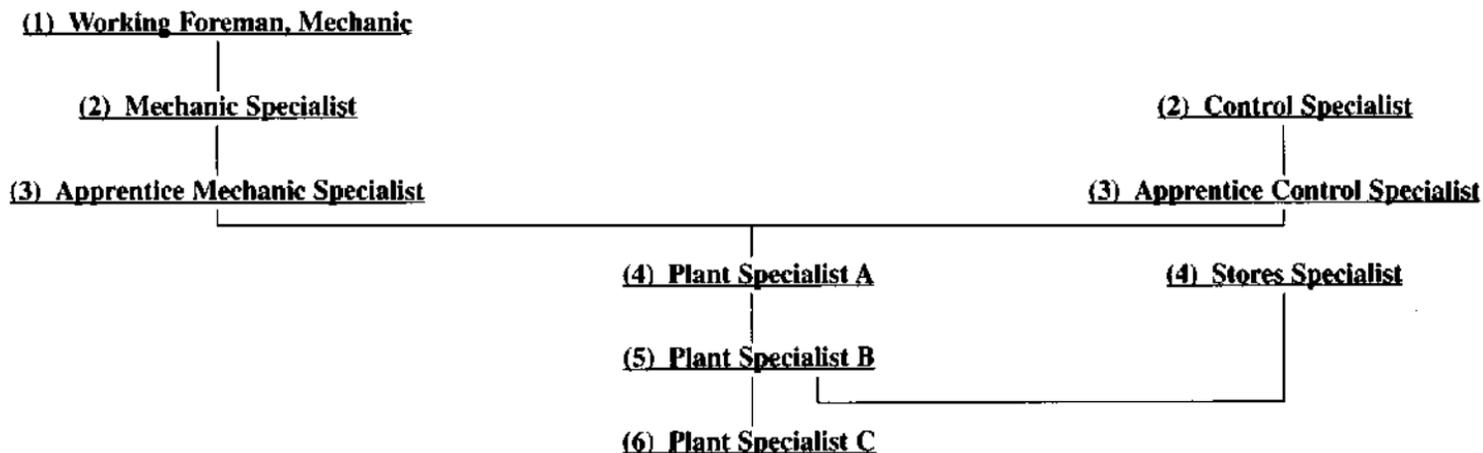
8b Comanche Department & Division  
Energy Supply  
June 1, 2003

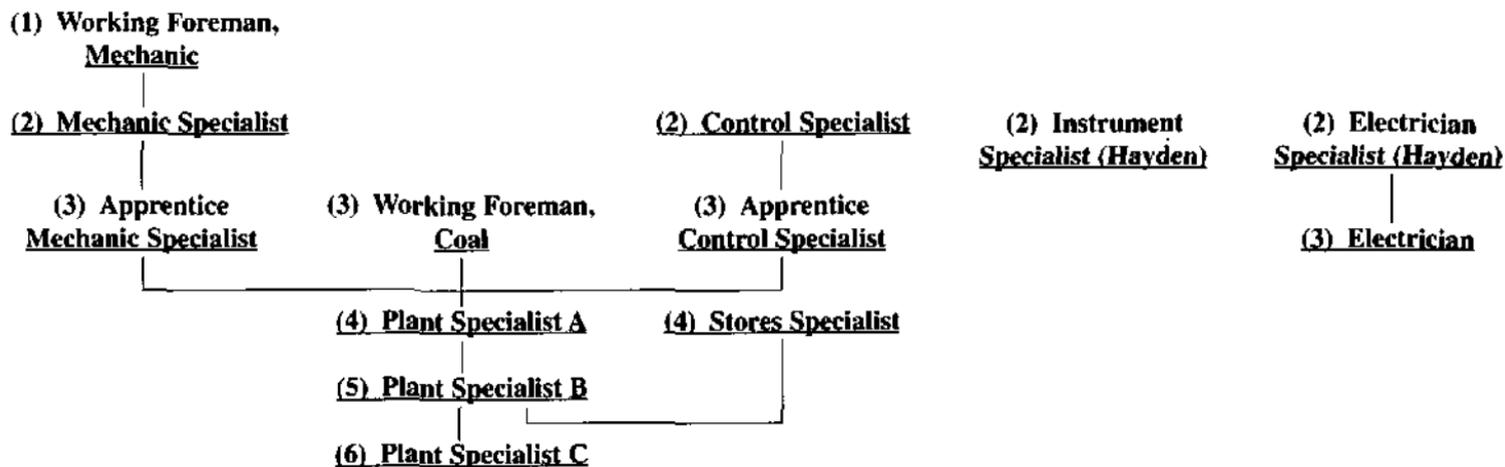
**EXHIBIT A**

**FORT ST. VRAIN DEPARTMENT & DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Energy Supply**



**EXHIBIT A****HAYDEN DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

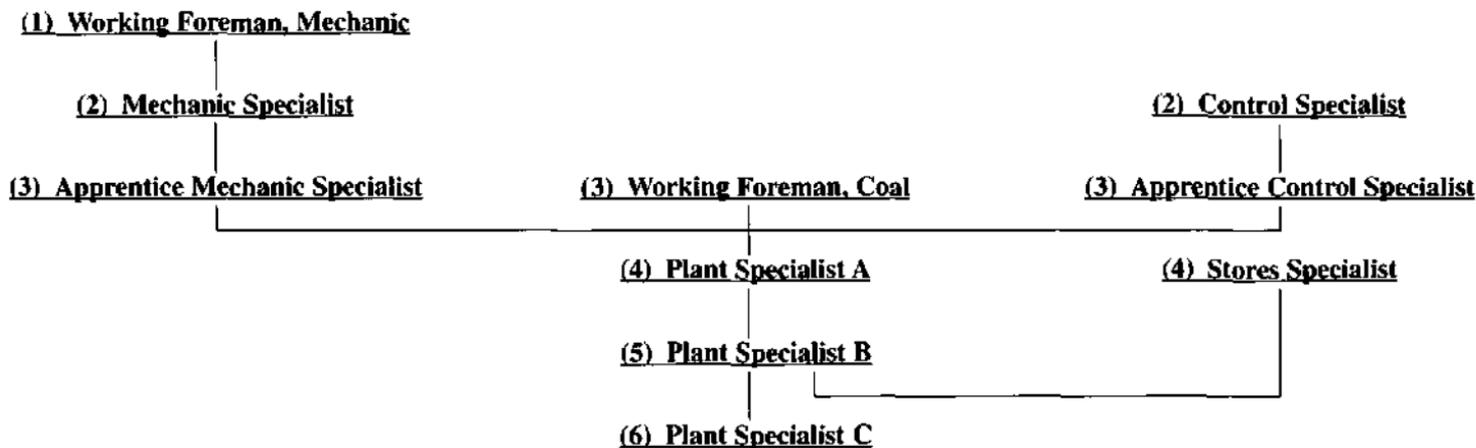
**EXHIBIT A**

**METRO DEPARTMENT & DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Energy Supply**

**(Arapahoe, Cherokee, Steam Heat, Zuni Stations)**



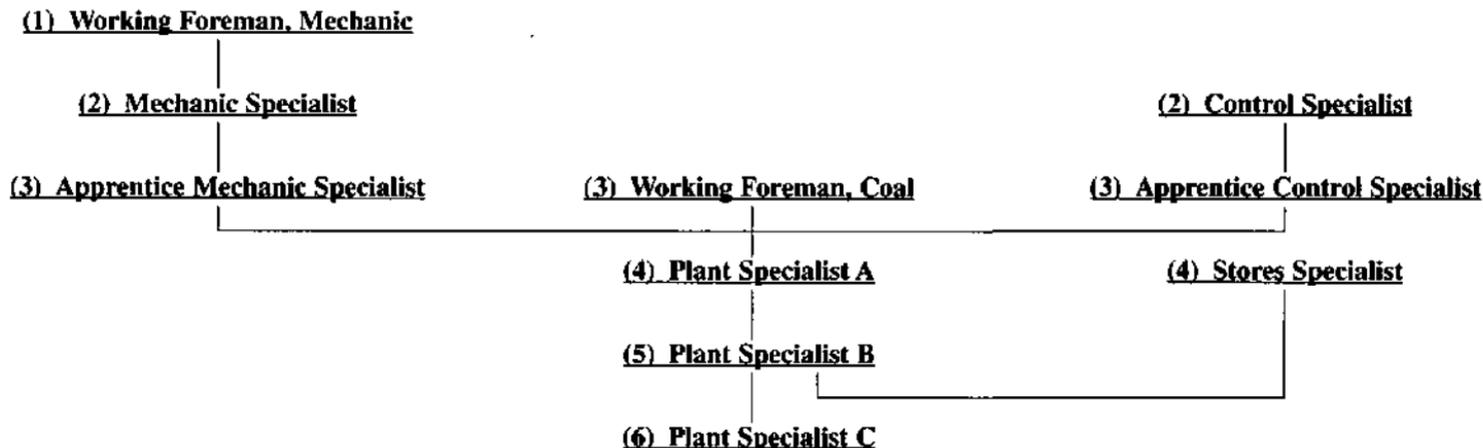
8e Metro Department & Division  
Energy Supply  
June 1, 2003

**EXHIBIT A**

**PAWNEE DEPARTMENT & DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Energy Supply**

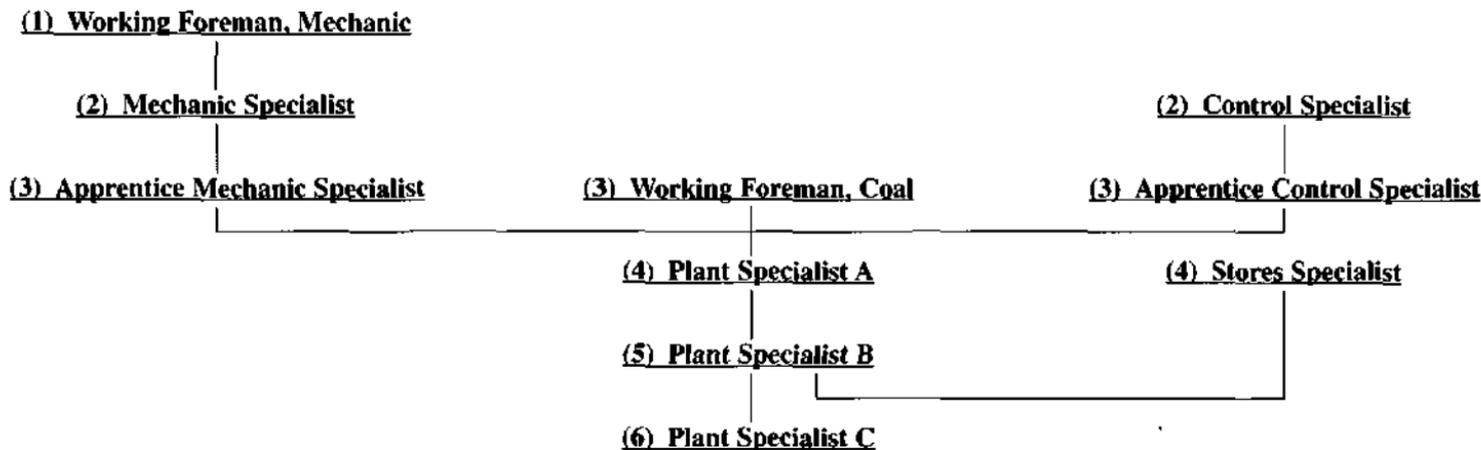


**EXHIBIT A**

**VALMONT DEPARTMENT & DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Energy Supply**

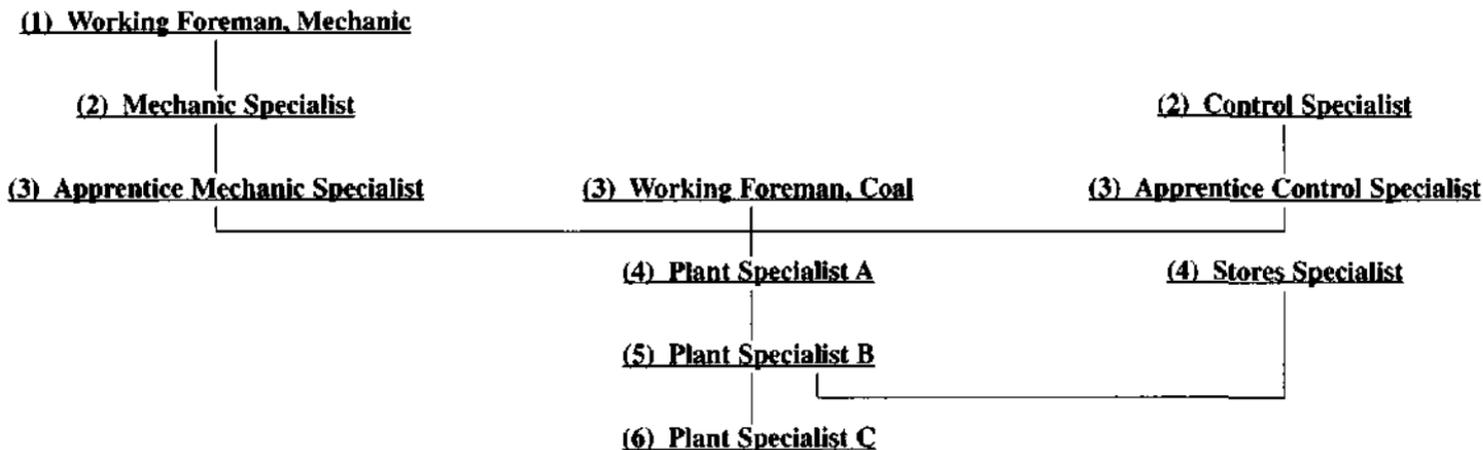


**EXHIBIT A**

**BOULDER HYDRO DEPARTMENT & DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Energy Supply**



8h Boulder Hydro Department & Division  
 Energy Supply  
 June 1, 2003

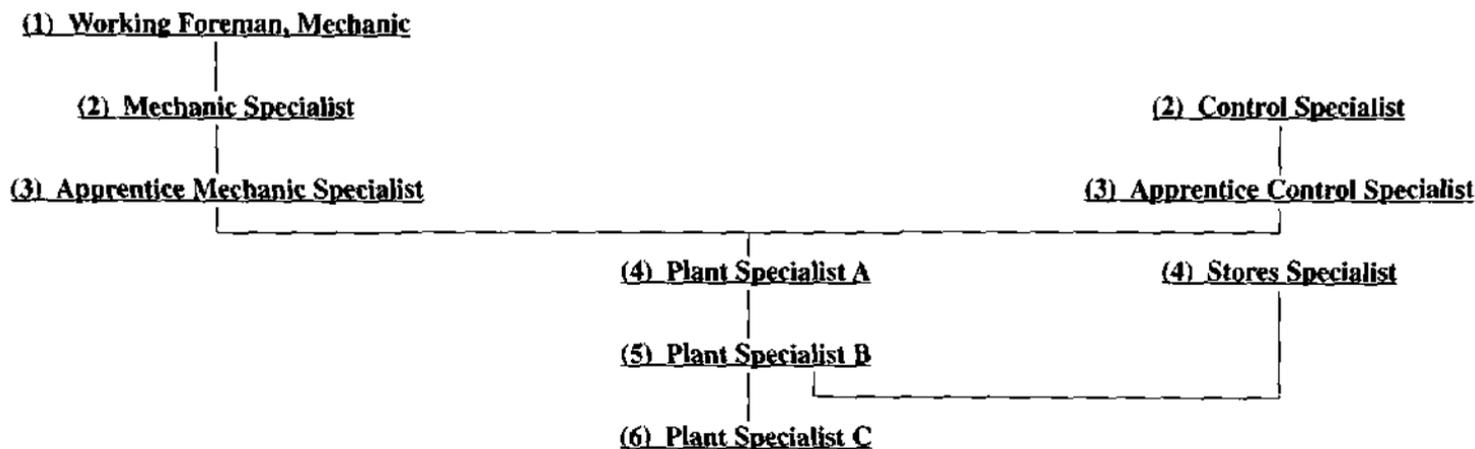
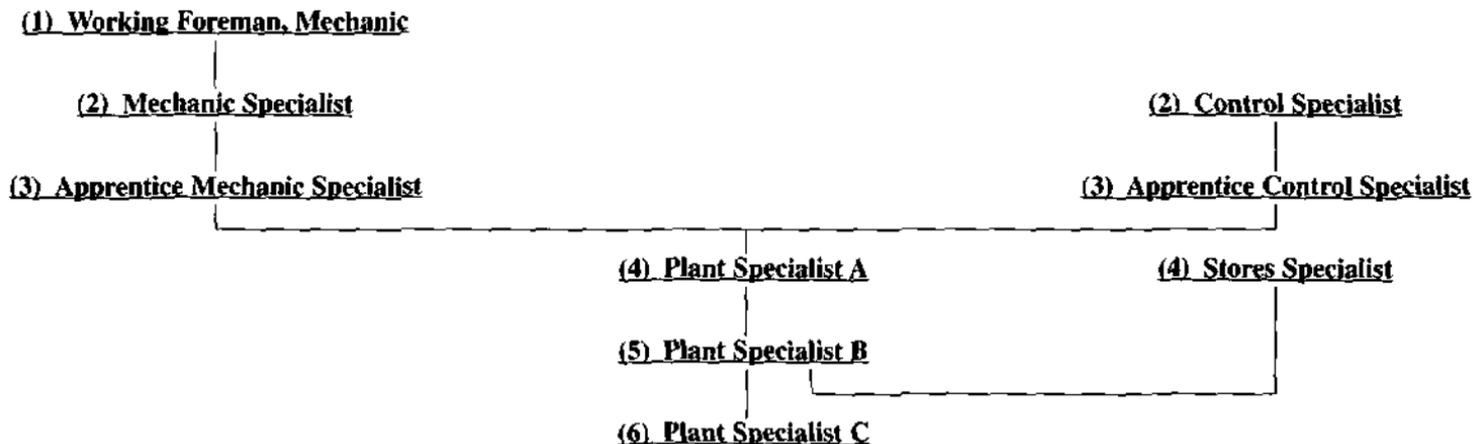
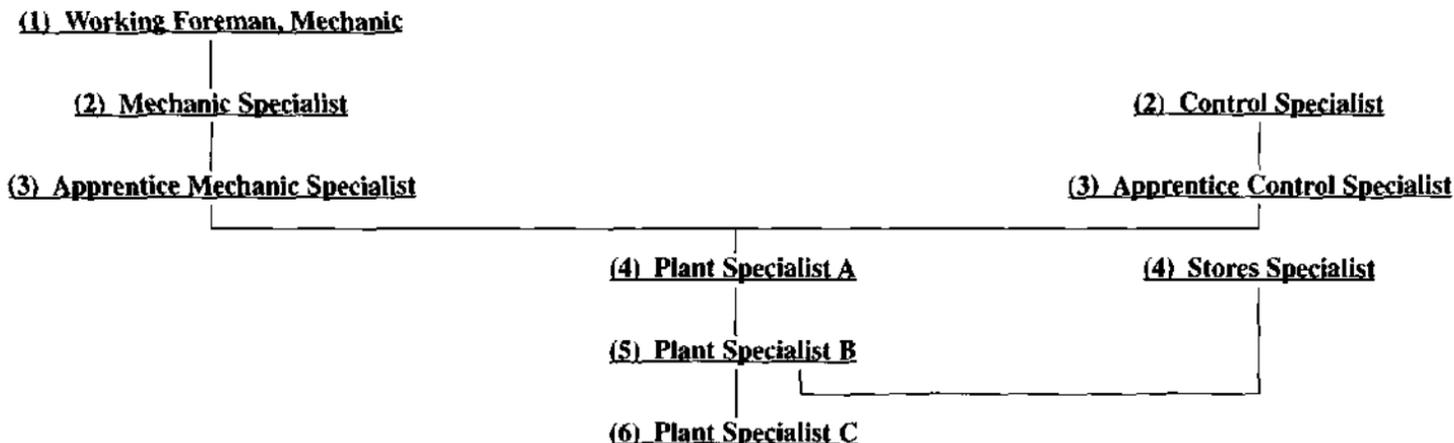
**EXHIBIT A****CABIN CREEK/GEORGETOWN HYDRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

EXHIBIT ASHOSHONE HYDRO DEPARTMENT & DIVISIONJOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONSEnergy Supply

8j Shoshone Hydro Department & Division  
 Energy Supply  
 June 1, 2003

**EXHIBIT A****AMES/SALIDA/TACOMA HYDRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8k Ames/Salida/Tacoma Hydro Department & Division  
 Energy Supply  
 June 1, 2003

**EXHIBIT A****BOULDER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman****(2) \*District  
Service-Fitter**  
(Note 1)**(2) \*Senior  
Service-Fitter****(2) \*Service-Fitter****(2) \*Service-  
Fitter-Welder****(2) \*Lead  
Service-Fitter**  
(Note 2)**(4) Apprentice Service-Fitter****(Utility Services Department)**

(Note 3)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

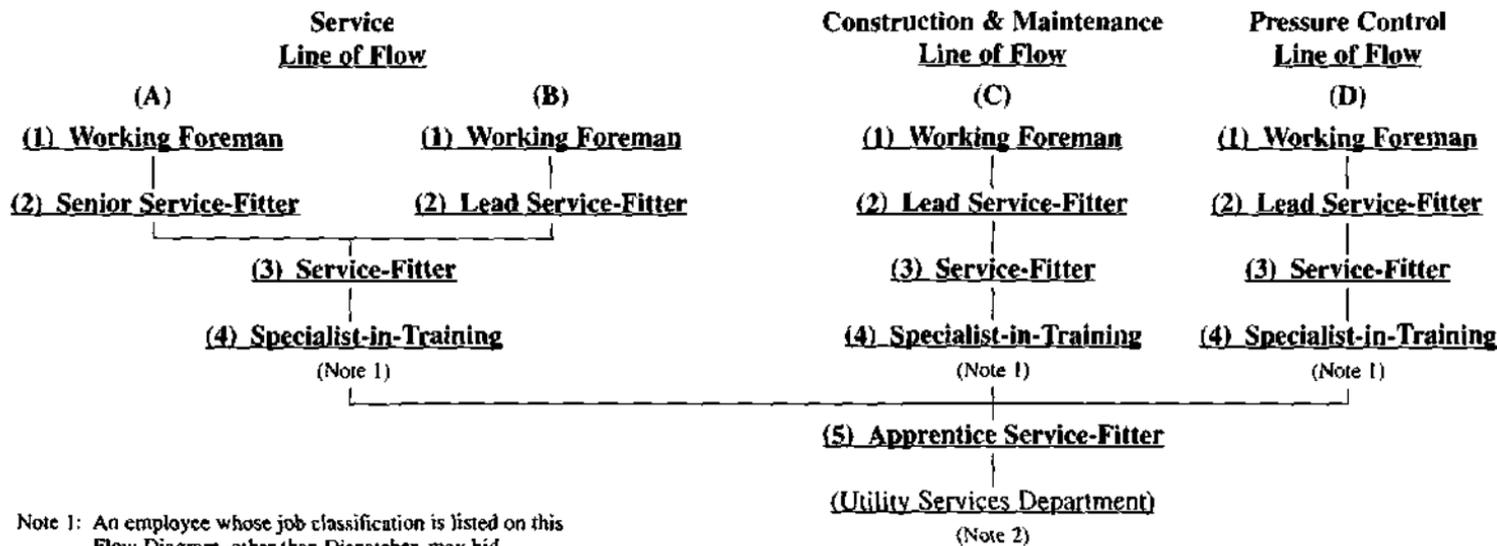
Note 3: Employees entering into this department shall come from the Utility Services Department.

**9a Boulder Division  
Gas Department  
June 1, 2003**

**EXHIBIT A**  
**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Gas Department**



Note 1: An employee whose job classification is listed on this Flow Diagram, other than Dispatcher, may bid Specialist-in-Training without regard to the line of flow of this Exhibit A, based on department seniority.

Note 2: Employees entering into this department shall come from Utility Services Department.

**9b Denver Division**  
**Gas Department**  
**June 1, 2003**

**EXHIBIT A**  
**FRONT RANGE DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Gas Department**

**(1) Working Foreman**

**(2) \*District  
Service-Fitter**  
(Note 1)

**(2) \*Senior  
Service-Fitter**

**(2) \*Service-Fitter**

**(2) \*Service-Fitter-  
Welder**

**(2) \*Lead  
Service-Fitter**  
(Note 2)

**(3) Apprentice Service-Fitter**

**(Utility Services Department)**

(Note 3)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from Utility Services Department.

**9c Front Range Division**  
**Gas Department**  
**June 1, 2003**

**EXHIBIT A**  
**HIGH PLAINS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Gas Department**

**(1) Working Foreman**

**(2) \*District  
Service-Fitter**

(Note 1)

**(2) \*Senior  
Service-Fitter**

**(2) \*Service-Fitter**

**(3) Apprentice Service-Fitter**

**(Utility Services Department)**

(Note 3)

**(2) \*Service-Fitter-  
Welder**

**(2) \*Lead  
Service-Fitter**

(Note 2)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from Utility Services Department.

**9d High Plains Division  
Gas Department  
June 1, 2003**

EXHIBIT AMOUNTAIN DIVISIONJOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONSGas Department(1) Working Foreman(2) \*District  
Service-Fitter  
(Note 1)(2) \*Senior  
Service-Fitter(2) \*Service-Fitter(2) \*Service-Fitter-  
Welder(2) \*Lead  
Service-Fitter  
(Note 2)(3) Apprentice Service-Fitter(3) Dispatcher  
(Note 3)(Utility Services Department)  
(Note 4)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Disabled employees may be placed as a Dispatcher in accordance with the Disabled Employee Policy as referenced in Article 11.6 of the Labor Agreement.

Note 4: Employees entering into this department shall come from Utility Services Department.

9e Mountain Division

Gas Department

June 1, 2003

**EXHIBIT A****NORTHERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman****(2) \*District  
Service-Fitter**  
(Note 1)**(2) \*Senior  
Service-Fitter****(2) \*Service-Fitter****(2) \*Service-Fitter-  
Welder****(2) \*Lead  
Service-Fitter**  
(Note 2)**(3) Apprentice Service-Fitter****(Utility Services Department)**

(Note 3)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

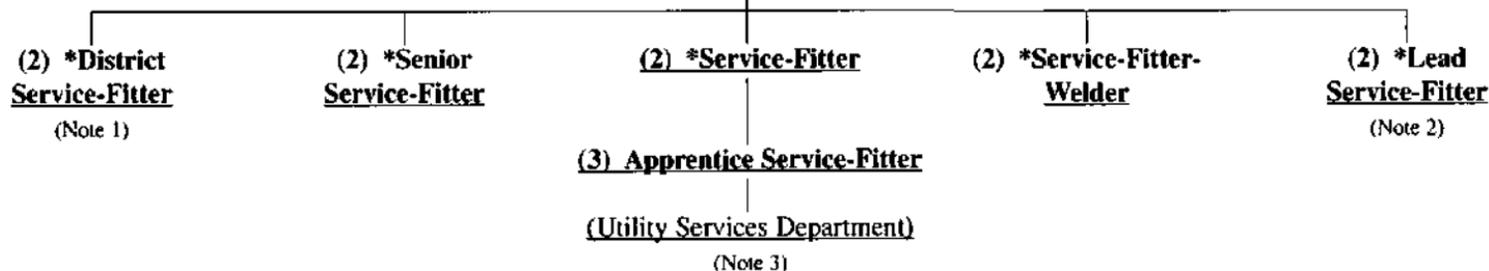
Note 3: Employees entering into this department shall come from the Utility Services Department.

9f Northern Division  
Gas Department  
June 1, 2003

**EXHIBIT A****PUEBLO DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman****(2) \*Lead Service-Fitter****(2) \*Senior  
Service-Fitter****(2) \*Service-Fitter****(2) \*Lead Welder****(3) Apprentice Service-Fitter****(Utility Services Department)****(Note 1)**

Note 1: Employees entering into this department shall come from Utility Services Department.

**9g Pueblo Division  
Gas Department  
June 1, 2003**

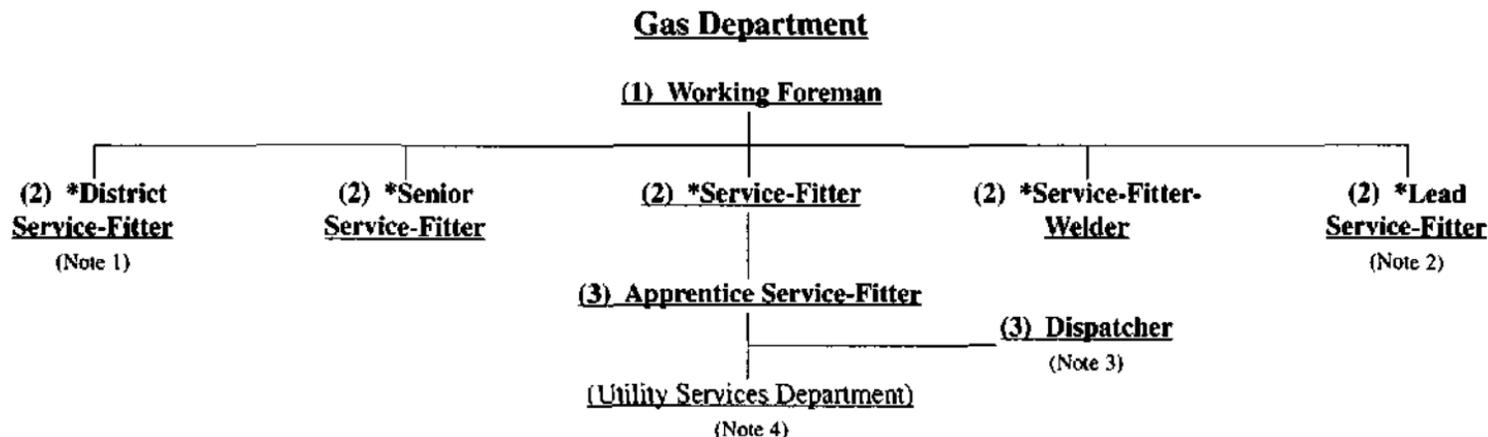
**EXHIBIT A****SAN LUIS VALLEY DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman**

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from Utility Services Department.

**9h San Luis Valley Division  
Gas Department  
June 1, 2003**

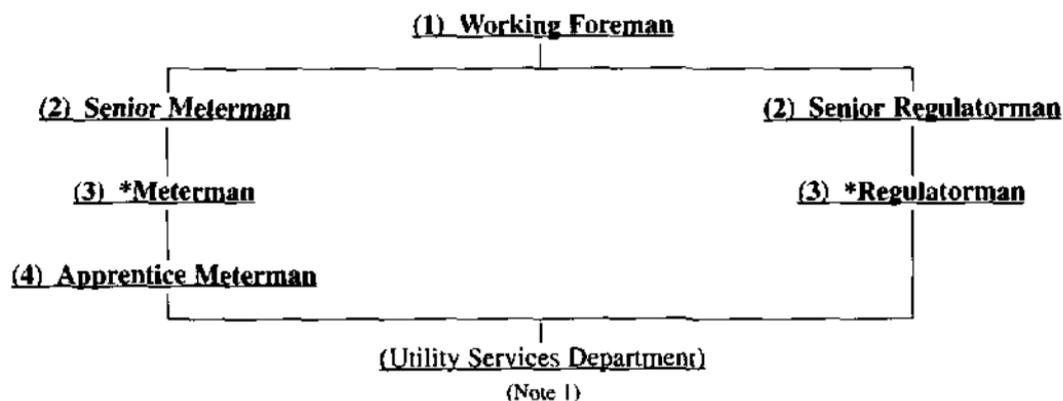
**EXHIBIT A****WESTERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

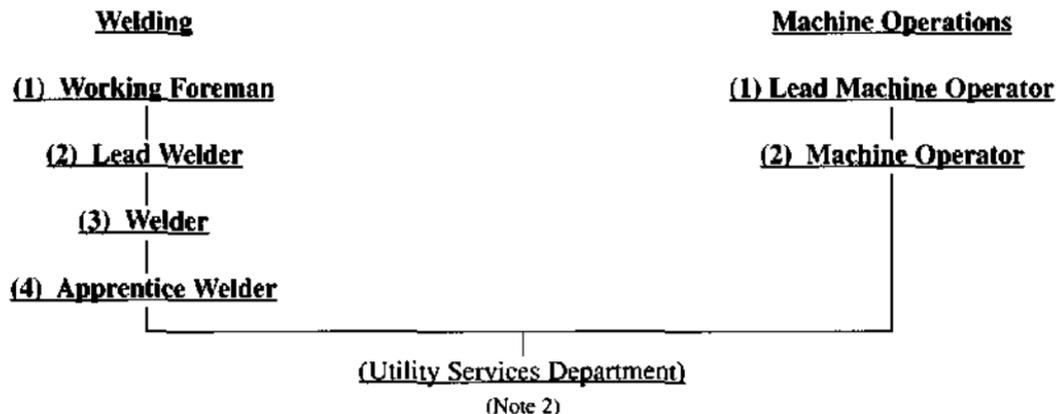
Note 3: Disabled employees may be placed as a Dispatcher in accordance with the Disabled Employee Policy as referenced in Article 11.6 of the Labor Agreement.

Note 4: Employees entering into this department shall come from Utility Services Department.

**EXHIBIT A****DENVER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Meter Shop Department**

Note 1: Employees entering into this department shall come from the Utility Services Department.

9j Denver Division  
 Gas Meter Shop Department  
 June 1, 2003

**EXHIBIT A****GAS DIVISION - DENVER****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Mechanical Shop**

Note 1: In order to bid to any position within the Company, a Lead Machine Operator or Machine Operator must have been a Lead Machine Operator and/or Machine Operator for at least 2 years.

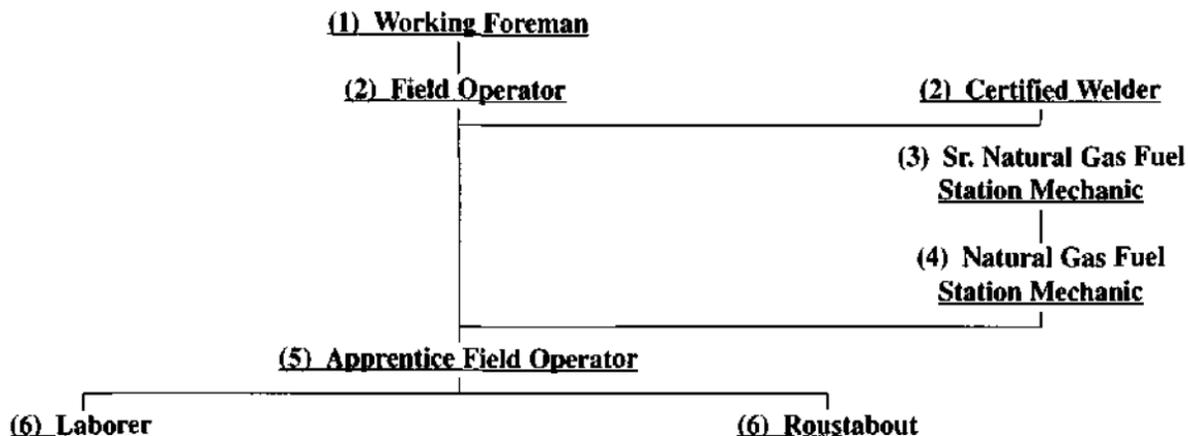
Note 2: Employees entering into this department shall come from Utility Services Department.

**9k Denver Division  
Gas Mechanical Shop  
June 1, 2003**

**EXHIBIT A**  
**DENVER DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**

**Leyden District/Mesa District**



Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.  
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

9L Denver Division  
 High Pressure Gas Department  
 June 1, 2003

**EXHIBIT A**  
**MOUNTAIN DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**

**Silverthorne District**

**(1) Working Foreman**

**(2) Field Operator**

**(2) Certified Welder**

**(3) Sr. Natural Gas Fuel  
Station Mechanic**

**(4) Natural Gas Fuel  
Station Mechanic**

**(5) Apprentice Field Operator**

**(6) Laborer**

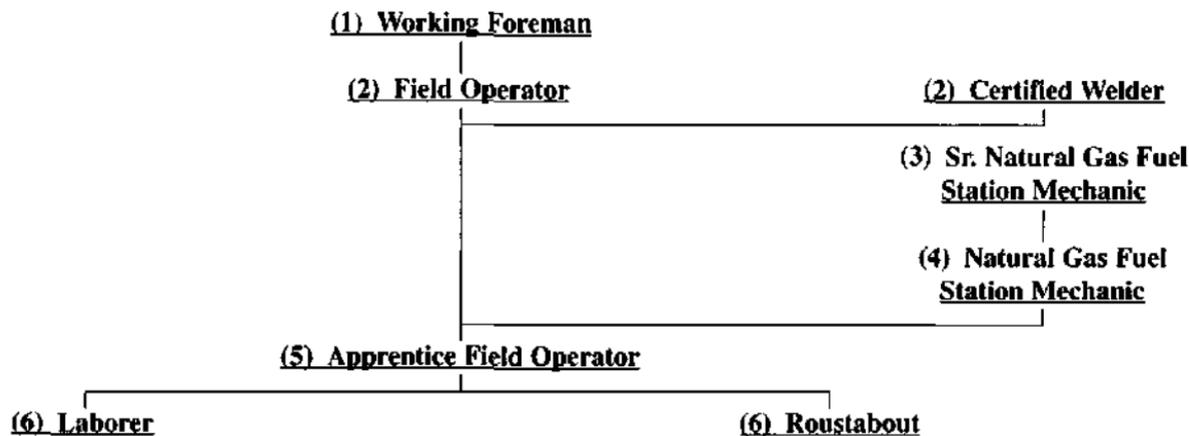
**(6) Roustabout**

Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.  
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

**9m Mountain Division**  
**High Pressure Gas Department**  
**June 1, 2003**

**EXHIBIT A**  
**NORTHERN DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**  
**Campion District/Roundup District**



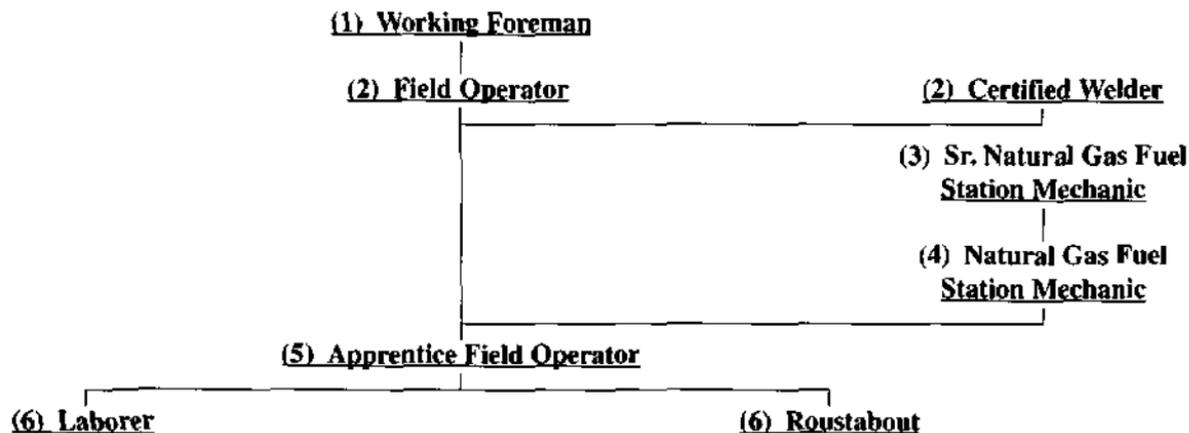
Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.  
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

9n Northern Division  
 High Pressure Gas Department  
 June 1, 2003

**EXHIBIT A**  
**SAN LUIS VALLEY DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**

**Del Norte District/Durango District**



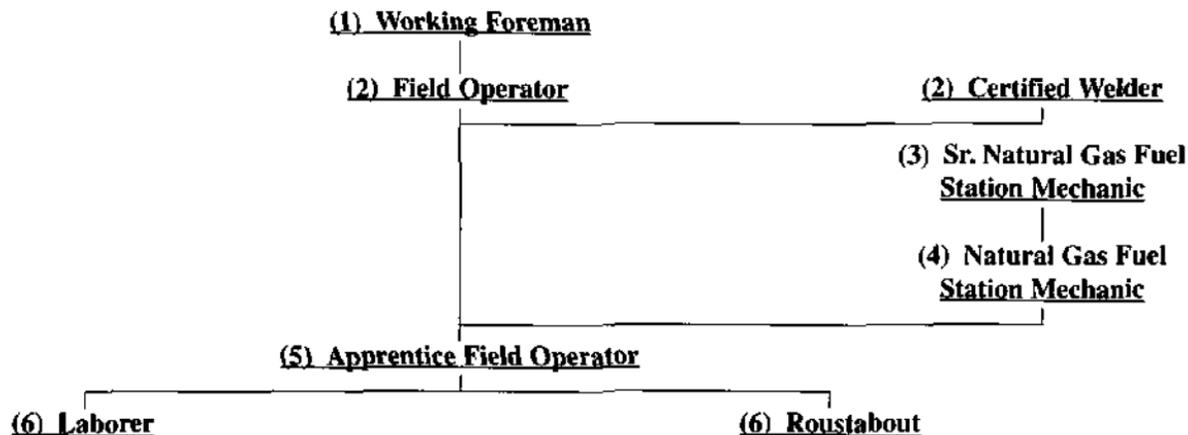
Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.  
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

90 San Luis Valley Division  
 High Pressure Gas Department  
 June 1, 2003

**EXHIBIT A**  
**WESTERN DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**

**Grand Junction District/Rangely District/Rifle District/Meeker District**



Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.

Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

**EXHIBIT A**

**GAS STANDARDS DEPARTMENT AND DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Denver**

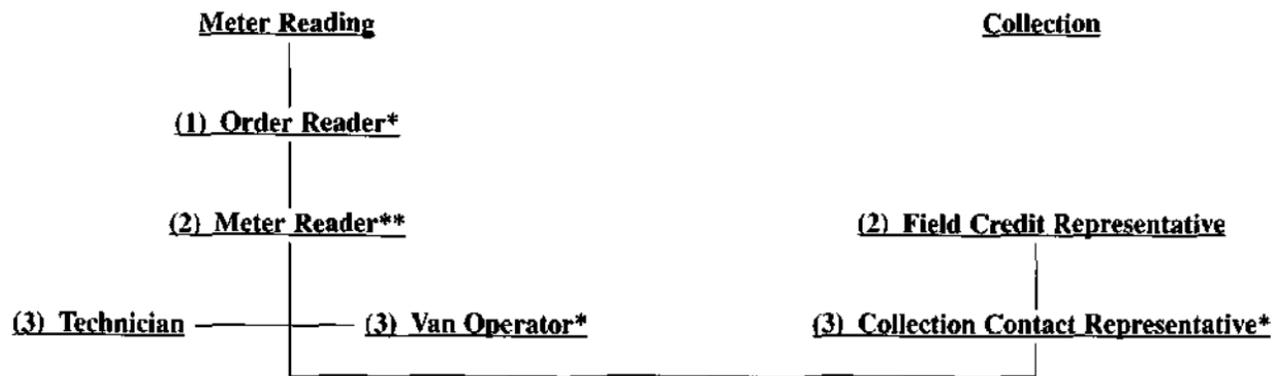
**(1) Gas Standards Technician**

**EXHIBIT A**

**BOULDER DIVISION**

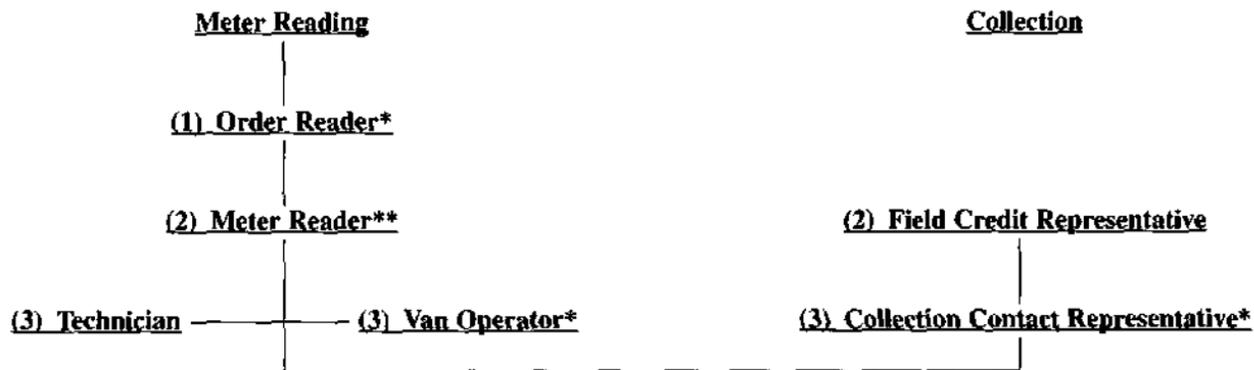
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Meter Revenue Department**



\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

**EXHIBIT A****DENVER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

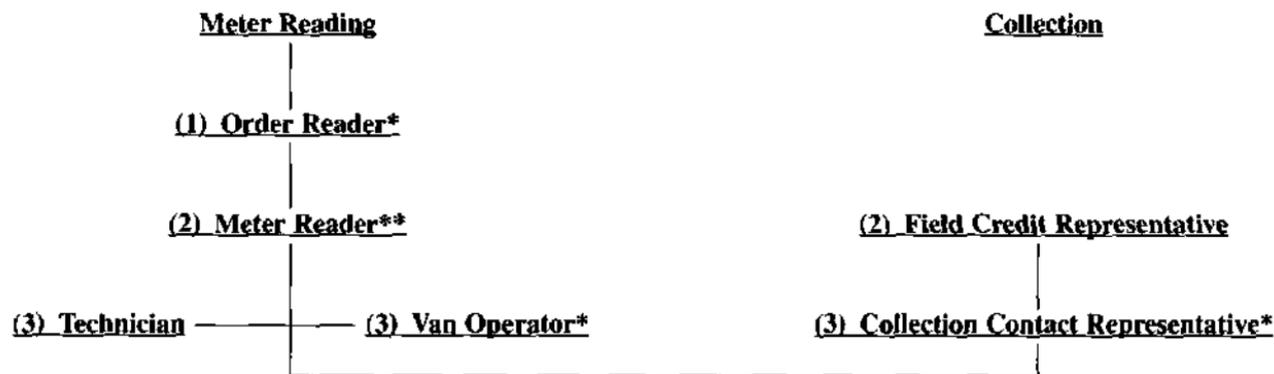
**11b Denver Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A**

**FRONT RANGE DIVISION**

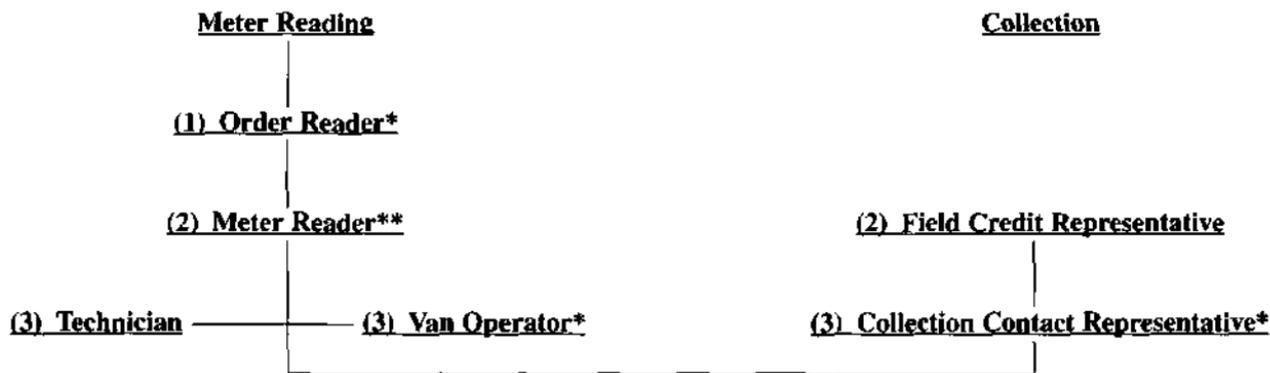
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Meter Revenue Department**



\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

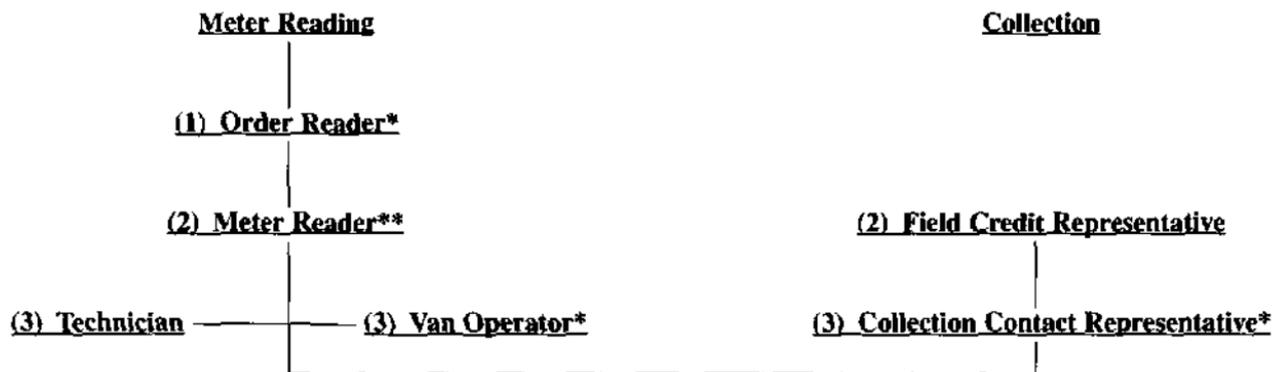
\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

**EXHIBIT A****HIGH PLAINS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

11d High Plains Division  
 Meter Revenue Department  
 June 1, 2003

**EXHIBIT A****MOUNTAIN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

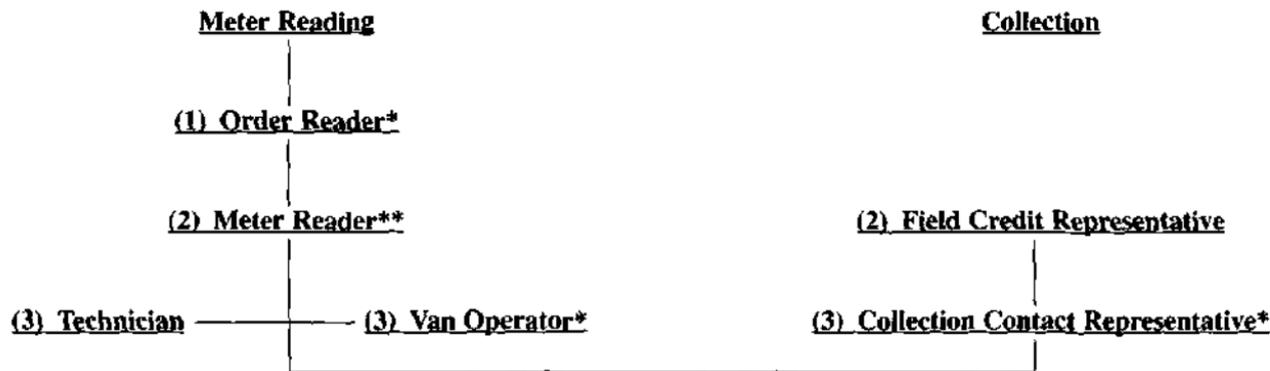
\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

**11e Mountain Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A**  
**NORTHERN DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

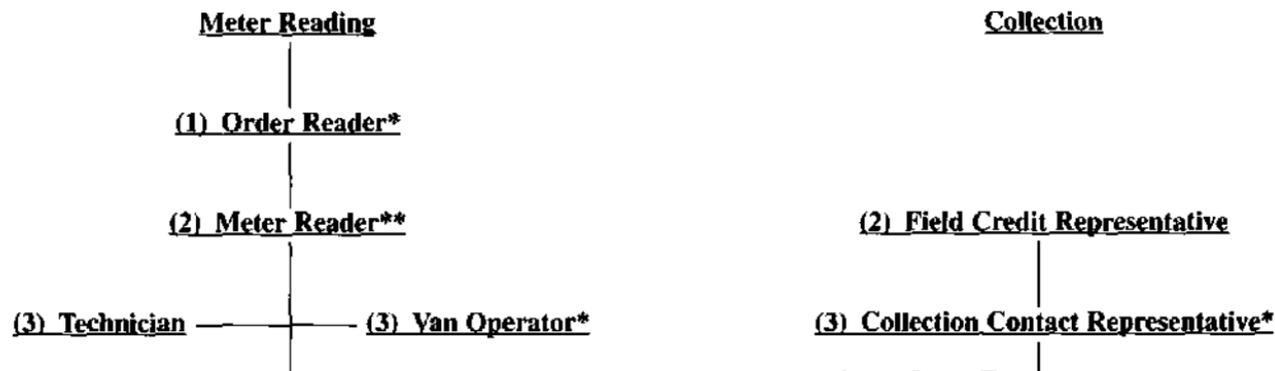
**Meter Revenue Department**



\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

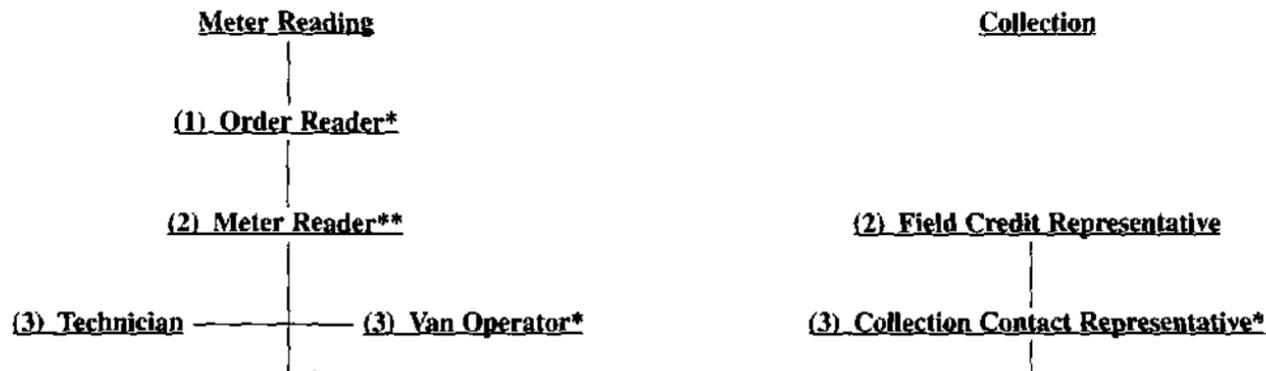
**11f Northern Division**  
**Meter Revenue Department**  
**June 1, 2003**

**EXHIBIT A****PUEBLO DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

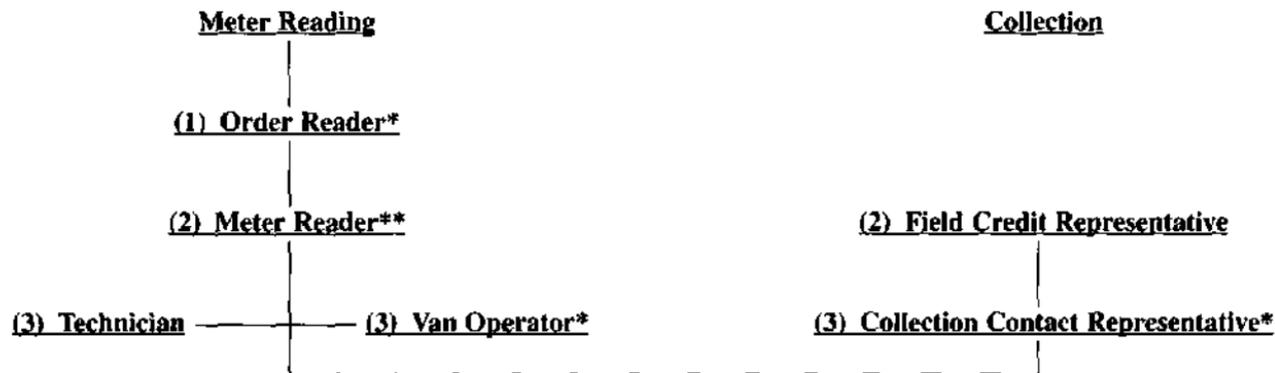
**11g Pueblo Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A****SAN LUIS VALLEY DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

11h San Luis Valley Division  
 Meter Revenue Department  
 June 1, 2003

**EXHIBIT A****WESTERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

**11i Western Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A**

**METROLOGY DEPARTMENT AND DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Denver**

**(1) Working Foreman**

**(2) Senior Metrologist/LMS**

**(3) Gas & Electric Meter &  
Transformer Shop Specialist (G&E)\***

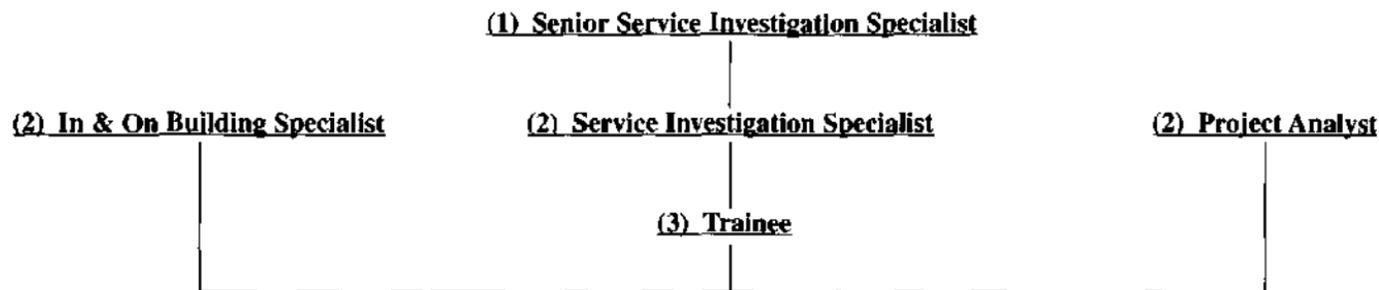
**(3) Metrologist**

\* Employees in the Design Department Associate classification will be given first right of transfer into the G&E classification.

**EXHIBIT A**

**SERVICE INVESTIGATION DEPARTMENT AND DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**



**EXHIBIT A**

**BOULDER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**

**(2) Storekeeper**

**(3) Storekeeper Trainee**

**(4) Deliveryperson**

**(5) Stores Utility Worker**

**(6) Mail Bus Driver**

**14a Boulder Division**

**Stores Department**

**June 1, 2003**

**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**

**(2) Storekeeper**

**Sr AS/RS Specialist**

**(3) Storekeeper Trainee**

**(4) Deliveryperson**

**(5) Stores Utility Worker**

**(6) Mail Bus Driver**

**14b Denver Division  
Stores Department  
June 1, 2003**

**EXHIBIT A**

**FRONT RANGE DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**



**(2) Storekeeper**



**(3) Storekeeper Trainee**



**(4) Deliveryperson**



**(5) Stores Utility Worker**



**(6) Mail Bus Driver**

**14c Front Range Division  
Stores Department  
June 1, 2003**

**EXHIBIT A**

**HIGH PLAINS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**

|  
**(2) Storekeeper**

|  
**(3) Storekeeper Trainee**

|  
**(4) Deliveryperson**

|  
**(5) Stores Utility Worker**

|  
**(6) Mail Bus Driver**

**14d High Plains Division**

**Stores Department**

**June 1, 2003**

**EXHIBIT A**

**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**

↓  
**(2) Storekeeper**

↓  
**(3) Storekeeper Trainee**

↓  
**(4) Deliveryperson**

↓  
**(5) Stores Utility Worker**

↓  
**(6) Mail Bus Driver**

**14e Mountain Division  
Stores Department  
June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**



**(2) Storekeeper**



**(3) Storekeeper Trainee**



**(4) Deliveryperson**



**(5) Stores Utility Worker**



**(6) Mail Bus Driver**

14f Northern Division  
Stores Department  
June 1, 2003

**EXHIBIT A**

**PUEBLO DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**



**(2) Storekeeper**



**(3) Storekeeper Trainee**



**(4) Deliveryperson**



**(5) Stores Utility Worker**



**(6) Mail Bus Driver**

**14g Pueblo Division  
Stores Department  
June 1, 2003**

EXHIBIT A

SAN LUIS VALLEY DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper

(2) Storekeeper

(3) Storekeeper Trainee

(4) Deliveryperson

(5) Stores Utility Worker

(6) Mail Bus Driver

14h San Luis Valley Division  
Stores Department  
June 1, 2003

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**



**(2) Storekeeper**



**(3) Storekeeper Trainee**



**(4) Deliveryperson**



**(5) Stores Utility Worker**

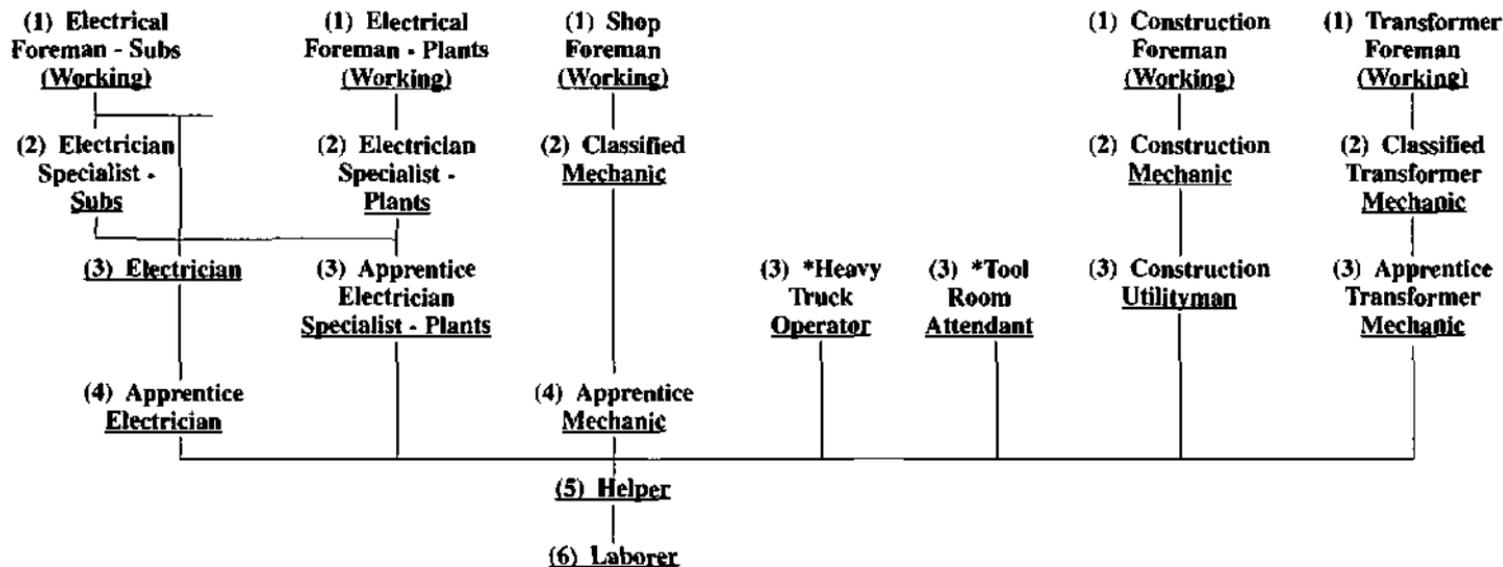


**(6) Mail Bus Driver**

**14i Western Division**

**Stores Department**

**June 1, 2003**

**EXHIBIT A****SYSTEM OPERATIONS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Denver Substation Department**

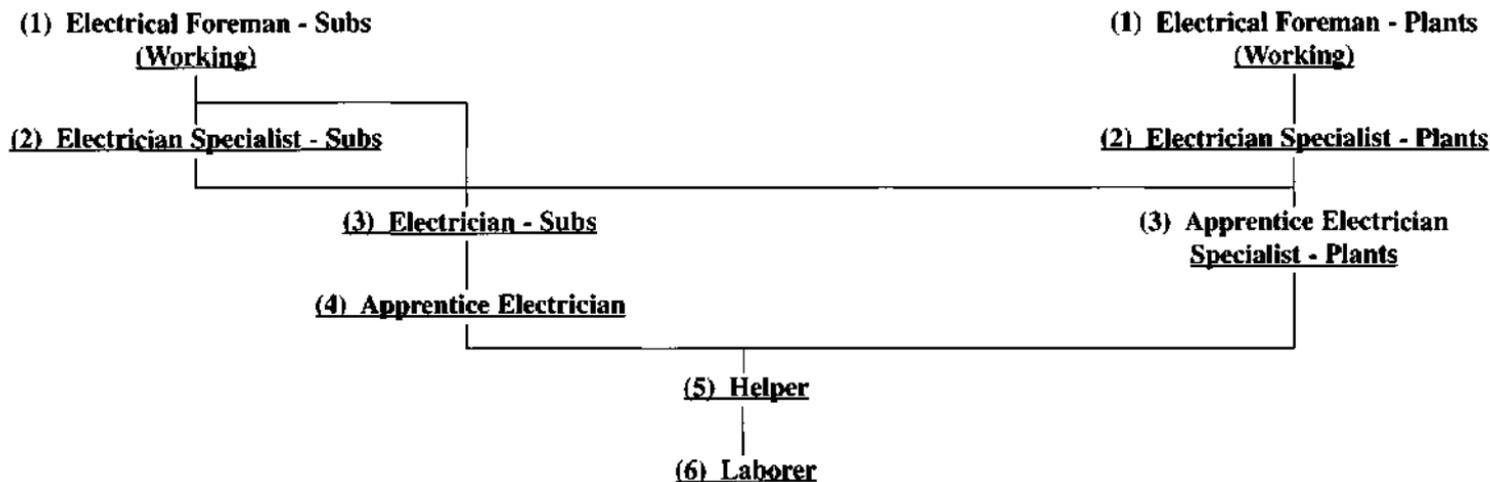
15a System Operations Division  
 Denver Substation Department  
 June 1, 2003

**EXHIBIT A**

**SYSTEM OPERATIONS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Northeast Substation Department**



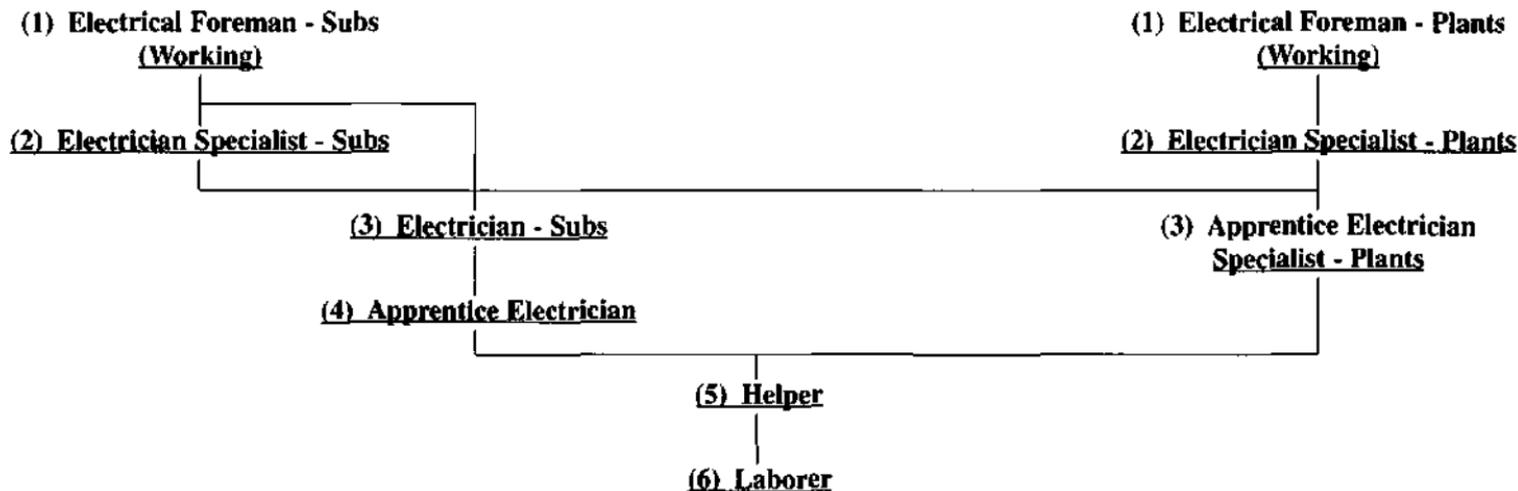
15b System Operations Division  
 Northeast Substation Department  
 June 1, 2003

**EXHIBIT A**

**SYSTEM OPERATIONS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Southern Substation Department**



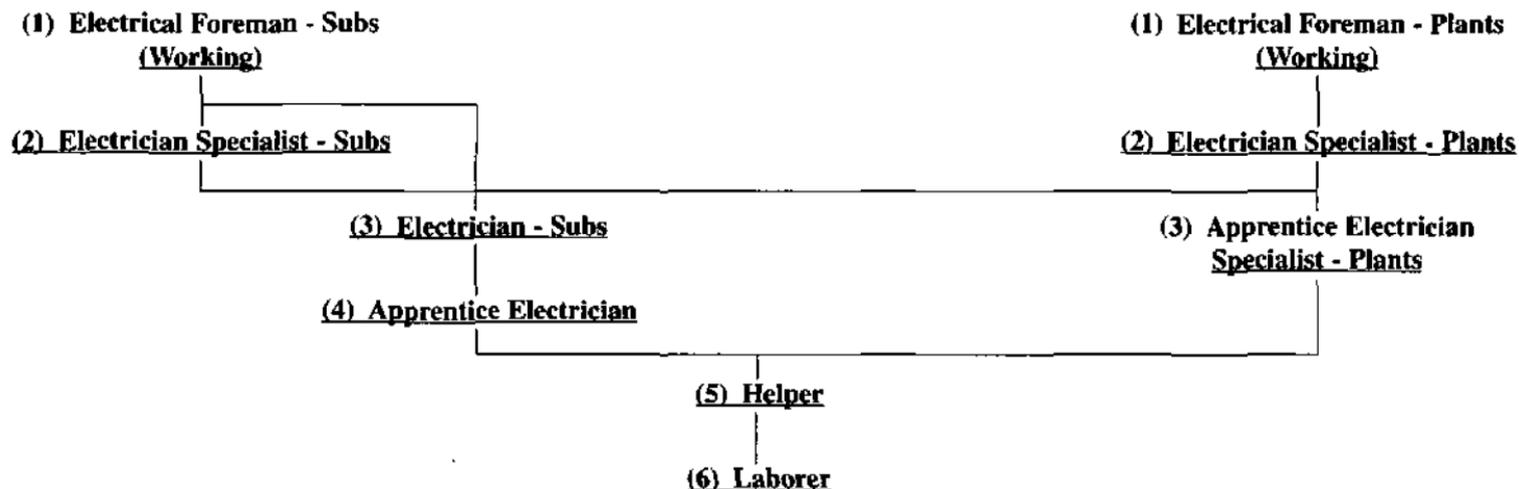
15c System Operations Division  
 Southern Substation Department  
 June 1, 2003

**EXHIBIT A**

**SYSTEM OPERATIONS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Western Substation Department**



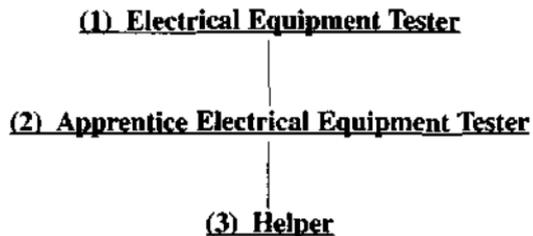
15d System Operations Division  
Western Substation Department  
June 1, 2003

**EXHIBIT A**

**SYSTEM OPERATIONS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Substation and Line Equipment Test Department**



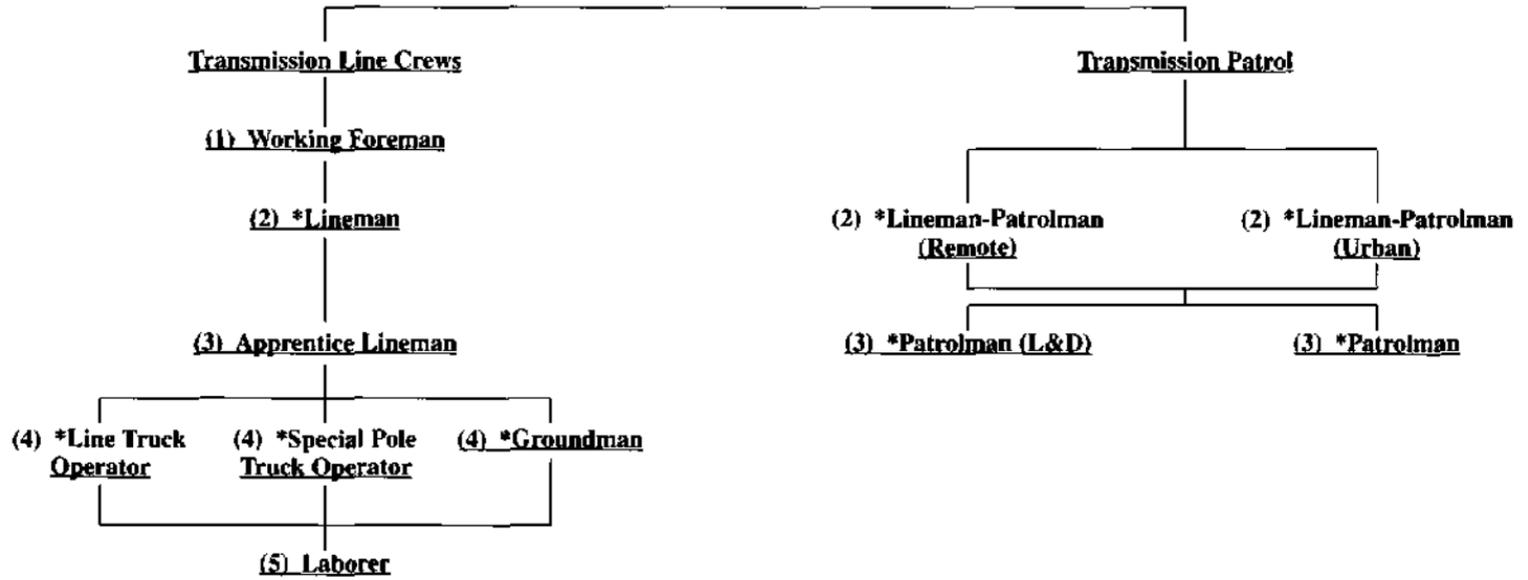
15e System Operations Division  
Substation & Line Equipment Test Department  
June 1, 2003

**EXHIBIT A**

**SYSTEM OPERATIONS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transmission Line Department**



Note: Patrolman L&D or Patrolman must be a Journeyman Lineman to be eligible for Lineman-Patrolman.

15f System Operations Division  
Transmission Line Department  
June 1, 2003

**EXHIBIT A**

**BOULDER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**



**(2) Fleet Mechanic A**



**(3) Fleet Mechanic B**



**(4) Fleet Mechanic C**

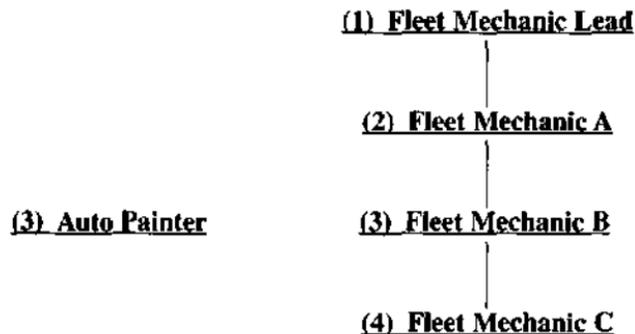
**16a Boulder Division  
Transportation Department  
June 1, 2003**

**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**



16b Denver Division  
Transportation Department  
June 1, 2003

**EXHIBIT A**

**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**

↓  
**(2) Fleet Mechanic A**

↓  
**(3) Fleet Mechanic B**

↓  
**(4) Fleet Mechanic C**

**16c Mountain Division  
Transportation Department  
June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**



**(2) Fleet Mechanic A**



**(3) Fleet Mechanic B**



**(4) Fleet Mechanic C**

**16d Northern Division  
Transportation Department  
June 1, 2003**

**EXHIBIT A**

**PUEBLO DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**



**(2) Fleet Mechanic A**



**(3) Fleet Mechanic B**



**(4) Fleet Mechanic C**

16e Pueblo Division  
Transportation Department  
June 1, 2003

**EXHIBIT A**

**SAN LUIS VALLEY DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**

|  
**(2) Fleet Mechanic A**

|  
**(3) Fleet Mechanic B**

|  
**(4) Fleet Mechanic C**

**16f San Luis Valley Division  
Transportation Department  
June 1, 2003**

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**

**(2) Fleet Mechanic A**

**(3) Fleet Mechanic B**

**(4) Fleet Mechanic C**

**16g Western Division  
Transportation Department  
June 1, 2003**

**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Utility Services Department**

**(1) Utilityworker Lead**



**(2) Utilityworker B**



**(3) Utilityworker C**

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**EXHIBIT A**

**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Utility Services Department**

**(1) Utilityworker Lead**



**(2) Utilityworker B**



**(3) Utilityworker C**

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17b Mountain Division  
Utility Services Department  
June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Utility Services Department**

**(1) Utilityworker Lead**



**(2) Utilityworker B**



**(3) Utilityworker C**

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17c Northern Division  
Utility Services Department  
June 1, 2003**

**EXHIBIT A**

**SOUTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Utility Services Department**

**(1) Utilityworker Lead**



**(2) Utilityworker B**



**(3) Utilityworker C**

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Utility Services Department**

**(1) Utilityworker Lead**



**(2) Utilityworker B**



**(3) Utilityworker C**

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**EXHIBIT C**

**OPERATIONS, ENERGY SUPPLY &  
MAINTENANCE AGREEMENT**

**ENTERING OR HIRING-IN JOBS**

(The job classification listed includes all steps in the classification)

| <u>Flow Diagram No. &amp; Department</u>  | <u>Job Classification</u>                    |
|---|--|
| 1a Appliance Service Department & Division  | Helper                                       |
| 2a Construction Department & Division   | Laborer                                      |
| 3a Corrosion Prevention Department - Denver Division                                  | CP Technician                                |
| 3b Corrosion Prevention Department - Mountain Division                                | CP Technician                                |
| 3c Corrosion Prevention Department - Northern Division                                | CP Technician                                |
| 3d Corrosion Prevention Department -<br>San Luis Valley Division                      | CP Technician                                |
| 3e Corrosion Prevention Department - Western Division                                 | CP Technician                                |
| 4a Design Department - Boulder Division   | Associate                                    |
| 4b Design Department - Denver Division  | Associate                                    |
| 4c Design Department - Front Range Division   | Associate                                    |
| 4d Design Department - High Plains Division   | Associate                                    |
| 4e Design Department - Mountain Division  | Associate                                    |
| 4f Design Department - Northern Division  | Associate                                    |
| 4g Design Department - Pueblo Division  | Associate                                    |
| 4h Design Department - Southern Division  | Associate                                    |
| 4i Design Department - Western Division   | Associate                                    |
| 5a Distribution Control Center Department   | Dispatcher                                   |
| 6a Electric Distribution Operations Maintenance<br>Specialist Department and Division | Elec Dist Ops Mtee<br>Specialist in Training |
| 7a Electric Line Department - Boulder Division  | Utility Worker                               |
| 7b Electric Meter Department - Boulder Division                                       | Utility Worker                               |

| <u>Flow Diagram No. &amp; Department</u>   | <u>Job Classification</u> |
|--|---------------------------|
| 7c Electric Line Department - Denver Division  | Utility Worker            |
| 7d Electric Meter Department - Denver Division   | Utility Worker            |
| 7e Electric Line Department - Front Range Division   | Utility Worker            |
| 7f Electric Meter Department - Front Range Division  | Utility Worker            |
| 7g Electric Line Department - High Plains Division   | Utility Worker            |
| 7h Electric Meter Department - High Plains Division  | Utility Worker            |
| 7i Electric Line Department - Mountain Division  | Utility Worker            |
| 7j Electric Meter Department - Mountain Division   | Utility Worker            |
| 7k Electric Line Department - Northern Division  | Utility Worker            |
| 7L Electric Meter Department - Northern Division   | Utility Worker            |
| 7m Electric Line Department - San Luis Valley Division   | Utility Worker            |
| 7n Electric Meter Department - San Luis Valley Division  | Utility Worker            |
| 7o Electric Line Department - Western Division   | Utility Worker            |
| 7p Electric Meter Department - Western Division  | Utility Worker            |
| 8a Energy Supply - Cameo Department & Division   | Plant Specialist C        |
| 8b Energy Supply - Comanche Department & Division  | Plant Specialist C        |
| 8c Energy Supply - Fort St. Vrain Department & Division  | Plant Specialist C        |
| 8d Energy Supply - Hayden Department & Division  | Plant Specialist C        |
| 8e Energy Supply - Metro Department & Division (Arapahoe, Cherokee, Steam Heat, Zuni Stations) | Plant Specialist C        |
| 8f Energy Supply - Pawnee Department & Division  | Plant Specialist C        |
| 8g Energy Supply - Valmont Department & Division   | Plant Specialist C        |
| 8h Energy Supply - Boulder Hydro Department & Division   | Plant Specialist C        |
| 8i Energy Supply - Cabin Creek/Georgetown Department & Division                                | Plant Specialist C        |
| 8j Energy Supply - Shoshone Department & Division  | Plant Specialist C        |

| <b><u>Flow Diagram No. &amp; Department</u></b>                      | <b><u>Job Classification</u></b> |
|--|----------------------------------|
| 8k Energy Supply - Ames/Salida/Tacoma Hydro<br>Department & Division | Plant Specialist C               |
| 9a Gas Department - Boulder Division                                 | Utility Worker                   |
| 9b Gas Department - Denver Division                                  | Utility Worker                   |
| 9c Gas Department - Front Range Division                             | Utility Worker                   |
| 9d Gas Department - High Plains Division                             | Utility Worker                   |
| 9e Gas Department - Mountain Division                                | Utility Worker                   |
| 9f Gas Department - Northern Division                                | Utility Worker                   |
| 9g Gas Department - Pueblo Division                                  | Utility Worker                   |
| 9h Gas Department - San Luis Valley Division                         | Utility Worker                   |
| 9i Gas Department - Western Division                                 | Utility Worker                   |
| 9j Gas Meter Shop Department - Denver Division                       | Utility Worker                   |
| 9k Gas Mechanical Shop - Denver Division                             | Utility Worker                   |
| 9L High Pressure Gas Department - Denver Division                    | Laborer/Roustabout               |
| 9m High Pressure Gas Department -<br>Mountain Division               | Laborer/Roustabout               |
| 9n High Pressure Gas Department -<br>Northern Division               | Laborer/Roustabout               |
| 9o High Pressure Gas Department -<br>San Luis Valley Division        | Laborer/Roustabout               |
| 9p High Pressure Gas Department -<br>Western Division                | Laborer/Roustabout               |
| 10a Gas Standards Department and Division                            | Gas Standards Technician         |
| 11a Meter Revenue Department - Boulder Division                      | Van Operator                     |
| 11b Meter Revenue Department - Denver Division                       | Van Operator                     |
| 11c Meter Revenue Department - Front Range Division                  | Van Operator                     |
| 11d Meter Revenue Department - High Plains Division                  | Van Operator                     |
| 11e Meter Revenue Department - Mountain Division                     | Van Operator                     |
| 11f Meter Revenue Department - Northern Division                     | Van Operator                     |

| <u>Flow Diagram No. &amp; Department</u>                                   | <u>Job Classification</u>                                      |
|--|--|
| 11g Meter Revenue Department - San Luis Valley Division                    | Van Operator   |
| 11h Meter Revenue Department - Western Division                            | Van Operator   |
| 12a Metrology Department and Division                                      | G&E Meter and<br>Transformer Shop<br>Specialist or Metrologist |
| 13a Service Investigation Department and Division                          | Trainee  |
| 14a Stores Department - Boulder Division                                   | Stores Utility Worker  |
| 14b Stores Department - Denver Division                                    | Stores Utility Worker  |
| 14c Stores Department - Front Range Division                               | Stores Utility Worker  |
| 14d Stores Department - High Plains Division                               | Stores Utility Worker  |
| 14e Stores Department - Mountain Division                                  | Stores Utility Worker  |
| 14f Stores Department - Northern Division                                  | Stores Utility Worker  |
| 14g Stores Department - Pueblo Division                                    | Stores Utility Worker  |
| 14h Stores Department - San Luis Valley Division                           | Stores Utility Worker  |
| 14i Stores Department - Western Division                                   | Stores Utility Worker  |
| 15a System Operations Division - Denver<br>Substation Department           | Helper   |
| 15b System Operations Division - Northeast<br>Substation Department        | Helper   |
| 15c System Operations Division - Southern<br>Substation Department         | Helper   |
| 15d System Operations Division - Western<br>Substation Department          | Helper   |
| 15e System Operations Div - Substation & Line<br>Equipment Test Department | Helper   |
| 15f System Operations Division - Transmission<br>Line Department           | Groundman  |
| 16a Transportation Department - Boulder Division                           | Fleet Mechanic C   |
| 16b Transportation Department - Denver Division                            | Fleet Mechanic C   |
| 16c Transportation Department - Mountain Division                          | Fleet Mechanic C   |

| <u>Flow Diagram No. &amp; Department</u>                 | <u>Job Classification</u> |
|--|---------------------------|
| 16d Transportation Department - Northern Division        | Fleet Mechanic C          |
| 16e Transportation Department - Pueblo Division          | Fleet Mechanic C          |
| 16f Transportation Department - San Luis Valley Division | Fleet Mechanic C          |
| 16g Transportation Department - Western Division         | Fleet Mechanic C          |
| 17a Utility Services Department - Denver Division        | Utility Worker C          |
| 17b Utility Services Department - Mountain Division      | Utility Worker C          |
| 17c Utility Services Department - Northern Division      | Utility Worker C          |
| 17d Utility Services Department - Southern Division      | Utility Worker C          |
| 17e Utility Services Department - Western Division       | Utility Worker C          |

## Exhibit D

**Order for Honoring Transfer Requests  
Under Article 17, "Transfer", Section 5, Rules First, Second & Third**

| Organization                                       | DIVISION   | OPERATING DISTRICT   | COMPANY-WIDE                                 |
|--|--|--|--|
|  | FIRST**<br>Flow Diagram Nos.<br>(All Equal)*   | GEOGRAPHIC AREA<br>SECOND**<br>Flow Diagram Nos.<br>(All Equal)* | THIRD**<br>Flow Diagram Nos.<br>(All Equal)* |
| 1a<br>Appliance Service Department<br>& Division   | 7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 7i, 7j,<br>7k, 7L, 7m, 7n, 7o, 7p, 9a, 9b, 9c,<br>9d, 9e, 9f, 9g, 9h, 9i, 9j, 9k | 17a, 17b, 17c, 17d, 17e  | All Other Company Departments                |
| 2a<br>Construction Department & Division           | .....  | 8e, 9b, 16f, 16a, 16e, 7c, 7d, 9j,<br>9k, 16b, 14b, 9L, 17a      | All Other Company Departments                |
| 3a<br>Corrosion Prevention Dept - Denver Div       | 9b, 17a, 4b  | .....  | All Other Company Departments                |
| 3b<br>Corrosion Prevention Dept - Mountain Div     | 9e, 17b, 4e  | .....  | All Other Company Departments                |
| 3c<br>Corrosion Prevention Dept - Northern Div     | 9f, 17c, 4f  | .....  | All Other Company Departments                |
| 3d<br>Corrosion Prevention Dept - San Luis Vly Div | 9h, 17d, 4h  | .....  | All Other Company Departments                |
| 3e<br>Corrosion Prevention Dept - Western Div      | 9i, 17e, 4i  | .....  | All Other Company Departments                |
| 4a<br>Design Dept - Boulder Division               | 7a, 9a, 17a  | .....  | All Other Company Departments                |

| Organization   | OPERATING DISTRICT<br>GEOGRAPHIC AREA                    |   | COMPANY-WIDE                                 |
|--|--|---|--|
|  | DIVISION<br>FIRST**<br>Flow Diagram Nos.<br>(All Equal)* | SECOND**<br>Flow Diagram Nos.<br>(All Equal)* | THIRD**<br>Flow Diagram Nos.<br>(All Equal)* |
| <b>4b</b><br>Design Dept - Denver Division                                 | 7c, 9b, 17a  | .....   | All Other Company Departments                |
| <b>4c</b><br>Design Dept - Front Range Division                            | 7e, 9c, 17a  | .....   | All Other Company Departments                |
| <b>4d</b><br>Design Dept - High Plains Division                            | 7g, 9d, 17c  | .....   | All Other Company Departments                |
| <b>4e</b><br>Design Dept - Mountain Division                               | 7i, 9e, 17b  | .....   | All Other Company Departments                |
| <b>4f</b><br>Design Dept - Northern Division                               | 7k, 9f, 17c  | .....   | All Other Company Departments                |
| <b>4g</b><br>Design Dept - Pueblo Division                                 | 7m, 9g, 17d  | .....   | All Other Company Departments                |
| <b>4h</b><br>Design Dept - Southern Division                               | 7m, 9h, 17d  | .....   | All Other Company Departments                |
| <b>4i</b><br>Design Dept - Western Division                                | 7o, 9i, 17e  | .....   | All Other Company Departments                |
| <b>5a</b><br>Distribution Control Center Dept                              | All Other Electric, Gas, System Op Div                   | .....   | All Other Company Departments                |
| <b>6a</b><br>Electric Dist Operations Maintenance<br>Specialist Dept & Div | 7c, 15a, 15e, 15f,                                       | 7a, 7e, 7g, 7i, 7k, 7m, 4o<br>15b, 15c, 15d   | All Other Company Departments                |
| <b>7a</b><br>Electric Line Dept - Boulder Division                         | 7b, 9a, 14a, 16a, 17a                                    | 8g, 15b                                       | All Other Company Departments                |

| Organization  | OPERATING DISTRICT<br>GEOGRAPHIC AREA                    |  |  |
|---|--|--|--|
|   | DIVISION<br>FIRST**<br>Flow Diagram Nos.<br>(All Equal)* | SECOND**<br>Flow Diagram Nos.<br>(All Equal)*            | COMPANY-WIDE<br>THIRD**<br>Flow Diagram Nos.<br>(All Equal)* |
| <b>7b</b><br>Electric Meter Dept - Boulder Division     | 7a, 9a, 14a, 16a, 17a                                    | 8g, 15b  | All Other Company Departments                                |
| <b>7c</b><br>Electric Line Dept - Denver Division       | 1a, 7d, 15a, 15b, 15c, 15d, 15e, 17a                     | 8e, 9b, 15f, 2a, 9j, 9k, 16b, 14b<br>7e, 7f, 9c, 14c, 9L | All Other Company Departments                                |
| <b>7d</b><br>Electric Meter Dept - Denver Division      | 1a, 7c, 15a, 15b, 15c, 15d, 15e, 17a                     | 8c, 9b, 16c, 2a, 9j, 9k, 17b<br>14b, 9L                  | All Other Company Departments                                |
| <b>7e</b><br>Electric Line Dept - Front Range Division  | 7f, 9c, 14c, 17a   | .....  | All Other Company Departments                                |
| <b>7f</b><br>Electric Meter Dept - Front Range Division | 7c, 9c, 14c, 17a   | .....  | All Other Company Departments                                |
| <b>7g</b><br>Electric Line Dept - High Plains Division  | 7h, 9d, 14d, 17c   | .....  | All Other Company Departments                                |
| <b>7h</b><br>Electric Meter Dept - High Plains Division | 7g, 9d, 14d, 17c   | .....  | All Other Company Departments                                |
| <b>7i</b><br>Electric Line Dept - Mountain Division     | 7j, 9e, 14e, 16c, 17b                                    | 16c  | All Other Company Departments                                |
| <b>7j</b><br>Electric Meter Dept - Mountain Division    | 7i, 9e, 14e, 16c, 17b                                    | 16c  | All Other Company Departments                                |
| <b>7k</b><br>Electric Line Dept - Northern Division     | 7L, 9f, 14f, 16d, 17c                                    | 9n   | All Other Company Departments                                |

| <b>Organization</b>                                    | <b><u>DIVISION</u></b>                    | <b><u>OPERATING DISTRICT</u></b>                               | <b><u>COMPANY-WIDE</u></b>                |
|--|---|--|---|
|  | <b>FIRST**</b>                            | <b>SECOND**</b>  | <b>THIRD**</b>                            |
|  | <b>Flow Diagram Nos.<br/>(All Equal)*</b> | <b>Flow Diagram Nos.<br/>(All Equal)*</b>                      | <b>Flow Diagram Nos.<br/>(All Equal)*</b> |
| <b>7L</b><br>Electric Meter Dept - Northern Division   | 7k, 9f, 14f, 16d, 17c                     | 9n   | All Other Company Departments             |
| <b>7m</b><br>Electric Line Dept - San Luis Valley Div  | 7n, 9h, 14h, 16f, 17d                     | .....  | All Other Company Departments             |
| <b>7n</b><br>Electric Meter Dept - San Luis Valley Div | 7m, 9h, 14h, 16f, 17d                     | .....  | All Other Company Departments             |
| <b>7o</b><br>Electric Line Dept - Western Division     | 7p, 9i, 14i, 16g, 17e                     | 15d, 8a  | All Other Company Departments             |
| <b>7p</b><br>Electric Meter Dept - Western Division    | 7o, 9i, 14i, 16g, 11e                     | 15d, 8a  | All Other Company Departments             |
| <b>8a</b><br>Energy Supply - Cameo Dept & Division     | .....                                     | 7o, 7p, 9i, 14i, 16g, 17e, 15d                                 | All Other Company Departments             |
| <b>8b</b><br>Energy Supply - Comanche Dept & Division  | .....                                     | 9g, 16e, 14g, 9o, 17d  | All Other Company Departments             |
| <b>8c</b><br>Energy Supply - Fort St Vrain Dept & Div  | .....                                     | .....  | All Other Company Departments             |
| <b>8d</b><br>Energy Supply - Hayden Dept & Division    | .....                                     | .....  | All Other Company Departments             |
| <b>8e</b><br>Energy Supply - Metro Dept & Division     | .....                                     | 9b, 15f, 15a, 15e, 7c, 7d, 1a, 2a<br>9j, 9k, 16b, 14b, 9L, 17a | All Other Company Departments             |
| <b>8f</b><br>Energy Supply - Pawnee Dept & Division    | .....                                     | 9g, 7h, 9d, 14d, 9n, 17c                                       | All Other Company Departments             |

| Organization  | OPERATING DISTRICT<br>GEOGRAPHIC AREA                    |   |  |
|---|--|---|--|
|   | DIVISION<br>FIRST**<br>Flow Diagram Nos.<br>(All Equal)* | SECOND**<br>Flow Diagram Nos.<br>(All Equal)* | COMPANY-WIDE<br>THIRD**<br>Flow Diagram Nos.<br>(All Equal)* |
| 8g<br>Energy Supply - Valmont Dept & Division                         | .....  | 15b, 7a, 7b, 9a, 16a, 14a, 9n, 17a            | All Other Company Departments                                |
| 8h<br>Energy Supply - Boulder Hydro Dept & Div                        | 8i, 8j, 8k   | .....   | All Other Company Departments                                |
| 8i<br>Energy Supply - Cabin Creek/Georgetown<br>Hydro Dept & Division | 8h, 8j, 8k   | .....   | All Other Company Departments                                |
| 8j<br>Energy Supply - Shoshone Hydro Dept & Div                       | 8h, 8i, 8k   | .....   | All Other Company Departments                                |
| 8k<br>Energy Supply - Ames/Salida/Tacoma Hydro<br>Dept & Division     | 8h, 8i, 8j   | .....   | All Other Company Departments                                |
| 9a<br>Gas Department - Boulder Division                               | 7a, 7b, 14a, 16a, 17a                                    | 8g, 15b                                       | All Other Company Departments                                |
| 9b<br>Gas Department - Denver Division                                | 9j, 9k, 16b, 9L, 17a                                     | 8e, 15f, 15a, 15c, 7e, 7d, 1a, 2a, 14b        | All Other Company Departments                                |
| 9c<br>Gas Department - Front Range Division                           | 7e, 7f, 14c, 17a   | .....   | All Other Company Departments                                |
| 9d<br>Gas Department - High Plains Division                           | 7g, 7h, 14d, 17c   | .....   | All Other Company Departments                                |
| 9e<br>Gas Department - Mountain Division                              | 7i, 7j, 14e, 16c, 17b                                    | 15c   | All Other Company Departments                                |
| 9f<br>Gas Department - Northern Division                              | 7k, 7L, 14f, 16d, 17c                                    | 9n  | All Other Company Departments                                |

| Organization   | DIVISION                          | OPERATING DISTRICT                                | COMPANY-WIDE                      |
|--|-----------------------------------|---|-----------------------------------|
|  | FIRST**                           | GEOGRAPHIC AREA                                   | THIRD**                           |
|  | Flow Diagram Nos.<br>(All Equal)* | Flow Diagram Nos.<br>(All Equal)*                 | Flow Diagram Nos.<br>(All Equal)* |
| <b>9g</b><br>Gas Department - Pueblo Division          | 17d                               | .....   | All Other Company Departments     |
| <b>9h</b><br>Gas Department - San Luis Valley Div      | 7m, 7n, 14h, 16c, 17d             | .....   | All Other Company Departments     |
| <b>9i</b><br>Gas Department - Western Division         | 7o, 7p, 14L, 16g, 17e             | 15d, 8a   | All Other Company Departments     |
| <b>9j</b><br>Gas Meter Shop Dept - Denver Division     | 9b, 9k, 1b, 17a                   | 8e, 15f, 15a, 15e, 7c, 7d, 1a, 2a<br>14b, 9L      | All Other Company Departments     |
| <b>9k</b><br>Gas Mechanical Shop Dept - Denver Div     | 9b, 9j, 16b, 17a                  | 8e, 15f, 15a, 15c, 7c, 7d, 1a, 2a<br>16b, 14b, 9L | All Other Company Departments     |
| <b>9L</b><br>High Pressure Gas Dept - Denver Div       | .....                             | 9n, 9o, 9m, 9p                                    | All Other Company Departments     |
| <b>9m</b><br>High Pressure Gas Dept - Mountain Div     | .....                             | 9L, 9n, 9o, 9p                                    | All Other Company Departments     |
| <b>9n</b><br>High Pressure Gas Dept - Northern Div     | .....                             | 9L, 9o, 9m, 9p                                    | All Other Company Departments     |
| <b>9o</b><br>High Pressure Gas Dept - San Luis Vly Div | .....                             | 9L, 9n, 9m, 9p                                    | All Other Company Departments     |
| <b>9p</b><br>High Pressure Gas Dept - Western Div      | .....                             | 9L, 9m, 9o, 9m                                    | All Other Company Departments     |
| <b>10a</b><br>Gas Standards Department & Division      | 4b, 9b, 17a                       | .....   | All Other Company Departments     |

| Organization  | OPERATING DISTRICT<br>GEOGRAPHIC AREA                    |  |  |
|---|--|--|--|
|   | DIVISION<br>FIRST**<br>Flow Diagram Nos.<br>(All Equal)* | SECOND**<br>Flow Diagram Nos.<br>(All Equal)*                        | COMPANY-WIDE<br>THIRD**<br>Flow Diagram Nos.<br>(All Equal)* |
| <b>11a</b><br>Meter Revenue Dept - Boulder Division       | .....  | .....  | All Other Company Departments                                |
| <b>11b</b><br>Meter Revenue Dept - Denver Division        | .....  | .....  | All Other Company Departments                                |
| <b>11c</b><br>Meter Revenue Dept - Front Range Division   | .....  | .....  | All Other Company Departments                                |
| <b>11d</b><br>Meter Revenue Dept - High Plains Division   | .....  | .....  | All Other Company Departments                                |
| <b>11e</b><br>Meter Revenue Dept - Mountain Division      | .....  | .....  | All Other Company Departments                                |
| <b>11f</b><br>Meter Revenue Dept - Northern Division      | .....  | .....  | All Other Company Departments                                |
| <b>11g</b><br>Meter Revenue Dept - Pueblo Division        | .....  | .....  | All Other Company Departments                                |
| <b>11h</b><br>Meter Revenue Dept - San Luis Valley Div    | .....  | .....  | All Other Company Departments                                |
| <b>11i</b><br>Meter Revenue Dept - Western Division       | .....  | .....  | All Other Company Departments                                |
| <b>12a</b><br>Metrology Department and Division           | 7d, 1a, 4b, 9j, 9k, 13a                                  | All Geographic Electric Meter, Electric<br>Line and Design Divisions | All Other Company Departments                                |
| <b>13a</b><br>Service Investigation Department & Division | 7c, 4b, 7d   | .....  | All Other Company Departments                                |

| Organization   | <u>DIVISION</u>                                     | <u>OPERATING DISTRICT</u>                                     | <u>COMPANY-WIDE</u>                                 |
|--|---|---|---|
|  | <b>FIRST**</b><br>Flow Diagram Nos.<br>(All Equal)* | <b>SECOND**</b><br>Flow Diagram Nos.<br>(All Equal)*          | <b>THIRD**</b><br>Flow Diagram Nos.<br>(All Equal)* |
| <b>14a</b><br>Stores Department - Boulder Division     | 7a, 7b, 9a, 16a                                     | 8g, 15b, 17a  | All Other Company Departments                       |
| <b>14b</b><br>Stores Department - Denver Division      | .....   | 8e, 9b, 15f, 15a, 15c, 7c, 7d, 1a, 2a<br>9j, 9k, 16b, 9L, 17a | All Other Company Departments                       |
| <b>14c</b><br>Stores Department - Front Range Division | 7e, 7f, 9c  | .....   | All Other Company Departments                       |
| <b>14d</b><br>Stores Department - High Plains Division | 7g, 7h, 9d  | .....   | All Other Company Departments                       |
| <b>14e</b><br>Stores Department - Mountain Division    | 7i, 7j, 9e, 16c                                     | 15c   | All Other Company Departments                       |
| <b>14f</b><br>Stores Department - Northern Division    | 7k, 7L, 9f, 16d                                     | 9n, 17c   | All Other Company Departments                       |
| <b>14g</b><br>Stores Department - Pueblo Division      | .....   | .....   | All Other Company Departments                       |
| <b>14h</b><br>Stores Department - San Luis Valley Div  | 7m, 7n, 12h, 16f                                    | .....   | All Other Company Departments                       |
| <b>14i</b><br>Stores Department - Western Division     | 7o, 7p, 9i, 16g                                     | 17d, 8a   | All Other Company Departments                       |
| <b>15a</b><br>System Oper Div - Denver Substn Dept     | 1a, 7c, 7d, 15b, 15c, 15d, 15e                      | 8e, 9b, 15f, 2a, 6i, 6k, 16b, 14b<br>7e, 7f, 9c, 9a, 14c, 9L  | All Other Company Departments                       |

| Organization  | DIVISION                                     | OPERATING DISTRICT   | COMPANY-WIDE                                 |
|---|--|--|--|
|   | FIRST**<br>Flow Diagram Nos.<br>(All Equal)* | GEOGRAPHIC AREA<br>SECOND**<br>Flow Diagram Nos.<br>(All Equal)*         | THIRD**<br>Flow Diagram Nos.<br>(All Equal)* |
| <b>15b</b><br>System Oper Div - Northeast Substn Dept           | 1a, 7c, 7d, 15b, 15c, 15d, 15e               | 8c, 8g, 8f, 7a, 7b, 9a, 16a, 14a, 7k<br>7L, 9f, 14d, 16d, 7g, 7h, 9d, 9n | All Other Company Departments                |
| <b>15c</b><br>System Oper Div - Southern Substn Dept            | 1a, 7c, 7d, 15a, 15b, 15d, 15e               | 8b, 7m, 7n, 9b, 14h, 16f, 7i, 7j<br>9e, 14c, 16c, 9g, 16e, 14g, 9o, 9m   | All Other Company Departments                |
| <b>15d</b><br>System Oper Div - Western Substn Dept             | 1a, 7c, 7d, 15a, 15b, 15c, 15e               | 8a, 7o, 7p, 9i, 14i, 16g, 9e, 9p   | All Other Company Departments                |
| <b>15e</b><br>System Oper Div - Substn & Line Eqpt<br>Test Dept | 15a, 15b, 15c, 15d, 15f                      | 8e, 9b, 7c, 7d, 1a, 2a, 9j, 9k, 16b<br>14b, 7e, 7f, 9c, 9a, 14c, 9L      | All Other Company Departments                |
| <b>15f</b><br>System Oper Div - Transmission Line Dept          | .....  | 8e, 9b, 15a, 7c, 7d, 1a, 2a, 9j,<br>9k, 16b, 14b, 9L                     | All Other Company Departments                |
| <b>16a</b><br>Transportation Dept - Boulder Division            | 7a, 7b, 9a, 14a                              | 8g, 15b  | All Other Company Departments                |
| <b>16b</b><br>Transportation Dept - Denver Division             | 9b, 9j, 9k                                   | 8e, 15f, 15a, 15c, 7c, 7d, 1a, 2a<br>14b, 9L, 17a                        | All Other Company Departments                |
| <b>16c</b><br>Transportation Dept - Mountain Division           | 7i, 7j, 9e, 14e                              | 15c  | All Other Company Departments                |
| <b>16d</b><br>Transportation Dept - Northern Division           | 7k, 7L, 9f, 14f                              | 9n, 17c  | All Other Company Departments                |

| Organization  | OPERATING DISTRICT<br>GEOGRAPHIC AREA                    |   | COMPANY-WIDE                                 |
|---|--|---|--|
|   | DIVISION<br>FIRST**<br>Flow Diagram Nos.<br>(All Equal)* | SECOND**<br>Flow Diagram Nos.<br>(All Equal)* | THIRD**<br>Flow Diagram Nos.<br>(All Equal)* |
| <b>16e</b><br>Transportation Dept - Pueblo Division     | .....  | .....   | All Other Company Departments                |
| <b>16f</b><br>Transportation Dept - San Luis Valley Div | 7m, 7n, 9h, 14h  | .....   | All Other Company Departments                |
| <b>16g</b><br>Transportation Dept - Western Division    | 7o, 7p, 9i, 14i  | 15d, 8a                                       | All Other Company Departments                |
| <b>17a</b><br>Utility Services Dept - Denver Division   | 17b, 17c, 17d, 17e                                       | Other Electr & Gas Divisions                  | All Other Company Departments                |
| <b>17b</b><br>Utility Services Dept - Mountain Division | 17a, 17c, 17d, 17e                                       | Other Electr & Gas Divisions                  | All Other Company Departments                |
| <b>17c</b><br>Utility Services Dept - Northern Division | 17a, 17b, 17d, 17e                                       | Other Electr & Gas Divisions                  | All Other Company Departments                |
| <b>17d</b><br>Utility Services Dept - Southern Division | 17a, 17b, 17c, 17e                                       | Other Electr & Gas Divisions                  | All Other Company Departments                |
| <b>17e</b><br>Utility Services Dept - Western Division  | 17a, 17b, 17c, 17d                                       | Other Electr & Gas Divisions                  | All Other Company Departments                |

\* Sequence of flow diagram numbers has no meaning. Listing made from Exhibit A Numerical Index.

\*\*FIRST - From applications made by employees within the division in which the vacancy exists in order of their division seniority.

\*\*SECOND - From applications made by employees of other divisions in the same operating district in order of their term of employment.

\*\*THIRD - From applications made by employees from other operating districts in the order of their term of employment.

### EXHIBIT E

| Exhibit E # | Company # | Union #   | Art | Sec | Job Category | Keyword            |
|-------------|-----------|-----------|-----|-----|--------------|--------------------|
| E-0061      | P-94-0232 | M-94-0074 | 11  | 5   | All          | LTD                |
| E-0512      | P-03-0126 | M-03-0006 | 11  | 3   | All          | Benefits           |
| E-0293      | P-96-0111 | M-98-0011 | 17  | 9   | All          | Transfers          |
| E-0521      | P-02-0168 | M-03-0008 | 25  | 4   | All          | Apprenticeships    |
| E-0526      | P-02-0172 | M-03-0011 | 25  | 4   | All          | Apprenticeships    |
| E-0237      | P-99-0036 | M-99-0002 | 25  | 4   | All          | Miscellaneous      |
| E-0528      | P-03-0015 | M-03-0015 | 25  | 4   | All          | CDL                |
| E-0503      | P-03-0116 | M-03-0005 | 25  | 4   | All          | Benefits           |
| E-0062      | P-93-0500 | M-93-0001 | 19  | 20  | All          | Training           |
| E-0458      | P-02-0030 | M-02-0070 | 25  | 4   | All          | Miscellaneous      |
| E-0476      | P-02-0117 | M-02-0014 | 25  | 4   | All          | Miscellaneous      |
| E-0477      | P-02-0119 | M-02-0015 | 25  | 4   | All          | EEO                |
| E-0060      | P-94-0196 | M-94-0013 | 11  | 6   | All          | Disabled Employees |
| E-0490      | P-03-0087 | M-03-0001 | 25  | 0   | All          | Apprenticeships    |
| E-0493      | P-03-0023 | M-03-0002 | 0   | 0   | All          | Miscellaneous      |
| E-0494      | P-03-0016 | M-03-0003 | 0   | 0   | All          | Benefits           |
| E-0059      | P-94-0195 | M-94-0012 | 11  | 5   | All          | ADA                |
| E-0063      | P-93-0091 | M-93-0010 | 7   | 9   | All          | Overtime           |
| E-0145      | P-98-0003 | M-98-0002 | 25  | 4   | All          | Miscellaneous      |
| E-0211      | P-98-0109 | M-98-0008 | 25  | 4   | All          | Benefits           |
| E-0359      | P-00-0117 | M-00-0004 | 21  | 4   | All          | Miscellaneous      |
| E-0381      | P-99-0038 | M-01-0004 | 25  | 0   | All          | Apprenticeships    |
| E-0383      | P-01-0026 | M-01-0006 | 2   | 1   | All          | Miscellaneous      |
| E-0198      | P-98-0097 | M-98-0007 | 24  | 1   | All          | Classification     |
| E-0197      | P-98-0088 | M-98-0006 | 21  | 4   | All          | Miscellaneous      |
| E-0196      | P-98-0059 | M-98-0005 | 22  | 1   | All          | Miscellaneous      |
| E-0511      | P-03-0125 | M-03-0007 | 14  | 2   | All          | Miscellaneous      |
| E-0416      | P-01-0119 | M-02-0002 | 25  | 4   | All          | Paycheck           |
| E-0460      | P-02-0062 | M-02-0012 | 25  | 4   | All          | Miscellaneous      |
| E-0130      | P-97-0107 | M-97-0015 | 5   | 1   | All          | Wage Rates         |
| E-0126      | P-97-0097 | M-97-0008 | 11  | 1   | All          | Benefits           |
| E-0440      | P-01-0187 | M-02-0003 | 2   | 1   | All          | Benefits           |
| E-0441      | P-01-0165 | M-02-0004 | 25  | 4   | All          | Benefits           |
| E-0453      | P-02-0014 | M-02-0008 | 25  | 4   | All          | Benefits           |
| E-0080      | P-96-0295 | M-96-0004 | 7   | 1   | All          | Recognition        |
| E-0529      | P-03-0069 | M-03-0016 | 25  | 4   | All          | Benefits           |
| E-0307      | P-99-0007 | M-99-0007 | 11  | 2   | All          | Benefits           |
| E-0003      | P-92-0089 | M-93-0003 | 19  | 26  | All          | Miscellaneous      |
| E-0671      | P-03-0164 | M-04-0006 | 12  | 1   | All          | Miscellaneous      |
| E-0610      | P-03-0159 | M-04-0005 | 11  | 1   | All          | Benefits           |
| E-0609      | P-03-0155 | M-04-0004 | 11  | 9   | All          | Benefits           |
| E-0613      | P-04-0042 | M-04-0008 | 25  | 4   | All          | Miscellaneous      |
| E-0089      | P-90-0102 | M-90-0012 | 11  | 3   | All          | Benefits           |
| E-0008      | P-91-0111 | M-91-0006 | 24  | 1   | All          | Relocation         |
| E-0007      | P-92-0158 | M-92-0002 | 11  | 0   | All          | Miscellaneous      |
| E-0010      | P-90-0062 | M-90-0017 | 2   | 1   | All          | Tools              |

### EXHIBIT E

| Exhibit E # | Company #  | Union #     | Art | Sec | Job Category               | Keyword                    |
|-------------|------------|-------------|-----|-----|----------------------------|----------------------------|
| E-0605      | P-04-0006  | ESL-04-0001 | 20  | 7   | Electric Street Light      | Training                   |
| E-0139      | P-97-0091  | ET-97-0002  | 20  | 7   | Electric Trouble           | Seniority                  |
| E-0518      | P-03-0128  | EU-03-0001  | 20  | 7   | Electric Underground       | Upgrade                    |
| E-0106      | P-88-0055  | EVC-88-0004 | 20  | 7   | Electric Vaultman Cableman | Ratio                      |
| E-0245      | P-99-0049  | P-99-006    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0288      | P-98-0049  | P-98-018    | 20  | 8   | Energy Supply              | Miscellaneous              |
| E-0244      | P-99-0048  | P-99-005    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0243      | P-99-0047  | P-99-004    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0618      | P-03-0151  | P-98-017    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0066      | P-90-0055  | P-90-003    | 20  | 8   | Energy Supply              | Individual                 |
| E-0234      | P-99-0003  | P-99-002    | 20  | 8   | Energy Supply              | ADA                        |
| E-0231      | P-99-0021  | P-99-001    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0207      | P-98-0081  | P-98-012    | 20  | 8   | Energy Supply              | Seniority                  |
| E-0200      | P-98-0043  | P-98-008    | 20  | 8   | Energy Supply              | Reduction In Force         |
| E-0199      | P-98-0042  | P-98-007    | 20  | 8   | Energy Supply              | Miscellaneous              |
| E-0157      | P-98-0048  | P-98-004    | 20  | 8   | Energy Supply              | Classification             |
| E-0149      | P-98-0032  | P-98-003    | 20  | 8   | Energy Supply              | Disabled Employee          |
| E-0131      | P-97-0012  | P-97-005    | 20  | 8   | Energy Supply              | Disabled Employee          |
| E-0069      | P-81-0500  | P-81-002    | 20  | 8   | Energy Supply              | Miscellaneous              |
| E-0067      | P-85-0016  | P-85-006    | 20  | 8   | Energy Supply              | Training                   |
| E-0068      | LR-82-0075 | P-82-002    | 20  | 8   | Energy Supply              | Relocation                 |
| E-0419      | P-01-0125  | P-02-006    | 20  | 8   | Energy Supply              | Beards                     |
| E-0388      | P-01-0009  | P-01-005    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0608      | P-04-0027  | ES-04-0004  | 20  | 8   | Energy Supply              | Training                   |
| E-0607      | P-04-0007  | ES-04-0003  | 20  | 8   | Energy Supply              | Alternative Work Schedule  |
| E-0606      | P-03-0168  | ES-04-0002  | 20  | 8   | Energy Supply              | Miscellaneous              |
| E-0586      | P-98-0047  | ES-04-0001  | 20  | 8   | Energy Supply              | Classification             |
| E-0367      | P-00-0167  | P-00-022    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0418      | P-01-0122  | P-02-005    | 20  | 8   | Energy Supply              | Beards                     |
| E-0421      | P-01-0127  | P-02-008    | 20  | 8   | Energy Supply              | Beards                     |
| E-0420      | P-01-0126  | P-02-007    | 20  | 8   | Energy Supply              | Beards                     |
| E-0422      | P-01-0128  | P-02-009    | 20  | 8   | Energy Supply              | Beards                     |
| E-0424      | P-01-0130  | P-02-011    | 20  | 8   | Energy Supply              | Beards                     |
| E-0425      | P-01-0131  | P-02-012    | 20  | 8   | Energy Supply              | Beards                     |
| E-0439      | P-01-0173  | P-02-018    | 20  | 8   | Energy Supply              | Per Diem                   |
| E-0292      | P-98-0106  | P-98-019    | 20  | 8   | Energy Supply              | Upgrade                    |
| E-0417      | P-01-0121  | P-02-004    | 20  | 8   | Energy Supply              | Beards                     |
| E-0314      | P-99-0079  | P-99-008    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0294      | P-98-0115  | P-98-020    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0423      | P-01-0129  | P-02-010    | 20  | 8   | Energy Supply              | Beards                     |
| E-0295      | P-98-0116  | P-98-021    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0306      | P-98-0153  | P-98-025    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0311      | P-99-0035  | P-99-007    | 20  | 8   | Energy Supply              | Alternative Work Schedules |
| E-0046      | P-84-0008  | FL-84-0010  | 20  | 9   | Facility Locate            | Classification             |
| E-0045      | P-91-0037  | FL-91-0003  | 20  | 9   | Facility Locate            | Seniority                  |
| E-0041      | P-94-0112  | GA-94-0003  | 20  | 9   | Gas Apprentice             | Apprenticeships            |

### EXHIBIT E

| Exhibit E # | Company # | Union #     | Art | Sec | Job Category                    | Keyword                    |
|-------------|-----------|-------------|-----|-----|---------------------------------|----------------------------|
| E-0559      | P-95-0039 | MR-04-0023  | 20  | 11  | Meter Revenue                   | Bargaining Unit Work       |
| E-0578      | P-04-0025 | MD-04-0001  | 20  | 12  | Membership Department           | Miscellaneous              |
| E-0574      | P-01-5006 | SI-04-0001  | 20  | 13  | Service Investigation           | Miscellaneous              |
| E-0615      | P-04-0002 | SI-04-0002  | 20  | 13  | Service Investigation           | Wage Rates                 |
| E-0092      | P-87-0054 | S-87-0001   | 20  | 14  | Stores                          | Temporary Assignment       |
| E-0394      | P-00-0049 | S-01-0002   | 20  | 14  | Stores                          | Wage Rates                 |
| E-0508      | P-03-0111 | S-03-0001   | 20  | 14  | Stores                          | Miscellaneous              |
| E-0289      | P-98-0095 | S-98-0003   | 20  | 14  | Stores                          | Temporary Assignment       |
| E-0457      | P-02-0027 | S-02-0001   | 20  | 14  | Stores                          | Alternative Work Schedules |
| E-0142      | P-97-0006 | SD-97-0005  | 20  | 15  | System Operations               | Alternative Work Schedules |
| E-0507      | P-03-0138 | SA-03-0001  | 20  | 15  | System Operations               | CDI                        |
| E-0019      | P-93-0132 | SA-93-0011  | 20  | 15  | System Operations               | Testing                    |
| E-0016      | P-95-0064 | TL-95-0001  | 20  | 15  | System Operations               | Basebanding                |
| E-0015      | P-95-0300 | SA-95-0003  | 20  | 15  | System Operations               | Training                   |
| E-0024      | P-88-0039 | SD-88-0003  | 20  | 15  | System Operations               | Testing                    |
| E-0373      | P-01-0006 | TL-01-0001  | 20  | 15  | System Operations               | Upgrade                    |
| E-0583      | P-02-0189 | LE-04-0001  | 20  | 15  | System Operations               | Alternative Work Schedule  |
| E-0209      | P-98-0100 | SD-98-0001  | 20  | 15  | System Operations               | Alternative Work Schedules |
| E-0336      | P-99-0123 | SA-00-0002  | 20  | 15  | System Operations               | Individual                 |
| E-0272      | P-99-0067 | SS-99-0001  | 20  | 15  | System Operations               | Alternative Work Schedules |
| E-0404      | P-01-0079 | NES-01-0001 | 20  | 15  | System Operations               | Alternative Work Schedules |
| E-0133      | P-97-0101 | SD-97-0001  | 20  | 15  | System Operations               | Miscellaneous              |
| E-0117      | P-97-0136 | WS-97-0001  | 20  | 15  | System Operations               | Alternative Work Schedules |
| E-0506      | P-03-0139 | SD-03-0001  | 20  | 15  | System Operations               | Alternative Work Schedules |
| E-0533      | P-02-0101 | SA-03-0003  | 20  | 15  | System Operations               | Wage Rates                 |
| E-0532      | P-03-0080 | SA-03-0002  | 20  | 15  | System Operations               | CDI                        |
| E-0018      | P-93-0135 | SS-93-0015  | 20  | 15  | System Operations               | Alternative Work Schedule  |
| E-0452      | P-02-0053 | TA-02-0001  | 20  | 16  | Transportation All              | Alternative Work Schedules |
| E-0102      | P-92-0190 | TA-92-0001  | 20  | 16  | Transportation All              | Indemnify                  |
| E-0099      | P-95-0062 | TA-95-0001  | 20  | 16  | Transportation All              | Classification             |
| E-0136      | P-97-0003 | TA-97-0001  | 20  | 16  | Transportation All              | Classification             |
| E-0098      | P-95-0501 | TD-95-0002  | 20  | 16  | Transportation Denver           | Classification             |
| E-0534      | P-02-0017 | TD-03-0001  | 20  | 16  | Transportation Denver           | Alternative Work Schedule  |
| E-0752      | P-00-0061 | TD-00-0001  | 20  | 16  | Transportation Denver           | Alternative Work Schedules |
| E-0097      | P-95-0065 | TD-95-0003  | 20  | 16  | Transportation Denver           | Headquarters               |
| E-0096      | P-96-0079 | TD-96-0001  | 20  | 16  | Transportation Denver           | Classification             |
| E-0351      | P-99-0116 | TOD-00-0001 | 20  | 16  | Transportation Outside Division | Alternative Work Schedules |
| E-0273      | P-99-0068 | TOD-99-0001 | 20  | 16  | Transportation Outside Division | Alternative Work Schedules |
| E-0166      | P-98-0084 | UT-98-0003  | 20  | 17  | Utility Worker                  | Transfers                  |
| E-0165      | P-98-0072 | UT-98-0002  | 20  | 17  | Utility Worker                  | Classification             |
| E-0164      | P-98-0071 | UT-98-0001  | 20  | 17  | Utility Worker                  | Classification             |
| E-0616      | P-03-0158 | UT-04-0002  | 20  | 17  | Utility Worker                  | Seniority                  |
| E-0617      | P-03-0074 | UT-04-0003  | 20  | 17  | Utility Worker                  | Miscellaneous              |
| E-0079      | U-96-0221 | UT-96-0001  | 20  | 17  | Utility Worker                  | Recognition                |
| E-0329      | P-00-0025 | UT-00-0001  | 20  | 17  | Utility Worker                  | Classification             |
| E-0584      | P-99-0051 | UT-04-0001  | 20  | 17  | Utility Worker                  | Upgrade                    |
| E-0408      | P-01-0093 | UT-01-0002  | 20  | 17  | Utility Worker                  | Seniority                  |