

Disclaimer: Annual base amounts are calculated using a standard 2,080 hours per year and are provided as estimates only. These figures are not guaranteed and may vary due to rounding or other factors.

	2026	2027	2028	2029	2030	2031
Max ICP percentage (before Target multiplier)	3.0%	3.0%	3.5%	4.0%	4.5%	5.0%

CLASSIFICATION	JOB CODE	PS SG	Effective 21 days after ratification	Effective October 1, 2026	Effective October 1, 2027	Effective October 1, 2028	Effective October 1, 2029	Effective October 1, 2030
Station Operator**	91052	852	\$111,253.38	\$115,703.51	\$119,753.13	\$123,645.11	\$127,663.58	\$132,770.12
Assistant Station Operator***%	91002	871	\$103,792.00	\$107,943.68	\$111,721.71	\$115,352.66	\$119,101.63	\$123,865.69
Operator in Charge**	92013	853	\$111,253.38	\$115,703.51	\$111,253.38	\$123,645.11	\$127,663.58	\$132,770.12
Operator**	92031	983	\$92,830.40	\$96,543.62	\$92,830.40	\$103,170.13	\$106,523.16	\$110,784.08
Turbine Operator**%	91064	878	\$104,686.40	\$108,873.86	\$112,684.44	\$120,127.95	\$120,127.95	\$124,933.07
Equipment Operator - after 1st year***%	91016	902	\$93,516.80	\$97,257.47	\$100,661.48	\$103,932.98	\$107,310.80	\$111,603.24
Equipment Operator - 1st year**%	91015	938	\$74,464.00	\$77,442.56	\$80,153.05	\$82,758.02	\$85,447.66	\$88,865.57
Operator Helper**%	92012	961	\$63,980.80	\$66,540.03	\$68,868.93	\$71,107.17	\$73,418.16	\$76,354.88
Station Electrician** #	91050	840	\$110,344.00	\$114,757.76	\$118,774.28	\$122,634.45	\$126,620.07	\$131,684.87
ICE Technician Sr**	90993	840	\$110,344.00	\$114,757.76	\$118,774.28	\$122,634.45	\$126,620.07	\$131,684.87
ICE Technician I**	90994	872	\$102,169.60	\$106,256.38	\$109,975.36	\$113,549.56	\$117,239.92	\$121,929.51
ICE Technician II**%	90995	893	\$86,070.40	\$89,513.22	\$92,646.18	\$95,657.18	\$98,766.04	\$102,716.68
ICE Technician III**%	90996	940	\$73,694.40	\$76,642.18	\$79,324.65	\$81,902.70	\$84,564.54	\$87,947.12
Station Technician** #	91054	840	\$110,344.00	\$114,757.76	\$118,774.28	\$122,634.45	\$126,620.07	\$131,684.87
Working Foreman Maintenance* **	91071	847	\$113,380.80	\$117,916.03	\$122,043.09	\$126,009.49	\$130,104.80	\$135,308.99
Machinist**	91032	861	\$97,926.40	\$101,843.46	\$105,407.98	\$108,833.74	\$112,370.83	\$116,865.67
Maintenance Mechanic - after 4th year**	91039	875	\$93,912.00	\$97,668.48	\$101,086.88	\$104,372.20	\$107,764.30	\$112,074.87
Maintenance Mechanic - 4th year**	91038	890	\$87,256.00	\$90,746.24	\$93,922.36	\$96,974.84	\$100,126.52	\$104,131.58
Maintenance Mechanic - 3rd year**	91037	907	\$82,513.60	\$85,814.14	\$88,817.64	\$91,704.21	\$94,684.60	\$98,471.98
Maintenance Mechanic - 2nd year**	91036	924	\$77,750.40	\$80,860.42	\$83,690.53	\$86,410.47	\$89,218.81	\$92,787.57
Maintenance Mechanic - 1st year**	91034	942	\$73,028.80	\$75,949.95	\$78,608.20	\$81,162.97	\$83,800.76	\$87,152.79
Laboratory Technician - Grade 1**	91026	838	\$102,169.60	\$106,256.38	\$109,975.36	\$113,549.56	\$117,239.92	\$121,929.51
Laboratory Technician - Grade 2**%	91092	913	\$80,974.40	\$84,213.38	\$87,160.84	\$89,993.57	\$92,918.36	\$96,635.10
Laboratory Technician - Grade 3**%	91093	937	\$74,526.40	\$77,507.46	\$80,220.22	\$82,827.37	\$85,519.26	\$88,940.03
Working Foreman, Coal Yard* **	91021	972	\$108,617.60	\$112,962.30	\$116,915.98	\$120,715.75	\$124,639.02	\$129,624.58
Coal Handler - after 4th year** ***	91006	865	\$100,526.40	\$104,547.46	\$108,206.62	\$111,723.33	\$115,354.34	\$119,968.51
Coal Handler - 4th year** ***	91005	881	\$89,876.80	\$93,471.87	\$96,743.39	\$99,887.55	\$103,133.89	\$107,259.25
Coal Handler - 3rd year** ***	91004	896	\$84,947.20	\$88,345.09	\$91,437.17	\$94,408.87	\$97,477.16	\$101,376.25
Coal Handler - 2nd year** ***	91082	917	\$80,080.00	\$83,283.20	\$86,198.11	\$88,999.55	\$91,892.04	\$95,567.72
Coal Handler - 1st year** ***	91081	936	\$75,233.60	\$78,242.94	\$80,981.45	\$83,613.34	\$86,330.78	\$89,784.01

JOB TITLE	Job Code	SG
Stores Attendant-Sr	52722	977
Stores Attendant	52723	978
Stores Attendant-Jr%	52724	979

START	12 Months
\$82,929.60	
\$71,364.80	\$77,334.40
\$63,752.00	\$66,768.00

START	12 Months
\$86,246.78	
\$74,219.39	\$80,427.78
\$66,302.08	\$69,438.72

START	12 Months
\$89,265.42	
\$76,817.07	\$83,242.75
\$68,622.65	\$71,869.08

START	12 Months
\$92,166.55	
\$79,313.63	\$85,948.14
\$70,852.89	\$74,204.82

START	12 Months
\$95,161.96	
\$81,891.32	\$88,741.45
\$73,155.61	\$76,616.48

START	12 Months
\$98,968.44	
\$85,166.97	\$92,291.11
\$76,081.83	\$79,681.14

**PUBLIC SERVICE COMPANY OF OKLAHOMA
NORTHEASTERN 3 & 4
JOB CLASSIFICATIONS AND WAGE RATE STRUCTURE
Effective October 1 of Each Year**

CLASSIFICATION	JOB CODE	PS SG	Effective 21 days after ratification	Effective October 1, 2026	Effective October 1, 2027	Effective October 1, 2028	Effective October 1, 2029	Effective October 1, 2030
			BASE HOURLY	BASE HOURLY	BASE HOURLY	BASE HOURLY	BASE HOURLY	BASE HOURLY
			WAGE RATE	WAGE RATE	WAGE RATE	WAGE RATE	WAGE RATE	WAGE RATE
Station Operator**	91052	852	\$53.49	\$55.63	\$57.57	\$59.44	\$61.38	\$63.83
Assistant Station Operator***%	91002	871	\$49.90	\$51.90	\$53.71	\$55.46	\$57.26	\$59.55
Equipment Operator - after 1st year***%	91016	902	\$44.96	\$46.76	\$48.39	\$49.97	\$51.59	\$53.66
Equipment Operator - 1st year***%	91015	938	\$35.80	\$37.23	\$38.54	\$39.79	\$41.08	\$42.72
Operator Helper***%	92012	961	\$30.76	\$31.99	\$33.11	\$34.19	\$35.30	\$36.71
Station Electrician** #	91050	840	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician Sr**	90993	840	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician I**	90994	872	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
ICE Technician II**%	90995	893	\$41.38	\$43.04	\$44.54	\$45.99	\$47.48	\$49.38
ICE Technician III**%	90996	940	\$35.43	\$36.85	\$38.14	\$39.38	\$40.66	\$42.28
Station Technician** #	91054	840	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
Working Foreman Maintenance* **	91071	847	\$54.51	\$56.69	\$58.67	\$60.58	\$62.55	\$65.05
Machinist**	91032	861	\$47.08	\$48.96	\$50.68	\$52.32	\$54.02	\$56.19
Maintenance Mechanic - after 4th year**	91039	875	\$45.55	\$47.37	\$49.03	\$50.62	\$52.27	\$54.36
Maintenance Mechanic - 4th year**	91038	890	\$41.95	\$43.63	\$45.15	\$46.62	\$48.14	\$50.06
Maintenance Mechanic - 3rd year**	91037	907	\$39.67	\$41.26	\$42.70	\$44.09	\$45.52	\$47.34
Maintenance Mechanic - 2nd year**	91036	924	\$37.38	\$38.88	\$40.24	\$41.54	\$42.89	\$44.61
Maintenance Mechanic - 1st year**	91034	942	\$35.11	\$36.51	\$37.79	\$39.02	\$40.29	\$41.90
Laboratory Technician - Grade 1**	91026	838	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
Laboratory Technician - Grade 2**%	91092	913	\$38.93	\$40.49	\$41.90	\$43.27	\$44.67	\$46.46
Laboratory Technician - Grade 3**%	91093	937	\$35.83	\$37.26	\$38.57	\$39.82	\$41.12	\$42.76
Working Foreman, Coal Yard* **	91021	972	\$52.22	\$54.31	\$56.21	\$58.04	\$59.92	\$62.32
Coal Handler - after 4th year*** **	91006	865	\$48.33	\$50.26	\$52.02	\$53.71	\$55.46	\$57.68
Coal Handler - 4th year*** **	91005	881	\$43.21	\$44.94	\$46.51	\$48.02	\$49.58	\$51.57
Coal Handler - 3rd year*** **	91004	896	\$40.84	\$42.47	\$43.96	\$45.39	\$46.86	\$48.74
Coal Handler - 2nd year*** **	91082	917	\$38.50	\$40.04	\$41.44	\$42.79	\$44.18	\$45.95
Coal Handler - 1st year*** **	91081	936	\$36.17	\$37.62	\$38.93	\$40.20	\$41.51	\$43.17

JOB TITLE	Job Code	SG	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months
Stores Attendant-Sr	52722	977	\$39.87	\$41.46	\$42.92	\$44.31	\$45.75	\$47.58	\$49.37	\$51.57	\$53.68	\$55.46	\$57.68	\$60.31
Stores Attendant	52723	978	\$34.31	\$35.68	\$36.93	\$38.13	\$39.37	\$40.95	\$42.66	\$44.32	\$46.06	\$47.86	\$49.95	\$52.31
Stores Attendant-Jr%	52724	979	\$30.65	\$31.88	\$33.09	\$34.06	\$35.17	\$36.58	\$38.31	\$40.20	\$42.14	\$44.14	\$46.28	\$48.61

* Not in line of promotion.
**Wage Differential For Qualified Welders:
Group 2 - \$.60/hr

An employee holding a job classification designated with a % must acquire within such time frames as determined by the Company, the qualifications necessary to perform the duties of the next higher classification in his line of progression. An employee's failure to qualify during such period shall result in his removal from the line of progression. When an employee is progressed, the Company shall not be required to post a job bid notice. With the Exception of Stores Attendant Jr. applicable to new hires and transfers after March 31, 2018. Existing employees will be grandfathered in their current classification and line of progression.

**PUBLIC SERVICE COMPANY OF OKLAHOMA
WELEETKA STATION
JOB CLASSIFICATIONS AND WAGE RATE STRUCTURE
Effective October 1 of Each Year**

CLASSIFICATION	JOB CODE	PS SG	Effective 21 days after ratification	Effective October 1, 2026	Effective October 1, 2027	Effective October 1, 2028	Effective October 1, 2029	Effective October 1, 2030
			BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE
Operator in Charge**	92013	853	\$53.49	\$55.63	\$57.57	\$59.44	\$61.38	\$63.83
Operator**	92031	983	\$44.63	\$46.42	\$48.04	\$49.60	\$51.21	\$53.26
Maintenance Mechanic - after 4th year**	91039	880	\$45.15	\$46.96	\$48.60	\$50.18	\$51.81	\$53.88
Maintenance Mechanic - 4th year**	91038	895	\$41.95	\$43.63	\$45.15	\$46.62	\$48.14	\$50.06
Maintenance Mechanic - 3rd year**	91037	915	\$39.67	\$41.26	\$42.70	\$44.09	\$45.52	\$47.34
Maintenance Mechanic - 2nd year**	91036	929	\$37.38	\$38.88	\$40.24	\$41.54	\$42.89	\$44.61
Maintenance Mechanic - 1st year**	91034	946	\$35.11	\$36.51	\$37.79	\$39.02	\$40.29	\$41.90
<i>Station Electrician, Technician** #</i>	91051	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician Sr**	90992	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician I**	90997	879	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
ICE Technician II**%	90998	898	\$41.38	\$43.04	\$44.54	\$45.99	\$47.48	\$49.38
ICE Technician III**%	90999	944	\$35.43	\$36.85	\$38.14	\$39.38	\$40.66	\$42.28

**Wage Differential For Qualified Welders:
Group 2 - \$.60/hr

Incumbent Only

An employee holding a job classification designated with a % must acquire within such time frames as determined by the Company, the qualifications necessary to perform the duties of the next higher classification in his line of progression.

An employee's failure to qualify during such period shall result in his removal from the line of progression.

When an employee is progressed, the Company shall not be required to post a job bid notice.

Existing employees will be grandfathered in their current classification and line of progression.

**PUBLIC SERVICE COMPANY OF OKLAHOMA
COMANCHE STATION
JOB CLASSIFICATIONS AND WAGE RATE STRUCTURE
Effective October 1 of Each Year**

CLASSIFICATION	JOB CODE	PS SG	Effective 21 days after ratification	Effective October 1, 2026	Effective October 1, 2027	Effective October 1, 2028	Effective October 1, 2029	Effective October 1, 2030
			BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE
Plant Operator**	91047	853	\$53.49	\$55.63	\$57.57	\$59.44	\$61.38	\$63.83
Equipment Operator - after 1st year**%	91016	910	\$44.96	\$46.76	\$48.39	\$49.97	\$51.59	\$53.66
Equipment Operator - 1st year**%	91015	942	\$35.80	\$37.23	\$38.54	\$39.79	\$41.08	\$42.72
Operator Helper**%	92012	964	\$30.76	\$31.99	\$33.11	\$34.19	\$35.30	\$36.71
<i>Station Electrician, Technician** #</i>	91051	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
				\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ICE Technician Sr**	90992	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician I**	90997	879	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
ICE Technician II**%	90998	898	\$41.38	\$43.04	\$44.54	\$45.99	\$47.48	\$49.38
ICE Technician III**%	90999	944	\$35.43	\$36.85	\$38.14	\$39.38	\$40.66	\$42.28
Working Foreman Maintenance* **	91071	851	\$54.51	\$56.69	\$58.67	\$60.58	\$62.55	\$65.05
Machinist**	91032	867	\$47.08	\$48.96	\$50.68	\$52.32	\$54.02	\$56.19
Maintenance Mechanic - after 4th year**	91039	880	\$45.15	\$46.96	\$48.60	\$50.18	\$51.81	\$53.88
Maintenance Mechanic - 4th year**	91038	895	\$41.95	\$43.63	\$45.15	\$46.62	\$48.14	\$50.06
Maintenance Mechanic - 3rd year**	91037	915	\$39.67	\$41.26	\$42.70	\$44.09	\$45.52	\$47.34
Maintenance Mechanic - 2nd year**	91036	929	\$37.38	\$38.88	\$40.24	\$41.54	\$42.89	\$44.61
Maintenance Mechanic - 1st year**	91034	946	\$35.11	\$36.51	\$37.79	\$39.02	\$40.29	\$41.90
Laboratory Technician - Grade 1**	91026	820	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
Laboratory Technician - Grade 2**%	91092	918	\$38.93	\$40.49	\$41.90	\$43.27	\$44.67	\$46.46
Laboratory Technician - Grade 3**%	91093	941	\$35.83	\$37.26	\$38.57	\$39.82	\$41.12	\$42.76

* Not in line of promotion.

**Wage Differential for Qualified Welders:

Group 2 - \$.60/hr

Incumbent Only

JOB TITLE	Job Code	SG	Effective 21 days after ratification		Effective October 1, 2026		Effective October 1, 2027		Effective October 1, 2028		Effective October 1, 2029		Effective October 1, 2030	
			START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months
Stores Attendant-Sr	52722	980	\$39.87		\$41.46		\$42.92		\$44.31		\$45.75		\$47.58	
Stores Attendant	52723	981	\$34.31	\$37.18	\$35.68	\$38.67	\$36.93	\$40.02	\$38.13	\$41.32	\$39.37	\$42.66	\$40.95	\$44.37
Stores Attendant-Jr%	52724	982	\$30.65	\$32.10	\$31.88	\$33.38	\$32.99	\$34.55	\$34.06	\$35.68	\$35.17	\$36.83	\$36.58	\$38.31

An employee holding a job classification designated with a % must acquire within such time frames as determined by the Company, the qualifications necessary to perform the duties of the next higher classification in his line of progression.

An employee's failure to qualify during such period shall result in his removal from the line of progression.

When an employee is progressed, the Company shall not be required to post a job bid notice.

With the Exception of Stores Attendant Jr. applicable to new hires and transfers after March 31, 2018.

Existing employees will be grandfathered in their current classification and line of progression.

**PUBLIC SERVICE COMPANY OF OKLAHOMA
NORTHEASTERN STATION 1 & 2
JOB CLASSIFICATIONS AND WAGE RATE STRUCTURE**

Effective October 1 of Each Year

CLASSIFICATION	JOB CODE	PS SG	Effective 21 days after ratification	Effective October 1, 2026	Effective October 1, 2027	Effective October 1, 2028	Effective October 1, 2029	Effective October 1, 2030
			BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE
Station Operator**	91052	858	\$53.49	\$55.63	\$57.57	\$59.44	\$61.38	\$63.83
Assistant Station Operator***	91002	821	\$49.90	\$51.90	\$53.71	\$55.46	\$57.26	\$59.55
Equipment Operator - after 1st year***	91016	910	\$44.96	\$46.76	\$48.39	\$49.97	\$51.59	\$53.66
Equipment Operator - 1st year***	91015	942	\$35.80	\$37.23	\$38.54	\$39.79	\$41.08	\$42.72
Operator Helper***	92012	964	\$30.76	\$31.99	\$33.11	\$34.19	\$35.30	\$36.71
<i>Station Electrician** #</i>	91050	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician Sr**	90992	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician I**	90997	879	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
ICE Technician II**%	90998	898	\$41.38	\$43.04	\$44.54	\$45.99	\$47.48	\$49.38
ICE Technician III**%	90999	944	\$35.43	\$36.85	\$38.14	\$39.38	\$40.66	\$42.28
<i>Station Technician** #</i>	91054	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
Working Foreman Maintenance* **	91071	851	\$54.51	\$56.69	\$58.67	\$60.58	\$62.55	\$65.05
Machinist**	91032	867	\$47.08	\$48.96	\$50.68	\$52.32	\$54.02	\$56.19
Maintenance Mechanic - after 4th year**	91039	880	\$45.15	\$46.96	\$48.60	\$50.18	\$51.81	\$53.88
Maintenance Mechanic - 4th year**	91038	895	\$41.95	\$43.63	\$45.15	\$46.62	\$48.14	\$50.06
Maintenance Mechanic - 3rd year**	91037	915	\$39.67	\$41.26	\$42.70	\$44.09	\$45.52	\$47.34
Maintenance Mechanic - 2nd year**	91036	929	\$37.38	\$38.88	\$40.24	\$41.54	\$42.89	\$44.61
Maintenance Mechanic - 1st year**	91034	946	\$35.11	\$36.51	\$37.79	\$39.02	\$40.29	\$41.90
Laboratory Technician - Grade 1**	91026	820	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
Laboratory Technician - Grade 2***	91092	918	\$38.93	\$40.49	\$41.90	\$43.27	\$44.67	\$46.46
Laboratory Technician - Grade 3**%	91093	941	\$35.83	\$37.26	\$38.57	\$39.82	\$41.12	\$42.76

JOB TITLE	Job Code	PS SG	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months
Stores Attendant-Sr	52722	980	\$39.87		\$41.46		\$42.92		\$44.31		\$45.75		\$47.58	
Stores Attendant	52723	981	\$34.31	\$37.18	\$35.68	\$38.67	\$36.93	\$40.02	\$38.13	\$41.32	\$39.37	\$42.66	\$40.95	\$44.37
Stores Attendant-Jr%	52724	982	\$30.65	\$32.10	\$31.88	\$33.38	\$32.99	\$34.55	\$34.06	\$35.68	\$35.17	\$36.83	\$36.58	\$38.31

* Not in line of promotion.

**Wage Differential For Qualified Welders:
Group 2 - \$.60/hr
Incumbent Only

An employee holding a job classification designated with a % must acquire within such time frames as determined by the Company, the qualifications necessary to perform the duties of the next higher classification in his line of progression. An employee's failure to qualify during such period shall result in his removal from the line of progression. When an employee is progressed, the Company shall not be required to post a job bid notice. With the Exception of Stores Attendant Jr. applicable to new hires and transfers after March 31, 2018. Existing employees will be grandfathered in their current classification and line of progression.

**PUBLIC SERVICE COMPANY OF OKLAHOMA
RIVERSIDE
JOB CLASSIFICATIONS AND WAGE RATE STRUCTURE**

Effective October 1 of Each Year

CLASSIFICATION	JOB CODE	PS SG	Effective 21 days after ratification	Effective October 1, 2026	Effective October 1, 2027	Effective October 1, 2028	Effective October 1, 2029	Effective October 1, 2030
			BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE
Station Operator**	91052	858	\$53.49	\$55.63	\$57.57	\$59.44	\$61.38	\$63.83
Assistant Station Operator***%	91002	821	\$49.90	\$51.90	\$53.71	\$55.46	\$57.26	\$59.55
Equipment Operator - after 1st year***%	91016	910	\$44.96	\$46.76	\$48.39	\$49.97	\$51.59	\$53.66
Equipment Operator - 1st year***%	91015	942	\$35.80	\$37.23	\$38.54	\$39.79	\$41.08	\$42.72
Operator Helper***%	92012	964	\$30.76	\$31.99	\$33.11	\$34.19	\$35.30	\$36.71
Station Electrician** #	91050	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician Sr**	90992	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician I**	90997	879	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
ICE Technician II***%	90998	898	\$41.38	\$43.04	\$44.54	\$45.99	\$47.48	\$49.38
ICE Technician III***%	90999	944	\$35.43	\$36.85	\$38.14	\$39.38	\$40.66	\$42.28
Station Technician** #	91054	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
Working Foreman Maintenance* **	91071	851	\$54.51	\$56.69	\$58.67	\$60.58	\$62.55	\$65.05
Machinist**	91032	867	\$47.08	\$48.96	\$50.68	\$52.32	\$54.02	\$56.19
Maintenance Mechanic - after 4th year**	91039	880	\$45.15	\$46.96	\$48.60	\$50.18	\$51.81	\$53.88
Maintenance Mechanic - 4th year**	91038	895	\$41.95	\$43.63	\$45.15	\$46.62	\$48.14	\$50.06
Maintenance Mechanic - 3rd year**	91037	915	\$39.67	\$41.26	\$42.70	\$44.09	\$45.52	\$47.34
Maintenance Mechanic - 2nd year**	91036	929	\$37.38	\$38.88	\$40.24	\$41.54	\$42.89	\$44.61
Maintenance Mechanic - 1st year**	91034	946	\$35.11	\$36.51	\$37.79	\$39.02	\$40.29	\$41.90
Laboratory Technician - Grade 1**	91026	820	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
Laboratory Technician - Grade 2***%	91092	918	\$38.93	\$40.49	\$41.90	\$43.27	\$44.67	\$46.46
Laboratory Technician - Grade 3***%	91093	941	\$35.83	\$37.26	\$38.57	\$39.82	\$41.12	\$42.76

JOB TITLE	Job Code	PS SG	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months
Stores Attendant-Sr	52722	980	\$39.87		\$41.46		\$42.92		\$44.31		\$45.75		\$47.58	
Stores Attendant	52723	981	\$34.31	\$37.18	\$35.68	\$38.67	\$36.93	\$40.02	\$38.13	\$41.32	\$39.37	\$42.66	\$40.95	\$44.37
Stores Attendant-Jr%	52724	982	\$30.65	\$32.10	\$31.88	\$33.38	\$32.99	\$34.55	\$34.06	\$35.68	\$35.17	\$36.83	\$36.58	\$38.31

* Not in line of promotion.

**Wage Differential For Qualified Welders:
Group 2 - \$.60/hr
Incumbent Only

An employee holding a job classification designated with a % must acquire within such time frames as determined by the Company, the qualifications necessary to perform the duties of the next higher classification in his line of progression. An employee's failure to qualify during such period shall result in his removal from the line of progression. When an employee is progressed, the Company shall not be required to post a job bid notice. With the Exception of Stores Attendant Jr. applicable to new hires and transfers after March 31, 2018. Existing employees will be grandfathered in their current classification and line of progression.

**PUBLIC SERVICE COMPANY OF OKLAHOMA
SOUTHWESTERN
JOB CLASSIFICATIONS AND WAGE RATE STRUCTURE**

Effective October 1 of Each Year

CLASSIFICATION	JOB CODE	PS SG	Effective 21 days after ratification	Effective October 1, 2026	Effective October 1, 2027	Effective October 1, 2028	Effective October 1, 2029	Effective October 1, 2030
			BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE
Station Operator**	91052	858	\$53.49	\$55.63	\$57.57	\$59.44	\$61.38	\$63.83
Assistant Station Operator***%	91002	821	\$49.90	\$51.90	\$53.71	\$55.46	\$57.26	\$59.55
Equipment Operator - after 1st year***%	91016	910	\$44.96	\$46.76	\$48.39	\$49.97	\$51.59	\$53.66
Equipment Operator - 1st year***%	91015	942	\$35.80	\$37.23	\$38.54	\$39.79	\$41.08	\$42.72
Operator Helper***%	92012	964	\$30.76	\$31.99	\$33.11	\$34.19	\$35.30	\$36.71
<i>Station Electrician** #</i>	91050	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician Sr**	90992	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician I**	90997	879	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
ICE Technician II**%	90998	898	\$41.38	\$43.04	\$44.54	\$45.99	\$47.48	\$49.38
ICE Technician III**%	90999	944	\$35.43	\$36.85	\$38.14	\$39.38	\$40.66	\$42.28
<i>Station Technician** #</i>	91054	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
Working Foreman Maintenance* **	91071	851	\$54.51	\$56.69	\$58.67	\$60.58	\$62.55	\$65.05
Machinist**	91032	867	\$47.08	\$48.96	\$50.68	\$52.32	\$54.02	\$56.19
Maintenance Mechanic - after 4th year**	91039	880	\$45.15	\$46.96	\$48.60	\$50.18	\$51.81	\$53.88
Maintenance Mechanic - 4th year**	91038	895	\$41.95	\$43.63	\$45.15	\$46.62	\$48.14	\$50.06
Maintenance Mechanic - 3rd year**	91037	915	\$39.67	\$41.26	\$42.70	\$44.09	\$45.52	\$47.34
Maintenance Mechanic - 2nd year**	91036	929	\$37.38	\$38.88	\$40.24	\$41.54	\$42.89	\$44.61
Maintenance Mechanic - 1st year**	91034	946	\$35.11	\$36.51	\$37.79	\$39.02	\$40.29	\$41.90
Laboratory Technician - Grade 1**	91026	820	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
Laboratory Technician - Grade 2***%	91092	918	\$38.93	\$40.49	\$41.90	\$43.27	\$44.67	\$46.46
Laboratory Technician - Grade 3***%	91093	941	\$35.83	\$37.26	\$38.57	\$39.82	\$41.12	\$42.76

JOB TITLE	Job Code	PS SG	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months
Stores Attendant-Sr	52722	980	\$39.87		\$41.46		\$42.92		\$44.31		\$45.75		\$47.58		\$49.58	
Stores Attendant	52723	981	\$34.31	\$37.18	\$35.68	\$38.67	\$36.93	\$40.02	\$38.13	\$41.32	\$39.37	\$42.66	\$40.95			
Stores Attendant-Jr%	52724	982	\$30.65	\$32.10	\$31.88	\$33.38	\$32.99	\$34.55	\$34.06	\$35.68	\$35.17	\$36.83	\$36.58			

* Not in line of promotion.

**Wage Differential For Qualified Welders:

Group 2 - \$.60/hr

Incumbent Only

An employee holding a job classification designated with a % must acquire within such time frames as determined by the Company, the qualifications necessary to perform the duties of the next higher classification in his line of progression.

An employee's failure to qualify during such period shall result in his removal from the line of progression.

When an employee is progressed, the Company shall not be required to post a job bid notice.

With the Exception of Stores Attendant Jr. applicable to new hires and transfers after March 31, 2018.

Existing employees will be grandfathered in their current classification and line of progression.

**PUBLIC SERVICE COMPANY OF OKLAHOMA
TULSA POWER STATION
JOB CLASSIFICATIONS AND WAGE RATE STRUCTURE
Effective October 1 of Each Year**

CLASSIFICATION	JOB CODE	PS SG	Effective 21 days after	Effective October 1, 2026	Effective October 1, 2027	Effective October 1, 2028	Effective October 1, 2029	Effective October 1, 2030
			BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE	BASE HOURLY WAGE RATE
Plant Operator A* **	91048	850	\$55.65	\$57.88	\$59.90	\$61.85	\$63.86	\$66.41
Plant Operator**	91047	853	\$53.49	\$55.63	\$57.57	\$59.44	\$61.38	\$63.83
Turbine Operator**%	91064	878	\$50.33	\$52.34	\$54.18	\$55.94	\$57.75	\$60.06
Equipment Operator - after 1st year**%	91016	910	\$44.96	\$46.76	\$48.39	\$49.97	\$51.59	\$53.66
Equipment Operator - 1st year**%	91015	942	\$35.80	\$37.23	\$38.54	\$39.79	\$41.08	\$42.72
Operator Helper**%	92012	964	\$30.76	\$31.99	\$33.11	\$34.19	\$35.30	\$36.71
Station Electrician, Technician** #	91051	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician Sr**	90992	984	\$53.05	\$55.17	\$57.10	\$58.96	\$60.88	\$63.31
ICE Technician I**	90997	879	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
ICE Technician II**%	90998	898	\$41.38	\$43.04	\$44.54	\$45.99	\$47.48	\$49.38
ICE Technician III**%	90999	944	\$35.43	\$36.85	\$38.14	\$39.38	\$40.66	\$42.28
Working Foreman Maintenance* **	91071	851	\$54.51	\$56.69	\$58.67	\$60.58	\$62.55	\$65.05
Machinist**	91032	867	\$47.08	\$48.96	\$50.68	\$52.32	\$54.02	\$56.19
Maintenance Mechanic - after 4th year**	91039	880	\$45.15	\$46.96	\$48.60	\$50.18	\$51.81	\$53.88
Maintenance Mechanic - 4th year**	91038	895	\$41.95	\$43.63	\$45.15	\$46.62	\$48.14	\$50.06
Maintenance Mechanic - 3rd year**	91037	915	\$39.67	\$41.26	\$42.70	\$44.09	\$45.52	\$47.34
Maintenance Mechanic - 2nd year**	91036	929	\$37.38	\$38.88	\$40.24	\$41.54	\$42.89	\$44.61
Maintenance Mechanic - 1st year**	91034	946	\$35.11	\$36.51	\$37.79	\$39.02	\$40.29	\$41.90
Laboratory Technician - Grade 1**	91026	820	\$49.12	\$51.08	\$52.87	\$54.59	\$56.37	\$58.62
Laboratory Technician - Grade 2**%	91092	918	\$38.93	\$40.49	\$41.90	\$43.27	\$44.67	\$46.46
Laboratory Technician - Grade 3**%	91093	941	\$35.83	\$37.26	\$38.57	\$39.82	\$41.12	\$42.76

* Not in line of promotion.

**Wage Differential for Qualified Welders:

Group 2 - \$.60/hr

Incumbent Only

JOB TITLE	Job Code	SG	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months	START	12 Months
Stores Attendant-Sr	52722	980	\$39.87		\$41.46		\$42.92		\$44.31		\$45.75		\$47.58	
Stores Attendant	52723	981	\$34.31	\$37.18	\$35.68	\$38.67	\$36.93	\$40.02	\$38.13	\$41.32	\$39.37	\$42.66	\$40.95	\$44.37
Stores Attendant-Jr%	52724	982	\$30.65	\$32.10	\$31.88	\$33.38	\$32.99	\$34.55	\$34.06	\$35.68	\$35.17	\$36.83	\$36.58	\$38.31

An employee holding a job classification designated with a % must acquire within such time frames as determined by the Company, the qualifications necessary to perform the duties of the next higher classification in his line of progression.

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