

**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
<b>Max ICP percentage (before Target multiplier)</b>	3.0%	3.0%	3.5%	4.0%	4.5%	5.0%

Journey level top scales	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
WORKING FOREMAN	\$126,152.00	\$131,198.08	\$135,790.01	\$140,203.19	\$144,759.79	\$150,550.18
GENERAL SERVICER's	\$121,700.80	\$126,568.83	\$130,998.74	\$135,256.20	\$139,652.03	\$145,238.11
CABLE SPLICER**	\$118,934.40	\$123,691.78	\$128,020.99	\$132,181.67	\$136,477.57	\$141,936.68
LINEMAN JOURNEYMAN	\$117,228.80	\$121,917.95	\$126,185.08	\$130,286.10	\$134,520.39	\$139,901.21
DISTR CTR CREW LEADER	\$89,648.00	\$93,233.92	\$96,497.11	\$99,633.26	\$102,871.34	\$106,986.20
STOREKEEPER SR.	\$86,985.60	\$90,465.02	\$93,631.30	\$96,674.32	\$99,816.23	\$103,808.88
STOREKEEPER	\$81,993.60	\$85,273.34	\$88,257.91	\$91,126.29	\$94,087.90	\$97,851.41
MATERIAL RECEIVER	\$81,993.60	\$85,273.34	\$88,257.91	\$91,126.29	\$94,087.90	\$97,851.41
MATERIAL HANDLER A	\$75,316.80	\$78,329.47	\$81,071.00	\$83,705.81	\$86,426.25	\$89,883.30
STORES ATTENDANT A	\$75,316.80	\$78,329.47	\$81,071.00	\$83,705.81	\$86,426.25	\$89,883.30
<b>Line/Tline/Network App.</b>						
LINEMAN APPR 4TH YR*	\$86,632.00	\$90,097.28	\$93,250.68	\$96,281.33	\$99,410.48	\$103,386.89
LINEMAN APPR 3RD YR*	\$81,952.00	\$85,230.08	\$88,213.13	\$91,080.06	\$94,040.16	\$97,801.77
LINEMAN APPR 2ND YR*	\$77,438.40	\$80,535.94	\$83,354.69	\$86,063.72	\$88,860.79	\$92,415.22
LINEMAN APPR 1ST YR*	\$68,140.80	\$70,866.43	\$73,346.76	\$75,730.53	\$78,191.77	\$81,319.44
<b>Substation</b>						
WORKING FOREMAN P & C	\$134,222.40	\$139,591.30	\$144,476.99	\$149,172.49	\$154,020.60	\$160,181.42
P & C ELECTRICIAN A*	\$124,737.60	\$129,727.10	\$134,267.55	\$138,631.25	\$143,136.76	\$148,862.23
P & C ELECTRICIAN B - CERT	\$124,737.60	\$129,727.10	\$134,267.55	\$138,631.25	\$143,136.76	\$148,862.23
WORKING FOREMAN STATION	\$124,737.60	\$129,727.10	\$134,267.55	\$138,631.25	\$143,136.76	\$148,862.23
STATION SERVICER	\$121,700.80	\$126,568.83	\$130,998.74	\$135,256.20	\$139,652.03	\$145,238.11
STATION SERVICER B - CERT	\$121,700.80	\$126,568.83	\$130,998.74	\$135,256.20	\$139,652.03	\$145,238.11
STATION ELECTRICIAN A*	\$117,228.80	\$121,917.95	\$126,185.08	\$130,286.10	\$134,520.39	\$139,901.21
STATION ELECTRICIAN B - CERT	\$117,228.80	\$121,917.95	\$126,185.08	\$130,286.10	\$134,520.39	\$139,901.21
<b>Meter</b>						
FIELD METER SERVICER	\$76,523.20	\$79,584.13	\$82,369.57	\$85,046.58	\$87,810.60	\$91,323.02
METER TECHNICIAN SPECIALIST SR	\$130,104.00	\$135,308.16	\$140,043.95	\$144,595.37	\$149,294.72	\$155,266.51
LEAD METER ELECTRICIAN	\$126,942.40	\$132,020.10	\$136,640.80	\$141,081.63	\$145,666.78	\$151,493.45
METER TECHNICIAN SPECIALIST	\$122,616.00	\$127,520.64	\$131,983.86	\$136,273.34	\$140,702.22	\$146,330.31
METER ELECTRICIAN A*	\$117,228.80	\$121,917.95	\$126,185.08	\$130,286.10	\$134,520.39	\$139,901.21
METER SERVICER	\$72,654.40	\$75,560.58	\$78,205.20	\$80,746.87	\$83,371.14	\$86,705.98
<b>Fleet Services</b>						
SR FLEET TECHNICIAN	\$101,920.00	\$105,996.80	\$109,706.69	\$113,272.16	\$116,953.50	\$121,631.64
FLEET TECHNICIAN A*	\$94,078.40	\$97,841.54	\$101,265.99	\$104,557.13	\$107,955.24	\$112,273.45
<b>DC</b>						
ELECTRIC SYSTEM OPERATOR	\$118,851.20	\$123,605.25	\$127,931.43	\$132,089.20	\$136,382.10	\$141,837.39
OPERATOR GRADE 1**	\$97,947.20	\$101,865.09	\$105,430.37	\$108,856.85	\$112,394.70	\$116,890.49
OPERATOR GRADE 2**	\$92,123.20	\$95,808.13	\$99,161.41	\$102,384.16	\$105,711.64	\$109,940.11
OPERATOR GRADE 3**	\$88,524.80	\$92,065.79	\$95,288.09	\$98,384.96	\$101,582.47	\$105,645.77

PUBLIC SERVICE OF OKLAHOMA  
2025-2031 Wage Structure

LINE

Effective October 1 each year

Grade	Job Code	Classification	Effective 21 days after ratification				4.00% Effective October 1, 2026				3.50% Effective October 1, 2027				3.25% Effective October 1, 2028				3.25% Effective October 1, 2029				4.00% Effective October 1, 2030			
			Start	6 Months	12 Months	18 Months	Start	6 Months	Months		Start	6 Months	Months		Start	6 Months	Months		Start	6 Months	Months		Start	6 Months	Months	
									12	18			12	18			12	18			12	18				
842	91070	WORKING FOREMAN LINE	\$60.65				\$63.08				\$65.28				\$67.41				\$69.60				\$72.38			
845	91003	CABLE SPLICER**	\$57.18				\$59.47				\$61.55				\$63.55				\$65.61				\$68.24			
633	91063	GENERAL SERVICER	\$58.51				\$60.85				\$62.98				\$65.03				\$67.14				\$69.83			
633	91100	UNDERGROUND SERVICER***	\$58.51				\$60.85				\$62.68				\$64.71				\$66.82				\$69.49			
863	91025	LINEMAN JOURNEYMAN	\$56.36				\$58.61				\$60.67				\$62.64				\$64.67				\$67.26			
874	92025	WORKING FOREMAN TOOL REPAIR	\$44.52				\$46.30				\$47.92				\$49.48				\$51.09				\$53.13			
884	91062	TOOL REPAIRMAN	\$43.01				\$44.73				\$46.07				\$47.57				\$49.12				\$51.08			
891	91030	LINEMAN APPR 4TH YR*	\$41.65				\$43.32				\$44.83				\$46.29				\$47.79				\$49.71			
908	91029	LINEMAN APPR 3RD YR*	\$39.40				\$40.98				\$42.41				\$43.79				\$45.21				\$47.02			
925	91027	LINEMAN APPR 2ND YR*	\$37.23				\$38.72				\$40.07				\$41.38				\$42.72				\$44.43			
954	91028	LINEMAN APPR 1ST YR*	\$32.76				\$34.07				\$35.26				\$36.41				\$37.59				\$39.10			
891	91065	UNDERGROUND CABLE LOCATOR	\$41.65				\$43.32				\$44.83				\$46.29				\$47.79				\$49.71			
932	52730	DISTR CTR CREW LEADER	\$41.82		\$43.10		\$43.49		\$44.82		\$45.02		\$46.39		\$46.48		\$47.90		\$47.99		\$49.46		\$49.91		\$51.44	
0																										
819	52664	STOREKEEPER	\$37.44		\$39.42		\$38.94		\$41.00		\$40.30		\$42.43		\$41.61		\$43.81		\$42.96		\$45.23		\$44.68		\$47.04	
		STOREKEEPER SR.	\$41.82				\$43.49				\$45.02				\$46.48				\$47.99				\$49.91			
952	52704	STORES ATTENDANT A	\$32.71	\$34.10	\$36.21		\$34.02	\$35.46	\$37.66		\$35.21	\$36.71	\$38.98		\$36.35	\$37.90	\$40.24		\$37.53	\$39.13	\$41.55		\$39.04	\$40.70	\$43.21	
962	52708	STORES ATTENDANT B*	\$26.34	\$28.05	\$29.86	\$21.42	\$27.39	\$29.17	\$31.05	\$22.28	\$28.35	\$30.19	\$32.14	\$23.06	\$29.27	\$31.17	\$33.19	\$23.81	\$30.23	\$32.19	\$34.26	\$24.58	\$31.43	\$33.47	\$35.64	\$25.56
948	04705	DISTR CTR TRUCK DRIVER	\$37.44	\$41.29			\$38.94	\$42.94			\$40.30	\$44.44			\$41.61	\$45.89			\$42.96	\$47.38			\$44.68	\$49.28		
948	52806	STORES TRUCK DRIVER	\$37.44	\$41.29			\$38.94	\$42.94			\$40.30	\$44.44			\$41.61	\$45.89			\$42.96	\$47.38			\$44.68	\$49.28		
055	52733	MATERIAL RECEIVER	\$39.42				\$41.00				\$42.43				\$43.81				\$45.23				\$47.04			
952	52737	MATERIAL HANDLER A	\$32.71	\$34.10	\$36.21		\$34.02	\$35.46	\$37.66		\$35.21	\$36.71	\$38.98		\$36.35	\$37.90	\$40.24		\$37.53	\$39.13	\$41.55		\$39.04	\$40.70	\$43.21	
962	52741	MATERIAL HANDLER B*	\$26.34	\$28.05	\$29.86	\$31.42	\$27.39	\$29.17	\$31.05	\$32.68	\$28.35	\$30.19	\$32.14	\$33.82	\$29.27	\$31.17	\$33.19	\$34.92	\$30.23	\$32.19	\$34.26	\$36.05	\$31.43	\$33.47	\$35.64	\$37.50
	91069	MSR CIRCUIT COORDINATOR PSO	\$62.95				\$65.08				\$67.28				\$69.41				\$71.60				\$74.38			

\* An employee holding an Lineman Appr1st yr, 2nd yr, 3rd yr, 4th yr, Stores Attendant B or Material Handler B Job classification 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.

\*\* Incumbent Only Position

\*\*\*Effective 6/25/22

**PUBLIC SERVICE OF OKLAHOMA  
2025-2031 Wage Structure**

**NETWORK**

Effective October 1 each year

Grade	Job Code	Classification	Current Start	4.00%	3.50%	3.25%	3.25%	4.00%
				Effective October 1, 2026 Start	Effective October 1, 2027 Start	Effective October 1, 2028 Start	Effective October 1, 2029 Start	Effective October 1, 2030 Start
842	91074	WORKING FOREMAN NETWORK	\$60.65	\$63.08	\$65.28	\$67.41	\$69.60	\$72.38
863	91024	NETWORK JOURNEYMAN	\$56.36	\$58.61	\$60.67	\$62.64	\$64.67	\$67.26
891	92009	NETWORK APPR 4TH YR*	\$41.65	\$43.32	\$44.83	\$46.29	\$47.79	\$49.71
908	92008	NETWORK APPR 3RD YR*	\$39.40	\$40.98	\$42.41	\$43.79	\$45.21	\$47.02
925	91044	NETWORK APPR 2ND YR*	\$37.23	\$38.72	\$40.07	\$41.38	\$42.72	\$44.43
954	92007	NETWORK APPR 1ST YR*	\$32.76	\$34.07	\$35.26	\$36.41	\$37.59	\$39.10
950	91045	NETWORK HELPER	\$33.73	\$35.08	\$36.31	\$37.49	\$38.71	\$40.25

\* An employee holding a Network Appr 1st yr, 2nd yr, 3rd yr, or 4th yr job classification 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.

**PUBLIC SERVICE OF OKLAHOMA  
2025-2031 Wage Structure**

**TRANSMISSION LINE**

Grade	Job Code	Classification	4.00%				3.50%				3.25%				3.25%				4.00%							
			Current				Effective October 1, 2026				Effective October 1, 2027				Effective October 1, 2028				Effective October 1, 2029				Effective October 1, 2030			
			Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months
973	69905	TRANS LINE MECHANIC A*	\$56.36				\$58.61				\$60.67				\$62.64				\$64.67				\$67.26			
973	69909	TRANS LINE MECH B - CERTIFIED*	\$56.36				\$58.61				\$60.67				\$62.64				\$64.67				\$67.26			
974	69910	TRANS LINE MECHANIC B*	\$40.84	\$41.59			\$42.47	\$43.25			\$43.96	\$44.77			\$45.39	\$46.22			\$46.86	\$47.72			\$48.74	\$49.63		
975	69911	TRANS LINE MECHANIC C*	\$34.69	\$35.47	\$36.25	\$36.98	\$36.08	\$36.89	\$37.70	\$38.46	\$37.34	\$38.18	\$39.02	\$39.81	\$38.55	\$39.42	\$40.29	\$41.10	\$39.81	\$40.70	\$41.60	\$42.43	\$41.40	\$42.33	\$43.26	\$44.13
976	69915	TRANS LINE MECHANIC D*	\$31.58	\$32.35			\$32.84	\$33.64			\$33.99	\$34.82			\$35.10	\$35.95			\$36.24	\$37.12			\$37.69	\$38.61		

\* An employee holding a Transmission Line Mechanic D, C or B job classification 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.

**PUBLIC SERVICE OF OKLAHOMA**  
**2025-2031 Wage Structure**  
**SUBSTATION**  
 Effective October 1 each year

Effective 21 days after ratification

Grade	Job Code	Classification	Effective 21 days after ratification			
			Start	6 Months	12 Months	18 Months
P01	72277	WORKING FOREMAN P & C	\$64.53			
P17	72289	P&C ELECTRICIAN A (X)**	\$59.97			
P02	72271	P & C ELECTRICIAN A*	\$59.97			
P02	72283	P & C ELECTRICIAN B - CERTIFIED*	\$59.97			
P03	72273	P & C ELECTRICIAN B*	\$40.94	\$42.34		
P04	72275	P & C ELECTRICIAN C*	\$32.76	\$34.13	\$35.53	\$36.87
P05	69308	WORKING FOREMAN STATION	\$59.97			
P06	69302	STATION SERVICER	\$58.51			
P07	69303	STATION ELECTRICIAN A*	\$56.36			
P07	69309	STATION ELECTRICIAN B - CERTIF*	\$56.36			
P08	69304	STATION ELECTRICIAN B*	\$40.11	\$41.35		
P09	69305	STATION ELECTRICIAN C*	\$32.92	\$34.18	\$35.37	\$36.61
P07	69298	STATION SERVICER B - CERTIFIED*	\$58.51			
P08	69300	STATION SERVICER B*	\$42.61	\$44.56		
P09	69299	STATION SERVICER C*	\$32.76	\$34.01	\$35.19	\$36.43

4.00%				3.5%				3.25%				3.25%				4.00%			
Effective October 1, 2026				Effective October 1, 2027				Effective October 1, 2028				Effective October 1, 2029				Effective October 1, 2030			
Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months
\$62.37				\$64.55				\$66.65				\$68.82				\$71.57			
\$62.37				\$64.55				\$66.65				\$68.82				\$71.57			
\$62.37				\$64.55				\$66.65				\$68.82				\$71.57			
\$42.58	\$44.03			\$44.07	\$45.57			\$45.50	\$47.06			\$46.98	\$48.59			\$48.86	\$50.53		
\$34.07	\$35.50	\$36.95	\$38.34	\$35.26	\$36.74	\$38.24	\$39.69	\$36.41	\$37.93	\$39.49	\$40.98	\$37.59	\$39.16	\$40.77	\$42.31	\$39.10	\$40.73	\$42.40	\$44.00
\$62.37				\$64.55				\$66.65				\$68.82				\$71.57			
\$60.85				\$62.98				\$65.03				\$67.14				\$69.83			
\$58.61				\$60.67				\$62.64				\$64.67				\$67.26			
\$58.61				\$60.67				\$62.64				\$64.67				\$67.26			
\$41.71	\$43.00			\$43.17	\$44.51			\$44.58	\$45.96			\$46.03	\$47.45			\$47.87	\$49.35		
\$34.24	\$35.55	\$36.78	\$38.08	\$35.44	\$36.79	\$38.07	\$39.41	\$36.59	\$37.99	\$39.31	\$40.69	\$37.78	\$39.22	\$40.58	\$42.01	\$39.29	\$40.79	\$42.21	\$43.69
\$60.85				\$62.98				\$65.03				\$67.14				\$69.83			
\$44.31	\$46.34			\$45.87	\$47.96			\$47.36	\$49.52			\$48.90	\$51.13			\$50.85	\$53.18		
\$34.07	\$35.37	\$36.60	\$37.89	\$35.26	\$36.61	\$37.88	\$39.21	\$36.41	\$37.80	\$39.11	\$40.49	\$37.59	\$39.03	\$40.38	\$41.80	\$39.10	\$40.59	\$42.00	\$43.48

\* An employee holding a P&C Electrician C or B, Station Electrician C or B, or Station Servicer C or B job classification 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.

\*\* Certified Rate, Incumbent Only

\*\*\*Company not required to post position if employee is in the Station Servicer line of progression

PUBLIC SERVICE OF OKLAHOMA

2025-2031 Wage Structure

METER SERVICES

Effective October 1 each year

Grade	Job Code	Classification	4.00%												3.50%					3.25%					3.25%					4.00%								
			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	6 Months	12 Months	18 Months	24 Months	Start	6 Months	12 Months	18 Months	24 Months	Start	6 Months	12 Months	18 Months	24 Months	Start	6 Months	12 Months	18 Months	24 Months	Start	6 Months	12 Months	18 Months	24 Months	Start	6 Months	12 Months	18 Months	24 Months	Start	6 Months	12 Months	18 Months	24 Months	
825	68366	LEAD METER ELECTRICIAN	\$61.03					\$63.47							\$65.69						\$67.83						\$70.03								\$72.83			
P16	68370	METER TECHNICIAN SPECIALIST SR	\$62.55					\$65.05							\$67.33						\$69.52						\$71.78								\$74.65			
R08	68364	METER TECHNICIAN SPECIALIST	\$58.95					\$61.31							\$63.45						\$65.52						\$67.65								\$70.35			
R15	68361	METER ELECTRICIAN A*	\$56.36					\$58.61							\$60.67						\$62.64						\$64.67								\$67.26			
R22	68362	METER ELECTRICIAN B*	\$39.33	\$40.06	\$40.84	\$41.56		\$40.90	\$41.66	\$42.47	\$43.22				\$42.33	\$43.12	\$43.96	\$44.74			\$43.71	\$44.52	\$45.39	\$46.19			\$45.13	\$45.97	\$46.86	\$47.69					\$46.94	\$47.81	\$48.74	\$49.60
R32	68363	METER ELECTRICIAN C*	\$34.69	\$35.47	\$36.25	\$36.98		\$36.08	\$36.89	\$37.70	\$38.46				\$37.34	\$38.18	\$39.02	\$39.81			\$38.55	\$39.42	\$40.29	\$41.10			\$39.81	\$40.70	\$41.60	\$42.43					\$41.40	\$42.33	\$43.26	\$44.13
R39	68359	METER SERVICER	\$23.54	\$25.92	\$28.32	\$30.74	\$32.19	\$34.93	\$24.48	\$26.96	\$29.45	\$31.97	\$33.48	\$36.33	\$25.34	\$27.90	\$30.48	\$33.09	\$34.65	\$37.60	\$26.16	\$28.81	\$31.47	\$34.16	\$35.78	\$38.82	\$27.01	\$29.74	\$32.50	\$35.27	\$36.94	\$40.08	\$28.09	\$30.93	\$33.80	\$36.69	\$38.42	\$41.69

\* An employee holding a Meter Electrician C or B job classification 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.

**PUBLIC SERVICE OF OKLAHOMA**

**2025-2031 Wage Structure**

**FIELD REVENUE SERVICES**

Effective October 1 each year

Grd	Job Code	Classification	Effective 21 days after Ratification					
			Start	6 Months	12 Months	18 Months	24 Months	30 Months
P15	68387	FIELD METER SERVICER	\$24.66	\$26.15	\$27.66	\$29.15	\$30.72	\$36.79
		4.00%	Effective October 1, 2026					
			Start	6 Months	12 Months	18 Months	24 Months	30 Months
			\$25.65	\$27.20	\$28.77	\$30.32	\$31.95	\$38.26
		3.50%	Effective October 1, 2027					
			Start	6 Months	12 Months	18 Months	24 Months	30 Months
			\$26.54	\$28.15	\$29.77	\$31.38	\$33.07	\$39.60
		3.25%	Effective October 1, 2028					
			Start	6 Months	12 Months	18 Months	24 Months	30 Months
			\$27.41	\$29.06	\$30.74	\$32.40	\$34.14	\$40.89
		3.25%	Effective October 1, 2029					
			Start	6 Months	12 Months	18 Months	24 Months	30 Months
			\$28.30	\$30.01	\$31.74	\$33.45	\$35.25	\$42.22
		4.00%	Effective October 1, 2030					
			Start	6 Months	12 Months	18 Months	24 Months	30 Months
			\$29.43	\$31.21	\$33.01	\$34.79	\$36.66	\$43.91

PUBLIC SERVICE OF OKLAHOMA  
 2025-2031 Wage Structure  
**FLEET SERVICES**  
 Effective October 1 each year

Grade	Job Code	Classification	Effective 21 days after Ratification		4.00% Effective October 1, 2026		3.50% Effective October 1, 2027			3.25% Effective October 1, 2028			3.25% Effective October 1, 2029			4.00% Effective October 1, 2030				
			Start	Maximum	Start	Maximum	Start	Maximum	Start	Maximum	Start	Maximum	Start	Maximum	Start	Maximum				
			Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months	Start	6 Months	12 Months	18 Months		
P11	92036	SR FLEET TECHNICIAN	\$45.39	\$49.00	\$47.21	\$50.96	\$48.86	\$52.74	\$50.45	\$54.46	\$52.09	\$56.23	\$54.17	\$58.48						
P12	92033	FLEET TECHNICIAN A*	\$40.35	\$41.83	\$45.23	\$41.96	\$43.50	\$47.04	\$43.43	\$45.03	\$48.69	\$44.84	\$46.49	\$50.27	\$46.30	\$48.00	\$51.90	\$48.15	\$49.92	\$53.98
P13	92034	FLEET TECHNICIAN B**	\$34.45	\$35.80	\$37.12	\$35.83	\$37.23	\$38.60	\$37.08	\$38.54	\$39.96	\$38.29	\$39.79	\$41.25	\$39.53	\$41.08	\$42.60	\$41.11	\$42.72	\$44.30

\* In addition to the time step requirements, the following:  
**Start/Step 1** - Any two ASE Certifications (Medium/Heavy Trucks)

**6 Months/Step 2** - Any four ASE Certifications (Medium/Heavy Trucks)

**12 Months/Step 3** - Any five ASE Certifications (Medium/Heavy Trucks)

**18 Months/Step 4** - Any six ASE Certifications (Medium/Heavy Trucks)

\*\* An employee holding a Fleet Technician B job classification 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.

**PUBLIC SERVICE OF OKLAHOMA  
2025-2031 Wage Structure**

**OPERATIONS**

Effective October 1 each year

Grade	Job Code	Classification	Effective 21 days after Ratificati on Start	4.00%	3.50%	3.25%	3.25%	4.00%
				Effective October 1, 2026 Start	Effective October 1, 2027 Start	Effective October 1, 2028 Start	Effective October 1, 2029 Start	Effective October 1, 2030 Start
841	91010	ELECTRIC SYSTEM OPERATOR	\$57.14	\$59.43	\$61.51	\$63.50	\$65.57	\$68.19
857	91046	OPERATOR GRADE 1**	\$47.09	\$48.97	\$50.69	\$52.34	\$54.04	\$56.20
876	92010	OPERATOR GRADE 2**	\$44.29	\$46.06	\$47.67	\$49.22	\$50.82	\$52.86
886	92011	OPERATOR GRADE 3**	\$42.56	\$44.26	\$45.81	\$47.30	\$48.84	\$50.79

\*\* An employee holding an Operator Grade 3, 2 or 1 job classification 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.