

NORTHERN INDIANA PUBLIC SERVICE COMPANY

CLERICAL EMPLOYEES

ARTICLE XXIII - SCHEDULE A

WAGE RATES

Effective June 1, 2014

**NORTHERN INDIANA PUBLIC SERVICE COMPANY
CLERICAL EMPLOYEES**

TEMPORARY WORKFORCE #

	Step 1 <u>Entering</u>	Step 2 <u>After 12 Months</u>	Step 3F <u>After 24 Months</u>
01/01/15	\$15.08	\$15.97	\$16.89
01/01/16	\$15.49	\$16.41	\$17.38
01/01/17	\$15.99	\$16.94	\$17.97
01/01/18	\$16.55	\$17.53	\$18.63
01/01/19	\$17.13	\$18.14	\$19.31

Article XXI, Section 15 defines the rate as 75 cents below the entering step of pay grade one

GRADE 1

	Step 1 <u>Entering</u> Rate	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>	Step 6 After <u>36 Mos.</u>
01/01/15	\$17.64	\$18.05	\$18.48	\$18.85	\$19.25	\$19.88
01/01/16	\$18.13	\$18.55	\$18.99	\$19.37	\$19.78	\$20.43
01/01/17	\$18.72	\$19.15	\$19.61	\$20.00	\$20.42	\$21.09
01/01/18	\$19.38	\$19.82	\$20.30	\$20.70	\$21.13	\$21.83
01/01/19	\$20.06	\$20.51	\$21.01	\$21.42	\$21.87	\$22.59

- 1101 Accounting Clerk Trainee
- 1113 Gas Transmission Clerk
- 1117 General Utility Clerk
- 1140 Technology Transfer Map Clerk

GRADE 2

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>	Step 6 After <u>36 Mos.</u>
01/01/15	\$19.67	\$20.05	\$20.47	\$20.83	\$21.21	\$21.87
01/01/16	\$20.21	\$20.60	\$21.03	\$21.40	\$21.79	\$22.47
01/01/17	\$20.87	\$21.27	\$21.71	\$22.10	\$22.50	\$23.20
01/01/18	\$21.60	\$22.01	\$22.47	\$22.87	\$23.29	\$24.01
01/01/19	\$22.36	\$22.78	\$23.26	\$23.67	\$24.11	\$24.85

- 1201 Construction Utility Clerk
- 1205 Operating Utility Clerk
- 1209 Property Records Utility Clerk
- 1213 Mail Room Utility Clerk
- 1221 Purchasing Utility Clerk
- 1225 Microfilm Clerk
- 1229 Receptionist
- 1233 Mail Sorter

GRADE 3

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>	Step 6 After <u>36 Mos.</u>
01/01/15	\$21.64	\$21.83	\$22.21	\$22.61	\$23.02	\$23.84
01/01/16	\$22.24	\$22.43	\$22.82	\$23.23	\$23.65	\$24.50
01/01/17	\$22.96	\$23.16	\$23.56	\$23.98	\$24.42	\$25.30
01/01/18	\$23.76	\$23.97	\$24.38	\$24.82	\$25.27	\$26.19
01/01/19	\$24.59	\$24.81	\$25.23	\$25.69	\$26.15	\$27.11

- 1301 Accounts Section Verifier
- 1305 Sales Summary Clerk
- 1309 Transmission Clerk
- 1313 Typist
- 1317 Referral Clerk
- 1321 Micrographic Archive Clerk
- 1325 Generating Station Entry Clerk

GRADE 4

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>	Step 6 After <u>36 Mos.</u>
01/01/15	\$21.91	\$22.29	\$22.71	\$23.08	\$23.48	\$24.12
01/01/16	\$22.51	\$22.90	\$23.33	\$23.71	\$24.13	\$24.78
01/01/17	\$23.24	\$23.64	\$24.09	\$24.48	\$24.91	\$25.59
01/01/18	\$24.05	\$24.47	\$24.93	\$25.34	\$25.78	\$26.49
01/01/19	\$24.89	\$25.33	\$25.80	\$26.23	\$26.68	\$27.42

- 1401 Accounting Clerk
- 1405 Mail Processing Cash Clerk
- 1409 Purchasing Summary Clerk
- 1413 Receptionist Typist
- 1417 Work Order Review Clerk
- 1421 Inserting Equipment Operator
- 1425 Purchasing Entry Clerk

GRADE 5

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>	Step 6 After <u>36 Mos.</u>
01/01/15	\$22.37	\$22.76	\$23.11	\$23.56	\$23.94	\$24.57
01/01/16	\$22.99	\$23.39	\$23.75	\$24.21	\$24.60	\$25.25
01/01/17	\$23.74	\$24.15	\$24.52	\$25.00	\$25.40	\$26.07
01/01/18	\$24.57	\$25.00	\$25.38	\$25.88	\$26.29	\$26.98
01/01/19	\$25.43	\$25.88	\$26.27	\$26.79	\$27.21	\$27.92

- 1501 Assistant Librarian
- 1515 Construction Clerk
- 1527 General Engineering Clerk
- 1531 Mail Clerk
- 1532 Transportation Clerk
- 1540 Duplicating Machine Operator
- 1544 Gas Measurement Clerk
- 1547 Systems Clerk
- 1548 Substation Clerk
- 1551 Telephone Clerk

GRADE 6

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>
01/01/15	\$22.76	\$23.31	\$23.84	\$24.40	\$24.95
01/01/16	\$23.39	\$23.95	\$24.50	\$25.07	\$25.64
01/01/17	\$24.15	\$24.73	\$25.30	\$25.88	\$26.47
01/01/18	\$25.00	\$25.60	\$26.19	\$26.79	\$27.40
01/01/19	\$25.88	\$26.50	\$27.11	\$27.73	\$28.36

1604 Building Services Clerk
1608 Clerk - Audit Section
1616 Keypunch Operator
1620 Purchasing Clerk
1628 Tax and Insurance Clerk
1636 Mail Clerk - General Office
1650 Collection Clerk

GRADE 7

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>
01/01/15	\$25.17	\$25.28	\$25.34	\$25.51	\$25.62
01/01/16	\$25.86	\$25.98	\$26.04	\$26.21	\$26.32
01/01/17	\$26.70	\$26.82	\$26.89	\$27.06	\$27.18
01/01/18	\$27.63	\$27.76	\$27.83	\$28.01	\$28.13
01/01/19	\$28.60	\$28.73	\$28.80	\$28.99	\$29.11

1709 Bookkeeping Machine Operator - General Accounting
1713 Bookkeeping Machine Operator - Property Records
1721 Construction Check Records Clerk
1729 General Engineering Map Clerk
1733 Meter Clerk
1737 Posting Clerk
1741 Reproduction Machine Operator
1749 Statistical Typist

GRADE 8

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>
01/01/15	\$25.72	\$25.81	\$25.88	\$26.01	\$26.09
01/01/16	\$26.43	\$26.52	\$26.59	\$26.73	\$26.81
01/01/17	\$27.29	\$27.38	\$27.45	\$27.60	\$27.68
01/01/18	\$28.25	\$28.34	\$28.41	\$28.57	\$28.65
01/01/19	\$29.24	\$29.33	\$29.40	\$29.57	\$29.65

1806 Control Review Clerk
1812 General Accounts Section Verifier
1814 Generating Station Clerk
1818 Mail Room Machine Operator
1826 Stores Clerk
1830 Telephone Operator
1838 Central Mail Clerk

GRADE 9

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>
01/01/15	\$26.55	\$26.60	\$26.68	\$26.75	\$26.88
01/01/16	\$27.28	\$27.33	\$27.41	\$27.49	\$27.62
01/01/17	\$28.17	\$28.22	\$28.30	\$28.38	\$28.52
01/01/18	\$29.16	\$29.21	\$29.29	\$29.37	\$29.52
01/01/19	\$30.18	\$30.23	\$30.32	\$30.40	\$30.55

1905 Senior Mail Processing Cash Clerk
1920 Gas Accounting Clerk
1927 Stationery Clerk
1931 Stenographer
1932 Clerical Administrative Assistant
1935 Telephone Operator
1936 Network Services Representative
1939 Time Clerk
1941 Printing Services Coordinator
1951 Senior Building Services Clerk

GRADE 10

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>
01/01/15	\$27.38	\$27.52	\$27.62	\$27.75	\$27.85
01/01/16	\$28.13	\$28.28	\$28.38	\$28.51	\$28.62
01/01/17	\$29.04	\$29.20	\$29.30	\$29.44	\$29.55
01/01/18	\$30.06	\$30.22	\$30.33	\$30.47	\$30.58
01/01/19	\$31.11	\$31.28	\$31.39	\$31.54	\$31.65

- 1911 Distribution Clerk
- 2020 General Clerk
- 2027 Accounts Payable Clerk
- 2028 Property Records Clerk
- 2029 Librarian
- 2030 Service Business Representative
- 2032 System Statistical Clerk
- 2036 Traffic Clerk
- 2040 Automated Mapping Technician
- 2042 General Substation Clerk

GRADE 11

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>
01/01/15	\$28.31	\$28.45	\$28.52	\$28.60	\$28.72
01/01/16	\$29.09	\$29.32	\$29.30	\$29.39	\$29.51
01/01/17	\$30.04	\$30.18	\$30.25	\$30.35	\$30.47
01/01/18	\$31.09	\$31.24	\$31.31	\$31.41	\$31.54
01/01/19	\$32.18	\$32.33	\$32.41	\$32.51	\$32.64

- 1915 # Engineering Record Clerk
- 2109 Control Analysis Clerk
- 2113 General Gas Accounting Clerk
- 2116 Senior Accounts Section Verifier
- 2118 Claims Representative
- 2120 Clerical Payroll Representative

Job Classification will move to Labor Grade 11 on or before 6-1-2015

GRADE 12

	Step 1 Entering Rate	Step 2 After 6 Mos.	Step 3 After 12 Mos.	Step 4 After 18 Mos.	Step 5 After 24 Mos.
01/01/15	\$29.09	\$29.19	\$29.36	\$29.47	\$29.63
01/01/16	\$29.89	\$29.99	\$30.17	\$30.28	\$30.44
01/01/17	\$30.86	\$30.96	\$31.15	\$31.26	\$31.43
01/01/18	\$31.94	\$32.04	\$32.24	\$32.35	\$32.53
01/01/19	\$33.06	\$33.16	\$33.37	\$33.48	\$33.67

- 2214 Senior Bookkeeping Machine Operator
- 2222 # Customer Service Representative
- 2224 Operating Service Representative
- 2226 Senior Distribution Clerk
- 2228 Meter Processing Representative

See Page 119 for Rate Schedules

GRADE 13

	Step 1 Entering Rate	Step 2 After 6 Mos.	Step 3 After 12 Mos.	Step 4 After 18 Mos.	Step 5 After 24 Mos.
01/01/15	\$29.94	\$30.03	\$30.17	\$30.29	\$30.40
01/01/16	\$30.76	\$30.86	\$31.00	\$31.12	\$31.24
01/01/17	\$31.76	\$31.86	\$32.01	\$32.13	\$32.26
01/01/18	\$32.87	\$32.98	\$33.13	\$33.25	\$33.39
01/01/19	\$34.02	\$34.13	\$34.29	\$34.41	\$34.56

- 2315 Field Record Clerk
- 2319 General Accounting Clerk
- 2321 Senior Accounts Payable Clerk
- 2323 Special Analysis Clerk
- 2328 Internal Sales Representative
- 2330 Customer Service Transaction Representative
- 2332 * At Home Agent

* See MOA on page

GRADE 14

	Step 1 Entering <u>Rate</u>	Step 2 After <u>6 Mos.</u>	Step 3 After <u>12 Mos.</u>	Step 4 After <u>18 Mos.</u>	Step 5 After <u>24 Mos.</u>
01/01/15	\$30.69	\$30.81	\$30.99	\$31.07	\$31.23
01/01/16	\$31.53	\$31.66	\$31.84	\$31.92	\$32.09
01/01/17	\$32.55	\$32.69	\$32.87	\$32.96	\$33.13
01/01/18	\$33.69	\$33.83	\$34.02	\$34.11	\$34.29
01/01/19	\$34.87	\$35.01	\$35.21	\$35.30	\$35.49

2404 Field Accounts Representative
 2412 General Field Record Clerk
 2432 Senior Meter Processing Representative
 2435 Special Accounts Representative

GRADE 15

	Step 1 Entering <u>Rate</u>	Step 2 After <u>12 Mos.</u>
01/01/15	\$31.27	\$31.51
01/01/16	\$32.13	\$32.38
01/01/17	\$33.17	\$33.43
01/01/18	\$34.33	\$34.60
01/01/19	\$35.53	\$35.81

2400 Senior Customer Service Representative
 2424 Information Systems Tester
 2499 Commercial Accounts Service Representative
 2500 Senior Operating Service Representative

CUSTOMER SERVICE REPRESENTATIVE ADVANCEMENT PROGRAM

Job
No. Classification

2222 Customer Service Representative

RATE PER HOUR

01/01/15 01/01/16 01/01/17 01/01/18 01/01/19

(Applicable to employees entering the line of progression after June 1, 1999 and employees currently in the line of progression will be slotted at the appropriate corresponding step and rate.)

(1) Entering Rate	\$24.07	\$24.73	\$25.53	\$26.42	\$27.34
(2) After 3 Months	\$24.62	\$25.30	\$26.12	\$27.03	\$27.98
(3) After 6 Months	\$25.63	\$26.33	\$27.19	\$28.14	\$29.12
(4) After 12 Months	\$26.61	\$27.34	\$28.23	\$29.22	\$30.24
(5) After 18 Months	\$28.55	\$29.34	\$30.29	\$31.35	\$32.45
(6) After 24 Months	\$29.63	\$30.44	\$31.43	\$32.53	\$33.67