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

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For additional information on the ILR School, http://www.ilr.cornell.edu/
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## EXHIBIT A

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

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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

1a Appliance Service Department & Division
June 1, 2003
EXHIBIT A

CONSTRUCTION DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

(1) Working Foreman

(2) Classified Mechanic

(3) *Skilled Welder  (3) *Skilled Mechanic  (3) *Classified Welder
(3) *Construction Mechanic  (3) *Construction Mechanic
(4) Apprentice Construction Mechanic

(5) Helper

(6) Laborer

June 1, 2003
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
Corrosion Prevention Department

(1) Senior Corrosion Control Specialist

(2) Corrosion Control Specialist

(3) Cathodic Protection Technician

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
Corrosion Prevention Department

(1) Senior Corrosion Control Specialist
(2) Corrosion Control Specialist
(3) Cathodic Protection Technician

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

June 1, 2003
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.

June 1, 2003

Denver Division
Design Department
June 1, 2003
EXHIBIT A

FRONT RANGE 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

4c Front Range Division
Design Department
June 1, 2003
EXHIBIT A

HIGH PLAINS 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

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

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

4th Southern Division
Design Department
June 1, 2003
EXHIBIT A

WESTERN 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

Western Division
Design Department
June 1, 2003
EXHIBIT A

DISTRIBUTION CONTROL CENTER DEPARTMENT

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Prior to July 24, 2003

(1) Dispatcher

(2) Dispatcher in Training

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<tr>
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<th>Gas Dispatcher</th>
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<tbody>
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<td>(Note 1)</td>
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(Utility Services Department)

(Note 3)

After July 24, 2003

Distribution System Operator

Dispatcher

(Note 4)

(Note 2)

Note 1: Denotes Employees in the department as of 10/26/98.

Note 2: Disabled employees may be placed as a Dispatcher in accordance with Article 11, Section 6 of Labor Agreement.

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

Note 4: Employees entering into the job classification of Distribution System Operators shall be qualified Journeyman in Electric, Substation, Gas or Transmission Line Departments.

5a Distribution Control Center Department

June 1, 2003
EXHIBIT A

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

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

(1) Electric Distribution Specialist
   (2) Electrician Distribution Specialist In Training
   (3) Journeymen as listed in Exhibit D

6a Electric Distribution Operations Maintenance Specialist Department and Division
June 1, 2003
EXHIBIT A

BOULDER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Line Department

(1) Working Foreman

(2) Lineman-Troubleman

(2) *Lineman

(3) Apprentice Lineman

(Utility Services Department) (Note 1)

(2) *Local Service Representative

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

(1) Working Foreman
  (2) Senior Meterman
  (3) Meterman
  (4) Apprentice Meterman

(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

(1) Trouble Foreman
   (Working)
(1) Overhead Foreman
   (Working)
   (2) *Lineman-Troubleman
(2) *Lineman-Overhead
   (3) Apprentice Lineman
   (4) Street Light Inspector
(4) Support Technician
   (Note 2)
   (Utility Services Department)

(1) Underground Foreman (Working)
   (2) *Lineman-Cableman
   (Note 1)
   (2) *Lineman-Underground
   (3) Inside Troubleman

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

(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

(1) Working Foreman

(2) Lineman-Troubleman

(2) Lineman

(2) Local Service Representative

(3) Apprentice Lineman

(Utility Services Department)

(Note 1)

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

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

(1) Senior Meterman

(2) Meterman

(3) Apprentice Meterman

(Utility Services Department

(Note 1)

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

7/ 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

(1) Working Foreman

(2) *Lineman-Troubleman

(2) *Lineman

(3) Apprentice Lineman

(Utility Services Department)

(Note 1)

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

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

(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 Utility Services Department.

7h 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

(1) Working Foreman

(2) *Lineman-Troublemaker

(3) Apprentice Lineman

(4) *Dispatcher
(Note 1)

(Utility Services Department)
(Note 2)

(2) *Lineman

(2) *Local Service Representative

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.

7i Mountain Division
Electric Line Department
June 1, 2003
EXHIBIT A

MOUNTAIN 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 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

(1) Working Foreman

(2) *Lineman-Troubleman

(2) *Lineman

(2) *Local Service Representative

(3) Apprentice Lineman

(3) Dispatcher (Greeley only)

(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.

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.

July 1, 2003
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

(1) Working Foreman

(2) *Lineman-Troubleman
(2) *Lineman
(2) *Local Service Representative

(3) Apprentice Lineman

(utility Services Department)

(Note 1)

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.

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

1. Working Foreman

2. *Lineman

3. Apprentice Lineman

4. *Dispatcher

(Note 1)

(Utility Services Department)

(Note 2)

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.

7o Western Division
Electric Line Department
June 1, 2003
EXHIBIT A

WESTERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Meter Department

(1) Working Foreman
(2) Senior Meterman
(3) Meterman
(4) Apprentice Meterman

(Utility Services Department)

(Note 1)

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

(1) Working Foreman, Mechanic

(2) Mechanic Specialist

(3) Apprentice Mechanic Specialist

(2) Control Specialist

(3) Working Foreman, Coal

(3) Apprentice Control Specialist

(4) Plant Specialist A

(4) Stores Specialist

(5) Plant Specialist B

(6) Plant Specialist C

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

(1) Working Foreman, Mechanic

(2) Mechanic Specialist

(3) Apprentice Mechanic Specialist

(2) Control Specialist

(3) Working Foreman, Coal

(3) Apprentice Control Specialist

(4) Plant Specialist A

(4) Stores Specialist

(5) Plant Specialist B

(6) Plant Specialist C

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

(1) Working Foreman, Mechanic
   (2) Mechanic Specialist
   (3) Apprentice Mechanic Specialist
   (4) Plant Specialist A
   (5) Plant Specialist B
   (6) Plant Specialist C

(2) Control Specialist
   (3) Apprentice Control Specialist
   (4) Stores Specialist
EXHIBIT A

HAYDEN DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Energy Supply

(1) Working Foreman, Mechanic

(2) Mechanic Specialist

(3) Apprentice Mechanic Specialist

(4) Plant Specialist A

(5) Plant Specialist B

(6) Plant Specialist C

(2) Control Specialist

(3) Working Foreman, Coal

(3) Apprentice Control Specialist

(4) Stores Specialist

(2) Instrument Specialist (Hayden)

(2) Electrician Specialist (Hayden)

(3) Electrician

8d Hayden Department & Division
Energy Supply
June 1, 2003
EXHIBIT A

METRO DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Energy Supply

(Arapahoe, Cherokee, Steam Heat, Zuni Stations)

1. Working Foreman, Mechanic

2. Mechanic Specialist

3. Apprentice Mechanic Specialist

4. Plant Specialist A

5. Plant Specialist B

6. Plant Specialist C

7. Substitute Foreman, Mechanic

8. Control Specialist

9. Apprentice Control Specialist

10. Store Specialist

Metro Department & Division
Energy Supply
June 1, 2003
EXHIBIT A

PAWNEE DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Energy Supply

(1) Working Foreman, Mechanic
   (2) Mechanic Specialist
      (3) Apprentice Mechanic Specialist
      (4) Plant Specialist A
      (5) Plant Specialist B
      (6) Plant Specialist C

(2) Control Specialist
   (3) Working Foreman, Coal
      (3) Apprentice Control Specialist
      (4) Stores Specialist
EXHIBIT A

VALMONT DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Energy Supply

(1) Working Foreman, Mechanic

(2) Mechanic Specialist

(3) Apprentice Mechanic Specialist

(3) Working Foreman, Coal

(3) Apprentice Control Specialist

(4) Plant Specialist A

(4) Stores Specialist

(5) Plant Specialist B

(6) Plant Specialist C

8g  Valmont Department & Division
Energy Supply
June 1, 2003
EXHIBIT A

BOULDER HYDRO DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Energy Supply

(1) Working Foreman, Mechanic

(2) Mechanic Specialist

(3) Apprentice Mechanic Specialist

(4) Plant Specialist A

(5) Plant Specialist B

(6) Plant Specialist C

(2) Control Specialist

(3) Working Foreman, Coal

(3) Apprentice Control Specialist

(4) Stores Specialist

6h 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

(1) Working Foreman, Mechanic
   
   (2) Mechanic Specialist
   
   (3) Apprentice Mechanic Specialist

   (2) Control Specialist
   
   (3) Apprentice Control Specialist

   (4) Plant Specialist A
   
   (4) Stores Specialist

   (5) Plant Specialist B

   (6) Plant Specialist C

June 1, 2003
EXHIBIT A

SHOSHONE HYDRO DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Energy Supply

(1) Working Foreman, Mechanic

(2) Mechanic Specialist

(3) Apprentice Mechanic Specialist

(2) Control Specialist

(3) Apprentice Control Specialist

(4) Plant Specialist A

(5) Plant Specialist B

(4) Stores Specialist

(6) Plant Specialist C

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

(1) Working Foreman, Mechanic
   (2) Mechanic Specialist
      (3) Apprentice Mechanic Specialist
      (4) Plant Specialist A
         (5) Plant Specialist B
         (6) Plant Specialist C
      (2) Control Specialist
         (3) Apprentice Control Specialist
      (4) Stores Specialist

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

Service Line of Flow
(A)
(1) Working Foreman
(2) Senior Service-Fitter
(3) Service-Fitter
(4) Specialist-in-Training
(Note 1)

(B)
(1) Working Foreman
(2) Lead Service-Fitter
(3) Service-Fitter
(4) Specialist-in-Training
(Note 1)

Construction & Maintenance Line of Flow
(C)
(1) Working Foreman
(2) Lead Service-Fitter
(3) Service-Fitter
(4) Specialist-in-Training
(Note 1)

Pressure Control Line of Flow
(D)
(1) Working Foreman
(2) Lead Service-Fitter
(3) Service-Fitter
(4) Specialist-in-Training
(Note 1)

(5) Apprentice Service-Fitter
(Note 2)

Utility Services 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

(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.

June 1, 2003
EXHIBIT A

MOUNTAIN 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

(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.

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.
EXHIBIT A

SAN LUIS VALLEY 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.
EXHIBIT A

WESTERN 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

(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.

91 Western Division
Gas Department
June 1, 2003
EXHIBIT A

DENVER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Gas Meter Shop Department

(1) Working Foreman

(2) Senior Meterman

(3) *Meterman

(4) Apprentice Meterman

(2) Senior Regulatorman

(3) *Regulatorman

(Utility Services Department)

(Note 1)

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

June 1, 2003

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

Welding

(1) Working Foreman

(2) Lead Welder

(3) Welder

(4) Apprentice Welder

Machine Operations

(1) Lead Machine Operator

(2) Machine Operator

(Note 2)

(Utility Services Department)

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

(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.

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
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

(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.

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

(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.

June 1, 2003
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

(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.

Western Division
High Pressure Gas Department
June 1, 2003
EXHIBIT A

GAS STANDARDS DEPARTMENT AND DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Denver

(1) Gas Standards Technician

10a Gas Standards Department and Division
June 1, 2003
BOULDER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Meter Reading

(1) Order Reader*

(2) Meter Reader**

(3) Technician

Collection

(2) Field Credit Representative

(3) Van Operator*

(3) Collection Contact Representative*

* 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.

11a Boulder Division
Meter Revenue Department
June 1, 2003
EXHIBIT A

DENVER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Meter Revenue Department

<table>
<thead>
<tr>
<th>Meter Reading</th>
<th>Collection</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Order Reader*</td>
<td>(2) Field Credit Representative</td>
</tr>
<tr>
<td>(2) Meter Reader**</td>
<td></td>
</tr>
<tr>
<td>(3) Technician</td>
<td>(3) Van Operator*</td>
</tr>
<tr>
<td></td>
<td>(3) Collection Contact Representative*</td>
</tr>
</tbody>
</table>

* 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

Meter Reading

(1) Order Reader*

(2) Meter Reader**

(3) Technician

(3) Van Operator*

Collection

(2) Field Credit Representative

(3) Collection Contact Representative*

* 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

Meter Reading

(1) Order Reader*

(2) Meter Reader**

(3) Technician

Collection

(2) Field Credit Representative

(3) Van Operator*

(3) Collection Contact Representative*

* 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.

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

Meter Reading

(1) Order Reader*

(2) Meter Reader**

(3) Technician

(3) Van Operator*

Collection

(2) Field Credit Representative

(3) Collection Contact Representative*

* 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

--- Diagram of Normal Promotions and Demotions ---

**Meter Reading**

(1) Order Reader*

(2) Meter Reader**

(3) Technician

--- Collection ---

(2) Field Credit Representative

(3) Van Operator*

(3) Collection Contact Representative*

* The classifications of Order Reader, Van Operator and Collection Contact Rep apply 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.

--- Diagram Footer ---

June 1, 2003
Northern Division
Meter Revenue Department
June 1, 2003
EXHIBIT A

PUEBLO DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Meter Revenue Department

Meter Reading

(1) Order Reader*

(2) Meter Reader**

(3) Technician

(3) Van Operator*

Collection

(2) Field Credit Representative

(3) Collection Contact Representative*

* 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.

June 1, 2003
EXHIBIT A

SAN LUIS VALLEY DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Meter Revenue Department

Meter Reading

(1) Order Reader*

(2) Meter Reader**

(3) Technician

Collection

(2) Field Credit Representative

(3) Van Operator*

(3) Collection Contact Representative*

* 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

Meter Reading

(1) Order Reader*

(2) Meter Reader**

(3) Technician

Collection

(2) Field Credit Representative

(3) Van Operator*

(3) Collection Contact Representative*

* 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.

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.

June 1, 2003

Metrology Department and Division

June 1, 2003
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
      3. Storekeeper Trainee
      4. Deliveryperson
      5. Stores Utility Worker
      6. Mail Bus Driver

Sr AS/RS Specialist

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

14: Western Division
Stores Department
June 1, 2003
EXHIBIT A

SYSTEM OPERATIONS DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Denver Substation Department

(1) Electrical Foreman - Subs (Working)
   (2) Electrician Specialist - Subs
      (3) Electrician
      (4) Apprentice Electrician

(1) Electrical Foreman - Plants (Working)
   (2) Electrician Specialist - Plants
      (3) Apprentice Electrician Specialist - Plants

(1) Shop Foreman (Working)
   (2) Classified Mechanic
      (3) *Heavy Truck Operator
      (4) Apprentice Mechanic

(1) Construction Foreman (Working)
   (2) Construction Mechanic
      (3) *Tool Room Attendant

(1) Transformer Foreman (Working)
   (2) Classified Transformer Mechanic
      (3) Construction Utilityman

(5) Helper
(6) Laborer

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

(1) Electrical Foreman - Subs
   (Working)

(2) Electrician Specialist - Subs

(3) Electrician - Subs

(4) Apprentice Electrician

(5) Helper

(6) Laborer

(1) Electrical Foreman - Plants
   (Working)

(2) Electrician Specialist - Plants

(3) Apprentice Electrician Specialist - Plants

June 1, 2003

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

(1) Electrical Foreman - Subs
   (Working)

(2) Electrician Specialist - Subs

(3) Electrician - Subs

(4) Apprentice Electrician

(5) Helper

(6) Laborer

(1) Electrical Foreman - Plants
   (Working)

(2) Electrician Specialist - Plants

(3) Apprentice Electrician Specialist - Plants

June 1, 2003
EXHIBIT A

SYSTEM OPERATIONS DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Western Substation Department

(1) Electrical Foreman - Subs (Working)
(2) Electrician Specialist - Subs
(3) Electrician - Subs
(4) Apprentice Electrician
(5) Helper
(6) Laborer

(1) Electrical Foreman - Plants (Working)
(2) Electrician Specialist - Plants
(3) Apprentice Electrician Specialist - Plants

June 1, 2003

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

(1) Electrical Equipment Tester

   (2) Apprentice Electrical Equipment Tester

   (3) Helper

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

Transmission Line Crews

(1) Working Foreman

(2) *Lineman

(3) Apprentice Lineman

(4) *Line Truck Operator

(4) *Special Pole Truck Operator

(4) *Groundman

(5) Laborer

Transmission Patrol

(2) *Lineman-Patrolman (Remote)

(2) *Lineman-Patrolman (Urban)

(3) *Patrolman (L&D)

(3) *Patrolman

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

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

(1) Fleet Mechanic Lead
   (2) Fleet Mechanic A
   (3) Auto Painter
   (3) Fleet Mechanic B
   (4) Fleet Mechanic C

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

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

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.

17a Denver Division
Utility Services Department
June 1, 2003
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.

17d Southern Division
Utility Services Department
June 1, 2003
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.

June 1, 2003

Western Division
Utility Services Department
June 1, 2003
## EXHIBIT C
### OPERATIONS, ENERGY SUPPLY & MAINTENANCE AGREEMENT
#### ENTERING OR HIRING-IN JOBS
(The job classification listed includes all steps in the classification)

<table>
<thead>
<tr>
<th>Flow Diagram No. &amp; Department</th>
<th>Job Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a</td>
<td>Appliance Service Department &amp; Division</td>
</tr>
<tr>
<td>2a</td>
<td>Construction Department &amp; Division</td>
</tr>
<tr>
<td>3a</td>
<td>Corrosion Prevention Department - Denver Division</td>
</tr>
<tr>
<td>3b</td>
<td>Corrosion Prevention Department - Mountain Division</td>
</tr>
<tr>
<td>3c</td>
<td>Corrosion Prevention Department - Northern Division</td>
</tr>
<tr>
<td>3d</td>
<td>Corrosion Prevention Department - San Luis Valley Division</td>
</tr>
<tr>
<td>3e</td>
<td>Corrosion Prevention Department - Western Division</td>
</tr>
<tr>
<td>4a</td>
<td>Design Department - Boulder Division</td>
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<tr>
<td>4b</td>
<td>Design Department - Denver Division</td>
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<tr>
<td>4c</td>
<td>Design Department - Front Range Division</td>
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<tr>
<td>4d</td>
<td>Design Department - High Plains Division</td>
</tr>
<tr>
<td>4e</td>
<td>Design Department - Mountain Division</td>
</tr>
<tr>
<td>4f</td>
<td>Design Department - Northern Division</td>
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<tr>
<td>4g</td>
<td>Design Department - Pueblo Division</td>
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<tr>
<td>4h</td>
<td>Design Department - Southern Division</td>
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<tr>
<td>4i</td>
<td>Design Department - Western Division</td>
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<tr>
<td>5a</td>
<td>Distribution Control Center Department</td>
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<tr>
<td>6a</td>
<td>Electric Distribution Operations Maintenance Specialist Department and Division</td>
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<td>7a</td>
<td>Electric Line Department - Boulder Division</td>
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<tr>
<td>7b</td>
<td>Electric Meter Department - Boulder Division</td>
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</tbody>
</table>

Exhibit C - OP&M - 1 - June 1, 2003
Flow Diagram No. & Department

7c Electric Line Department - Denver Division
7d Electric Meter Department - Denver Division
7e Electric Line Department - Front Range Division
7f Electric Meter Department - Front Range Division
7g Electric Line Department - High Plains Division
7h Electric Meter Department - High Plains Division
7i Electric Line Department - Mountain Division
7j Electric Meter Department - Mountain Division
7k Electric Line Department - Northern Division
7l Electric Meter Department - Northern Division
7m Electric Line Department - San Luis Valley Division
7n Electric Meter Department - San Luis Valley Division
7o Electric Line Department - Western Division
7p Electric Meter Department - Western Division
8a Energy Supply - Cameo Department & Division
8b Energy Supply - Comanche Department & Division
8c Energy Supply - Fort St. Vrain Department & Division
8d Energy Supply - Hayden Department & Division
8e Energy Supply - Metro Department & Division (Arapahoe, Cherokee, Steam Heat, Zuni Stations)
8f Energy Supply - Pawnee Department & Division
8g Energy Supply - Valmont Department & Division
8h Energy Supply - Boulder Hydro Department & Division
8i Energy Supply - Cabin Creek/Georgetown Department & Division
8j Energy Supply - Shoshone Department & Division

Job Classification

Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Utility Worker
Plant Specialist C
Plant Specialist C
Plant Specialist C
Plant Specialist C
Plant Specialist C
Plant Specialist C
Plant Specialist C
Plant Specialist C
Plant Specialist C
Plant Specialist C

Exhibit C - OP&M – 2 – June 1, 2003
<table>
<thead>
<tr>
<th>Flow Diagram No. &amp; Department</th>
<th>Job Classification</th>
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<tbody>
<tr>
<td>8k Energy Supply - Ames/Salida/Tacoma Hydro</td>
<td>Plant Specialist C</td>
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<tr>
<td>9a Gas Department - Boulder Division</td>
<td>Utility Worker</td>
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<tr>
<td>9b Gas Department - Denver Division</td>
<td>Utility Worker</td>
</tr>
<tr>
<td>9c Gas Department - Front Range Division</td>
<td>Utility Worker</td>
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<tr>
<td>9d Gas Department - High Plains Division</td>
<td>Utility Worker</td>
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<tr>
<td>9e Gas Department - Mountain Division</td>
<td>Utility Worker</td>
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<tr>
<td>9f Gas Department - Northern Division</td>
<td>Utility Worker</td>
</tr>
<tr>
<td>9g Gas Department - Pueblo Division</td>
<td>Utility Worker</td>
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<tr>
<td>9h Gas Department - San Luis Valley Division</td>
<td>Utility Worker</td>
</tr>
<tr>
<td>9i Gas Department - Western Division</td>
<td>Utility Worker</td>
</tr>
<tr>
<td>9j Gas Meter Shop Department - Denver Division</td>
<td>Utility Worker</td>
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<tr>
<td>9k Gas Mechanical Shop - Denver Division</td>
<td>Utility Worker</td>
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<tr>
<td>9L High Pressure Gas Department - Denver Division</td>
<td>Laborer/Roustabout</td>
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<td>9m High Pressure Gas Department - Mountain Division</td>
<td>Laborer/Roustabout</td>
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<tr>
<td>9n High Pressure Gas Department - Northern Division</td>
<td>Laborer/Roustabout</td>
</tr>
<tr>
<td>9o High Pressure Gas Department - San Luis Valley Division</td>
<td>Laborer/Roustabout</td>
</tr>
<tr>
<td>9p High Pressure Gas Department - Western Division</td>
<td>Laborer/Roustabout</td>
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<td>10a Gas Standards Department and Division</td>
<td>Gas Standards Technician</td>
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<td>11a Meter Revenue Department - Boulder Division</td>
<td>Van Operator</td>
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<td>11b Meter Revenue Department - Denver Division</td>
<td>Van Operator</td>
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<td>11c Meter Revenue Department - Front Range Division</td>
<td>Van Operator</td>
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<td>11d Meter Revenue Department - High Plains Division</td>
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<tr>
<td>11e Meter Revenue Department - Mountain Division</td>
<td>Van Operator</td>
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<tr>
<td>11f Meter Revenue Department - Northern Division</td>
<td>Van Operator</td>
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</tbody>
</table>

Exhibit C - OP&M

June 1, 2003
Flow Diagram No. & Department | Job Classification
--- | ---
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 Transformer Shop 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 Substation Department | Helper
15b System Operations Division - Northeast Substation Department | Helper
15c System Operations Division - Southern Substation Department | Helper
15d System Operations Division - Western Substation Department | Helper
15e System Operations Div - Substation & Line Equipment Test Department | Helper
15f System Operations Division - Transmission 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

Exhibit C - OP&M  |  - 4 -  | June 1, 2003
<table>
<thead>
<tr>
<th>Flow Diagram No. &amp; Department</th>
<th>Job Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>16d Transportation Department - Northern Division</td>
<td>Fleet Mechanic C</td>
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<tr>
<td>16e Transportation Department - Pueblo Division</td>
<td>Fleet Mechanic C</td>
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<tr>
<td>16f Transportation Department - San Luis Valley Division</td>
<td>Fleet Mechanic C</td>
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<td>16g Transportation Department - Western Division</td>
<td>Fleet Mechanic C</td>
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<tr>
<td>17a Utility Services Department - Denver Division</td>
<td>Utility Worker C</td>
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<td>17b Utility Services Department - Mountain Division</td>
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Exhibit D

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

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