


Memorandum of Understanding  
between  
Tennessee Valley Authority  
and the  
Engineering Association, Inc.  
regarding  
the  
Pay Budget and Market Rates  
for  
Fiscal Years 2022, 2023, and 2024

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA), agree that the pay budget for FY 2022 will be 3.1 percent, FY 2023 will be 3.0 percent, and FY 2024 will be 3.0 percent.

Market Rates will be adjusted as provided in Supplementary Agreement 4:B.

This Memorandum of Understanding (MOU) is for the limited purposes contained herein and shall not be used as a precedent in any other circumstances.

  
\_\_\_\_\_  
Will Trumm 09/21/2021  
(date)  
Director  
Employee and Labor Relations  
Tennessee Valley Authority

  
\_\_\_\_\_  
Gay Henson 9-17-21  
(date)  
Valley-Wide President  
Engineering Association, Inc.

Job Code	Job Title	Sc h	FY 21 Market Rate	TVA Pass #12	Change	EA Pass #13
AE0035	ELECT ENGR, AREA ENGG (PSO) B	CE	\$117,190	\$118,715.00	1.30%	\$119,915.00
AE0019	ELECT ENGR, DESIGN (NPG) B	CE	\$111,870	\$113,325.00	1.30%	\$114,470.00
AE0027	ELECT ENGR, DESIGN (PSO) B	CE	\$109,850	\$111,445.00	1.45%	\$115,120.00
200130	Elect/I&C Engr (PO) (B)	CE	\$117,190	\$118,715.00	1.30%	\$119,915.00
AE0011	ELECT ENGR, PLANNING (PSO) B	CE	\$112,200	\$113,660.00	1.30%	\$115,120.00
AE0078	ELECT ENGR, POWR CN SY (PSO) B	CE	\$117,190	\$118,715.00	1.30%	\$119,915.00
AB0047	CIVIL ENGR, DESIGN (B)	CE	\$111,220	\$112,665.00	1.30%	\$113,805.00
AB0012	CIVIL ENGR, DESIGN (NPG) B	CE	\$113,215	\$114,685.00	1.30%	\$115,850.00
AB0021	CIVIL ENGR, DESIGN (PSO) B	CE	\$111,220	\$112,665.00	1.30%	\$113,805.00
AI0001	I&C ENGR, DESIGN (NPG) B	CE	\$115,395	\$116,895.00	1.30%	\$118,080.00
200132	Mech Engr (PO) (B)	CE	\$117,190	\$118,715.00	1.30%	\$119,915.00
AJ0022	MECH ENGR, DESIGN (NPG) B	CE	\$110,870	\$112,310.00	1.30%	\$117,500.00
AL0001	NUC ENGR, DESIGN (NPG) B	CE	\$116,040	\$117,550.00	1.30%	\$118,740.00
AL0007	NUC ENGR, LICENSING (NPG) B	CE	\$116,040	\$117,550.00	1.30%	\$118,740.00
AM0001	POWER UTIL ENGR (CR) B	CE	\$109,850	\$111,280.00	1.30%	\$112,405.00
AN0000	REACTOR ENGR (NPG) B	CE	\$115,895	\$117,400.00	1.30%	\$118,590.00
AP0028	SY ENGR, COMPONENTS (NPG) B	CE	\$117,190	\$118,715.00	1.30%	\$119,915.00
AP0042	System Engineer, BOP (NUC)	CE	\$117,190	\$118,715.00	1.30%	\$119,915.00
AP0024	SY ENGR, TRANSM (PSO) B	CE	\$117,190	\$118,715.00	1.30%	\$119,915.00
DA0000	Maintenance Specialist (NUC)	CO	\$101,145	\$111,260.00	10.00%	\$116,700.00
200138	Maint Spec, Trans System (C)	CO	\$107,850	\$120,790.00	12.00%	\$130,765.00
DA0020	MAINT SPEC, TRANS COMM (PSO) C	CO	\$107,850	\$120,790.00	12.00%	\$130,765.00
CY0005	PROJ CONT SP, SCHED (NPG) B	CO	\$115,525	\$119,685.00	3.60%	\$120,640.00
200049	TRANS RIGHT-OF-WAY FORESTER	CO	\$87,415	\$90,780.00	3.85%	\$93,125.00
CG0009	CHEMIST, RADIOLOGICAL (NPG) B	CS	\$105,785	\$114,300.00	8.05%	\$116,375.00
CG0004	CHEMIST, ANALYTICAL (CLS) B	CS	\$104,640	\$106,210.00	1.50%	\$107,075.00
CM0016	ENVIRONMENTAL SCIENTIST-COMP B	CS	\$107,550	\$109,165.00	1.50%	\$110,050.00
CN0000	HLTH PHYSICIST, (NPG) B	CS	\$110,540	\$115,070.00	4.10%	\$121,600.00
CQ0000	Occ Health Nurse Pract (FPG) C	CS	\$101,740	\$111,000.00	9.10%	\$115,750.00
CW0000	AIRCRAFT PILOT, FIXED (SC) C	CP	\$106,260	\$123,000.00	15.75%	\$123,000.00
DF0094	Tech, Chem & Radiol (NPG) B	CT	\$87,125	\$95,200.00	9.27%	\$97,500.00
DE0008	DESIGN TECH, CIVIL (PSO) B	CT	\$81,730	\$82,955.00	1.50%	\$83,630.00
DF0022	Technician, Engg-General (RG)	CT	\$67,970	\$76,465.00	12.50%	\$80,000.00
DF0078	Tech, Engineering Support	CT	\$78,380	\$79,950.00	2.00%	\$80,790.00
DF0004	Technician, Environmental (RG)	CT	\$73,885	\$76,850.00	4.01%	\$78,025.00
DF0048	Technician, Hlth Physics B	CT	\$87,125	\$95,200.00	9.27%	\$97,500.00
DF0013	Tech, Instrumentation (NUC)	CT	\$84,670	\$85,940.00	1.50%	\$86,640.00

DF0149	TECH, INSTRUMENTATION (OSFG) B	CT	\$84,670	\$85,940.00	1.50%	\$86,640.00
DF0043	TECH, SURVEY (PSO) B	CT	\$68,810	\$69,840.00	1.50%	\$70,985.00
DF0101	Technician, Telecom (PSO) B	CT	\$89,895	\$94,400.00	5.01%	\$98,230.00
DF0104	TECH, POWER MAINT (PSO) B	CT	\$89,895	\$91,245.00	1.50%	\$98,230.00
DG0003	Computer Tech, CAD (NUC)	CT	\$66,995	\$69,675.00	4.00%	\$71,550.00
DF0053	TECH, METROLOGY (CLS) B	CT	\$82,155	\$83,385.00	1.50%	\$84,065.00
DF0016	Technician,MTE-Instruments-NUC	CT	\$71,760	\$72,835.00	1.50%	\$73,430.00
200040	DATABASE ADMINISTRATOR, ORACLE	CI	\$115,105	\$117,650.00	2.21%	\$118,300.00
200041	DATABASE ADMINISTRATOR, SQL	CI	\$115,105	\$117,650.00	2.21%	\$118,300.00
200009	IT OPERATIONS ENGR - PLATFORM	CI	\$115,105	\$116,600.00	1.30%	\$117,780.00
200005	IT OPERATIONS ENGR - COMPUTE	CI	\$111,605	\$113,055.00	1.30%	\$114,200.00
200001	IT Operations Engineer - NETWORK	CI	\$115,105	\$116,600.00	1.30%	\$117,780.00
200045	IT OPERATIONS ENGINEER - FIELD	CI	\$107,305	\$108,700.00	1.30%	\$109,800.00
NW0029	IT END USER AN-B	CI	\$76,775	\$77,775.00	1.30%	\$78,560.00
NW0021	FLD OPS SPT AN-B	CI	\$97,060	\$98,320.00	1.30%	\$99,315.00
200019	SOFTWARE ENGINEER	CI	\$107,305	\$109,675.00	2.21%	\$110,660.00

3.35%

Change	Delta between Passes	Middle	Tentative Market Rate	Percent Change	Notes
2.33%	\$1,200.00	\$600.00	\$119,315.00	1.81%	Split
2.32%	\$1,145.00	\$572.50	\$113,900.00	1.81%	Split
4.80%	\$3,675.00	\$1,837.50	\$114,000.00	3.78%	Propose \$114,000 (nearest 000 to Avg Market Data)
2.33%	\$1,200.00	\$600.00	\$119,315.00	1.81%	Split
2.60%	\$1,460.00	\$730.00	\$114,390.00	1.95%	Split
2.33%	\$1,200.00	\$600.00	\$119,315.00	1.81%	Split
2.32%	\$1,140.00	\$570.00	\$113,235.00	1.81%	Split
2.33%	\$1,165.00	\$582.50	\$115,270.00	1.82%	Split
2.32%	\$1,140.00	\$570.00	\$113,235.00	1.81%	Split
2.33%	\$1,185.00	\$592.50	\$117,490.00	1.82%	Split
2.33%	\$1,200.00	\$600.00	\$119,315.00	1.81%	Split
5.98%	\$5,190.00	\$2,595.00	\$112,890.00	1.82%	Propose same % as other CE jobs that are over market
2.33%	\$1,190.00	\$595.00	\$118,145.00	1.81%	Split
2.33%	\$1,190.00	\$595.00	\$118,145.00	1.81%	Split
2.33%	\$1,125.00	\$562.50	\$111,845.00	1.82%	Split
2.33%	\$1,190.00	\$595.00	\$117,995.00	1.81%	Split
2.33%	\$1,200.00	\$600.00	\$119,315.00	1.81%	Split
2.33%	\$1,200.00	\$600.00	\$119,315.00	1.81%	Split
2.33%	\$1,200.00	\$600.00	\$119,315.00	1.81%	Split
15.38%	\$5,440.00	\$2,720.00	\$113,280.00	12.00%	Agreed on \$113,280
21.25%	\$9,975.00	\$4,987.50	\$128,780.00	19.41%	Propose \$128,780 which is EA original offer on 200138
21.25%	\$9,975.00	\$4,987.50	\$128,780.00	19.41%	Propose \$128,780 which is EA original offer on 200138
4.43%	\$955.00	\$477.50	\$120,165.00	4.02%	Split
6.53%	\$2,345.00	\$1,172.50	\$91,950.00	5.19%	Agreed on \$91,950
10.01%	\$2,075.00	\$1,037.50	\$117,100.00	10.70%	Agreed on \$117,100
2.33%	\$865.00	\$432.50	\$106,645.00	1.92%	Split
2.32%	\$885.00	\$442.50	\$109,610.00	1.92%	Split
10.01%	\$6,530.00	\$3,265.00	\$117,600.00	6.39%	Agreed on \$117,600
13.77%	\$4,750.00	\$2,375.00	\$113,500.00	11.56%	Agreed on \$113,500
15.75%	\$0.00	\$0.00	\$123,000.00	15.75%	Previously agreed
11.91%	\$2,300.00	\$1,150.00	\$97,000.00	11.33%	Propose Agreement at \$97,000
2.32%	\$675.00	\$337.50	\$83,295.00	1.91%	Split
17.70%	\$3,535.00	\$1,767.50	\$78,170.00	15.01%	Agreed on \$78,170
3.07%	\$840.00	\$420.00	\$80,370.00	2.54%	Split
5.60%	\$1,175.00	\$587.50	\$77,440.00	4.81%	Split
11.91%	\$2,300.00	\$1,150.00	\$97,000.00	11.33%	Propose Agreement at \$97,000
2.33%	\$700.00	\$350.00	\$86,290.00	1.91%	Split

2.33%	\$700.00	\$350.00	\$86,290.00	1.91%	Split
2.72%	\$1,145.00	\$572.50	\$70,415.00	2.33%	Split
9.27%	\$3,830.00	\$1,915.00	\$95,530.00	6.27%	Same
9.27%	\$6,985.00	\$3,492.50	\$95,530.00	6.27%	Same
6.80%	\$1,875.00	\$937.50	\$70,615.00	5.40%	Agreed on \$70,615
2.32%	\$680.00	\$340.00	\$83,725.00	1.91%	Split
2.33%	\$595.00	\$297.50	\$73,135.00	1.92%	Split
2.78%	\$650.00	\$325.00	\$117,975.00	2.49%	Split
2.78%	\$650.00	\$325.00	\$117,975.00	2.49%	Split
2.32%	\$1,180.00	\$590.00	\$117,190.00	1.81%	Split
2.33%	\$1,145.00	\$572.50	\$113,630.00	1.81%	Split
2.32%	\$1,180.00	\$590.00	\$117,190.00	1.81%	Split
2.33%	\$1,100.00	\$550.00	\$109,250.00	1.81%	Split
2.32%	\$785.00	\$392.50	\$78,170.00	1.82%	Split
2.32%	\$995.00	\$497.50	\$98,820.00	1.81%	Split
3.13%	\$985.00	\$492.50	\$110,660.00	3.13%	Propose Agreement at \$110,660

5.40%

5.40%