

FHOF Staffing Model (M-33)

Revised 1/15/2020

1. The Combined Cycle Operator (CCO) and Combined Cycle Operator Trainee (CCO-T) classifications will be implemented at Bartow.
2. At Crystal River and Anclote, CCO and CCO-T equivalent skill-level positions will be created and implemented for fossil plant Operations. CTT equivalent skill-level positions (CTT Trainee, I, II and III) will be implemented in Maintenance at the fossil plants. The new classifications for Operations will be Generation Operator (GO) and Generation Operator Trainee (GO-T). The new Maintenance classifications will be Generation Technician (GT) (Trainee, I, II and III). The CTT-IV classification will be eliminated across FHOF.
3. The new classifications will be implemented at the sites across FHOF beginning with title changes by June 1, 2020. Impacted employees at the various sites will be transitioned into the new classifications as described below.

Bartow

4. In Operations at Bartow, employees currently holding a CTT-Trainee, CTT-I, CTT-II, CTT-III or CTT-IV classification will be reclassified to a CCO or CCO-Trainee, dependent upon their skill-level. CCO-Ts will be required to complete the necessary training to qualify as a CCO.
 - a. In the event a CTT working in Operations has not yet qualified as a Journeyman Operator, he/she shall be grandfathered into the CCO-T classification for purposes of meeting the minimum qualifications. Qualification in Operations shall be the priority in his/her training progression.
 - b. Any current CTT-II who is reclassified to a CCO-T will retain their current rate of pay, subject to future GWIs, until such time they qualify and are reclassified to a CCO position.
 - c. Any current CTT-III who is reclassified to a CCO-T and/or CCO shall be grandfathered into their current CTT-III wage rate for the duration of their employment in the respective classification, subject to any future GWIs.
 - d. Any current CTT-IV who is reclassified to a CCO shall be grandfathered into their current CTT-IV wage rate for the duration of their employment in the CCO classification or CTT III classification, subject to any future GWIs.
 - e. All future vacancies in Bartow Operations will be posted as CCO and/or CCO-T positions.

5. In Maintenance at Bartow, employees currently holding a CTT-Trainee, CTT-I, CTT-II or CTT-III classification will remain unchanged. The CTT-IV classification will be eliminated. Employees currently holding a CTT-IV classification will be reclassified to a CTT-III. CTT-Trainees, CTT-Is and CTT-IIs will be required to progress to the CTT-III level.
 - a. Any current CTT-IV who is reclassified to a CTT-III shall be grandfathered into their current CTT-IV wage rate for the duration of their employment in the CTT-III classification or CCO classification, subject to any future GWIs.
6. Employees whose wages are grandfathered based upon their current skill set (CTT II, III or IV) will continue to be expected to perform any work they are qualified to do.

Debary, Intercession City, Suwannee & UF

7. Employees currently holding a CTT-Trainee, CTT-I, CTT-II or CTT-III classification at Debary, Intercession City, Suwannee or UF will remain unchanged. The CTT-IV classification will be eliminated. Employees currently holding a CTT-IV classification will be reclassified to a CTT-III. CTT-Trainees, CTT-Is and CTT-IIs will be required to progress to the CTT-III level.
 - a. Any current CTT-IV who is reclassified to a CTT-III shall be grandfathered into their current CTT-IV wage rate for the duration of their employment in the CTT III classification or CCO classification, subject to any future GWIs.
 - b. Employees whose wages are grandfathered based upon their current skill set (CTT II, III or IV) will continue to be expected to perform any work they are qualified to do.

Crystal River & Anclote

8. At Crystal River and Anclote, the Generation Operator (GO) and Generation Operator Trainee (GO-T) classifications will be implemented in Operations. Generation Technician (GT) Trainee, I, II and III classifications will be implemented in Maintenance.
9. Current employees holding a Plant Operator or Plant Operator (Maintenance Skill) classification, including Chiefs, will be reclassified to the GO-Trainee classification and will be required to progress to a GO.
 - a. Current employees in the Plant Operator (Maintenance Skill) classification will retain their current rate of pay, subject to future GWIs, until such time they qualify and are reclassified to a GO position.
 - b. All future vacancies in Operations at Anclote and Crystal River will be posted as GO and/or GO-Trainee positions.
10. Current Journeyman Maintenance employees, including Chiefs and Masters, will be reclassified to a GT Trainee position. These employees will be subject to all

the terms and conditions of the Development Program. However, should any of these employees fail or choose not to progress beyond the GT-Trainee level, they will be reclassified to the position they held prior to entering the program. Any of these employees who progress to a GT-I or GT-II and who then fail or choose not to progress, will be removed from the program and left in the job title they hold at that time.

- a. All future vacancies in Maintenance will be posted and awarded as GT Trainee or above, if assessed higher.
11. Employees holding a Chief or Master position in Operations or Maintenance will be reclassified to a GO-Trainee or GT-Trainee, respectively, as stated above. No future Chief or Master positions will be posted or filled.
 - a. Employees currently holding a Chief or Master position in their respective line of progression (i.e., Operator, Electrician, Control Technician, or Mechanic), who have held the position for one year or more, shall be grandfathered into their current wage rate for the duration of their employment at their respective site, subject to any future GWIs.
12. Opportunity to Opt-Out
 - a. Impacted employees at Crystal River and Anclote will be given an opportunity to decline reclassification to a Trainee position and will not be required to train and qualify as a GO or GT. Employees who opt out of the development opportunity will remain in their current classification and will be required to maintain the skills required of the position (e.g. maintenance skills or secondary skills).
 - b. An employee who opts out may later choose to bid an available Trainee position. However, such employee will be subject to the selection criteria (e.g., minimum job qualifications, testing requirement, etc.) in effect at that time.
13. Current employees who are reclassified into a GO-Trainee or GT-Trainee position during the initial transition period will be exempt from the testing requirements (POSS & MASS at I&C level) as outlined below under Job Qualifications and Training.
14. Scrubber Operations and Lab
 - a. Employees in the classifications of Scrubber Operator and Special Lab Technician (SH) will be incorporated into the Operating shifts. No Chief positions will be posted in the future.
 - b. Lab Technicians will be required to obtain a progression skill in Operations (i.e. Plant Operations). Scrubber Operators will be required to qualify on progression level Plant Operations.
 - c. Scrubber Operator Apprentices will be given the opportunity to transition to a Plant Operator Apprentice in the FHOF Development Program.

- d. Scrubber Operators and Lab Technicians will be given the opportunity to obtain a Journeyman Operator skill. Employees electing to pursue a Journeyman skill will receive training in accordance with the FHO Development Program provisions. Upon qualifying as a Journeyman Operator (i.e. Plant Operator), the employee will be reclassified to a GO-Trainee and will be required to progress to a qualified GO.
- e. Scrubber Operations and Lab duties (including Waste Water Treatment Plant) will be moved under Operations. GO-Trainees will be trained in the tasks and duties currently performed by Scrubber Operators and Lab Technicians.

15. Coal Yard Operations

- a. Fuel Equipment Operators (or Material Handlers) will be given the opportunity to obtain a Journeyman skill in a maintenance discipline. Management will determine the sequence in which Journeyman, progression skills and tasks are attained, based on business need.
- b. Employees electing to pursue a Journeyman skill will receive training in accordance with the FHO Development Program provisions. However, flexibility with training timeframes and milestones will be necessary.
- c. Upon qualifying at the Journeyman level in a maintenance skill, the employee will be eligible to enter the GT Development Program. These employees will be reclassified to a GT Trainee classification with a Material Handling designation (i.e. GT-Trainee – Material Handling). Each subsequent GT classification (I, II and III) these employees achieve will have the Material Handling designation.
- d. No future Chief positions will be posted or filled. However, employees currently holding a Chief Fuel Equipment Operator or Chief Fuel Equipment Operator (Maintenance Skill) position, who have held the position for one year or more, will remain in their current classification.

16. Laborers

- a. The two Laborer classifications, Laborer A and Laborer B, will be consolidated into one classification, Laborer. Employees holding the Laborer classification will be required to perform all duties currently assigned to both the Laborer A and Laborer B classifications. The wage rate for the Laborer classification will be \$18.00/hr., subject to any future GWIs. Regular employees holding a Laborer A or Laborer B classification will be reclassified to Laborer. **Employees holding a Laborer A classification shall be grandfathered into their current wage rate for the duration of their employment in the Laborer classification, subject to any future GWIs.**

Job Qualifications and Training

1. Job Qualifications for each level of the **fossil site** classifications are listed below.
 - a. Minimum skill(s) required for Generation Operator:
 - GO-Trainee – (1 Journeyman Operator skill)
 - GO – (1 Journeyman **Fossil** Operator skill + Maintenance Progression (I/C, Elect & Mech))
 - b. Minimum skill(s) required for Generation Technician:
 - GT-Trainee – 1 Journeyman skill
 - GT-I (1 Journeyman skill + 1 Progression skill)
 - GT-II (1 Journeyman skill + 2 Progression skills)
 - GT-III (1 Journeyman skill + 3 Progression skills) **
**To qualify as a GT-III, candidate must be qualified (Journeyman or progression level) in Operations at a fossil site
 - c. Management will determine the Journeyman skill required for each GT position, which will be specified at posting.
2. Job Qualifications for each level of the **combined cycle/combustion turbine site** classifications are listed below.
 - a. Minimum skill(s) required for Combined Cycle Operator:
 - CCO-Trainee – (1 Journeyman Operator skill)
 - CCO – (1 Journeyman Combined Cycle Operator skill + Maintenance Progression (I/C, Elect & Mech))
 - b. Minimum skill(s) required for Combustion Turbine Technician:
 - CTT-Trainee – 1 Journeyman skill
 - CTT-I (1 Journeyman skill + 1 Progression skill)
 - CTT-II (1 Journeyman skill + 2 Progression skills)
 - CTT-III (1 Journeyman skill + 3 Progression skills) **
**To qualify as a CTT-III, candidate must be qualified (Journeyman or progression level) in Operations at a combined cycle and/or combustion turbine site
 - c. Management will determine the Journeyman skill required for each CTT position, which will be specified at posting.
3. MASS and POSS
 - a. Employees entering the Development Program for **Combined Cycle Operator** or Generation Operator and **Combustion Turbine Technician** or Generation Technician must pass the POSS test and MASS test at I&C level.
4. Employees will enter the FHOE Development Program as outlined under Exhibit “C” and training will be tailored to the respective Operations or Maintenance discipline path.
5. Strict adherence to the FHOE Development Program provisions will not be feasible, specifically as it relates to Section II (A) and (B) of Exhibit “C” pertaining

to progression timelines and training. Management will make a reasonable effort to provide training to allow employees to progress, however, the time allowed for training must be balanced with the needs of the business.

6. Task Lists

- a. A GO Maintenance Progression task list and CCO Maintenance Progression task list will be implemented at the respective sites to align with the Citrus CCO Maintenance Progression task list.
- b. A plant specific task list for each station has been developed. Plants with similar equipment may accept sign-offs from other plants if the equipment differences are evaluated as minor. OT will not be available until fully qualified at the specific station.

Call-outs

1. Management will determine the skill (operations, mechanical, electrical or I&C) and expertise level (journeyman or progression) needed for a callout.
2. Call-outs will be offered to the person with the required skills or qualifications per the call-out list.
3. Skills lists will be established by June 1, 2020 and updated on an ongoing basis as employees achieve additional journeyman and/or progression skills. These lists will be made available for all employees to reference.

General Provisions

1. Any employee in one of the above groups who is out on an approved leave of absence when the staffing transition becomes effective will, upon return, fall under the terms and conditions of this transition plan.
2. Site management will determine the work force makeup of GOs and GTs or CCOs and CTTs, based on business needs of the site.
3. It is understood that all employees may be required to perform any work they are qualified to perform. This shall include duties associated with previously held classifications for which the employees have been grandfathered in their wage rates and duties for which they have been trained. There shall be no upgrade paid to employees for performing this work, whether on straight-time or overtime.
 - a. For example, if there is a vacancy for a GO position for any reason, a GO-T may be asked to fill the vacancy, however, (s)he will only be asked to perform work for which they are qualified without upgrade.
 - b. GO-Ts and GOs will only be expected to perform maintenance tasks on the GO Maintenance Progression task list, regardless of additional skills acquired in prior held classifications (e.g. journeyman Electrician).

- c. While progressing through the GT/CTT Development Program, GTs and CTTs (Trainee, I, II and IIIs) will be required to perform any tasks they have been signed off on and qualified to perform.
 - d. When there is a GO vacancy to be filled with overtime, the GO list shall be exhausted before being offered to GO-Trainees and apprentices. Likewise, when there is a CCO vacancy to be filled with overtime, the CCO list shall be exhausted before being offered to CCO-Trainees.
- 4. Duties formerly associated with Chief and Master positions will be expected to be performed by all employees in the GO and GT classifications, without upgrade.
 - 5. Any prior jurisdictional separation of duties between Operations and Maintenance will no longer exist, unless expressly provided in this staffing plan.
 - 6. This language replaces and supersedes Item 22 and Item 26 of the 2013 MOC and Item 35 of the 2016 MOC. All employees will be asked to perform work they are qualified to do, regardless of whether they are assigned to Maintenance or Operations.
 - 7. During the staffing transition at Crystal River and Anclote, operation and maintenance of the plants will continue to be the primary function for all employees. As training opportunities are offered, Seniority will be respected.

Posting/Bidding/Rolling

GT

- 1. GT-Trainee, GT-I, GT-II and GT-III are considered separate classifications.
- 2. GT positions will be posted with a designated journeyman skill and by specific classification (i.e., GT-Trainee, I, II or III), as determined by management.
- 3. In the event of a reduction in force, management may abolish positions based upon primary journeyman skill and specific classification (i.e., GT-Trainee, I, II or III).
- 4. Employees may only roll into the same or lower classification, unless they have previously held the higher classification. Employees may only roll into a position if they hold the journeyman skill identified as the position's primary skill.
 - a. A GT (Trainee, I, II or III) cannot roll a CTT (Trainee, I, II or III), unless the GT previously held the CTT position to which he is rolling.

CTT

- 1. CTT-Trainee, CTT-I, CTT-II and CTT-III are considered separate classifications.
- 2. CTT positions will be posted with a designated journeyman skill and by specific classification (i.e., CTT-Trainee, I, II or III), as determined by management.

3. In the event of a reduction in force, management may abolish positions based upon primary journeyman skill and specific classification (i.e., CTT-Trainee, I, II or III).
4. Employees may only roll into the same or lower classification, unless they have previously held the higher classification. Employees may only roll into a position if they hold the journeyman skill identified as the position's primary skill.
 - a. A CTT (Trainee, I, II or III) cannot roll a GT (Trainee, I, II or III), unless the CTT previously held the GT position to which he is rolling.

CCO/GO

~~CCO positions will be dual-posted with GO positions at combined cycle sites (e.g. Bartow). If there are no internal (FHOF) qualified applicants for the CCO position, management may select an external qualified applicant (i.e. combined cycle operator skill + maintenance progression) to fill the CCO position, before selecting a GO for the position. Management has up to 6 months to fill the position from external candidates. If there are no external qualified applicants for the CCO position, management shall select the senior, qualified GO applicant from the internal posting.~~

~~GO positions will be dual-posted with CCO positions at the fossil sites (e.g. Crystal River and Anclote). If there are no internal (FHOF) qualified applicants for the GO position, management may select an external qualified applicant (i.e. fossil operator skill + maintenance progression) to fill the GO position, before selecting a CCO for the position. Management has up to 6 months to fill the position from external candidates. If there are no external qualified applicants for the GO position, management shall select the senior, qualified CCO applicant from the internal posting.~~

Selection Priority

GOs will be considered eligible applicants for CCO positions, and CCOs will be considered eligible applicants for GO positions. However, the selection order for filling the respective classification will be as follows.

When a CCO position is posted at a combined cycle site, the senior qualified CCO (i.e. Combined Cycle Operator skill + Maintenance Progression) will be selected. If there are no internal (FHOF) qualified applicants, management may select an external qualified applicant to fill the CCO position, before selecting a GO for the position. Management has up to 6 months to fill the position from external candidates. If there are no external

qualified applicants for the CCO position, management will select the senior GO applicant from the internal posting. In such case, the GO selected for the CCO position will be placed in an "In-Training" designation to allow a reasonable amount of time, up to 180 calendar days, to qualify in operations at the combined cycle station. The 180-day period will run concurrently with the site familiarization period to which the provisions of Article III, Section 4 apply.

When a GO position is posted at a fossil site, the senior qualified GO (i.e. Fossil Operator skill + Maintenance Progression) will be selected. If there are no internal (FHOF) qualified applicants, management may select an external qualified applicant to fill the GO position, before selecting a CCO for the position. Management has up to 6 months to fill the position from external candidates. If there are no external qualified applicants for the GO position, management will select the senior CCO applicant from the internal posting. In such case, the CCO selected for the GO position will be placed in an "In-Training" designation to allow a reasonable amount of time, up to 180 calendar days, to qualify in operations at the fossil station. The 180-day period will run concurrently with the site familiarization period to which the provisions of Article III, Section 4 apply.

CTT/GT

~~CTT positions will be dual-posted with GT positions at combined cycle sites. If there are no internal (FHOF) qualified applicants for the CTT position, management may select an external qualified applicant to fill the CTT position, before selecting a GT for the position. Management has up to 6 months to fill the position from external candidates. If there are no external qualified applicants for the CTT position, management shall select the senior, qualified GT applicant from the internal posting.~~

~~GT positions will be dual-posted with CTT positions at the fossil sites. If there are no internal (FHOF) qualified applicants for the GT position, management may select an external qualified applicant to fill the GT position, before selecting a CTT for the position. Management has up to 6 months to fill the position from external candidates. If there are no external qualified applicants for the GT position, management shall select the senior, qualified CTT applicant from the internal posting.~~

When a CTT position (I, II or III) is posted, the senior qualified CTT will be selected. If there are no qualified CTT applicants for the CTT position, management will select the senior qualified GT applicant. If the posting is for a CTT-III position, the GT-III selected for the CTT-III position will be placed in an "In-Training" designation to allow a reasonable

amount of time, up to 180 calendar days, to qualify in operations at the combined cycle and/or combustion turbine site. The 180-day period will run concurrently with the site familiarization period to which the provisions of Article III, Section 4 apply.

When a GT position (I, II or III) is posted, the senior qualified GT will be selected. If there are no qualified GT applicants for the GT position, management will select the senior qualified CTT applicant. If the posting is for a GT-III position, the CTT-III selected for the position will be placed in an "In-Training" designation to allow a reasonable amount of time, up to 180 calendar days, to qualify in operations at the fossil site. The 180-day period will run concurrently with the site familiarization period to which the provisions of Article III, Section 4 apply.