

UNDERTAKING J17.7

Undertaking

Ref: K17.1, page 43 (Public Sector Salary Disclosure)

For salaries over \$300k, to provide what types of positions are captured.

Response

The table below provides the number and percentage of employees who were paid \$300K or more by year and position type, as shown on the Public Sector Salary Disclosure Act (PSSDA) list. The definition of salary used under the PSSDA includes all amounts reported as employment income on the Canada Revenue Agency T4 slips. This includes base salaries, incentives, shift premiums, other allowances, and overtime paid to employees. All amounts are reported in the year they are paid, which may vary from the year they are earned and recognized in OPG's costs.

Employees with PSSDA Salaries > \$300K	2013		2014		2015		2016	
	#	% of T4's (total)	#	% of T4's (total)	#	% of T4's (total)	#	% of T4's (total)
Executive (Bands A to E)	36	0.3%	28	0.2%	32	0.3%	28	0.2%
Nuclear Authorized Management (Bands F to G)	0	0.0%	1	0.0%	12	0.1%	23	0.2%
Management	36	0.3%	29	0.2%	44	0.4%	51	0.4%
Nuclear Authorized Union (Society & PWU)	10	0.1%	2	0.0%	2	0.0%	7	0.1%
Other Union (Society & PWU)	2	0.0%	0	0.0%	2	0.0%	1	0.0%
Union	12	0.1%	2	0.0%	4	0.0%	8	0.1%
Total Employees > \$300K	48	0.4%	31	0.2%	48	0.4%	59	0.5%
Total Number of T4s Issued	13504		12815		12558		12771	

Less than 0.5% of OPG's employees have been paid over \$300K, and is primarily comprised of individuals in Executive positions (Bands A to E) or jobs that require

1 individuals to be or to have been licensed by the Canadian Nuclear Safety Commission
2 (Nuclear Authorized).

3

4 The number of executives and nuclear authorized management paid over \$300K in any
5 given year is directly influenced by corporate performance as reflected in OPG's
6 Corporate Balanced Scorecard, as described in J17.5.