

1 **UNDERTAKING J17.14**

2
3 **Undertaking**

4
5 **Reference:** Tr. Vol. 17, p. 141, lines 4-16

6
7 To explain why some security staff earning less than \$100k are on the Public Sector
8 Salary Disclosure list; are these employees all working at the top of their range or are
9 they working significant amounts of overtime?

10
11
12 **Response**

13
14 PWU Nuclear Security Officer positions are a protected classification as described in
15 Ex. JX17.9 and were excluded from the Willis Towers Watson Compensation
16 Benchmarking Study at Ex. F4-3-1, Attachment 2, and the Goodnight Staffing
17 Benchmarking Study at Ex. F2-1-1, Attachment 2.

18
19 The average base salary for PWU Nuclear Security Officer positions was \$84.7K as of
20 December 31, 2016. The 2016 salary range for these positions was \$52K to \$93.7. In
21 testimony, Ms. Rees, indicated that the top of the 2015 range was \$85K, but this figure
22 was incorrect as it did not include all the PWU nuclear security job classifications (Tr.
23 Vol. 17, p.75, lines 14-21).

24
25 Under the PWU collective agreement, Security Officer positions are entitled to overtime
26 and allowances, including shift premiums, which can materially increase compensation.
27 Overtime and allowance provisions are common in unionized environments, and are
28 also included for comparable positions in organizations from which OPG would attract
29 and lose talent, such as the Durham Regional Police and Ontario Provincial Police
30 forces.

31
32 Since the definition of salary used under the *Public Sector Salary Disclosure Act*
33 includes all amounts reported as employment income on the Canada Revenue Agency
34 T4 slips, with overtime and allowances, some of these Security Officer positions will be
35 captured on the Public Sector Salary Disclosure (PSSD) list.

36
37 Beyond the Nuclear Security Officer job classifications, the term “Security” appears in
38 job titles for other positions within OPG in areas such as IT, corporate security, and
39 emergency services. In these areas, there are supervisors, managers, and directors
40 with the word “security” in their titles whose compensation will place them on the PSSD
41 list.