

# Report

**TO:** Chair Raymond Tout and Members of the Wellington North Power Board of Directors  
**FROM:** Connie Van Andel  
**DATE:** June 11, 2011  
**SUBJECT:** Market Salary Review

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## RECOMMENDATIONS

1. Approval of the revised 2011 to 2013 Salary Scale (Appendix A).
2. Approval of the revised 2011 to 2013 On-Call Rates (Appendix B).

## REPORT

In developing and implementing the internal equity plan, Wellington North Power made a commitment to employees that they would regularly conduct a market salary review to ensure the WNP salaries remained on par with your comparators. Barcon Consulting Inc. was retained to complete the market salary survey.

The Wellington North Power Internal Equity Plan is developed using the Lineman rate as the anchor rate to ensure that both internal equity and market equity are achieved. To complete the market comparison, data was collected for the Lineman salary from the following power companies.

Comparator	# of Customers	# of Employees
WNP	3892	12
[REDACTED]	3409	11.5
[REDACTED]	3800	10
[REDACTED]	5900	15
[REDACTED]	6400	13
[REDACTED]	6950	14
[REDACTED]	11274	20
[REDACTED]	22000	36
Average of Comparators	8533	17.0

## SUMMARY OF FINDINGS

The following chart compares the Wellington North Power Lineman rate with the average job rate in other power companies. All salary information and analyses are based on 2010 rates.

<b>Comparator</b>	<b># of Customers</b>	<b># of Employees</b>	<b>Lineman</b>	<b>On Call Premium</b>
<b>WNP</b>	3892	12	\$31.99	\$203.74
<b>Average of Comparators</b>	8533	17	\$32.76	\$205.86
<b>Difference between WNP &amp; Average of Comparators</b>			<b>-\$0.77</b>	<b>-\$2.12</b>
<b>Minimum of Comparators</b>	3409	10	29.06	\$170.00
<b>Maximum of Comparators</b>	22000	36	\$34.52	\$256.00

The original internal equity salary scale was developed by market rating the Lineman position and then using the relative value of positions as compared to the lineman to develop the other internal equity job rates. Using this same methodology again a \$0.77 per hour increase would be applied to all job grades prior to adding the 3% increase for 2011. The revised 2011 – 2013 salary scales are included in Appendix A.

Data was also collected on the on-call rates from the comparators. WNP's on-call rate is slightly below the average of the comparators. It is recommended that WNP on-call rate be increased to the average of the comparators. This would result in a \$2.12 increase to the on-call rate prior to adding the 3% increase for 2011. The revised 2011 – 2013 on-call rates are included in Appendix B.

## Appendix A

### Revised 2011 to 2013 Salary Scale

#### Recommended 2011 Salary Scale Market Adjusted

<b>Job Grade</b>	<b>Start Step 1</b>	<b>Step 2</b>	<b>Job Rate</b>
<b>1</b>	\$14.99	\$15.78	\$16.61
<b>2</b>	\$18.09	\$19.04	\$20.04
<b>3</b>	\$21.17	\$22.29	\$23.46
<b>4</b>	\$24.28	\$25.56	\$26.90
<b>5</b>	\$27.37	\$28.81	\$30.33
<b>6</b>	\$30.45	\$32.05	\$33.74
<b>7</b>	\$33.55	\$35.32	\$37.18
<b>8</b>	\$36.64	\$38.57	\$40.60
<b>9</b>	\$39.74	\$41.83	\$44.03
<b>10</b>	\$42.82	\$45.08	\$47.45
<b>11</b>	\$45.93	\$48.35	\$50.89
<b>12</b>	\$49.01	\$51.59	\$54.31

<b>Apprentice</b>	<b>Start</b>	<b>After probation</b>	<b>2nd year</b>	<b>3rd year</b>	<b>4th year</b>	<b>5th year</b>
	\$21.42	\$23.07	\$24.71	\$26.36	\$28.01	\$30.37

**Recommended 2012 Salary Scale Market Adjusted**

<b>Job Grade</b>	<b>Start Step 1</b>	<b>Step 2</b>	<b>Job Rate</b>
<b>1</b>	\$15.44	\$16.25	\$17.11
<b>2</b>	\$18.63	\$19.61	\$20.64
<b>3</b>	\$21.80	\$22.95	\$24.16
<b>4</b>	\$25.01	\$26.32	\$27.71
<b>5</b>	\$28.19	\$29.68	\$31.24
<b>6</b>	\$31.36	\$33.01	\$34.75
<b>7</b>	\$34.57	\$36.39	\$38.30
<b>8</b>	\$37.74	\$39.73	\$41.82
<b>9</b>	\$40.93	\$43.08	\$45.35
<b>10</b>	\$44.11	\$46.43	\$48.87
<b>11</b>	\$47.31	\$49.80	\$52.42
<b>12</b>	\$50.49	\$53.14	\$55.94

<b>Apprentice</b>	<b>Start</b>	<b>After probation</b>	<b>2nd year</b>	<b>3rd year</b>	<b>4th year</b>	<b>5th year</b>
	\$22.06	\$23.76	\$25.46	\$27.15	\$28.85	\$31.28

**Recommended 2013 Salary Scale Market Adjusted**

<b>Job Grade</b>	<b>Start Step 1</b>	<b>Step 2</b>	<b>Job Rate</b>
<b>1</b>	\$15.90	\$16.74	\$17.62
<b>2</b>	\$19.19	\$20.20	\$21.26
<b>3</b>	\$22.45	\$23.64	\$24.88
<b>4</b>	\$25.76	\$27.11	\$28.54
<b>5</b>	\$29.04	\$30.57	\$32.18
<b>6</b>	\$32.30	\$34.00	\$35.79
<b>7</b>	\$35.60	\$37.48	\$39.45
<b>8</b>	\$38.87	\$40.92	\$43.07
<b>9</b>	\$42.16	\$44.37	\$46.71
<b>10</b>	\$45.43	\$47.82	\$50.34
<b>11</b>	\$48.73	\$51.29	\$53.99
<b>12</b>	\$52.00	\$54.74	\$57.62

<b>Apprentice</b>	<b>Start</b>	<b>After probation</b>	<b>2nd year</b>	<b>3rd year</b>	<b>4th year</b>	<b>5th year</b>
	\$22.72	\$24.47	\$26.22	\$27.97	\$29.72	\$32.21

## Appendix B

### Revised 2011 to 2013 On-Call Rates

#### Employee Entitlement

1. Employees will be paid the following on call premium for the weeks they are on call:
  - Effective January 1, 2011 to December 31, 2011 - **\$204.18**
  - Effective January 1, 2012 to December 31, 2012 - **\$210.31**
  - Effective January 1, 2013 to December 31, 2013 - **\$216.62**
2. When an employee is called out to perform work outside normal working hours not contiguous with assigned hours he/she shall be paid as follows subject to the following provisions:
  - A minimum of three (3) hours pay at time and one half when called out between normal quitting time and normal starting time (regular, not flex hours). All calls received within one (1) hour of the previous call shall be considered the same call for purposes of this provision.