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July 12, 2019

Via RESS

Ms. Kirsten Walli  
Board Secretary  
Ontario Energy Board  
PO Box 2319  
2300 Yonge Street, 27th floor  
Toronto, ON M4P 1E4

Dear Ms. Walli:

**Re: EB File No. EB-2018-0165, Toronto Hydro-Electric System Limited ("Toronto Hydro")  
Custom Incentive Rate-setting ("Custom IR") Application for 2020-2024 Electricity Distribution  
Rates and Charges – Correction to Interrogatory Response 1B-SEC-3**

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Toronto Hydro is filing a correction to the response to Interrogatory 1B-SEC-3, which was originally filed on January 21, 2019. In the original response, Toronto Hydro inadvertently omitted a benchmarking analysis comparing compensation rates for unionized employees across various Canadian utilities. In addition, the original response contained a minor typographical error in respect of item F. Pursuant to the OEB's Rules of Practice and Procedure, the revised interrogatory response is provided in blue paper, and marked by /C to indicate the parts revised. Toronto Hydro will update the concordance of evidence table at the time the record of evidence closes through its response to undertaking J1.1.

Please contact me directly if you have any questions or concerns.

Respectfully,

A handwritten signature in blue ink that reads "Andrew J. Sasso".

**Andrew J. Sasso**  
Director, Regulatory Affairs  
Toronto Hydro-Electric System Limited

cc: Lawrie Gluck, OEB Case Manager  
Michael Miller, OEB Counsel  
Parties of Record  
Amanda Klein, Toronto Hydro  
Daliana Coban, Toronto Hydro  
Charles Keizer, Torys LLP

## RESPONSES TO SCHOOL ENERGY COALITION INTERROGATORIES

### INTERROGATORY 3:

**Reference(s):** Exhibit 1B

Please provide a copy of all internal or external benchmarking reports, analysis, studies and/or similar documents undertaken by Toronto Hydro, or for Toronto Hydro, since 2015 that is not already included in the application.

### RESPONSE:

Item	Description
<b>Appendix A</b> - Davies Consulting, 2016 Emergency Management Benchmark, 30 November 2016 [ <i>Redacted for confidentiality</i> ]	Benchmarking study that provides assessment of Toronto Hydro's emergency management capabilities.
<b>Appendix B</b> - Davies Consulting, 2016 Emergency Management Benchmark Update, December 30, 2016	This is an update to a benchmarking study submitted as part of Appendix B above that provides emergency management improvement opportunities for Toronto Hydro.
<b>Appendix C</b> - Independent Project Managers, Benchmark Report Summary of Facility Renovations, Toronto Hydro, 71 Rexdale Boulevard, 25 April, 2016	Benchmarking study (consisting of three independent studies) that provides an analysis of the estimated construction costs for the facility renovation at 71 Rexdale Boulevard, with industry benchmarks for projects similar in nature.
<b>Appendix D</b> – Mercer (Canada) Limited, Toronto Hydro Corporation Senior Executive Compensation Policies & Practices, 31 October 2017 [ <i>Redacted for Confidentiality</i> ]	Benchmarking study that provides assessment of Toronto Hydro compensation for its senior executive positions relative to the market.

Item	Description	
<b>Appendix E</b> – Fleet Challenge, 2017 Comprehensive Vehicle Fleet Review, August 2017	This report provides (i) life cycle analysis of Toronto Hydro vehicle replacement practices and (ii) recommendations with respect to long term fleet capital planning. This report also contains a benchmarking analysis of peer utilities fleet. However, as acknowledged by the author, in reviewing the peer fleet comparisons, readers must be mindful that in the Canadian marketplace Toronto Hydro’s fleet is unique in terms of fleet size and makeup as well as operational characteristics - no peer fleets with directly similar characteristics exist. Peer fleets in this analysis share few comparable data points with Toronto Hydro and are presented for information only, in that (for example) the municipal electric utility operates in a much smaller city with less underground and overhead physical plant, and the gas and telecom utility fleets are comprised mainly of vans and other light-duty vehicles and operate in a much broader geographical footprint.	
<b>Appendix F</b> - Facilities Security Internal Benchmarking [ <i>Filed Confidentially</i> ]	The survey developed by Toronto Hydro was circulated to electrical distribution companies within the North Atlantic Mutual Assistance Group to assess security practices and infrastructure.	/C
<b>Appendix G</b> – Toronto Hydro Corporation PWU Salary Survey 2017	The survey was developed in 2017 by Toronto Hydro and circulated to energy companies to assess specific unionized jobs in preparation for collective bargaining.	/C

Toronto Hydro Corporation  
PWU Salary Survey  
Updated June 2017

Utility, Municipality or Organization	Year (All wages are in effect for 1 year)	Toronto Hydro Job Title																					
		Dispatcher	Customer & Power Systems Logistics Dispatcher	Street Light Line Service Technician	Supply Chain Specialist	Design Technician Level 1	Design Technician Level 2	Certified Power Line Person	Certified Power Cable Person	Certified Crew Leader, Power Line Person	Certified Crew Leader, Power Cable Person	Distribution Systems Tech	System Response Representative	Power System Controller	Jointer	Customer Service Advisor	Customer Service Representative	Certified Meter Mechanic/Tester	Senior Office Clerk 3	Engineering Technologist 1	Engineering Technologist 2	Engineer (Annual Salary)	
London Hydro						\$40.80		\$40.80	\$39.83	\$43.28				\$41.72		\$34.52	\$32.08	\$42.04		\$43.28	\$45.95	\$118,289.00	
Enmax	Jan-17				\$56.28			\$55.53	\$55.53	\$58.43	\$58.43	\$57.86		\$61.16		\$34.98	\$29.81	\$39.28	\$37.32		\$57.86		
Veridian	April-17				\$37.90			\$42.81		\$45.76		\$45.76		\$45.76		\$42.26	\$33.25	\$42.81			\$42.81	\$106,433.60	
Epcor		\$33.75		\$33.89	\$47.94	\$47.94	\$52.75	\$52.05	\$52.05	\$55.54	\$55.54	\$55.54	\$33.75	\$57.58		\$38.84	\$33.75	\$49.59	\$33.75	\$47.94	\$52.75	\$103,700.00	
FortisAlberta	Jan 2017	\$48.40			\$49.83	\$54.08	\$57.86	\$55.66		\$57.87			\$54.08	\$56.08		\$42.37	\$37.56	\$54.08	\$37.56	\$54.08	\$57.86	\$106,000.00	
OPG	Apr 2017				\$53.01	\$53.01	\$58.31													\$58.60	\$62.49	\$121,634.51	
NS Power / Emera		\$22.22	\$32.19	\$23.91	\$32.38	\$39.75	\$41.86	\$39.86	\$39.86	\$41.86	\$41.86	\$47.90	\$30.42	\$45.00	\$37.19			\$35.99	\$33.84			\$97,000.00	
Hydro One	April-17	\$41.96	\$41.96		\$55.00	\$51.92		\$45.32	\$45.32	\$53.02	\$53.02	\$45.43	\$38.85	\$58.30	\$45.32	\$46.27	\$46.27	\$45.43	\$36.59	\$45.43	\$45.43	\$119,704.00	
Oshawa	June-17				\$37.93		\$46.38	\$42.07	\$40.67	\$47.12				\$46.75		\$40.67	\$35.95	\$42.07	\$40.67				
BC Hydro	February-17							\$41.38		\$47.59			\$49.61	\$50.41	\$45.03			\$38.15					
NB Power						\$36.25	\$40.11	\$39.58		\$42.73		\$40.01			\$48.47		\$30.26	\$30.26	\$29.90	\$32.90	\$36.28	\$40.11	\$109,408.00
Bruce Power					\$57.50	\$54.27											\$30.26	\$30.26	\$29.90	\$32.90	\$36.28	\$40.11	\$109,408.00
Alectra		\$45.34	\$39.74	\$39.14	\$43.70	\$45.23	\$47.56	\$43.33	\$43.33	\$47.56	\$47.56	\$47.56	\$47.55	\$47.89	\$42.73	\$40.79	\$38.31	\$47.15	\$35.14	\$45.23	\$47.56	\$102,700.00	
Toronto Hydro	February-17	\$43.99	\$40.60	\$38.51	\$53.74	\$52.83	\$56.36	\$44.45	\$44.45	\$50.13	\$50.13	\$53.31	\$46.28	\$54.78	\$44.14	\$44.59	\$43.70	\$44.14	\$44.59	\$52.83	\$57.22	\$113,840.00	
	Median	\$42.98	\$40.17	\$36.20	\$49.83	\$49.93	\$50.16	\$43.07	\$43.89	\$47.58	\$51.58	\$47.90	\$42.57	\$49.44	\$44.14	\$40.73	\$34.85	\$42.44	\$36.96	\$46.69	\$52.75	\$109,408.00	
	Mean	\$39.28	\$38.62	\$33.86	\$47.75	\$47.61	\$50.15	\$45.24	\$45.13	\$49.24	\$51.09	\$49.72	\$41.08	\$51.16	\$42.88	\$39.56	\$36.09	\$42.55	\$37.89	\$47.96	\$51.91	\$111,442.57	
	Max	\$48.40	\$41.96	\$39.14	\$57.50	\$54.27	\$58.31	\$55.66	\$55.53	\$58.43	\$58.43	\$57.86	\$49.61	\$61.16	\$45.32	\$46.27	\$46.27	\$54.08	\$46.58	\$58.60	\$62.49	\$127,159.15	
	# of responses	6	4	4	11	10	8	12	8	12	6	9	6	12	5	10	10	12	10	8	11	11	