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July 15, 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 – Responses to Day 10 Undertakings**

Please find enclosed Toronto Hydro's responses to all undertakings from Day 10 (July 15, 2019) of the Oral Hearing.

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

Respectfully,

A handwritten signature in black ink, appearing to read "D. Coban", written over a horizontal line.

Daliana Coban

Manager, Regulatory Law
Toronto Hydro-Electric System Limited

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

ORAL HEARING UNDERTAKING RESPONSES TO
SCHOOL ENERGY COALITION

UNDERTAKING NO. J10.1:

Reference(s): 1B-SEC-3, Appendix G

Please explain what the hourly rates specifically reflect (i.e. median or average wage rate within the job classification band)?

RESPONSE:

The hourly rates reflect the end rate for each job classification in the survey. As noted by Ms. Powell on Day 3 of the Technical Conference, starting on page 32 of the Transcript at line 10, the “end rate” represents the highest amount a unionized employee can earn at the fully competent level; the use of the end rate for benchmarking unionized position is industry practice.

**ORAL HEARING UNDERTAKING RESPONSES TO
SCHOOL ENERGY COALITION**

UNDERTAKING NO. J10.2:

Reference(s): 1B-SEC-3, Appendix G

For each of the listed job classifications, please provide Toronto Hydro's average actual hourly base pay in 2017 (the same period as the analysis). The response should exclude overtime or any other type of compensation that is not directly comparable to the Toronto Hydro rates listed in the document.

RESPONSE:

For each of the listed job classifications, Table 1 compares Toronto Hydro's average actual hourly base pay as at June 30, 2017 (the same period as the analysis) to the end rates shown in Appendix G to 1B-SEC-3. As a result of the utility's ongoing workforce renewal efforts, the average rates are below the end rates for a number of roles as employees who retire are replaced by apprentices starting off at lower rate.

Table 1: Comparison of Average Actual Hourly Base Pay vs. End Rates

Roles	Hourly End Rate as of Feb 1, 2017 to Jan 31, 2018	Average Actual Hourly Base Pay as at June 30, 2017
Dispatcher	43.99	43.99
Customer & Power Systems Logistics Dispatcher	40.60	37.78
Street Light Line Service Technician	38.51	38.51
Supply Chain Specialist	53.74	53.74
Design Technician Level 1	52.83	no incumbent

Roles	Hourly End Rate as of Feb 1, 2017 to Jan 31, 2018	Average Actual Hourly Base Pay as at June 30, 2017
Design Technician Level 2	56.36	56.36
Certified Power Line Person	44.45	43.64
Certified Power Cable Person	44.45	41.19
Certified Crew Leader, Power Line Person	50.13	50.13
Certified Crew Leader, Power Cable Person	50.13	50.13
Distribution Systems Tech	53.31	47.58
System Response Representative	46.28	46.28
Power System Controller	54.78	51.12
Jointer	44.14	no incumbent
Customer Service Advisor	44.59	44.59
Customer Service Representative	43.70	no incumbent
Certified Meter Mechanic/Tester	44.14	41.87
Senior Office Clerk 3	44.59	no incumbent
Engineering Technologist 1	52.83	46.69
Engineering Technologist 2	57.22	55.98
Engineer (Annual Salary)	113,840	104,252

**ORAL HEARING UNDERTAKING RESPONSES TO
SCHOOL ENERGY COALITION**

UNDERTAKING NO. J10.3:

Reference(s): 1B-SEC-3, Appendix G

For each of the listed job classification, how many on an FTE basis are employed by
Toronto Hydro?

RESPONSE:

The table below shows the number of FTEs employed by Toronto Hydro in 2018 for each
of the job classifications listed in 1B-SEC-3, Appendix G. As result of Toronto Hydro's
ongoing workforce management and productivity efforts, including job harmonization,
there are no FTE in certain job classifications.

Roles	2018 # of FTEs
Dispatcher	1.0
Customer & Power Systems Logistics Dispatcher	16.0
Street Light Line Service Technician	4.0
Supply Chain Specialist	5.4
Design Technician Level 1	0.0
Design Technician Level 2	2.0
Certified Power Line Person	104.1
Certified Power Cable Person	55.8
Certified Crew Leader, Power Line Person	27.3
Certified Crew Leader, Power Cable Person	10.1
Distribution Systems Tech	56.3
System Response Representative	10.2

Roles	2018 # of FTEs
Power System Controller	50.1
Joiner	0.0
Customer Service Advisor	3.0
Customer Service Representative	0.0
Certified Meter Mechanic/Tester	20.0
Senior Office Clerk 3	0.0
Engineering Technologist 1	40.4
Engineering Technologist 2	70.5
Engineer	62.8