



10/13/2020

The MEARIE Group - 2020 Management Salary Survey of Local Distribution Companies

Job Markets Results

Choose Language:

English



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2020 Model Job Code	Survey Job Title	Job Matches		Hay Points		Salary Range Minimum				
		No. of Companies	No. of Incumbents	P50	Average	P75	P50	P25	Average	P75
0000	President & CEO	29	29							
0001	Chief Operating Officer (COO)	14	14							
0002	Head of Operations and/or Engineering	20	22							
0003	CFO / Head of Finance	30	30							
0004	Head of Customer Service	11	11							
0005	Head of Regulatory Affairs	4	4							
0006	Head of Human Resources	15	15							
1000	Executive Assistant	22	57							
1001	Administrative Assistant	11	19							
2000	Director Engineering	12	17							
2001	Engineering Manager and/or Distribution Engineer	23	35							
2002	Project Engineer	14	46							
2003	Supervisor Engineering	17	45							
2500	Director Operations	9	13							
2501	Manager Operations	24	39							
2502	Manager Control Centre	4	9							
2503	Supervisor Control Centre	12	15							
2504	Supervisor Protection and Control	8	9							
2505	Supervisor Station Maintenance	11	26							
2506	Line Supervisor	27	131							
2507	Manager Meter Department	7	7							
2508	Supervisor Meter Department	11	15							
3000	Director Supply Chain Management	4	4							
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet	17	18							
3002	Supervisor Stores/Inventory/Warehouse	10	11							
4000	Controller or Director Finance	13	13							
4001	Manager Accounting	17	24							
4002	Manager Risk Management	3	3							
4003	Supervisor Accounting	10	16							
4004	Financial or Business Analyst	17	28							
4005	Accountant	9	16							
5000	Director Customer Service	8	8							
5001	Manager Customer Service and/or Billing	21	33							
5002	Supervisor Customer Service and/or Billing and/or Collections	21	35							
5500	Director Communications	6	6							
5501	Manager Communications	12	13							
6000	Director Regulatory Affairs	7	7							
6001	Manager Regulatory Affairs	14	17							
6002	Regulatory Accountant	13	12							
7000	Settlement or Rate Analyst	10	13							
7001	Director or Officer, Conservation and Demand Management	2	2							
7002	Manager Conservation & Demand/Marketing	10	12							
8000	Director Information Systems	14	20							
8001	Manager Information Systems and/or Security	22	33							
8002	Systems/Program Administrator or Applications/Systems Support Professional	20	53							
9000	Human Resources Manager	13	18							
9001	Human Resources Generalist	12	34							
9002	Human Resources Coordinator	10	18							
9003	Payroll	13	14							
9004	Manager, Health & Safety	20	23							
N001	Executive Role - Non Regulated Business	7	8							
N002	Non-Executive Role - Non Regulated Business	7	8							



List of Jobs

[illegible]



List of Jobs

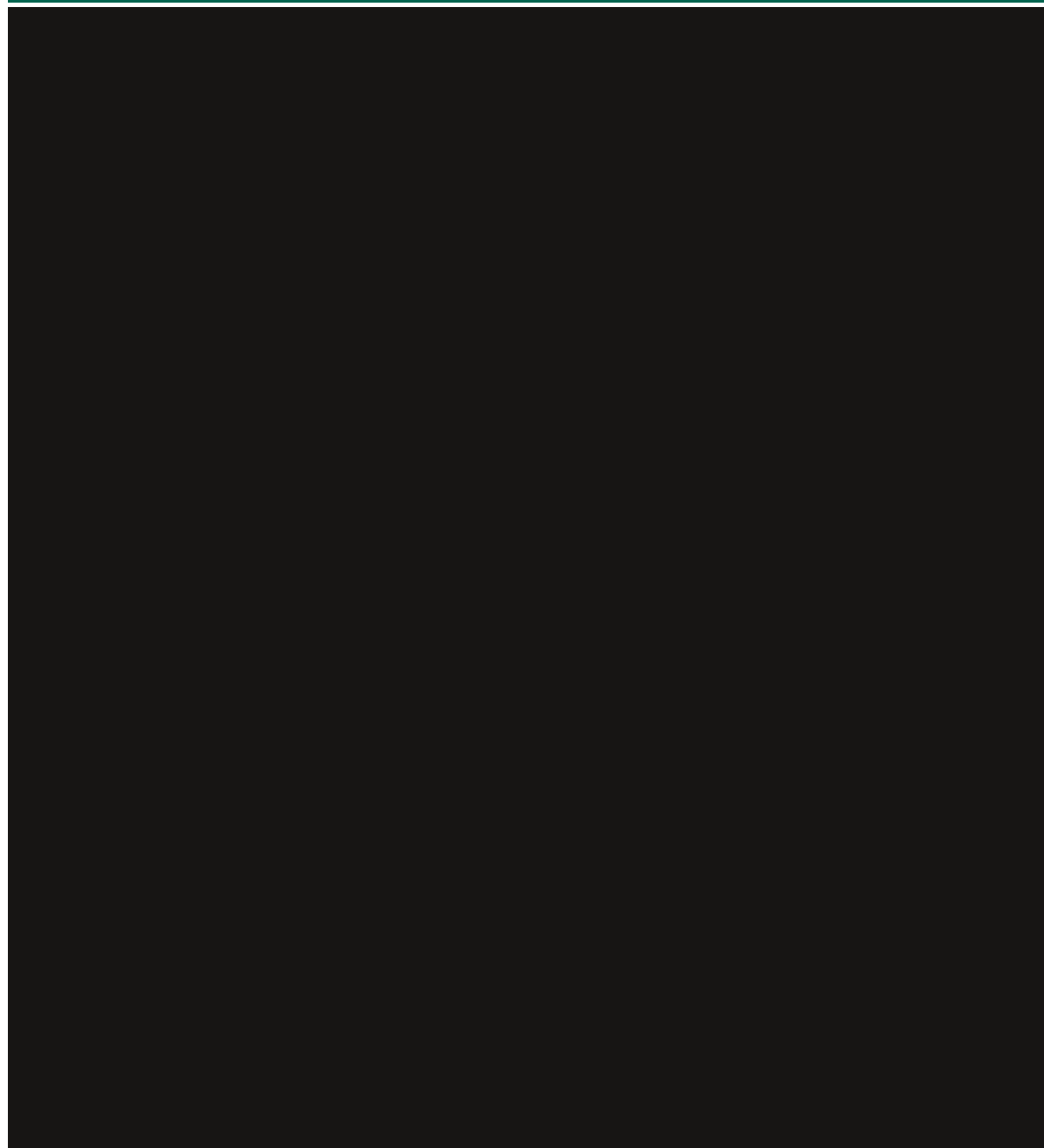
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		Actual Bonus %			Actual Total Cash			
2020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average
0000	President & CEO							
0001	Chief Operating Officer (COO)							
0002	Head of Operations and/or Engineering							
0003	CFO / Head of Finance							
0004	Head of Customer Service							
0005	Head of Regulatory Affairs							
0006	Head of Human Resources							
1000	Executive Assistant							
1001	Administrative Assistant							
2000	Director Engineering							
2001	Engineering Manager and/or Distribution Engineer							
2002	Project Engineer							
2003	Supervisor Engineering							
2500	Director Operations							
2501	Manager Operations							
2502	Manager Control Centre							
2503	Supervisor Control Centre							
2504	Supervisor Protection and Control							
2505	Supervisor Station Maintenance							
2506	Line Supervisor							
2507	Manager Meter Department							
2508	Supervisor Meter Department							
3000	Director Supply Chain Management							
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet							
3002	Supervisor Stores/Inventory/Warehouse							
4000	Controller or Director Finance							
4001	Manager Accounting							
4002	Manager Risk Management							
4003	Supervisor Accounting							
4004	Financial or Business Analyst							
4005	Accountant							
5000	Director Customer Service							
5001	Manager Customer Service and/or Billing							
5002	Supervisor Customer Service and/or Billing and/or Collections							
5500	Director Communications							
5501	Manager Communications							
6000	Director Regulatory Affairs							
6001	Manager Regulatory Affairs							
6002	Regulatory Accountant							
7000	Settlement or Rate Analyst							
7001	Director or Officer, Conservation and Demand Management							
7002	Manager Conservation & Demand/Marketing							
8000	Director Information Systems							
8001	Manager Information Systems and/or Security							
8002	Systems/Program Administrator or Applications/Systems Support Professional							
9000	Human Resources Manager							
9001	Human Resources Generalist							
9002	Human Resources Coordinator							
9003	Payroll							
9004	Manager, Health & Safety							
N001	Executive Role - Non Regulated Business							
N002	Non-Executive Role - Non Regulated Business							



Participants

2020 Management Salary Survey



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Market Lines Definitions

Upper Quartile or Q3 (75th percentile)

P75 - the 75th percentile (also called the upper quartile) is the limit above which we find 25% of salary practices and under which are the remaining 75%. In other words, 75% of the sample pays less than this level while 25% pays more.

Median or M (50th percentile)

P50 - the 50th percentile (also called the median) is the line that divides the practices into two equal 50% groups; 50% of practices paying more and 50% paying less.

Lower Quartile or Q1 (25th Percentile)

P25 - the 25th percentile (also called lower quartile) is the limit above which we find 75% of salary practices and under which are the remaining 25%. In other words, 25% of the sample pays less than this level while 75% pays more.

Elements definitions

Hay Points

The total evaluation points for a job, based on the Korn Ferry Guide Chart and Profile method of job evaluation.

Salary Range Minimum

Minimum Salary/Minimum Base Salary Policy

Job Rate

Midpoint Salary/Base Salary Policy

Salary Range Maximum

Maximum Salary/Maximum Base Salary Policy

Target Bonus %

Target Incentive Payment (%) or (TI%) is the planned cash amount to be paid based on the performance of an individual, a group of employees operating as a unit, or an entire organization's workforce expressed as a percentage of Base Salary.
Target Incentive Payment (%) is the annualized amount of money to be paid expressed as a percentage of Base Salary when predetermined performance targets are met.

Total Cash Design

Total Cash Design is the sum of Job Rate (Midpoint Salary/Base Salary Policy) and Target Bonus as the planned Cash amount to be paid based on the performance of an incumbent, group or entire organization's workforce.

Actual Base Salary

Base Salary (BS) is the sum of Basic Salary / Payments (BP) and Fixed Payments (FP).

Broken down composition of Base Salary is as follows:
Basic Payments:
Basic payments are (annualized) cash amounts paid for work performed as stated in an employment contract, excluding all fixed and variable payments.
Fixed Payments:
Fixed payments are (annualized) cash amounts paid where the same absolute or percentage amounts have been awarded to eligible jobholders automatically year over year irrespective of individual, unit or company performance.

Actual Bonus %

Short term variable payments are (annualized) cash amounts paid that can vary year over year. Most typically these refer to incentive payments that are contingent on discretion, performance or results achieved.
Short term variable payments is also the category used to refer to payments made to compensate an individual for short term (i.e., less than one year) conditions or situations. In this case Short term variable payments are expressed as a percentage of Base Salary.

Actual Total Cash

Total Cash (TC) is the sum of Base Salary (BS) and Short Term Variable Payments (VP).

Broken down composition of Total Cash is as follows:
Basic Payments:
Basic payments are (annualized) cash amounts paid for work performed as stated in an employment contract, excluding all fixed and variable payments.
Fixed Payments:
Fixed payments are (annualized) cash amounts paid where the same absolute or percentage amounts have been awarded to eligible jobholders automatically year over year irrespective of individual, unit or company performance.
Short Term Variable Payments:
Short term variable payments are (annualized) cash amounts paid that can vary year over year. Most typically these refer to incentive payments that are contingent on discretion, performance or results achieved.
Short term variable payments is also the category used to refer to payments made to compensate an individual for short term (i.e., less than one year) conditions or situations.

List of Jobs	
Model: 0000	President & CEO
Model: 0001	Chief Operating Officer (COO)
Model: 0002	Head of Operations and/or Engineering
Model: 0003	CFO / Head of Finance
Model: 0004	Head of Customer Service
Model: 0005	Head of Regulatory Affairs
Model: 0006	Head of Human Resources
Model: 1000	Executive Assistant
Model: 1001	Administrative Assistant
Model: 2000	Director Engineering
Model: 2001	Engineering Manager and/or Distribution Engineer
Model: 2002	Project Engineer
Model: 2003	Supervisor Engineering
Model: 2500	Director Operations
Model: 2501	Manager Operations
Model: 2502	Manager Control Centre
Model: 2503	Supervisor Control Centre
Model: 2504	Supervisor Protection and Control
Model: 2505	Supervisor Station Maintenance
Model: 2506	Line Supervisor
Model: 2507	Manager Meter Department
Model: 2508	Supervisor Meter Department
Model: 3000	Director Supply Chain Management
Model: 3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet
Model: 3002	Supervisor Stores/Inventory/Warehouse
Model: 4000	Controller or Director Finance
Model: 4001	Manager Accounting
Model: 4002	Manager Risk Management
Model: 4003	Supervisor Accounting
Model: 4004	Financial or Business Analyst
Model: 4005	Accountant
Model: 5000	Director Customer Service
Model: 5001	Manager Customer Service and/or Billing
Model: 5002	Supervisor Customer Service and/or Billing and/or Collections
Model: 5500	Director Communications
Model: 5501	Manager Communications
Model: 6000	Director Regulatory Affairs
Model: 6001	Manager Regulatory Affairs
Model: 6002	Regulatory Accountant
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