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1	<u>UNDERTAKING</u>
2	
3	<u>Undertaking</u>
4	
5	TO PROVIDE COPY OF HAY GROUP SURVEY
6	
7	Response
8	
9	See attachment.
10	

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2007 Survey of Labour Rates

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#### **Sponsored by Hydro One Networks Inc.**

Thank you for your time and effort in completing these data submission materials. Please return your completed submission by September 14 to Stephanie Hudakoc @Haygroup.com)

121 King Street West, Suite 700, Toronto, Ontario M5H 3X7

If you have any questions, please call Stephanie at 416-815-6365 or 1-800-722-9945 ext 6365.

#### Your completed submission will consist of the following tabs in this workbook:

Contact Information Please fill out the contact information of the person completing the survey.

Organization Profile Please complete the information is this section.

Overtime Principles Please complete the information is this section.

Data Collection Sheet Please provide current cash compensation information for the positions you have matched. Descriptions of

the job models can be found on the "Job Descriptions" tab or by clicking on the Survey Job Title. Data element definitions can be found on the "Definitions" tab, or by clicking on the data element title at the top of

the data collection sheet.

#### The following reference materials have been included to assist you with your submission:

<u>Job Codes/Descriptions:</u> The "Job Descriptions" tab contains the descriptions of the benchmark jobs.

Data Element Definitions: The "Data Element Definitions" tab explains each data element in the "Data Collection Sheet" tab.

Thank you for your participation.

#### **Contact Information**

Organization (Full Name):	
Completed By:	
Title:	
Telephone:	
Fax:	
E-mail Address:	

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**Organization Profile** 

Back to Instructions

#### A. SIZE CLASSIFICATION

Report your total revenue, assets and number of employees. F (e.g. $125,232,000 = 125.23$ million).	Report revenue and asse	ets in millions of dollars, roun	ded to 2 decimal
Gross Revenue / Operating Budget (\$ Millions)			
Total Assets (\$ Millions)			
Total Unionized Employees			
Total Active Employees (Full-time equivalent)			
B. BUSINESS SEGMENTS			
In which business segment(s) does your organization operate?	(Choose all that apply)		
Electricity Generation			
Electricity Transmission			
Electricity Distribution			

#### **Overtime Principles**

Back to Instructions

a)	Does your organization compensate any of the following positions f	or overtim	ne?			
	Fields Operations Manager	☐ Ye	es		No	
	Design Engineer		es		No	
	Powerline Maintainer	Ye	es		No	
b)	Please indicate the number of non-overtime hours worked in a stan	dard weel	k:			hours
c)	Please complete the following table:					
	Wage Standards		De	efinition of Hours (eg: 44 to 48)		Overtime Rate (eg: 1.5 x standard wage)
	First Level of Overtime					
	Second Level of Overtime					
	Third Level of Overtime					
d)	Please describe the provisions of your overtime standards:					

#### 2007 Survey of Labour Rates Sponsored by Hydro One Networks Inc. Data Collection Sheet

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Position Code	Benchmark Position Title	Your Position Title	Level of Match (H, S, L)	Minimum Salary / Hourly Wage Rate	Maximum Salary / Hourly Wage Rate	Effective Date of Current Salary / Wage Rate (MM/YY)	No. of Salary Range / Wage Rate Steps	Standard Length of Time from Starting to Maximum Wage Rate (Months)	No. of Hours in the Standard	Union / Non- Union	Overtime Eligible

#### 2007 Survey of Labour Rates Sponsored by Hydro One Networks Inc. Survey Job Descriptions Back to Data Collection Sheet

Position Code	Position Title		Please check (√) if the specific responsibilities are included in your job				
03	Powerline Maintainer	Responsible for performing duties as necessary to work on the construction and maintenance of transmission and distributed lines and associated apparatus, using a range or mechanical and electrical skills and knowledge. Typically reports to Union Trades Supervisor.					
			f the limits and capacities of electrical apparatus, hydraulic equipment and motorized vehicles, such as radial boom uipment and portable generators, and make minor repairs.				
		<ul> <li>Understand and is familiar with operating pro equipment.</li> </ul>	ocedures, standards manuals associated with the trade, and procedures related to the use of live-line tools and				
		Erect towers, poles and structures for power	lines; install conductors and associated apparatus.				
		·	erground, submarine and overhead conductors to service customers. s, structures and conductors at various heights.				
		· · · · · · · · · · · · · · · · · · ·	i.e., transformers, regulators, reclosures, sectionalizers, capacitors, airbreak switches and fused cutouts.				
			ne tools, rubber gloves and barehand techniques.				
		**	ncluding power meters, current and potential transformers for municipal, industrial and rural customers.				
		Minimum Certification / Designation / License Requirement					
		Minimum Years of Experience Required					
		Minimum Education Required					
		Your Position Title:					
		# of Overall Reports					
		Your grade / level / band:					
		Hay Points (if applicable)		ļ			
		Other Accountabilities Not Specified Abo	ve:				
		Reporting to (Title):					
		Peers (Title):	<u> </u>				
			2.				
			3.				
			4.				
		Principal Subordinates (Title):	1.				
			2.	1			
			3.				
			4.	1			

# 2007 Survey of Labour Rates Sponsored by Hydro One Networks Inc. Survey Job Descriptions Back to Data Collection Sheet

Position	Position Title	tle Description							
Code	. John Thie			specific responsibilities ar included in your job					
01	Field Operations Manager	within a specific geographic zone. Manage ar	of electrical services such as connections, upgrades and emergency repairs, construction program and project activities nd supervise staff, organize schedule and assign routine and special duties to clerical, technical, trades and engineering actions as necessary to ensure work quality and accuracy and conformity to governing regulations. Typically reports to a						
			rity by planning and directing the day-to-day prevention and maintenance to lines, new customer connects, service	П					
			g the appropriate processes related to accounting and clerical activities associated with the billing and collection of						
		equipment.	n of services and/or revenue from sale of power, the maintenance of area stores and accounting for tools and office						
			ie environmental practices and compliance with approved legislation by ensuring that adequate security, fire and safety measures are taken and oserved in the Operations Centre; and personnel are provided adequate training, workloads are monitored and measures are taken to maintain by.						
		<ul> <li>Participate in meetings of both local and pro operations.</li> </ul>	ovince-wide scope and contribute to the formulation of new or revised policy affecting Provincial Lines and Zone						
		Contracts.	ervice capabilities, price, service levels and other deliverables as part of negotiation of Service Level Agreements or						
		hazards, dealing with complaints, and advis	nts by providing advice to customers relative to their electrical problems, interpreting wiring code, drawing attention to ing new customers on new construction, rates and application procedure and costs. React to storm activity through						
			o associated customers.  evaluate and recommend changes and/or improvements to ensure efficient and effective completion of work. Ensure s available for the efficient completion of the work.						
		Interact with municipal and ministry officials contractual issues							
		Minimum Certification / Designation / License Requirement							
		Minimum Years of Experience Required							
		Minimum Education Required							
		Your Position Title:							
		# of Overall Reports							
		Your grade / level / band:							
		Hay Points (if applicable)							
		Other Accountabilities Not Specified Abo	ove:						
		Reporting to (Title):							
		Peers (Title):	1.						
			2.						
			3. 4						
		Principal Subordinates (Title):	1.						
			2.						
			3.						
			4.						

### 2007 Survey of Labour Rates Sponsored by Hydro One Networks Inc. Survey Job Descriptions Back to Data Collection Sheet

Position Code	Position Title		Description				
02	2 Design Responsible for the development of structural/mechanical/electrical designs for major and/or complex transformer, switching, frequency changer and condenser stations projects, and all associated systems. Achieves the concepts, layouts, and requirements as specified for the project and provides technical guidance and work supervision to junior engineers. Typically reports to a Supervisor.						
			operations staff in the various phases leading to the final design, prepare sketches, instructions and other data as a dvice and guidance as required throughout.				
			nent and material tenders to ensure that design, equipment, or purchase agreements, meet the intent and requirements and collaborate with various groups within and external to the company to complete any necessary changes.				
		Investigate and aid in the resolution of desig	in problems that arise during construction by visiting field locations and providing design revisions as required.				
		Recommend the need for new or revised de	sign standards and assist in their development.				
		Provide expert advice and guidance as a de changer, and condenser stations, and the sv	sign "specialist", to various internal and external parties on designs pertinent to transformer, switching, frequency witchyard features of generating stations.				
		Periodically supervise staff assigned to assist	st on major or complex projects, attending to the assigning of work or areas of responsibility.				
		Requires eight to ten years of practical expeto structural/mechanical/electrical design for requirements for drawing production, standard.					
		Minimum Certification / Designation / License Requirement  Minimum Years of Experience Required					
		Minimum Education Required					
		Your Position Title:					
		# of Overall Reports					
		Your grade / level / band:					
		Hay Points (if applicable)					
		Other Accountabilities Not Specified Abo	ve:				
		Reporting to (Title):					
		Peers (Title):	1.				
			2.				
			3.				
			4.				
		Principal Subordinates (Title):	1.				
			2.				
			3.				
			4.				

#### **Data Element Definitions**

#### Back to Data Collection Sheet

Position Code	The code for the survey position to which your job is matched.
Benchmark Position Title	The title of the survey position.
Your Position Title	Your organization's job title for the position being matched.
Level of Match (H, S, L)	Match the survey position as closely as possible with similar jobs within your organization. Where jobs appear to be similar in content but differ in some aspects, treat as a match and indicate the degree to which your job matches the survey position:
	(H) High Match = the job content of your position matches at least 80% of the job content of the survey benchmark position but your position is substantially bigger.
	(S) Solid Match = the job content of your position matches no more than 80% of the job content of the survey benchmark position and your position is essentially the same.
	(L) Low Match = the job content of your position matches no more than 70% of the job content of the survey benchmark position and your position is somewhat smaller.
Mimimum Salary / Hourly Wage Rate	Report the current minimum salary / hourly wage rate for each job.
Maximum Salary / Hourly Wage Rate	Report the current maximum salary / hourly wage rate for each job.
Effective Date of Current Salary / Wage Rate (MM/YY)	Report the date that the current salary / wage rate became effective.
No. of Salary Range / Wage Rate Steps	Report the number of salary range / wage rate steps for each job (including starting and maximum).
Standard Length of Time from Starting to Maximum Wage Rate (Months)	Report the number of months an incumbent must be in the job in order to progress from the starting salary / wage rate to the maximum salary / wage rate.
No. of Hours in the Standard Work Week	The standard number of hours that incumbents in this job are required to work each week.
Minimum Certification / Designation / Licence Requirement	Report all certifications / designations / licences that are required for each of your jobs.
Minimum Years of Experience Required	Report the minimum number of years of prior experience required for each of your jobs.
Minimum Education Requirement	Repor the minimum education grade / level required for each of your jobs.
Union / Non-Union	Report whether your jobs are unionized (U) or non-unionized (N).
Overtime Eligible	Report whether your jobs are eligible for overtime (Y / N).