Energy Probe Confidential Interrogatory

4X-EP-20

Reference: Brantford Power Confidential Schedule 4M

a) For the 2021 and 2022 years please show compensation for Executive, Non Union Level (6 or below), Non Union Level (7-9), Non Union (level 10 above), Contract Exempt (6 or below), Contract Exempt (7-9), Contract Exempt level (10 above)
Please provide Incumbents, Total compensation with each of following assumptions
   i.   Base, Inflation and Merit only (for Executive use historic SVP in 2020 as illustrative)
  ii.   Base, Inflation, Merit and ST Variable Pay for each subgroup and Total.

b) Please compare the Total Compensation for these 3 groups to the Board approved 2016 amount (prior to SVP).

c) Why are IBEW Trades awarded a 3.95% Inflation increase in 2021? Is this a ½ year amount and the full year is 1.5%, similar to 2022?

Response:
a)
for both i) and ii), please see the table below. BPI is unclear of the meaning of "for executive use historic SVP as illustrative", and has indicated the amounts before and after STVP for each group.

Level Cat.	2021*,** Incumbents	Sal Excl STVP	Comp Incl STVP***	2022*,** Incumbents	Comp Excl STVP	Comp Incl STVP***
6 or below	5	(redacted)	(redacted)	4	(redacted)	(redacted)
Level 7 to 9	18	$ 1,891,698.65	$ 2,070,498.65	19	$ 2,007,628.23	$ 2,194,390.23
10 or Above	3.25	$ 551,765.37	$ 648,640.24	4	$ 670,742.97	$ 769,716.29
Total		(redacted)	(redacted)		(redacted)	(redacted)

b) Please see the table below which compares the 2017 budgeted and 2022 proposed amounts. Please note an increase in the FTE count for this group over the period.

Year	total compensation (not reduced for affiliate allocations, 17 settlement impact)	FTE
2022 TY	$ 3,320,805.37	27
2017 Budget	$ 2,897,016.00	22.5
Difference	$ 423,789.37	4.50

c) Please note Schedule 4M has an outdated version of the IBEW rate changes; this was updated in the budget when IBEW contract was finalized. Please refer to Page 48 of Exhibit 4 outlines the timing of actual/budgeted adjustments to IBEW rates.