

1 Q. Reference: The Regulated Operations Organizational Chart found at  
2 Schedule II - A, B, C and D to the Evidence of J. R. Haynes. Please detail  
3 the change in salaries and fringe benefit levels in respect of each of the  
4 positions outlined in the aforesaid Operational Chart from 2003 to present  
5 (relative to annual inflation levels) and with forecasts for 2007 and 2008.  
6 Please also provide the same data for members of Hydro's leadership team  
7 who are not shown on the Organizational Chart. Please show actual salary  
8 and fringe benefit levels for each year.

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11 A. The changes in salaries for positions noted on the Regulated Operations  
12 Organizational Chart found at Schedule II of J. R. Haynes' evidence are  
13 reflected by the change in salary band levels noted on the listing of  
14 classifications attached. In addition to the salaries noted on the listings, an  
15 additional 14% would be applied in respect of fringe benefits. Not shown in  
16 the classification listings are members of the leadership team. Their salary  
17 information for 2003 through 2006 is as follows:

<b>Position</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Pres & CEO	289,617	298,338	353,400	353,400
VP Production	180,633	186,105		
VP Regulated Operations			186,105	186,105
VP Finance & CFO	162,564	175,592	186,105	210,900
VP TRO	162,570	175,592		
VP Engineering Services			186,105	136,800
VP HR & Legal	180,633	186,105	186,105	
VP HR & OE				177,840
General Counsel & Corporate Secretary			153,900	153,900

Note: The salaries noted above include a 14% fringe benefit cost.

- 1 The 2007 salary forecast reflects a scale increase over the 2006 salary
- 2 levels. Data with respect to anticipated 2008 salary levels is not available.

**LIST OF SALARY GRADES AND RANGES**  
**EFFECTIVE JULY 1, 2003**

CA 115 NLH ☐ *July 1 2003*  
2006 General Rate Application ☐  
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<b>GRADE HAY 01</b>	<b>POINT BAND 114-127</b>	<b>Salary Range:</b>	<b>\$23,100 - \$28,900</b>
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<b>GRADE HAY 02</b>	<b>POINT BAND 128-143</b>	<b>Salary Range</b>	<b>\$24,800 - \$30,900</b>
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<b>GRADE HAY 03</b>	<b>POINT BAND 144-161</b>	<b>Salary Range</b>	<b>\$26,450 - \$33,100</b>
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<b>GRADE HAY 04</b>	<b>POINT BAND 162-183</b>	<b>Salary Range</b>	<b>\$28,550 - \$35,650</b>
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<b>GRADE HAY 05</b>	<b>POINT BAND 184-206</b>	<b>Salary Range</b>	<b>\$30,950 - \$38,650</b>
	Administrative Assistant Computer Operator		

<b>GRADE HAY 06</b>	<b>POINT BAND 207-235</b>	<b>Salary Range</b>	<b>\$33,550 - \$41,850</b>
	Human Resources Assistant Treasury Assistant Payroll Assistant		

<b>GRADE HAY 07</b>	<b>POINT BAND 236-267</b>	<b>Salary Range</b>	<b>\$36,650 - \$45,850</b>
	Application Support Analyst Building Custodian Client Support Analyst Executive Assistant Transportation Co-ordinator (Mtl)		

<b>GRADE HAY 08</b>	<b>POINT BAND 268-304</b>	<b>Salary Range</b>	<b>\$40,300 - \$50,250</b>
	Security Change Control Analyst Stores Supervisor - Holyrood		

<b>GRADE HAY 09</b>	<b>POINT BAND 305-347</b>	<b>Salary Range</b>	<b>\$44,350 - \$55,450</b>
	Budget Accountant Budgets & Reports Co-ordinator Civil Construction Co-ordinator Civil Works Supervisor Design Drafter - Civil Environmental Co-ordinator Fleet Maint. Supervisor. - Bishop's Falls General Maint. Supervisor - Hydro Materials Control Supervisor Office Supervisor - Northern Plant Security & Safety Supervisor Production Supervisor (Northern) Programmer/Analyst Projects Administration Co-ordinator Senior Financial Accountant Statistics Analyst Support Services Specialist, Central - TRO		

**GRADE HAY 10      POINT BAND 348-395      Salary Range \$47,650 - \$59,450**

Building & Transportation Supervisor  
 Business Analyst  
 Business Solutions Analyst  
 Civil Designer  
 Civil & Environment Coordinator  
 Data Base Analyst  
 Economist  
 Electrical Maint. Supervisor – Hydro  
 Electrical Maint. Supervisor – Thermal  
 Electrical/Mechanical Supervisor - Central  
 Electrical/Mechanical Supervisor -Labrador  
 Electrical/Mechanical Supervisor - Northern  
 Financial Analyst  
 Line Supervisor - Bishop's Falls  
 Line Supervisor - Flowers Cove  
 Line Supervisor - Happy Valley  
 Line Supervisor - Port Saunders  
 Line Supervisor - St. Anthony  
 Line Supervisor - Stephenville  
 Line Supervisor - Wabush  
 Line Supervisor - Whitbourne  
 Mechanical Designer  
 Mechanical Maintenance Supervisor  
 Mechanical Support & Training Specialist  
 Payroll Supervisor  
 Planner - Hydro  
 Planner - Thermal  
 Planner - TRO Central  
 Planner - TRO Labrador  
 Planner - TRO Northern  
 Production Supervisor - Central  
 Production Supervisor - Labrador  
 Quality Assurance Co-ordinator  
 Safety & Security Coordinator - Holyrood  
 Surveyor  
 Systems Analyst  
 Technical Services Co-ordinator - Mechanical  
 Vegetation Control Co-ordinator

**GRADE HAY 11      POINT BAND 396-450      Salary Range \$51,050 - \$63,700**

Administration Supervisor  
 Architecture Analyst  
 Business Solutions Analyst  
 Cash Management Supervisor  
 Customer Accounting Supervisor

Distribution Design Supervisor  
 Drafting Services Supervisor  
 Ecologist  
 General Ledger Supervisor  
 Instrumentation Supervisor – Holyrood  
 Internal Auditor  
 Librarian & Records Administrator  
 Line Supervisor - Bay d'Espoir  
 Line Supervisor - Springdale  
 Maintenance Supervisor - Eastern  
 Operating Reports Supervisor  
 Planning Supervisor - Hydro  
 Planning Supervisor - TRO (Central)  
 Planning Supervisor - TRO (Labrador)  
 Planning Supervisor - TRO (Northern)  
 Plant Operations Supervisor - Hydro  
 Plant Operations Supervisor - Western  
 Projects Reports Supervisor  
 Revenue Metering Supervisor  
 Safety & Environment Co-ordinator  
 Senior Financial Analyst  
 Senior General Maintenance Supv. - Hydro  
 Senior Supervisor - Plant Operations (West)  
 Senior Supervisor - Surveys  
 Software Specialist  
 Supervisor, NMC & Eastern Area

**GRADE HAY 11      POINT BAND 396-450      Salary Range \$51,050 - \$63,700**

Support Services Administrator - Hydro  
 Support Services Administrator - Northern  
 Support Services Administrator - Thermal  
 Support Services Administrator - TRO (Central Region)  
 Support Services Administrator - TRO (Labrador Region)  
 Technical Services Supervisor - Bishop's Falls  
 Technical Services Supervisor - Happy Valley  
 Technical Services Supervisor - Stephenville  
 Technical Services Supervisor - Whitbourne

**GRADE HAY 12      POINT BAND 451-514      Salary Range \$55,000 - \$68,750**

Asset Specialist – Distribution  
 Asset Specialist - Hydro  
 Asset Specialist – Thermal  
 Asset Specialist – Transmission Lines  
 Treasury Specialist  
 Civil Engineer  
 Civil Engineer - Operations  
 Customer Accounting Supervisor  
 Electrical Engineer

Electrical Engineer – Rural  
Employee Services Specialist  
Asset Specialist - Fleet  
Generation Superintendent  
Human Resources Specialist  
Labour & Technical Services Supt (St. Anthony)  
Labour Relations Specialist  
Labour Specialist - Central  
Lines Superintendent, Central - TRO  
Lines Superintendent, Northern - TRO  
Safety Specialist  
Mechanical/Electrical Supt - Central  
Mechanical Engineer  
Maintenance Supervisor - Deer Lake  
Materials Superintendent  
Mechanical Engineer, Generation  
Network Services Engineer  
Occupational Health Nurse  
Performance Specialist  
Plant Chemist  
Planning Engineer - Generation & Rural  
Planning Engineer - Transmission  
Plant Engineer - Electrical  
Plant Engineer - Hydro  
Plant Engineer - Mechanical  
Power Systems Application Engineer  
Project Leader  
Protection & Control Engineer  
Security Officer - IS&T  
Senior Internal Auditor  
Senior Supervisor, Construction  
Senior Supervisor, Module Support  
Senior Supervisor, Purchasing  
Senior Systems Analyst  
Shift Supervisor – Energy Control Centre  
Shift Supervisor - Thermal  
Shift Supervisor - Thermal (Training Co-ordinator)  
Software Engineer  
Staff Training Officer  
Strategic Planner  
System Operations Engineer  
System Performance & Protection Engineer  
Technical Services Supt, Central - TRO  
Terminal Stations & Generation Superintendent - Northern  
Asset Specialist, Terminal Stations  
Transmission Engineer  
Work Methods & Maintenance Specialist

**GRADE HAY 13    POINT BAND 515-588    Salary Range \$59,600 - \$74,450**

Asset & Plant Engineering Superintendent  
 Asset Manager, Transportation - TRO  
 Customer Service Manager  
 Labour & Quality Assurance Supt- Thermal  
 Labour Manager, Labrador Region –TRO  
 Labour/Operations Superintendent - Hydro  
 Planning & Labour Superintendent  
 Planning Supervisor – Thermal  
 Supervisory Civil Engineer  
 Supervisor Electrical Engineer

**GRADE HAY 14    POINT BAND 589-674    Salary Range \$64,950 – \$81,100**

Asset Manager – Administration  
 Asset Manager – Terminals, Stations & Gen  
 Asset Manager - Thermal  
 Asset Manager - Hydro  
 Asset Manager - Labrador  
 Asset Manager - Transmission & Distr'n  
 Environ. & Performance Manager -Thermal  
 Labour Manager - Central Region  
 Labour Manager - Hydro  
 Labour Manager - Northern Region - TRO  
 Labour Manager Operations - Thermal  
 Labour Manager, Maintenance - Thermal  
 Manager, Applications Development  
 Manager, Capital Reports & Disbursements  
 Manager, Data Administration  
 Manager, Environmental Services  
 Manager, Financial Reports & Budgets  
 Manager, Rates & Financial Planning  
 Senior Civil Engineer - Generation  
 Senior Civil Engineer - TRO  
 Senior Communications Engineer  
 Senior Contracts Engineer  
 Senior Electrical Engineer - Generation  
 Senior Electrical Engineer - TRO  
 Senior Electrical Engineer - TRO Support  
 Senior Mechanical Engineer  
 Senior Mechanical Engineer - Hydro Gen.  
 Senior Mechanical Engineer - Thermal Gen.  
 Senior P&C Engineer - Generation  
 Senior Planning Engineer – Gen. & Rural  
 Senior Planning Engineer - Transmission  
 Senior Projects Engineer  
 Senior Supervisory & Control Engineer  
 Senior Systems Engineer

Senior Transmission & Distr'n Engineer  
 Specialist Engineer – Technical Support  
 Superintendent, Energy Control Centre  
 Superintendent, Telecontrol Maintenance  
 Team Lead, EMS  
 Team Lead, Corporate Systems  
 Team Lead, Network Services  
 Team Lead, Technology Planning  
 Team Lead, Project Delivery

**GRADE HAY 15    POINT BAND 675-770    Salary Range \$71,100 - \$88,900**

Manager, Corporate Communications  
 Manager, Risk & Insurance  
 Manager, Economic Analysis  
 Manager, Internal Audit  
 Manager, Labrador Region - TRO  
 Manager, Northern Region, TRO  
 Manager, System Performance & Protection  
 Senior Engineer - Technical Support  
 Manager, Technology Planning & Project  
 Delivery  
 Manager, Infrastructure & Software Support  
 Manager, Financial Services

**GRADE HAY 16    POINT BAND 771-880    Salary Range \$78,050 - \$97,450**

Assistant Corp. Secretary & Legal Counsel  
 Director, Environ'l Services & Properties  
 Director, Human Resources  
 Director, Labour Relations & Safety  
 Director, Materials Management & Admin.  
 Manager, Central Region - TRO  
 Manager, Hydro Generation  
 Manager, Thermal Generation  
 Senior Legal Counsel  
 Manager, System Operations

**GRADE HAY 17    POINT BAND 881-1008    Salary Range \$86,050 - \$107,600**

Director, Finance  
 Director, Customer Services  
 Director, Engineering - TRO  
 Director, Generation Engineering  
 Director, Information Systems & Telecommunications  
 Director, Systems Planning  
 Director, Transmission & Rural Operations

**GRADE HAY 18    POINT BAND 1009-1305    Salary Range \$95,350 - \$119,100**



**LIST OF SALARY GRADES AND RANGES  
EFFECTIVE JANUARY 1, 2004**

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<b>GRADE HAY 01</b>	<b>POINT BAND 114-127</b>	<b>Salary Range \$23,800 - \$29,800</b>
<b>GRADE HAY 02</b>	<b>POINT BAND 128-143</b>	<b>Salary Range \$25,550 - \$31,850</b>
<b>GRADE HAY 03</b>	<b>POINT BAND 144-161</b>	<b>Salary Range \$27,250 - \$34,100</b>
<b>GRADE HAY 04</b>	<b>POINT BAND 162-183</b>	<b>Salary Range \$29,450 - \$36,750</b>
<b>GRADE HAY 05</b>	<b>POINT BAND 184-206</b> Administrative Assistant Computer Operator	<b>Salary Range \$31,900 - \$39,850</b>
<b>GRADE HAY 06</b>	<b>POINT BAND 207-235</b> Human Resources Assistant Treasury Assistant Payroll Assistant Records & Information Analyst	<b>Salary Range \$34,600 - \$43,150</b>
<b>GRADE HAY 07</b>	<b>POINT BAND 236-267</b> Application Support Analyst Client Support Analyst Executive Assistant	<b>Salary Range \$37,750 - \$47,250</b>
<b>GRADE HAY 08</b>	<b>POINT BAND 268-304</b> Security Change Control Analyst	<b>Salary Range \$41,550 - \$51,800</b>
<b>GRADE HAY 09</b>	<b>POINT BAND 305-347</b> Budget Accountant Budgets & Reports Co-ordinator Civil Construction Co-ordinator Civil Works Supervisor Design Drafter - Civil Environmental Co-ordinator General Maint. Supervisor - Hydro Plant Security & Safety Supervisor Production Supervisor (Northern) Programmer/Analyst Projects Administration Co-ordinator Records Management Administrator Stores Supervisor – Central Stores Supervisor - Eastern Senior Financial Accountant Statistics Analyst Support Services Specialist, Central - TRO System Administrator	<b>Salary Range \$45,700 - \$57,150</b>

**GRADE HAY 10      POINT BAND 348-395      Salary Range \$49,100 - \$61,250      Page 8 of 24**

Building & Transportation Supervisor  
Business Analyst  
Business Solutions Analyst  
Civil Designer  
Data Base Analyst  
Economist  
Electrical Maint. Supervisor – Hydro  
Electrical Maint. Supervisor – Thermal  
Electrical/Mechanical Supervisor - Central  
Electrical/Mechanical Supervisor -Labrador  
Electrical/Mechanical Supervisor – Northern  
Equipment & Facilities Maintenance Supervisor  
Financial Analyst  
Line Supervisor - Bishop's Falls  
Line Supervisor - Flowers Cove  
Line Supervisor - Happy Valley  
Line Supervisor - Port Saunders  
Line Supervisor - St. Anthony  
Line Supervisor - Stephenville  
Line Supervisor - Wabush  
Line Supervisor - Whitbourne  
Mechanical Designer  
Mechanical Maintenance Supervisor  
Mechanical Support & Training Specialist  
Payroll Supervisor  
Planner - Hydro  
Planner - Thermal  
Planner - TRO Central  
Planner - TRO Labrador  
Planner - TRO Northern  
Production Supervisor - Central  
Production Supervisor – Labrador  
Production Supervisor - Northern  
Quality Assurance Co-ordinator  
Safety & Security Coordinator - Holyrood  
Surveyor  
Systems Analyst  
Technical Services Co-ord'r – Mechanical  
Vegetation Control Co-ordinator

**GRADE HAY 11      POINT BAND 396-450      Salary Range \$52,600 - \$65,650**

Administration Supervisor  
Architecture Analyst  
Business Solutions Analyst  
Cash Management Supervisor  
Customer Accounting Supervisor  
Distribution Design Supervisor

Distribution Services Supervisor  
 Drafting Services Supervisor  
 Ecologist  
 General Ledger Supervisor  
 Instrumentation Supervisor – Holyrood  
 Internal Auditor  
 Line Supervisor - Bay d'Espoir  
 Line Supervisor - Springdale  
 Maintenance Supervisor - Eastern  
 Operating Reports Supervisor  
 Planning Supervisor - Hydro  
 Planning Supervisor - TRO (Central)  
 Planning Supervisor - TRO (Labrador)  
 Planning Supervisor - TRO (Northern)  
 Plant Operations Supervisor - Hydro  
 Plant Operations Supervisor - Western  
 Projects Reports Supervisor  
 Revenue Metering Supervisor  
 Senior Financial Analyst  
 Senior General Maintenance Supv. - Hydro  
 Senior Supervisor - Plant Operations (West)  
 Senior Supervisor - Surveys  
 Software Specialist  
 Supervisor, NMC & Eastern Area  
 Technical/Electrical Maintenance Supervisor

**GRADE HAY 11    POINT BAND 396-450    Salary Range \$52,600 - \$65,650**

Support Services Administrator - Hydro  
 Support Services Administrator - Northern  
 Support Services Administrator - Thermal  
 Support Services Administrator - TRO (Central Region)  
 Support Services Administrator - TRO (Labrador Region)  
 Protection & Control Supervisor

**GRADE HAY 12    POINT BAND 451-514    Salary Range \$56,650 - \$70,850**

Asset Specialist – Distribution  
 Asset Specialist - Hydro  
 Asset Specialist – Thermal  
 Asset Specialist – Transmission Lines  
 Treasury Specialist  
 Civil Engineer  
 Civil Engineer - Operations  
 Customer Accounting Supervisor  
 Electrical Engineer  
 Electrical Engineer – Rural  
 Employee Services Specialist  
 Asset Specialist - Fleet  
 Generation Superintendent

Human Resources Specialist  
 Labour Relations Specialist  
 Labour Specialist - Central  
 Lines Superintendent, Central - TRO  
 Lines Superintendent, Northern - TRO  
 Safety Specialist  
 Mechanical/Electrical Supt - Central  
 Mechanical Engineer  
 Maintenance Supervisor - Deer Lake  
 Mechanical Engineer, Generation  
 Network Services Engineer  
 Occupational Health Nurse  
 Performance Specialist  
 Plant Chemist  
 Planning Engineer - Generation & Rural  
 Planning Engineer - Transmission  
 Plant Engineer - Electrical  
 Plant Engineer - Hydro  
 Plant Engineer - Mechanical  
 Power Systems Application Engineer  
 Project Leader  
 Protection & Control Engineer  
 Safety and Environment Coordinator  
 Security Officer - IS&T  
 Senior Internal Auditor  
 Senior Supervisor, Construction  
 Senior Supervisor, Module Support  
 Senior Supervisor, Purchasing  
 Senior Systems Analyst  
 Shift Supervisor – Energy Control Centre  
 Shift Supervisor - Thermal  
 Shift Supervisor - Thermal (Training Co-ordinator)  
 Software Engineer  
 Staff Training Officer  
 Strategic Planner  
 Superintendent, Generation & Terminals  
 Superintendent, Distribution Services & Planning  
 System Operations Engineer  
 System Performance & Protection Engineer  
 Technical Services Supt, Central - TRO  
 Asset Specialist, Terminal Stations  
 Transmission Engineer  
 Work Methods & Maintenance Specialist

**GRADE HAY 13      POINT BAND 515-588      Salary Range \$61,400 - \$76,700**

Asset & Plant Engineering Superintendent  
 Customer Service Manager  
 Labour & Quality Assurance Supt- Thermal

Labour Manager, Labrador Region –TRO  
 Labour Superintendent - Hydro  
 Materials Superintendent  
 Planning & Labour Superintendent  
 Planning Supervisor – Thermal  
 Senior Supervisor, Administration  
 Supervisory Civil Engineer  
 Supervisor Electrical Engineer

**GRADE HAY 14      POINT BAND 589-674      Salary Range \$66,900 – \$83,550**

Asset Manager - Thermal  
 Asset Manager - Hydro  
 Asset Manager - Labrador  
 Environ. & Performance Manager -Thermal  
 Labour Manager - Hydro  
 Labour Manager - Northern Region - TRO  
 Labour Manager Operations - Thermal  
 Labour Manager, Maintenance - Thermal  
 Manager, Applications Development  
 Manager, Data Administration  
 Manager, Environmental Services  
 Manager, Generation & Terminals  
 Manager, Rates & Financial Planning  
 Manager, Transmission & Distribution  
 Manager, Transportation & Regional Services  
 Senior Civil Engineer - Generation  
 Senior Civil Engineer - TRO  
 Senior Communications Engineer  
 Senior Contracts Engineer  
 Senior Electrical Engineer - Generation  
 Senior Electrical Engineer - TRO  
 Senior Electrical Engineer - TRO Support  
 Senior Mechanical Engineer  
 Senior Mechanical Engineer - Hydro Gen.  
 Senior Mechanical Engineer - Thermal Gen.  
 Senior P&C Engineer - Generation  
 Senior Planning Engineer – Gen. & Rural  
 Senior Planning Engineer - Transmission  
 Senior Projects Engineer  
 Senior Supervisory & Control Engineer  
 Senior Systems Engineer  
 Senior Transmission & Distr'n Engineer  
 Specialist Engineer – Technical Support  
 Superintendent, Energy Control Centre  
 Superintendent, Telecontrol Maintenance  
 Team Lead, EMS  
 Team Lead, Corporate Systems

Team Lead, Network Services  
 Team Lead, Technology Planning  
 Team Lead, Project Delivery

**GRADE HAY 15      POINT BAND 675-770      Salary Range \$73,250 - \$91,600**

Manager, Corporate Communications  
 Manager, Risk & Insurance  
 Manager, Economic Analysis  
 Manager, Internal Audit  
 Manager, Labrador Region - TRO  
 Manager, Northern Region, TRO  
 Manager, System Performance & Protection  
 Senior Engineer - Technical Support  
 Manager, Technology Planning & Project  
 Delivery  
 Manager, Infrastructure & Software Support  
 Manager, Financial Services

**GRADE HAY 16      POINT BAND 771-880      Salary Range \$80,400 - \$100,400**

Assistant Corp. Secretary & Legal Counsel  
 Director, Environmental Services & Properties  
 Director, Human Resources  
 Director, Labour Relations & Safety  
 Director, Materials Management & Admin.  
 Manager, Central Region - TRO  
 Manager, Hydro Generation  
 Manager, Thermal Generation  
 Senior Legal Counsel  
 Manager, System Operations

**GRADE HAY 17      POINT BAND 881-1008      Salary Range \$88,650 - \$110,850**

Director, Finance  
 Director, Customer Services  
 Director, Engineering - TRO  
 Director, Generation Engineering  
 Director, Information Systems & Telecommunications  
 Director, Systems Planning  
 Director, Transmission & Rural Operations

**GRADE HAY 18      POINT BAND 1009-1305      Salary Range \$98,250 - \$122,700**

**LIST OF SALARY GRADES AND RANGES  
EFFECTIVE JANUARY 1, 2005**

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<b>GRADE HAY 01</b>	<b>POINT BAND 114-127</b>	<b>\$23,800 - \$29,800</b>
<b>GRADE HAY 02</b>	<b>POINT BAND 128-143</b>	<b>\$25,550 - \$31,850</b>
<b>GRADE HAY 03</b>	<b>POINT BAND 144-161</b>	<b>\$27,250 - \$34,100</b>
<b>GRADE HAY 04</b>	<b>POINT BAND 162-183</b>	<b>\$29,450 - \$36,750</b>
<b>GRADE HAY 05</b>	<b>POINT BAND 184-206</b> Administrative Assistant Computer Operator	<b>\$31,900 - \$39,850</b>
<b>GRADE HAY 06</b>	<b>POINT BAND 207-235</b> Human Resources Assistant Treasury Assistant Payroll Assistant Records & Information Analyst	<b>\$34,600 - \$43,150</b>
<b>GRADE HAY 07</b>	<b>POINT BAND 236-267</b> Application Support Analyst Client Support Analyst Executive Assistant	<b>\$37,750 - \$47,250</b>
<b>GRADE HAY 08</b>	<b>POINT BAND 268-304</b> Security Change Control Analyst	<b>\$41,550 - \$51,800</b>
<b>GRADE HAY 09</b>	<b>POINT BAND 305-347</b> Budget Accountant Budgets & Reports Co-ordinator Civil Construction Co-ordinator Civil Works Supervisor Design Drafter - Civil Environmental Co-ordinator General Maint. Supervisor - Hydro Plant Security & Safety Supervisor Production Supervisor (Northern) Programmer/Analyst Projects Administration Co-ordinator Senior Financial Accountant Statistics Analyst Stores Supervisor – Central Stores Supervisor - Eastern Support Services Specialist, Central - TRO	<b>\$45,700 - \$57,150</b>

System Administrator  
Records Management Administrator

**GRADE HAY 10      POINT BAND 348-395      \$49,100 - \$61,250**

Building & Transportation Supervisor  
Business Analyst  
Business Solutions Analyst  
Civil Designer  
Data Base Analyst  
Economist  
Electrical Maint. Supervisor – Hydro  
Electrical Maint. Supervisor – Thermal  
Electrical/Mechanical Supervisor - Central  
Electrical/Mechanical Supervisor -Labrador  
Electrical/Mechanical Supervisor – Northern  
Equipment & Facilities Maintenance Supervisor  
Line Supervisor - Bishop's Falls  
Line Supervisor - Flowers Cove  
Line Supervisor - Happy Valley  
Line Supervisor - Port Saunders  
Line Supervisor - St. Anthony  
Line Supervisor - Stephenville  
Line Supervisor - Wabush  
Line Supervisor - Whitbourne  
Mechanical Designer  
Mechanical Maintenance Supervisor  
Planner - Hydro  
Planner - Thermal  
Planner - TRO Central  
Planner - TRO Labrador  
Planner - TRO Northern  
Production Supervisor - Central  
Production Supervisor – Labrador  
Production Supervisor - Northern  
Quality Assurance Co-ordinator  
Safety & Security Coordinator - Holyrood  
Surveyor  
Systems Analyst  
Technical Services Co-ord'r – Mechanical  
Vegetation Control Co-ordinator

**GRADE HAY 11      POINT BAND 396-450      \$52,600 - \$65,650**

Architecture Analyst  
Business Solutions Analyst  
Cash Management Supervisor  
Customer Accounting Supervisor



Distribution Design Supervisor  
 Distribution Services Supervisor  
 Drafting Services Supervisor  
 Ecologist  
 General Ledger Supervisor  
 Instrumentation Supervisor – Holyrood  
 Internal Auditor  
 Line Supervisor - Bay d'Espoir  
 Line Supervisor - Springdale  
 Maintenance Supervisor - Eastern  
 Operating Reports Supervisor  
 Planning Supervisor - Hydro  
 Planning Supervisor - TRO (Central)  
 Planning Supervisor - TRO (Labrador)  
 Planning Supervisor - TRO (Northern)  
 Plant Operations Supervisor - Hydro  
 Plant Operations Supervisor - Western  
 Projects Reports Supervisor  
 Protection & Control Supervisor  
 Rates & Financial Planning Analyst  
 Revenue Metering Supervisor  
 Senior Financial Analyst  
 Senior General Maintenance Supv. - Hydro  
 Senior Supervisor - Plant Operations (West)  
 Senior Supervisor - Surveys  
 Software Specialist  
 Supervisor, NMC & Eastern Area  
 Support Services Administrator - Hydro  
 Support Services Administrator - Northern  
 Support Services Administrator - Thermal  
 Support Services Administrator - TRO (Central Region)  
 Technical/Electrical Maintenance Supervisor

**GRADE HAY 12      POINT BAND 451-514      \$56,650 - \$70,850**

Asset Specialist – Distribution  
 Asset Specialist - Hydro  
 Asset Specialist – Thermal  
 Asset Specialist – Transmission Lines  
 Civil Engineer  
 Civil Engineer - Operations  
 Customer Accounting Supervisor  
 Electrical Engineer  
 Electrical Engineer – Rural  
 Employee Services Specialist  
 Asset Specialist - Fleet  
 Human Resources Specialist

Labour Relations Specialist  
Labour Specialist - Central  
Lines Superintendent, Central - TRO  
Lines Superintendent, Northern - TRO  
Safety Specialist  
Mechanical/Electrical Supt - Central  
Mechanical Engineer  
Maintenance Supervisor - Deer Lake  
Mechanical Engineer, Generation  
Network Services Engineer  
Occupational Health Nurse  
Performance Specialist  
Plant Chemist  
Planning Engineer - Generation & Rural  
Planning Engineer - Transmission  
Plant Engineer - Electrical  
Plant Engineer - Hydro  
Plant Engineer - Mechanical  
Power Systems Application Engineer  
Project Leader  
Protection & Control Engineer  
Safety and Environment Coordinator  
Security Officer - IS&T  
Senior Internal Auditor  
Senior Supervisor, Construction  
Senior Supervisor, Module Support  
Senior Supervisor, Purchasing  
Senior Systems Analyst  
Shift Supervisor – Energy Control Centre  
Shift Supervisor - Thermal  
Shift Supervisor - Thermal (Training Co-ordinator)  
Software Engineer  
Staff Training Officer  
Strategic Planner  
Superintendent, Generation & Terminals  
Superintendent, Distrib. Services & Planning  
System Operations Engineer  
System Operations Trainer  
System Performance & Protection Engineer  
Technical Services Supt, Central - TRO  
Terminal Stations & Generation Superintendent - Northern  
Asset Specialist, Terminal Stations  
Transmission Engineer  
Work Methods & Maintenance Specialist

**GRADE HAY 13      POINT BAND 515-588      \$61,400 - \$76,700**

Asset & Plant Engineering Superintendent  
 Customer Service Manager  
 Labour & Quality Assurance Supt- Thermal  
 Labour Manager, Labrador Region –TRO  
 Labour Superintendent - Hydro  
 Planning & Labour Superintendent  
 Planning Supervisor – Thermal  
 Senior Supervisor, Administration  
 Supervisory Civil Engineer  
 Supervisor Electrical Engineer  
 Materials Superintendent

**GRADE HAY 14      POINT BAND 589-674      \$66,900 – \$83,550**

Asset Manager - Menihek  
 Asset Manager - Thermal  
 Asset Manager - Hydro  
 Asset Manager - Labrador  
 Environ. & Performance Manager -Thermal  
 Labour Manager - Hydro  
 Labour Manager - Northern Region - TRO  
 Labour Manager Operations - Thermal  
 Labour Manager, Maintenance - Thermal  
 Manager, Applications Development  
 Manager, Data Administration  
 Manager, Environmental Services  
 Manager, Generation & Terminals  
 Manager, Rates & Financial Planning  
 Manager, Transmission & Distribution  
 Manager, Transportation & Regional Services  
 Senior Civil Engineer - Generation  
 Senior Civil Engineer - TRO  
 Senior Communications Engineer  
 Senior Contracts Engineer  
 Senior Electrical Engineer - Generation  
 Senior Electrical Engineer - TRO  
 Senior Electrical Engineer - TRO Support  
 Senior Mechanical Engineer  
 Senior Mechanical Engineer - Hydro Gen.  
 Senior Mechanical Engineer - Thermal Gen.  
 Senior P&C Engineer - Generation  
 Senior Planning Engineer – Gen. & Rural  
 Senior Planning Engineer - Transmission  
 Senior Projects Engineer  
 Senior Supervisory & Control Engineer

Senior Transmission & Distr'n Engineer  
 Specialist Engineer – Technical Support  
 Superintendent, Energy Control Centre  
 Superintendent, Telecontrol Maintenance  
 Team Lead, EMS  
 Team Lead, Corporate Systems  
 Team Lead, Network Services  
 Team Lead, Technology Planning

**GRADE HAY 15    POINT BAND 675-770    \$73,250 - \$91,600**

Manager, Corporate Communications  
 Manager, Risk & Insurance  
 Manager, Economic Analysis  
 Manager, Internal Audit  
 Manager, Labrador Region - TRO  
 Manager, Northern Region, TRO  
 Manager, System Performance & Protection  
 Senior Engineer - Technical Support  
 Manager, Technology Planning & Project  
 Delivery  
 Manager, Financial Services

**GRADE HAY 16    POINT BAND 771-880    \$80,400 - \$100,400**

Assistant Corp. Secretary & Legal Counsel  
 Director, Human Resources  
 Director, Labour Relations & Safety  
 Manager, Central Region - TRO  
 Manager, Hydro Generation  
 Manager, Thermal Generation  
 Senior Legal Counsel  
 Manager, System Operations

**GRADE HAY 17    POINT BAND 881-1008    \$88,650 - \$110,850**

Director, Finance  
 Director, Engineering - TRO  
 Director, Information Systems & Telecommunications

**GRADE HAY 18    POINT BAND 1009-1305    \$98,250 - \$122,700**

**LIST OF SALARY GRADES AND RANGES  
EFFECTIVE JANUARY 1, 2006**

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<b>GRADE HAY 01</b>	<b>POINT BAND 114-127</b>	<b>23,800 - \$29,800</b>
<b>GRADE HAY 02</b>	<b>POINT BAND 128-143</b>	<b>\$25,550 - \$31,850</b>
<b>GRADE HAY 03</b>	<b>POINT BAND 144-161</b>	<b>\$27,250 - \$34,100</b>
<b>GRADE HAY 04</b>	<b>POINT BAND 162-183</b>	<b>\$29,450 - \$36,750</b>
<b>GRADE HAY 05</b>	<b>POINT BAND 184-206</b> Administrative Assistant Computer Operator	<b>\$31,900 - \$39,850</b>
<b>GRADE HAY 06</b>	<b>POINT BAND 207-235</b> Human Resources Assistant Treasury Assistant Records & Information Analyst	<b>\$34,600 - \$43,150</b>
<b>GRADE HAY 07</b>	<b>POINT BAND 236-267</b> Application Support Analyst Client Support Analyst Executive Assistant	<b>\$37,750 - \$47,250</b>
<b>GRADE HAY 08</b>	<b>POINT BAND 268-304</b> Security Change Control Analyst Payroll Administrator	<b>\$41,550 - \$51,800</b>
<b>GRADE HAY 09</b>	<b>POINT BAND 305-347</b> Budget Accountant Budgets & Reports Co-ordinator Civil Construction Co-ordinator Civil Works Supervisor Design Drafter - Civil Environmental Co-ordinator General Maint. Supervisor - Hydro Plant Security & Safety Supervisor Production Supervisor (Northern) Programmer/Analyst Projects Administration Co-ordinator Senior Financial Accountant Statistics Analyst Stores Supervisor – Central	<b>\$45,700 - \$57,150</b>

Stores Supervisor - Eastern  
 Support Services Specialist, Central - TRO  
 System Administrator  
 Records Management Administrator

**GRADE HAY 10      POINT BAND 348-395      \$49,100 - \$61,250**

Building & Transportation Supervisor  
 Business Analyst  
 Business Solutions Analyst  
 Civil Designer  
 Data Base Analyst  
 Economist  
 Electrical Maint. Supervisor – Hydro  
 Electrical Maint. Supervisor – Thermal  
 Electrical/Mechanical Supervisor - Central  
 Electrical/Mechanical Supervisor -Labrador  
 Electrical/Mechanical Supervisor – Northern  
 Equipment Maintenance Supervisor  
 Line Supervisor - Bishop's Falls  
 Line Supervisor - Flowers Cove  
 Line Supervisor - Happy Valley  
 Line Supervisor - Port Saunders  
 Line Supervisor - St. Anthony  
 Line Supervisor - Stephenville  
 Line Supervisor - Wabush  
 Line Supervisor - Whitbourne  
 Mechanical Designer  
 Mechanical Maintenance Supervisor  
 Planner - Hydro  
 Planner - Thermal  
 Planner - TRO Central  
 Planner - TRO Labrador  
 Planner - TRO Northern  
 Production Supervisor - Central  
 Production Supervisor – Labrador  
 Production Supervisor - Northern  
 Quality Assurance Co-ordinator  
 Safety & Security Coordinator - Holyrood  
 Surveyor  
 Systems Analyst  
 Technical Services Co-ord'r – Mechanical  
 Vegetation Control Co-ordinator

**GRADE HAY 11      POINT BAND 396-450      \$52,600 - \$65,650**

Architecture Analyst  
 Customer Accounting Supervisor

Customer Communications & Support Services Supervisor  
 Distribution Design Supervisor  
 Distribution Services Supervisor  
 Drafting Services Supervisor  
 Ecologist  
 Instrumentation Supervisor – Holyrood  
 Internal Auditor  
 Line Supervisor - Bay d'Espoir  
 Line Supervisor - Springdale  
 Maintenance Supervisor - Eastern  
 Planning Supervisor - Hydro  
 Planning Supervisor - TRO (Central)  
 Planning Supervisor - TRO (Labrador)  
 Planning Supervisor - TRO (Northern)  
 Plant Operations Supervisor - Hydro  
 Plant Operations Supervisor - Western  
 Protection & Control Supervisor  
 Rates & Financial Planning Analyst  
 Revenue Metering Supervisor  
 Safety Lead - Thermal  
 Senior Financial Analyst  
 Senior General Maintenance Supv. - Hydro  
 Senior Supervisor - Plant Operations (West)  
 Senior Supervisor - Surveys  
 Software Specialist  
 Supervisor, NMC & Eastern Area  
 Support Services Administrator - Hydro  
 Support Services Administrator - Northern  
 Support Services Administrator - Thermal  
 Support Services Administrator - TRO (Central Region)  
 Technical/Electrical Maintenance Supervisor

**GRADE HAY 12      POINT BAND 451-514      \$56,650 - \$70,850**

Asset Specialist – Distribution  
 Asset Specialist - Hydro  
 Asset Specialist – Thermal  
 Asset Specialist – Transmission Lines  
 Civil Engineer  
 Civil Engineer – Operations  
 Communications Specialist  
 Customer Accounting Supervisor  
 Electrical Engineer  
 Electrical Engineer – Rural  
 Asset Specialist - Fleet  
 Human Resources Specialist  
 Labour Relations Specialist

Labour Specialist - Central  
Lines Superintendent, Central - TRO  
Lines Superintendent, Northern - TRO  
Safety Specialist  
Mechanical/Electrical Supt - Central  
Mechanical Engineer  
Maintenance Supervisor - Deer Lake  
Mechanical Engineer, Generation  
Network Services Engineer  
Occupational Health Nurse  
Performance Specialist  
Plant Chemist  
Planning Engineer - Generation & Rural  
Planning Engineer - Transmission  
Plant Engineer - Electrical  
Plant Engineer - Hydro  
Plant Engineer - Mechanical  
Power Systems Application Engineer  
Project Leader  
Protection & Control Engineer  
Safety and Environment Coordinator  
Security Officer - IS&T  
Senior Internal Auditor  
Senior Supervisor, Construction  
Senior Systems Analyst  
Shift Supervisor – Energy Control Centre  
Shift Supervisor - Thermal  
Shift Supervisor - Thermal (Training Co-ordinator)  
Software Engineer  
Staff Training Officer  
Strategic Planner  
Superintendent, Generation & Terminals  
Superintendent, Distrib. Services & Planning  
System Operations Engineer  
System Operations Trainer  
System Performance & Protection Engineer  
Team Lead, Business Analysts  
Team Lead, Corporate Systems  
Technical Services Supt, Central - TRO  
Terminal Stations & Generation Superintendent - Northern  
Asset Specialist, Terminal Stations  
Transmission Engineer  
Work Methods & Maintenance Specialist

**GRADE HAY 13      POINT BAND 515-588      \$61,400 - \$76,700**  
Asset & Plant Engineering Superintendent



Labour & Quality Assurance Supt- Thermal  
 Labour Manager, Labrador Region –TRO  
 Planning & Labour Superintendent  
 Planning Supervisor – Thermal  
 Administration Coordinator  
 Supervisory Civil Engineer  
 Supervisor Electrical Engineer  
 Supervisor, Capital Asset Accounting  
 Supervisor, Financial Reporting  
 Supervisor, General Accounting  
 Supervisor, Treasury  
 Materials Superintendent

**GRADE HAY 14      POINT BAND 589-674      \$66,900 – \$83,550**

Asset Manager - Menihek  
 Asset Manager - Thermal  
 Asset Manager - Hydro  
 Asset Manager - Labrador  
 Customer Service Manager  
 Environ. & Performance Manager -Thermal  
 Labour Manager - Hydro  
 Labour Manager - Northern Region - TRO  
 Labour Manager Operations - Thermal  
 Labour Manager, Maintenance - Thermal  
 Manager, Environmental Services  
 Manager, Generation & Terminals  
 Manager, Rates & Financial Planning  
 Manager, Transmission & Distribution  
 Manager, Transportation & Regional Services  
 Senior Civil Engineer - Generation  
 Senior Civil Engineer - TRO  
 Senior Communications Engineer  
 Senior Contracts Engineer  
 Senior Electrical Engineer - Generation  
 Senior Electrical Engineer - TRO  
 Senior Electrical Engineer - TRO Support  
 Senior Mechanical Engineer  
 Senior Mechanical Engineer - Hydro Gen.  
 Senior Mechanical Engineer - Thermal Gen.  
 Senior P&C Engineer - Generation  
 Senior Planning Engineer – Gen. & Rural  
 Senior Planning Engineer - Transmission  
 Senior Projects Engineer  
 Senior Supervisory & Control Engineer  
 Senior Systems Engineer  
 Senior Transmission & Distr'n Engineer

Specialist Engineer – Technical Support  
 Superintendent, Energy Control Centre  
 Superintendent, Telecontrol Maintenance  
 Team Lead, EMS  
 Team Lead, Network Services  
 Team Lead, Systems Support  
 Team Lead, Technology Planning

**GRADE HAY 15      POINT BAND 675-770      \$73,250 - \$91,600**

Assistant Controller  
 Manager, Corporate Communications & Shareholder Relations  
 Manager, Risk & Insurance  
 Manager, Economic Analysis  
 Manager, Internal Audit  
 Manager, Labrador Region - TRO  
 Manager, Northern Region, TRO  
 Manager, Supply Chain Management  
 Manager, System Performance & Protection  
 Senior Engineer - Technical Support  
 Manager, Technology Planning & Project  
 Delivery

**GRADE HAY 16      POINT BAND 771-880      \$80,400 - \$100,400**

Assistant Corp. Secretary & Legal Counsel  
 Manager, Human Resources  
 Manager, Safety & Health  
 Manager, Central Region - TRO  
 Manager, Hydro Generation  
 Manager, Thermal Generation  
 Senior Legal Counsel  
 Manager, System Operations & Customer Service

**GRADE HAY 17      POINT BAND 881-1008      \$88,650 - \$110,850**

Manager, Finance  
 Manager, Information Systems

**GRADE HAY 18      POINT BAND 1009-1305      \$98,250 - \$122,700**