

Q. In PUB-NLH-028, Hydro was asked inter alia to state the cumulative increase given to non-union positions over the period 2007 to 2012. This question was not answered. Please provide the reply.

A. Table 1 below (first referenced in PUB-NLH-028) provides the average increase each year for salaries, which includes the general economic adjustment. The total cumulative increase for non-union positions from 2007 to 2015F was 56.9%. The average increase each year over this period was 6.3%. This is inclusive of economic adjustments, progression, merit and any adjustment that was necessary to maintain supervisory differentials or competitiveness in the market.

**Table 1**  
**Non-Union Salary Increases<sup>1</sup>**  
**2007 – 2015F**

<b>Year (April 1)</b>	<b>General Economic Adjustment</b>	<b>Average "Actual" Increase<sup>2</sup></b>	<b>Cumulative "Actual" Increase</b>
2007 <sup>3</sup>	3.0%	4.0%	4.0%
2008 <sup>3</sup>	3.0%	4.0%	8.2%
2009	3.0%	4.56%	13.1%
2010	6.5%	8.92%	23.2%
2011	4.0%	4.76%	29.0%
2012	4.0%	5.77%	36.5%
2013	4.0%	5.41%	43.9%
2014	3.0%	4.14%	49.8%
2015 TY	2.0%	4.70%	56.9%

<sup>1</sup> Increases include general wage adjustments, progression and merit increases as well as Front Line Supervisor adjustments (where applicable).

<sup>2</sup> Non-union salary administration is effective April 1 of each year. The increases reflected above are a direct comparison of the difference between April 1 implementation and the beginning salaries before adjustment.

<sup>3</sup> The Front Line Supervisor Adjustment was implemented in June 2008 (retroactive to April 1, 2007) and applied after the April 1 salary increases. As a result, the FLS increases for these years are reflected in 2009.