

1 Q. **2013 General Rate Application, Intercompany Charges and Shared Services**

2 Provide a list of positions transferred to Nalcor from Hydro since 2008, the salary
3 for each position and the percentage of time charged to Hydro each year,
4 subsequent to their transfer, for services performed by each position for Hydro.

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7 A. PUB-NLH-148, Attachment 1 (Revision 1) provides a list of each position that was
8 transferred to Nalcor since 2008 and the percentage of time charged to Hydro each
9 year subsequent to transfer.

Position Description	Actual										Forecast			
	2009		2010		2011		2012		2013		2014		2015	
	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²
Administrative Assistant	\$ 44,200	12.2%	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Administrative Assistant	\$ -	-	\$ -	-	\$ -	-	\$ 50,900	11.7%	\$ 52,950	5.5%	\$ 54,550	1.9%	\$ 54,550	11.7%
Manager Menihek Generation	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Civil Engineer	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ 97,350	7.2%	\$ -	-	\$ -	-
Drafting Services Supervisor	\$ -	-	\$ -	-	\$ 80,650	62.5%	\$ 84,950	66.0%	\$ 88,350	63.8%	\$ 88,350	60.7%	\$ 88,350	66.0%
Electrical Design Engineer	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ 107,300	14.6%	\$ 110,500	91.8%	\$ -	-
Electrical Engineer	\$ -	-	\$ -	-	\$ -	-	\$ 93,600	45.1%	\$ 97,350	5.4%	\$ -	-	\$ 100,250	45.1%
Executive Assistant	\$ -	-	\$ 55,900	6.1%	\$ 58,150	10.6%	\$ 60,500	9.2%	\$ 62,900	8.6%	\$ 64,800	10.5%	\$ 64,800	9.23%
HR Specialist Organizational Effectiveness	\$ -	-	\$ 108,150	23.2%	\$ 112,500	24.9%	\$ 125,200	34.8%	\$ 130,200	24.3%	\$ 134,100	34.2%	\$ 134,100	34.8%
Manager Engineering Civil	\$ -	-	\$ -	-	\$ 123,350	35.1%	\$ 138,000	24.3%	\$ 143,500	50.1%	\$ 147,800	64.4%	\$ 147,800	24.3%
Manager Engineering Electrical	\$ -	-	\$ -	-	\$ 123,350	38.9%	\$ 138,000	47.1%	\$ 143,500	21.8%	\$ 147,800	18.2%	\$ 147,800	47.1%
Manager Engineering Mechanical	\$ -	-	\$ -	-	\$ 123,350	29.2%	\$ 138,000	16.5%	\$ 143,500	20.6%	\$ 147,800	36.4%	\$ 147,800	16.5%
Manager Engineering Protection and Control	\$ -	-	\$ -	-	\$ 123,350	9.7%	\$ 138,000	18.5%	\$ 143,500	12.7%	\$ 147,800	19.1%	\$ 147,800	18.5%
Manager Engineering Research and Development	\$ -	-	\$ -	-	\$ 123,350	43.7%	\$ 138,000	58.8%	\$ 143,500	60.6%	\$ 147,800	54.3%	\$ 147,800	58.8%
Manager Engineering Transmission and Distribution ³	\$ -	-	\$ -	-	\$ 123,350	60.3%	\$ 138,000	67.0%	\$ 143,500	51.9%	\$ 158,150	63.6%	\$ 162,900	67.0%
Manager Environmental Services ⁴	\$ -	-	\$ 108,150	9.7%	\$ 112,500	14.4%	\$ 125,200	19.6%	\$ 130,200	13.6%	\$ 147,800	21.8%	\$ 147,800	19.6%
Manager Human Resources	\$ -	-	\$ 131,000	24.9%	\$ 136,250	9.7%	\$ 152,050	17.5%	\$ 158,150	25.1%	\$ 162,900	27.0%	\$ 162,900	17.5%
Manager Information Systems	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Manager Safety and Health	\$ -	-	\$ 108,150	17.9%	\$ 112,500	25.6%	\$ 138,000	25.5%	\$ 143,500	27.5%	\$ 147,800	25.0%	\$ 147,800	25.5%
Manager Supply Chain	\$ -	-	\$ -	-	\$ 112,500	21.6%	\$ 125,200	30.3%	\$ 130,200	31.3%	\$ 134,100	34.9%	\$ -	-
Mechanical Engineer	\$ -	-	\$ -	-	\$ -	-	\$ 93,456	73.6%	\$ 107,300	75.1%	\$ 110,500	81.0%	\$ 110,500	73.6%
Mechanical Engineer	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Project Manager	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Protection and Control Engineer	\$ -	-	\$ -	-	\$ -	-	\$ 113,650	1.2%	\$ 118,200		\$ 121,750	9.7%	\$ 121,750	1.2%
Protection and Control Engineer	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Senior Civil Engineer	\$ -	-	\$ -	-	\$ -	-	\$ 125,200	1.9%	\$ 130,200		\$ -	-	\$ -	-
Team Lead Cash Management	\$ -	-	\$ -	-	\$ -	-	\$ 103,150	19.6%	\$ 107,300	15.1%	\$ 110,500	24.2%	\$ 110,500	19.6%
Team Lead Finance Performance and Controls	\$ 101,550	2.5%	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-

¹ The job rate is 100% of the salary scale for that position. 2015 job rates reflect 2014 actuals.

² Time charged represents hours divided by standard hours (1950 or 2080) charged to Hydro at the position's bill rate (see the bill rate calculation procedure in response to PUB-NLH-222).

³ Position retitled to Manager Technical Services and Project Support and regraded from HAY 16 to HAY 17 in 2013.

⁴ Position pay grade changed to HAY 16 in 2014.