

1 Q. Further to the response to CA-NLH-105 were any positions upgraded to higher pay
2 grades in the period 2009 to 2012, in addition to receiving the increases outlined in
3 the responses? If yes, list the positions and describe the upgrade given for each
4 position.

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7 A. Yes, there were positions upgraded to higher Hay Grades in the period 2009 to
8 2012 and therefore requiring additional adjustment over that warranted as a result
9 of Hydro's pay line adjustment referenced in CA-NLH-105.

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11 Hydro uses a formal point-factor job evaluation process to evaluate and review
12 positions on a regular basis to ensure equity based on the scope of duties relative to
13 both internal and external benchmarks.

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15 Table 1 summarizes the Hydro positions within these Hay Grades that were
16 evaluated as part of the job evaluation process between 2009 and 2012 and
17 therefore receiving an adjustment. Incumbents affected receive a 5% increase for
18 each upward pay grade movement to a maximum adjustment of 10%.

Table 1

Fiscal Year Effective	Position Title¹	Prior Pay Grade	Current Pay Grade	# Hay Grades Advanced
2009	Assistant Divisional Controller	HAY13	HAY14	1
	HR Lead - People Development	HAY13	HAY14	1
	HROE Analyst	HAY10	HAY11	1
	Supervisor System Operations Engineering	HAY14	HAY15	1
	Team Lead Safety	HAY12	HAY14	2
	Team Lead, Support Services (4)	HAY11	HAY12	1
	Geomatics/Properties Coordinator ²	HAY09	HAY11	2
2010	Human Resources Specialist Compensation	HAY12	HAY13	1
	Infrastructure Specialist Energy Systems ³ (2)	HAY09	HAY11	2
	Infrastructure Specialist System Support ³ (2)	HAY09	HAY11	2
	Infrastructure Specialist System Support ³ (3)	HAY10	HAY11	1
2011	Environmental Specialist (3)	HAY11	HAY13	2
	I.S. Security Officer	HAY12	HAY14	2
	Manager - System Operations	HAY15	HAY16	1
	Manager Network Services	HAY14	HAY15	1
	Team Lead Procurement	HAY11	HAY12	1
2012	Environmental Specialist	HAY11	HAY13	2
	Manager, System Integration and Planning	HAY17	HAY18	1
	Manager, System Operations and Integration Support	HAY17	HAY18	1
	Safety, Health and Environment Coordinator	HAY10	HAY12	2

¹ The number of positions, if more than one, is noted in parenthesis.

² The Geomatic/Properties Coordinator was reclassified to Real Properties Coordinator/Geomatics Lead.

³ The restructuring of these IT positions in 2010 resulted in a one-level pay group increase for some positions and a two-level pay group increase for others.