

1 Q. Further to PUB-NLH-028, provide the non-union salary scale adjustments for 2013,
2 2014 and 2015 and explain how Hydro determined the adjustments required for
3 these years, including the external labour market considered, the sources of
4 information for such markets, the process followed, the average increase given
5 each year, and any special adjustments given.

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8 A. See Table 1 in CA-NLH-234 (Revision 1, Mar 24-15) which outlines the economic and
9 average actual increases for 2013 actual and the forecast for 2014 and 2015 Test
10 Years.

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12 Regular economic adjustments have been applied to Hydro's non-union salary
13 scales since 2012. The process for reviewing non-union salary scales has not
14 changed from that reported in Hydro's response to PUB-NLH-029 and there have
15 been no special adjustments made to wages since that reported in Hydro's
16 response to PUB-NLH-028.

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18 Since 2012, Hydro continued to review its salary adjustments relative to its
19 comparator market, the Atlantic Canada Electric Utilities, and in consideration of
20 other factors such as union wage influence in order to maintain its competitive
21 positioning and appropriate supervisor differentials. Hydro continued to participate
22 in regular compensation planning surveys as described in Hydro's response to PUB-
23 NLH-029. Hydro has not undertaken a comprehensive review for its non-union
24 group since that reported in Hydro's response to PUB-NLH-029, except in 2014
25 when Mercer (Nalcor's compensation consultant) was engaged to review Executive
26 Compensation as noted in Hydro's response to PUB-NLH-273.