

Q. Reference: Volume I, Schedule B-I, Issue Topic: Operating Efficiencies

Please provide a breakdown of salaries between Executive, Management, Union Craft and Union Clerical for 2023 to 2027 test year. Please also provide the annual percentage base salary increases for each group over the period.

A. Newfoundland and Labrador Hydro (“Hydro”) does not record salaries by employee type. Table 1 provides a breakdown of salaries between executive and non-executive for 2023 to 2025. As Hydro is currently negotiating with its union, releasing any assumptions with regard to wage adjustments proposed in the 2026 General Rate Application could compromise this process.

Table 1: Breakdown of Salaries 2023–2025 (\$ Millions)

Category	2023	2024	2025
Executive	0.7	0.7	0.7
Non-Executive	74.3	81.3	89.3
Total	75.1	82.0	90.1

- 1 Table 2 provides the annual percentage base salary increases for each group over the period.

Table 2: Annual Percentage Base Salary Increases

Year	Reason	Effective Date	Matrix
Executive¹			
2023	General Economic Increase	1/1/2023	2%
2024	General Economic Increase	1/1/2024	0%
2025	General Economic Increase	1/1/2025	6% ²
2026	General Economic Increase	1/1/2026	0%
Management			
2023	General Economic Increase	1/1/2023	2%
2024	General Economic Increase	1/1/2024	4%
2025	General Economic Increase	1/1/2025	4%
2026	General Economic Increase	1/1/2026	0%
Union			
2023	Wage Rate Increase	4/1/2023	2%
2024	Wage Rate Increase	4/1/2024	4%
2025	Wage Rate Increase	4/1/2025	4%
2026	Wage Rate Increase	1/1/2026	1%

¹ Excludes the President/Chief Executive Officer.

² As per Order in Council OC2025-085, reflective of a two percent general economic increase for each of the years 2022, 2024 and 2025, but effective January 1, 2025 and not applied retroactively.