

1 **2.0 SOCIETY REPRESENTED MP4 (Example -ENGINEER –**
2 **JOURNEYPERSON LEVEL)**

3
4 The following summarizes the key elements of this job classification and related
5 compensation:

- 6
7 • Professional Engineer with 8-10 years experience;
8 • participates in the design and development of strategies and proposes effective
9 recommendations related to the application and design and performance of
10 various systems, e.g., electrical power systems/telecommunication;
11 • provides technical guidance and supervision to technical staff.

12
13 **Table 2**
14 **Annual Salary (MP4)**
15

Year	Total Wages	Base	Overtime	Incentive	Other*
2005	\$69,200	\$62,420	\$3,125	\$0	\$3,656
2006	\$95,524	\$92,564	\$1,207	\$0	\$1,753
2007	\$98,390	\$95,341	\$1,243	\$0	\$1,806
2008	\$101,342	\$98,202	\$1,281	\$0	\$1,860
2009	\$104,383	\$101,148	\$1,319	\$0	\$1,916
2010	\$107,514	\$104,182	\$1,359	\$0	\$1,973
2011	\$110,201	\$106,786	\$1,393	\$0	\$2,022

16 NOTE: - 2005 results are lower due to the impact of the labour strike.

17 - all of the above are average dollars.

18 * Other includes: travel time, vacation bonus, unused vacation days paid out, standby allowance, shift
19 allowance, vacation pay on termination, depending on the nature of the position.

1 **3.0 MANAGER – BAND 7 (MANAGEMENT COMPENSATION PLAN)**

2
3 The following summarizes the key elements of this job classification and related
4 compensation:

- 5
- 6 • university degree with several years experience;
 - 7 • provides direction with respect to corporate strategies and policies, budget and
8 programs, compliance and performance targets and expectations of continuous
9 improvement;
 - 10 • manages the coordination of work activities of supervisory professional staff;
 - 11 • co-ordinates the activities of others in the performance of technical projects related to
12 program processes, technical/operational business standards and procedures.
- 13

14 **Table 3**
15 **Annual Salary**

16

Year	Total Wages	Base	Overtime	Incentive	Other*
2005	\$107,938	\$89,136	\$1,187	\$7,806	\$9,808
2006	\$114,332	\$96,066	\$222	\$3,139	\$14,905
2007	\$117,762	\$98,948	\$0	\$11,200	\$7,615
2008	\$121,295	\$101,916	\$0	\$11,600	\$7,779
2009	\$123,456	\$103,444	\$0	\$12,000	\$8,012
2010	\$127,200	\$106,547	\$0	\$12,400	\$8,253
2011	\$131,222	\$109,743	\$0	\$12,896	\$8,583

17 NOTE: all of the above are average dollars.

18 * Other includes: travel time, vacation bonus, unused vacation days paid out, vacation pay on termination,
19 depending on the nature of the position.