

LIST OF SALARY GRADES AND RANGES
EFFECTIVE APRIL 1, 2015

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GRADE	POINT BAND	HYDRO		CHURCHILL FALLS	
		SALARY RANGE		SALARY RANGE	
HAY 01	114 - 127	\$33,250	\$41,550	\$39,300	\$49,100
HAY 02	128 - 143	\$35,600	\$44,450	\$42,000	\$52,500
HAY 03	144 - 161	\$38,050	\$47,550	\$44,900	\$56,150
HAY 04	162 - 183	\$41,050	\$51,300	\$48,450	\$60,600
HAY 05	184 - 206	\$44,500	\$55,650	\$52,450	\$65,600
HAY 06	207 - 235	\$48,150	\$60,200	\$56,900	\$71,100
HAY 07	236 - 267	\$52,900	\$66,100	\$61,850	\$77,300
HAY 08	268 - 304	\$57,950	\$72,400	\$67,450	\$84,300
HAY 09	305 - 347	\$63,800	\$79,750	\$73,950	\$92,400
HAY 10	348 - 395	\$68,400	\$85,500	\$78,850	\$98,600
HAY 11	396 - 450	\$74,250	\$92,800	\$85,450	\$106,800
HAY 12	451 - 514	\$81,800	\$102,250	\$93,850	\$117,300
HAY 13	515 - 588	\$90,150	\$112,700	\$102,450	\$128,050
HAY 14	589 - 674	\$99,350	\$124,200	\$111,750	\$139,700
HAY 15	675 - 770	\$109,450	\$136,800	\$121,950	\$152,450
HAY 16	771 - 880	\$120,600	\$150,750	\$133,200	\$166,500
HAY 17	881 - 1008	\$132,950	\$166,150	\$145,450	\$181,800
HAY 18	1009 - 1305	\$146,450	\$183,100	\$158,900	\$198,650

Note the bottom of the range is calculated at 80% of the top of the range.

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Graduate Engineers

ENGINEERING – LEVELS I & II		ST. JOHN'S	CHURCHILL FALLS
HEN 01	Hiring Rate	\$67,500	\$77,450
	6 Months	\$69,550	\$79,750
	12 Months	\$71,600	\$82,100
	18 Months	\$73,600	\$84,450
HEN 02	24 Months	\$75,650	\$86,800
	36 Months	\$77,700	\$89,150

DATA PROCESSING

DATA PROCESSING – LEVELS I & II		ST. JOHN'S	CHURCHILL FALLS
HDP 01	Hiring Rate	\$52,700	\$62,300
	6 Months	\$54,300	\$64,050
	12 Months	\$55,900	\$65,800
HDP 02	18 Months	\$57,450	\$67,600
	24 Months	\$59,050	\$69,350
	30 Months	\$60,700	\$71,100

Graduate Trainees

Engineer & MBA – First 2 years of Engineer Scales

Computer Studies and Commerce – First 2 years of HDP scales

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CO-OP STUDENT SALARY SCALES

Engineering	Term	St. John's	Churchill Falls
	I	\$18.41	\$21.52
	II	\$20.09	\$23.47
	III	\$21.78	\$25.41
	IV	\$23.47	\$27.35
	V	\$25.09	\$29.29
	VI	\$26.77	\$31.24

Commerce	Term	St. John's	Churchill Falls
	I	\$17.57	\$20.74
	II	\$19.44	\$22.94
	III	\$21.65	\$25.53

Other

Position	
Summer Student	\$15.34
Piecework Meter Reader	\$16.37

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HAY GRADES

GRADE HAY 01	POINT BAND 114-127 Hydro	CF(L) Co.
Salary Range Top of Document	\$33,250 - \$41,550	\$39,300 - \$49,100
GRADE HAY 02	POINT BAND 128-143 Hydro	CF(L) Co.
Salary Range Top of Document	\$35,600 - \$44,450	\$42,000 - \$52,500
GRADE HAY 03	POINT BAND 144-161 Hydro	CF(L) Co.
Salary Range Top of Document	\$38,050 - \$47,550	\$44,900 - \$56,150
GRADE HAY 04	POINT BAND 162-183 Hydro	CF(L) Co.
Salary Range Top of Document	\$41,050 - \$51,300	\$48,450 - \$60,600
Top of Document	Records Clerk	Guest House Attendant
GRADE HAY 05	POINT BAND 184-206 Hydro	CF(L) Co.
Salary Range Top of Document	\$44,500 - \$55,650	\$52,450 - \$65,600
Top of Document	Administrative Assistant Administration Coordinator	Administrative Assistant
GRADE HAY 06	POINT BAND 207-235 Hydro	CF(L) Co.
Salary Range Top of Document	\$48,150 - \$60,200	\$56,900 - \$71,100
Top of Document	Benefits & Com Coordinator Design Coordination Administrator Document & Records Management Coordinator Energy Efficiency Coordinator Junior Cost Analyst Human Resources Assistant Officer Service Supervisor & Admin Assist	Human Resources Assistant

Project Assistant
 Records & Information Analyst
 Records Management & Admin Coord

GRADE HAY 07	POINT BAND 236-267 Hydro	CF(L) Co.
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Salary Range	\$52,900 - \$66,100	\$61,850 - \$77,300
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Client Support Analyst Computer Support Specialist Executive Assistant Regulatory Coordinator Treasury Assistant	Executive Assistant
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GRADE HAY 08	POINT BAND 268-304 Hydro	CF(L) Co.
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Salary Range	\$57,950 - \$72,400	\$67,450 - \$84,300
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EMS Applications Support Energy Efficiency Advisor HR Coordinator Office Services Manager, O&G Operations & Maintenance Coord. Payroll Administrator Programmer Security Change Control Analyst Senior Graphic Designer Support Services Coordinator	Community & Comm Relations Cord. Human Resources Coordinator Landscaping Supervisor
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GRADE HAY 09	POINT BAND 305-347 Hydro	CF(L) Co.
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Salary Range	\$63,800 - \$79,750	\$73,950 - \$92,400
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Civil Construction Coordinator Communications Advisor Community Relations Advisor Construction Coordinator Consultation Coordinator Cost Analyst Environmental Coordinator Finance Support Analyst Geomatics Coordinator Information Security Administrator Market Analyst Programmer/Analyst	Accommodations Supervisor Design Drafter Mobile Equipment Supervisor
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Project Administrator
 Risk and Insurance Analyst
 Stores Supervisor (Holyrood)
 System Administrator
 Vegetation Inspector

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GRADE HAY 10	POINT BAND 348-395 Hydro	CF(L) Co.
Salary Range	\$68,400 - \$85,500	\$78,850 - \$98,600
	Budget Analyst Corporate Secretary Analyst Database Analyst Electrical/Mechanical Supervisor Emergency Response Program Coordinator Electrical Designer Energy Efficiency Analyst Energy Scheduler Equipment Maintenance Supervisor Facilities Maintenance Supervisor Financial Analyst HR Advisor HR/LR Advisor Hydro Place Ops & Transportation Supervisor Innu Employment & Training Coord. Line Supervisor Mechanical Maintenance Supervisor Mechanical Designer Planner Production Supervisor Safety Analyst Safety Coordinator Safety & Training Officer Senior Cost Analyst Settlements Analyst Senior Surveyor Stores Supervisor - Central Surveyor Systems Analyst Technical Services Coordinator Training Coordinator Wellness Coordinator	Aircraft Maintenance Engineer Environmental Coordinator Fire & Security Supervisor Garage Supervisor General Maintenance Supervisor -Contracts General Maintenance Supervisor – Support General maintenance Supervisor - Trades HR Advisor Line Maintenance Supervisor Materials Mgmt & Shipping Supervisor Outside Maintenance Coordinator Plant Maintenance Supervisor Recreation & Housing Coordinator Training Coordinator Water Resource Technologists

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GRADE HAY 11

POINT BAND 396-450

Hydro**CF(L) Co.**

Salary Range

\$74,250 - \$92,800

\$85,450 - \$106,800

Application Support Specialist	Communications Supervisor
Architecture Analyst	Eng. Tech
Customer Communications and Billing Admin	Fixed-Wing Pilot
Customer Svs & Technical Support Supervisor	Helicopter Pilot
Distribution Services Supervisor	Planning Supervisor
Drafting Services Supervisor	Safety Management System Coord.
Electrical P&C Supervisor	Safety Officer
Environmental Assessment Coordinator	Vegetation Coordinator
Geomatics Properties Coordinator	
HRIS Analyst	
Information Security Specialist	
Infrastructure Specialist	
Instrumentation Supervisor	
Internal Auditor II	
IT Coordinator	
Joint Venture Accountant	
Maintenance Supervisor – Eastern	
Network Services Supervisor - Eastern	
NL Benefits Advisor	
Operations Supervisor	
Plant Operations Supervisor	
Protection & Control Supervisor	
Quality Assurance Coordinator	
Rates Analyst	
Revenue Metering Supervisor	
Safety, Health & Environment Advisor	
Security Analyst	
Senior Budgeting & Financial Analyst	
Senior Financial Accountant	
Senior Financial Analyst – Energy Investments	
Senior HR/LR Advisor	
Senior Risk Analyst	
Senior Treasury Analyst	
Software Specialist	
Supply Chain Analyst	
Technical Operations Supervisor - Western	
Technical Services Supervisor	
Technical/Electrical Mtce. Supervisor	
Vegetation Control Specialist	

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GRADE HAY 12	POINT BAND 451-514 Hydro	CF(L) Co.
Salary Range	\$81,800 - \$102,250	\$93,850 - \$117,300
	Asset Specialist Business Development Analyst Cost Controller Energy Efficiency Advisor Engineer (Level I) HR Specialist – Recruitment Industrial Energy Efficiency Specialist Internal Auditor III Maintenance Supervisor - Western Network Architect Occupational Health & Hygiene Specialist Performance Specialist Plant Chemist Policy & Planning Analyst Production Supervisor Project Manager, IS Project Scheduling Lead Rates & Financial Planning Analyst Safety and Environment Coordinator Safety Specialist Senior Communications Advisor Senior Financial Analyst – Investment Evaluation Senior Market Analyst Shift Supervisor - ECC Shift Supervisor - Thermal Superintendent of Ops and Work Execution, T&D Superintendent, Generation & Terminals Supervisor, ST Planning & Scheduling Team Lead, Corporate Accounting Team Lead, Energy Marketing Systems Team Lead Financial Accounting Team Lead, Support Services Work Methods Specialist	Chief Aircraft Maintenance Engineer Chief Pilot Engineer Level - I Occupational Health Nurse Plant Operations Supervisor Protection & Control Supervisor Supervisor, ST Planning & Scheduling

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GRADE HAY 13	POINT BAND 515-588 Hydro	CF(L) Co.
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Salary Range	\$90,150 - \$112,700	\$102,450 - \$128,050
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| <ul style="list-style-type: none"> Aboriginal Planning Lead Audit Team Lead Governance & Risk Bull Arm Site Superintendent Corporate Occupational Health Nurse Energy Efficiency Manager Energy Markets Analyst Energy Trader Environmental Assessment Lead Environmental&Regulatory Compliance Specialist Environmental Specialist HR Specialist Compensation HR Specialist Payroll/HRIS HR Specialist Talent Management IBA Commitments Lead Industrial Benefits Lead Intermediate Engineer (Level 2) Manager, Key Accounts Manager, Marketing & Brand Manager, Stakeholder Engagement Manager, Treasury Operations Materials Superintendent Occupational Health Nurse Real Property Lead Senior Financial Analyst - TRO Senior Internal Auditor Team Lead, Asset Management & Administration Team Lead, Budget, Forecast & Site Serv, Team Lead, Capital Asset Accounting Team Lead, Financial Reporting Team Lead, General Accounting Team Lead, Procurement Work Protection Specialist | Engineer Level - II |
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GRADE HAY 14	POINT BAND 589-674	CF(L) Co.
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Salary Range	\$99,350 – \$124,200	\$111,750 – \$139,700
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| <p>Assistant Controller – Energy Investment
 Assistant Divisional Controller, NLH
 Assistant Manager Operations (Thermal)
 Information Security Officer
 Manager, Accounting, Reporting & Budgeting
 Manager, Bull Arm Operations
 Manager, Communications - LCP
 Manager, Communications – NL Hydro
 Manager, Environment–Capital/Envir Assessment
 Manager, Environmental Operations
 Manager, Financial Risk & ERP
 Manager, HR/LR Hydro
 Manager, Operations&Work Execution- Expl. Gen
 Manager, Operations&Work Execution -Labrador
 Manager, Operations&Work Execution -Northern
 Manager, Regulatory & Compliance
 Manager, Safety, Health & Environment - Central
 Manager, Shared Services
 Manager, Supply Chain
 Manager, TRO Services
 Senior Engineer (Level 3)
 Supervisor, Energy Control Center
 Team Lead, Corporate Systems
 Team Lead, EMS
 Team Lead, Financial Planning
 Team Lead, Info Sys & Infrastructure Support
 Team Lead, IS Service Management
 Team Lead, Rates & Regulatory
 Team Lead, Safety & Health
 Team Lead, Technology Planning</p> | <p>Engineer Level – III
 Manager, Air Services
 Manager, Emergency Services
 Manager, Fleet Services
 Manager HR/LR NE-CF
 Project Delivery Coordinator</p> |
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GRADE HAY 15	POINT BAND 675-770	CF(L) Co.
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Salary Range	\$109,450 - \$136,800	\$121,950 - \$152,450
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| <p>Area Manager, Clearing & Access
 Engineering Specialist (Level IV)
 HR Specialist – OE
 HVdc Lead
 Legal Counsel - Intermediate
 Manager, Customer Care</p> | <p>Asset Manager - Generation
 Engineer Level - IV
 Manager, Dykes & Dams
 Manager, LT Asset Planning Facilities
 Manager, LTP Generation, lines &stations
 Manager, Plant Operations</p> |
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Manager, Economic Analysis
 Manager, LT Asset Planning
 Manager, LT Planning, Generation & Lines & Stations
 Manager, Menihek Generation
 Manager, Network Operations
 Manager, Operations
 Manager, Policy & Planning LCP
 Manager, Safety, Health & Envr – Thermal
 Manager, Supply Chain Management & Admin
 Manager, Tax
 Manager, Tech Planning & Project Delivery
 Manager, Work Execution
 Senior Corporate Planning Analyst
 Transmission Lead

Manager, Work Execution
 Manager, Work Execution, Facilities
 Manager, Town Operations

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GRADE HAY 16	POINT BAND 771-880 Hydro	CF(L) Co.
Salary Range	\$120,600 - \$150,750	\$133,200 - \$166,500
	Assistant Corporate Controller Assistant Treasurer Asst. Corporate Secretary & Sr. Legal Counsel Controller - CF Controller, Energy Investments Electrical Lead, LCP Manager, Corporate Communications Manager, Business & Comm Manager, Energy Trading Manager, Engineering Manager, Environmental Services Manager, Exploits/Menihek Generation Manager, Exploration Manager, Finance Control, Process & Risk Manager, Financial Reporting & Compliance Manager, Generation & Rural Planning Manager, Health & Safety Manager, HR Corporate Services Manager, HR/LR Operations Manager, Hydro Generation Manager, Information Systems Manager, Invest Analysis & Financial Planning Manager, Project Execution Non-Regulated Manager, Project Execution Regulated Manager, Regulatory Engineering Manager, Safety & Health Manager, Transmission Planning Manager, TRO Central Manager, TRO Labrador	Manager, LT Asset Planning & Engineering Manager, Planning & Business Services Manager, Site Services

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Manager, TRO Northern
 Senior Legal Counsel
 System Operations Engineering Manager

GRADE HAY 17	POINT BAND 881-1008 Hydro	CF(L) Co.
Salary Range	\$132,950 - \$166,150	\$145,450 - \$181,800
Top of Document	Chief Risk Officer Corporate Controller Corporate Treasurer General Manager, Gas Turbines & Diesels Manager, Business Development Manager, Engineering, Office & Asset Mgmt Manager, Technical & Design Integrity Manager, Internal Audit Manager, Investment Evaluation Manager, Rates & Regulation Manager, System Operations & Integration Manager, System Planning Manager, Thermal Generation	Manager, Production

GRADE HAY 18	POINT BAND 1009-1305 Hydro	CF(L) Co.
Salary Range	\$146,450 - \$183,100	\$158,900 - \$198,650
Top of Document	General Manager Commercial, Treasury & Risk Management General Manger Energy Marketing General Manager Finance Nalcor General Manager Finance Lower Churchill General Manager TRO	General Manager, Churchill Falls