

**THE NEW BRUNSWICK  
ENERGY AND UTILITIES BOARD**

**IN THE MATTER OF a Review of the New  
Brunswick System Operator's ("NBSO")  
2010/2011 Revenue Requirement**

---

**APPENDIX B**

**NBSO Table of Salary Information**

---

**NBSO Salary Information**

| Salary increases                  | Power Systems Operations |                                |              |        |            |           |        |            |          | Power System Engineering |          |          | IT and Infrastructure |           |                       |          | Settlement and Market Development |             |                   |             |                | Regulatory and Administration |                 |                              |                | Corporate |            |            |              |  |  |         |
|-----------------------------------|--------------------------|--------------------------------|--------------|--------|------------|-----------|--------|------------|----------|--------------------------|----------|----------|-----------------------|-----------|-----------------------|----------|-----------------------------------|-------------|-------------------|-------------|----------------|-------------------------------|-----------------|------------------------------|----------------|-----------|------------|------------|--------------|--|--|---------|
|                                   | Vice Pres. Operations    | Director Mkt Opns & Settlement | Energy Coord | PSO    | Opns Coord | Sr Sys Op | Mgr Tm | Mgr Ctl Rm | Director | Eng I-IV                 | Sr Eng I | Director | IT Prof I-IV          | IT Prof V | ECC System Specialist | Director | Sett.Spec.                        | Admin Analy | Technical Advisor | Mkt Dev Eng | Dir Sett & Mkt | ASR                           | Reg Aff & Admin | Mgr Facilities & Procurement | Sec & Gen Coun | President | Controller | Accountant | VP Dev & Gov |  |  |         |
| non union increase 3% Feb 09      |                          |                                |              |        |            |           | 88,096 | 107,717    | 137,540  |                          |          | 137,540  |                       |           |                       | 119,361  |                                   |             |                   | 93,184      | 137,540        |                               |                 |                              |                |           |            |            |              |  |  |         |
| union increase 3% Jan 10          |                          |                                | 100,006      | 91,091 | 103,272    | 108,193   |        |            |          | 86,653                   | 101,347  |          | 86,664                | 95,279    | 101,347               |          | 82,892                            | 64,823      |                   |             |                | 59,595                        | 87,028          |                              |                |           |            |            |              |  |  |         |
| New positions as per 09/10 budget |                          |                                |              |        |            |           |        |            |          |                          |          |          |                       |           |                       |          |                                   |             | 110,000           |             |                |                               |                 |                              |                |           |            |            | 55,000       |  |  |         |
| Organization changes Mar 5,2010   | 155,833                  | 110,949                        |              |        |            |           |        |            |          |                          |          |          |                       |           |                       | 110,949  |                                   |             |                   |             |                |                               |                 |                              |                |           |            |            |              |  |  | 169,999 |
| union increase 3.5% Jan 11        |                          |                                | 103,507      | 94,280 | 106,887    | 111,980   |        |            |          | 89,686                   | 104,894  |          | 89,687                | 98,614    | 104,894               |          | 85,793                            | 67,092      |                   |             |                | 61,681                        | 95,759          | 90,738                       | 155,833        |           |            |            |              |  |  |         |

\* as per employment contract

NBSO Board of Directors approved organizational changes and certain salary adjustments effective March 5, 2010  
 There is a new organization chart; however, for comparative purposes the table presented in last year's Revenue Requirement hearing is presented with the following explanations:

**Power System Operations**

- the former Director of Power Systems Operations is now Vice-President Operations
- the former Director of IT and Infrastructure is now Director of Power Systems Operations
- a new position, Director of Market Operations and Settlement, has been created and filled by one of the Operations Coordinators.

**IT and Infrastructure**

- one of the Senior System Specialists has been moved to the Directors position

**Regulatory and Administration**

- the Regulatory Affairs and Administration position has been reclassified to Manager - Human Resources and Administrative Services
- a new position, Manager of Facilities and Procurement has been created and filled by one of the Engineers from Power System Engineering

**Corporate**

- the position Vice-President Development and Governmental Affairs has been changed to Executive Vice-President, Planning and Development