

1 Q. Further to the response to PUB-NLH-058, what information has Hydro received
2 from external consultants on expected 2018 general economic salary increases?

3

4

5 A. Hydro participated in a number of external national surveys to obtain relevant
6 market data. These surveys included Morneau Shepell – HR Trends, Korn Ferry Hay
7 Group – Compensation Planning Update 2018, Mercer – 2017-2018 Compensation
8 Planning, and the Conference Board of Canada – Compensation Planning Outlook
9 2018. Table 1 provides a summary of the data obtained from these surveys.

Table 1 Market Data Summary 2018 Survey Data

Survey Group	Sector	Percentage Increase
Morneau Shepell - HR Trends	Average Scale Adjustment	1.80%
Korn Ferry Hay Group - Compensation Planning Update 2018	Industrial Sector	1.90%
	Broader Public Sector	1.70%
Mercer - 2017-2018 Compensation Planning	Projected Structure Adjustment	2%
Conference Board of Canada - Compensation Planning Outlook 2018	Utilities	1.70%
	Atlantic Provinces	1.80%