

Appendix 8: Average Regular Salary by Classification

1 Figure EXP App 8-1 below contains a figure displaying an average annual regular
2 salary per full time equivalent employee (FTE), categorized into 4 general
3 classifications: clerical, technical/professional, supervisor and management. The figure
4 shows regular salaries as an approximate average of an FTE (per respective
5 classification), earned in normal operations. Please note that regular salaries do not
6 include overtime, banked vacation, accrued vacation or retirement allowance.

7 Calculation for the 5-year actual figure is derived by dividing the total regular salaries
8 of all employees by the number of employees within each of the classifications.
9 Calculating the average figure involved converting the salaries of part-time and hourly
10 employees into FTE annual salaries. Calculation of historical values involves the use of
11 point-in-time data. Calculation of the five years of forecast data (2022/23 through to
12 2026/27) requires the application of step-in-scale and economic increases to the
13 2021/22 projected amounts.

Figure EXP App 8- 1 Average Annual Regular Salary by Classification

Line No.	Classification	2017-18A	2018-19A	2019-20A	2020-21A	2021-22A	2022-23FB	2023-24F	2024-25F	2025-26F	2026-27F	Compounded Annual Growth Rates									
												2018/19-2021/22 (4 years)	2023/24-2024/25* (2 years)	2022/23-2026/27 (5 years)							
1	(C\$000's, except where noted)																				
2	Clerical	47,878	49,026	49,274	50,714	50,247	53,639	55,597	57,626	59,729	61,909	1.21%	3.65%	4.26%							
3	Technical/Professional	69,404	70,732	72,481	72,695	72,222	77,097	79,911	82,828	85,851	88,985	1.00%	3.65%	4.26%							
4	Supervisor	75,032	76,971	78,328	82,341	82,466	88,033	91,246	94,576	98,028	101,606	2.39%	3.65%	4.26%							
5	Management	116,501	118,404	122,184	123,164	127,415	136,045	131,556	140,989	142,738	146,126	149,161	151,460	157,216	156,988	165,706	2.26%	3.65%	6.48%	4.26%	5.40%
6	Corporate Average	66,399	67,908	69,015	70,803	71,333	76,404	76,101	80,294	80,265	83,486	83,458	87,094	87,071	90,857	90,847	1.81%	4.74%	4.72%	4.96%	
7	% increase																				
8	over prior year	2.30%	2.27%	1.63%	2.59%	0.75%	6.68%	6.68%	5.51%	5.47%	3.98%	3.98%	4.32%	4.33%	4.32%	4.34%					
9	Manitoba (CPI)	1.60	2.50	2.20	0.50	1.10	4.20	2.40	2.30	2.00	2.00	2.62%	4.58%	3.46%							
10	Note: Regular salaries does not include overtime, banked vacation, accrued vacation, retirement allowance.																				
11	* Rating Years																				

1 Increases seen in the historical trend of average salaries do not always align with the Consumer Price Index, as a result of negotiated
2 increases under the Collective Bargaining Agreement, in addition to market adjustments. Please see Expense Chapter Section EXP.3.1.2
3 hereof for details regarding negotiated increases and salary growth rate forecasts.

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