

**RESPONSE:**

a) Please see [Figure 2](#) and [Figure 3](#) below:

**Figure 1 EXP-13 Corporate Annual Salary - Normal Operations**

Line No.	Fiscal Year	Corporate Annual Salary	Change from Prior Year	Change (%)	Average FTE	Average Salary per FTE	Change (%)
1	<i>(C\$ 000s, except where noted)</i>						
2	2017/18A	126,504	(1,257)	-0.98%	1,863.5	67.98	1.04%
3	2018/19A	125,184	(1,320)	-1.04%	1,772.7	70.62	3.88%
4	2019/20A	130,033	4,850	3.87%	1,808.6	71.90	1.81%
5	2020/21A	127,598	(2,435)	-1.87%	1,766.7	72.22	0.45%
6	2021/22A	133,515	5,917	4.64%	1,815.3	73.55	1.84%
7	2022/23A	143,004	9,489	7.11%	1,947.8	73.42	-0.18%
8	2023/24FB	159,785	16,781	11.73%	2,055.80	77.72	5.86%
9	2024/25F	162,535	2,750	1.72%	2,052.5	79.19	1.88%
10	2025/26F	169,536	7,001	4.31%	2,017.8	84.02	6.10%
11	2026/27F	176,403	6,867	4.05%	1,954.8	90.24	7.40%
12	2027/28F	183,549	7,145	4.05%	1,951.3	94.06	4.24%

**Figure 2 EXP-14 Corporate Annual Salary Changes - Normal Operations**

Line No.	Fiscal Year	Change due to Economic Increase	Change due to Step in scale increase	Total Change due to Salary Rate Change	Change due to Salary FTE and other Changes	Total Salary Increase	Change in Average FTE	Change in Average Salary per FTE (\$)
1	<i>(C\$ 000s, except where noted)</i>							
2	2017/18A	2,214	2,236	4,450	(5,706)	(1,257)	(38.0)	0.70
3	2018/19A	2,504	2,181	4,684	(6,004)	(1,320)	(90.8)	2.64
4	2019/20A	2,191	2,191	4,381	469	4,850	35.9	1.28
5	2020/21A	1,300	2,276	3,576	(6,011)	(2,435)	(41.9)	0.33
6	2021/22A	0	2,233	2,233	3,684	5,917	48.6	1.33
7	2022/23A	2,337	2,337	4,673	4,816	9,489	132.5	(0.13)
8	2023/24FB	2,860	2,503	5,363	11,418	16,781	108.0	4.31
9	2024/25F	3,196	2,796	5,992	(3,242)	2,750	(3.3)	1.46
10	2025/26F	3,251	2,844	6,095	906	7,001	(34.7)	4.83
11	2026/27F	3,391	2,967	6,358	510	6,867	(63.0)	6.22
12	2027/28F	3,528	3,087	6,615	530	7,145	(3.5)	3.82

13 Assumptions: (1) Change due to economic increase is based on 2% in-scope economic increase from 2023/24 to 2027/28.

14 (2) Change due to step in scale is based on 1.75% in-scope step in scale from 2023/24 to 2027/28.

**RESPONSE:**

a) Please see [Figure 2](#) and [Figure 3](#) below:

**Figure 3 EXP-13 Corporate Annual Salary - Normal Operations**

Line No.	Fiscal Year	Corporate Annual Salary	Change from Prior Year	Change (%)	Average FTE	Average Salary per FTE	Change (%)
1	<i>(C\$ 000s, except where noted)</i>						
2	2017/18A	126,504	(1,257)	-0.98%	1,863.5	67.98	1.04%
3	2018/19A	125,184	(1,320)	-1.04%	1,772.7	70.62	3.88%
4	2019/20A	130,033	4,850	3.87%	1,808.6	71.90	1.81%
5	2020/21A	127,598	(2,435)	-1.87%	1,766.7	72.22	0.45%
6	2021/22A	133,515	5,917	4.64%	1,815.3	73.55	1.84%
7	2022/23A	143,004	9,489	7.11%	1,947.8	73.42	-0.18%
8	2023/24FB	159,785	16,781	11.73%	2,055.80	77.72	5.86%
9	2024/25F	162,535	2,750	1.72%	2,052.5	79.19	1.88%
10	2025/26F	169,536	7,001	4.31%	2,017.8	84.02	6.10%
11	2026/27F	176,403	6,867	4.05%	1,954.8	90.24	7.40%
	2027/28F	183,549	7,145	4.05%	1,951.3	94.06	4.24%

**Figure 4 EXP-14 Corporate Annual Salary Changes - Normal Operations**

Line No.	Fiscal Year	Change due to Economic Increase	Change due to Step in scale increase	Total Change due to Salary Rate Change	Change due to Salary FTE and other Changes	Total Salary Increase	Change in Average FTE	Change in Average Salary per FTE (\$)
1	<i>(C\$ 000s, except where noted)</i>							
2	2017/18A	2,214	2,236	4,450	(5,706)	(1,257)	(38.0)	0.70
3	2018/19A	2,504	2,181	4,684	(6,004)	(1,320)	(90.8)	2.64
4	2019/20A	2,191	2,191	4,381	469	4,850	35.9	1.28
5	2020/21A	1,300	2,276	3,576	(6,011)	(2,435)	(41.9)	0.33
6	2021/22A	0	2,233	2,233	3,684	5,917	48.6	1.33
7	2022/23A	2,337	2,337	4,673	4,816	9,489	132.5	(0.13)
8	2023/24FB	2,860	2,503	5,363	11,418	16,781	108.0	4.31
9	2024/25F	3,196	2,796	5,992	(3,242)	2,750	(3.3)	1.46
10	2025/26F	3,251	2,844	6,095	906	7,001	(34.7)	4.83
11	2026/27F	3,391	2,967	6,358	510	6,867	(63.0)	6.22
12	2027/28F	3,528	3,087	6,615	530	7,145	(3.5)	3.82

13 Assumptions: (1) Change due to economic increase is based on 2% in-scope economic increase from 2023/24 to 2027/28.

14 (2) Change due to step in scale is based on 1.75% in-scope step in scale from 2023/24 to 2027/28.