



2005 TVA Engineering Total Compensation Survey Invitation to Participate

We know that organizations in today's competitive environment need accurate, up-to-date information for compensation planning. The **2005 Tennessee Valley Authority Engineering Total Compensation Survey** furnishes compensation decision-makers with data that are representative of pay practices for engineering and scientific positions in your area.

Mercer Human Resource Consulting is pleased to invite you to participate in the 2005 Tennessee Valley Authority Engineering Total Compensation Survey, sponsored by the Tennessee Valley Authority (TVA). Mercer will act as the third party administrator of the survey, ensuring the confidentiality of each participant's data. Participants will receive survey results at **no cost**.

The survey, covering 45 positions, will summarize and list actual compensation practices by position, as illustrated in the following sample. The list of invited organizations is also included below for your reference.

Data Effective Date:	May 1, 2005
Data Submission Deadline:	May 24, 2005
Results Delivery:	July 2005

Should you have any questions please contact Marlice Whitehead at 502 561 4607 or Pat Cropper at 502 561 4597. We look forward to working with you on this very important compensation survey.

To begin the survey, please click here [2005 TVA Engineering Total Compensation Survey](#)

See sample output and a list of invited participants below.

Sample Output

Company Code	Survey Job Number	Company Title For Job	No. Incumbents	Match Level	Average Base Salary	Range		Short Term Incentive				Other Cash	Average Total Cash Compensation	Long Term Incentive			
						Minimum	Maximum	STI Eligible	STI Target %	STI Receivers	STI Average Amount			LTI Eligible	LTI Receivers	LTI Average # Stock Options	LTI Average # Other Vehicles
P	420	Health Physicist III	3	=	55007	45838	68718	no				55007	no				
CC	420	Health Physicist	4	=	64110	50800	76300	yes	4		1620	65730	no				
DD	420	Supv-Radwaste-Alara & Equipmen	2	=	64414	52061	78091	no				64414	no				
G	420	Applied Health Physicist IV	6	=	65076	53964	80964	no				65076	no				
C	420	Nuclear Health Physicist-Sr	22	=	65251	50835	76255	yes		22	1142	0	66393	no			
A	420	Staff Health Physicist	3	=	65900	53300	82600	no				65900	no				
U	420	Staff Health Physicist	1	=	66846	53831	80747	yes	7	1	6174	0	73020	no			
BB	420	Health Physicist	10	=	71546	59623	77507	yes			1020	0	72566	no			
X	420	Sr. Radiation Specialist; Radi	20	=	72000	60000	95000	no					72000				
B	420	Sr Health Physicist	1	=	83328	54120	85008	yes	6	1	4882		88210	no			
Average					67348	53437	80119					68831.6					

Organizations Invited to Participate

For your reference, the following organizations have been invited to participate.

<i>ABB</i>	<i>Energy Northwest</i>	<i>P.E. LaMoreaux & Associates</i>
<i>ACS Services</i>	<i>Entergy Corporation (power side)</i>	<i>PECO Energy</i>
<i>Alabama Power</i>	<i>Entergy Nuclear Generation Company</i>	<i>Pinnacle West Capitol (Arizona Public Service)</i>
<i>Alstom Power (ABB Environmental Services)</i>	<i>Florida Power & Light</i>	<i>Progress Energy (CP&L and Florida Power Corp)</i>
<i>American Electric Power</i>	<i>Framatone ANP</i>	<i>Sargent & Lundy</i>
<i>AMOCO Chemical (BP)</i>	<i>General Electric International</i>	<i>SHAW (Stone & Webster, Inc.)</i>
<i>BE&K Engineering</i>	<i>General Motors Saturn Plant</i>	<i>Siemens Corp.</i>
<i>Bechtel Group, Inc.</i>	<i>Intergraph</i>	<i>South Carolina Electric & Gas</i>
<i>Bechtel-Jacobs (K-25 Oak Ridge)</i>	<i>ITC DeltaCom</i>	<i>South Carolina Public Service Authority (Santee-Cooper)</i>
<i>BellSouth</i>	<i>Knoxville Utilities Board</i>	<i>Southern Company</i>
<i>Black & Veatch</i>	<i>Komatsu</i>	<i>Southern Nuclear</i>
<i>Bowater Paper Co.</i>	<i>Logan Aluminum</i>	<i>Sprint</i>
<i>Blue Cross Blue Shield of TN</i>	<i>Louisville Gas & Electric</i>	<i>State of Tennessee</i>
<i>BWXT (Y-12)</i>	<i>Marshall Space Flight Center</i>	<i>STP Nuclear (Houston Power & Light)</i>
<i>CIGNA Corporation (Provident)</i>	<i>Memphis Light, Gas & Water</i>	<i>Texas Utilities</i>
<i>Cinergy</i>	<i>MESA</i>	<i>Toyota</i>
<i>Dames and Moore</i>	<i>Michael Baker Corporation</i>	<i>UT - Batelle-Oak Ridge National Laboratory (X-10)</i>
<i>Dominion Generation- VEPCO (Virginia Electric Power Company)</i>	<i>Nashville Electric Service</i>	<i>Washington Group</i>
<i>Duke Energy Company</i>	<i>Nebraska Public Power District</i>	<i>Westinghouse Nuclear (Savannah River)</i>
<i>East Kentucky Electric Co-op</i>	<i>NRC Region 2</i>	<i>WorleyParsons</i>
<i>Eastman Chemical</i>	<i>Nuclear Fuel Services</i>	<i>Wolf Creek Nuclear Operations</i>
<i>El DuPont de Nemours & Company</i>	<i>Nuclear Management Company</i>	<i>Xcel Energy</i>
<i>Electric Power Board of Chattanooga</i>	<i>Omaha Public Power</i>	

2005 TVA Engineering Total Compensation Survey Submission Guidelines

This electronic spreadsheet is provided to facilitate your survey submission.

[Step 1 - General Information Form](#)

Complete the *General Information* form. This form collects general information about your organization.

[Step 2 - Overtime Policy Information Form](#)

Complete the *Overtime Policy Information* form. This form collects overtime policy information as it pertains to each surveyed position.

[Step 3 - Position-Incumbent Information Form](#)

Review the survey Position Descriptions and determine which positions you will match. Please note that these positions have unique characteristics among organizations. For matching, use the general rule that at least 80% of the work defined in the position description is performed by the incumbent before considering it a match. Submit each of your matches on the *Position-Incumbent Information* form. Data should be effective as of May 1, 2005.

Step 4 - Prepare for Submission

Please ensure you retain copies of your submission materials for your records.

Submit your participation materials by **May 24, 2005**.

E-mail your submission to **surveys@mercer.com**.

Or, you may copy your submission to CD/diskette and mail to:

Mercer Human Resource Consulting, Inc.
Global Information Services
462 South Fourth Street, Suite 1100
Louisville, KY 40202-3415

Questions

If you have questions while completing this survey, please call **Marlice Whitehead** at **502 561 4607** or e-mail her at **marlice.whitehead@mercer.com**.

Confidentiality

Mercer Human Resource Consulting ensures all data collected in this questionnaire to be confidential. In instances where this data may be used in other survey reports, such as custom analyses, your organization name may appear in the participant list. In all cases, it is Mercer's policy to continue to maintain the confidentiality of all data submitted during the data collection process.

General Information

Data Effective Date: May 1, 2005

Data Submission Deadline: May 24, 2005

Your organization name should be listed below as you would like it to appear on the survey participant list.

Organization:

Organization Name	
Street Address	
City	
State	
Zip	

Organization Contacts:

Compensation Contact

Name	
Title	
Phone Number	
Extension	
Fax Number	
E-mail Address	

Benefits Contact

Name	
Title	
Phone Number	
Extension	
Fax Number	
E-mail Address	

Report Recipient

Name	
Title	
Phone Number	
Extension	
Fax Number	
E-mail Address	

General Company Demographics

Please provide the headcount, revenue, payroll, and standard workweek below.

For revenue and payroll figures, please provide the actual amount, do not reduce by thousands. e.g. \$2.5 billion should be input as 2,500,000,000.

1 Total U.S. Revenues \$

2 Total U.S. Employees

3 Total U.S. Payroll \$

4 Total U.S. Salaried Payroll \$

5 Total U.S. Pension-eligible Salaried Payroll \$

6 Total U.S. Salaried Employees Participating in a Medical Plan

7 Standard Workweek - How many hours are in a standard workweek for full-time salaried employees?

Exempt	Nonexempt
<input type="text"/>	<input type="text"/>
Enter a 1,2,3, or 4	
If Other, please specify <input type="text"/>	

1 = 35 hours
 2 = 37.5 hours
 3 = 40 hours
 4 = Other

General Compensation Policies for Engineering, Scientific, IT, and Technical Employees

8 What type of pay structure does your company use for non-management salaried positions?

A unique range for each position	<input type="text"/>
Grades in a traditional structure	<input type="text"/>
Broad Band/Pay Band	<input type="text"/>
Other	<input type="text"/>

Enter a 1 for all that apply

If Other, please explain

9 If your company uses grades in a traditional structure, do the grades contain a determined number of steps/levels (within grades) with escalating salaries ranging from the minimum to the maximum salary?

<input type="text"/>	1 = Yes
Enter a 1 or 2	2 = No

10 When annual adjustments are made to their range/grade/band, do all employees who perform at the satisfactory/fully adequate level (or higher) receive a general across-the-board salary increase?

<input type="text"/>	1 = Yes
Enter a 1 or 2	2 = No

11 What are the primary factors for determining your company's budget for individual performance-based pay (merit pay) for non-management, salaried employees?

Overall compa-ratios	<input type="checkbox"/>
Company performance	<input type="checkbox"/>
Changes in market rates	<input type="checkbox"/>
Other economic indices (e.g., CPI, ECI)	<input type="checkbox"/>
Turnover rate	<input type="checkbox"/>

Enter a 1 for all that apply

12 Does your company target a certain percentile or point within the range to pay non-management, salaried employees who perform at the satisfactory/fully adequate level? (minimum = 0%ile, midpoint = 50%ile, maximum = 100%ile)

<input type="checkbox"/>	1 = Yes
<input type="checkbox"/>	2 = No

Enter a 1 or 2

If yes, what is the target percentile or control point?

Percentile	<input type="text"/>	%
Control point	<input type="text"/>	

13 On average, how long does it take a non-management, salaried employee performing at a satisfactory/fully adequate level (or better) whose salary is below the control point/target percentile to reach the control point/target percentile?

<input type="checkbox"/>	1 = 0-3 years
<input type="checkbox"/>	2 = 4-6 years
<input type="checkbox"/>	3 = 7-10 years
<input type="checkbox"/>	4 = > 10 years
<input type="checkbox"/>	5 = Not applicable

Select best answer

14 Does your policy permit a satisfactory/full performance employee who is paid above the control point/target percentile to receive less in base pay increase than the market increase for their job?

<input type="checkbox"/>	1 = Yes
<input type="checkbox"/>	2 = No

Enter a 1 or 2

15 Do non-management, salaried employees have an opportunity to progress to the range/grade/band maximum?

<input type="checkbox"/>	1 = Yes
<input type="checkbox"/>	2 = No

Enter a 1 or 2

If yes, which of the following are factors for the decision?

Individual performance	<input type="checkbox"/>
Group performance	<input type="checkbox"/>
Length of service	<input type="checkbox"/>
Retention	<input type="checkbox"/>
Internal equity	<input type="checkbox"/>
Other	<input type="checkbox"/>

Enter a 1 for all that apply

If Other, please explain

16 Is an employee's individual performance a factor in determining whether his or her performance-based pay is awarded in base pay or lump sum?

1 = Yes
Enter a 1 or 2 2 = No

17 Is position in the range/grade/band a factor in determining whether an employee's performance-based pay is awarded in base pay or lump sum?

1 = Yes
Enter a 1 or 2 2 = No

18 Do you have a formal process in which a supervisor and employee jointly establish individual goals at the beginning of a review period?

1 = Yes
Enter a 1 or 2 2 = No

19 Do you provide a formal process for employees to appeal their individual performance goals set at the beginning of the review period?

1 = Yes
Enter a 1 or 2 2 = No

20 Do you provide a formal process for employees to appeal their individual performance ratings?

1 = Yes
Enter a 1 or 2 2 = No

21 Do you provide a formal process for employees to appeal their individual performance awards?

1 = Yes
Enter a 1 or 2 2 = No

22 Does your policy require that 100% of the merit/individual performance budget be distributed?

1 = Yes
Enter a 1 or 2 2 = No

23 How frequently does your company adjust the range/grade/band for non-management, salaried employees? Please select the answer that best describes your practice.

Select best answer
1 = Every year
2 = Every 2 years
3 = Every 3 years
4 = As needed
5 = Other

If Other, please explain

24 Which of the following does your company use as a basis for adjusting the range/grade/band for non-management, salaried positions?

Custom survey
Published data
Bureau of Labor Statistics indices
Other
Enter a 1 for all that apply

If Other, please explain

25 Excluding expatriates, provide the average incentives/pay differentials offered to non-management, salaried employees for:

	Average Amount	or	Percent of Salary
Nuclear work \$	<input type="text"/>		<input type="text"/> %
Outages \$	<input type="text"/>		<input type="text"/> %
Site premiums \$	<input type="text"/>		<input type="text"/> %
Remote locations \$	<input type="text"/>		<input type="text"/> %
State/Local taxes \$	<input type="text"/>		<input type="text"/> %
Hazard pay \$	<input type="text"/>		<input type="text"/> %
Other \$	<input type="text"/>		<input type="text"/> %
If Other, please specify <input type="text"/>			

26 Do non-management, salaried employees receive additional compensation for:

	Average Amount	or	Percent of Salary
Qualified reactor engineer \$	<input type="text"/>		<input type="text"/> %
Professional engineer \$	<input type="text"/>		<input type="text"/> %
Certified Health Physicist, NRRPT \$	<input type="text"/>		<input type="text"/> %
Other \$	<input type="text"/>		<input type="text"/> %
If Other, please specify <input type="text"/>			

27 Does your policy provide an incentive to non-management, salaried employees after completing a specified number of years of continuous service?

<input type="text"/>	1 = Yes
Enter a 1 or 2	2 = No

If Yes, please specify the number of years

If Yes, please specify the incentive expressed as an average annual amount or as a percent of salary.

<input type="text"/>	\$
<input type="text"/>	%

If Yes, please indicate how the incentive is paid.

<input type="text"/>	1 = Base pay increase
Enter a 1, 2, or 3	2 = Lump sum
	3 = Both

28 Does your company have a policy that provides adoption benefits?

1 = Yes
Enter a 1 or 2 2 = No

If yes, please check all that apply.

Paid leave
Unpaid leave plus FMLA
Special Medical Benefits
Monetary allowance to assist with cost
Other
Enter a 1 for all that apply

If Special Medical Benefits, please explain

If Monetary Allowance, please enter maximum amount \$

If Other, please explain

Vacancies and Signing Bonuses for Engineering, Scientific, IT, and Technical Positions

29 Excluding entry level positions, does your company seek to fill vacant positions with qualified internal candidates before seeking outside candidates?
Please select the answer that best describes your practice for each type of employee.

Exempt 1 = Always
Nonexempt 2 = Not always but more than 50%
Select best answer 3 = Less than 50%
4 = Never

30 Does your company policy allow the starting salary for experienced employees to be anywhere within the job pay range?

1 = Yes
Enter a 1 or 2 2 = No

31 May a signing bonus be awarded to a college recruit?

1 = Yes
Enter a 1 or 2 2 = No

32 May a signing bonus be awarded to new hires other than college recruits?

1 = Yes
Enter a 1 or 2 2 = No

Travel Time for Engineering, Scientific, IT, and Technical Employees

33 For each type of employee, indicate how time spent in travel outside of regular work hours is compensated.

Exempt	<input type="text"/>	1 = Actual travel time
Nonexempt	<input type="text"/>	2 = Not compensated
	Enter a 1, 2, or 3	3 = Other

If Other, please explain

Actual/Budgeted Pay Increases for Engineering, Scientific, IT, and Technical Employees

34 What is your overall pay increase/budget as a percent of straight-time payroll?

2004 Actual	Exempt	Nonexempt	
General increase	<input type="text"/>	<input type="text"/>	%
Merit (individual performance)	<input type="text"/>	<input type="text"/>	%
Company performance/variable pay	<input type="text"/>	<input type="text"/>	%
Step progression	<input type="text"/>	<input type="text"/>	%
2005 Budget*	Exempt	Nonexempt	
General increase	<input type="text"/>	<input type="text"/>	%
Merit (individual performance)	<input type="text"/>	<input type="text"/>	%
Company performance/variable pay	<input type="text"/>	<input type="text"/>	%
Step progression	<input type="text"/>	<input type="text"/>	%

**If salary increase percentages for 2005 have already occurred, please provide the actual annual percentage.*

Shift Differentials

35 What is the company's approximate annual cost for shift differentials/premiums for salaried personnel? Provide as an annual dollar amount or as a percent of straight-time payroll.

\$

%

Overtime Pay

36 For overtime, what is the cost as a percent of straight-time payroll for the most recently completed year?

	Exempt	Nonexempt	
Company-wide			%
Engineers			%
Scientists			%
Information Technology employees			%
Technicians (non-craft)			%

Premium Pay

37 Do you provide additional compensation for Sunday work that is part of the standard workweek (not considering overtime)?

Exempt	Nonexempt	
		1 = Yes
		2 = No

Enter a 1 or 2

If Yes, please enter the monetary amount, the percentage amount, or enter a 1 for Other and explain below.

\$			
			%
Other			

If Other, please explain

Benefits for Engineering, Scientific, IT, and Technical Employees

Note: In the event you are unable to answer a question, please indicate this by inputting N / A in the appropriate space provided.

Paid Time Off Benefits

38 Paid Time Off (PTO) includes several components: vacation, holidays, floating (or personal) days, sick leave (100% pay payable prior to STD), bereavement, military duty, and jury duty. For each PTO category, please indicate the availability, the average annual number of days used per employee, the carryover policy, and the cash out policy.

Do you have a program that combines the administration of paid time off under one policy?

Enter a 1 or 2	1 = Yes	2 = No
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Please indicate the availability of the following policies:

	Plan Offered?	Avg Days Used Per Employee
Sick leave, informal / discretionary policy	1 = Yes	
Sick leave, formal policy	2 = No	
Vacation		
Holidays		
Floating / Personal		
Bereavement		
Military duty		
Jury duty		
Other (e.g., adoption, paternity, etc.)		

Enter a 1 or 2

Can unused days be carried over to the next year?

	Plan Offered?	Avg Days Carried Per Employee
Sick leave carryover	1 = Yes	
Vacation carryover	2 = No	

Enter a 1 or 2

Can unused days be cashed out? If so, what are the average number of days cashed out by an employee each year and the estimated cost of these cashed out days per employee?

	Plan Offered?	Avg # Days Cashed Out Per Employee	Avg Cost (\$) of Cashed Out Days per Employee
Sick leave cashout	1 = Yes		
	2 = No		
Vacation cashout	1 = Yes		
	2 = No		

Health Care for Current Engineering, Scientific, IT, and Technical Employees

39 Do you offer the following plans? If yes, please enter the cost of coverage under each benefit plan for salaried employees. Enter a "0" where employer or employee pays no cost of the plan. When more than one plan is offered, please respond for the plan with the highest enrollment.

	Plan Offered?	Annual Employee Cost	Annual Employer Cost per Employee	Annual Total Employer + Employee Cost per Employee
Separate Dental Plan	Individual coverage	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Family coverage	<input type="text"/>	<input type="text"/>	<input type="text"/>
Enter a 1 or 2				
Separate Vision Care Plan	Individual coverage	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Family coverage	<input type="text"/>	<input type="text"/>	<input type="text"/>
Enter a 1 or 2				
Separate Prescription Drug Plan	Individual coverage	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Family coverage	<input type="text"/>	<input type="text"/>	<input type="text"/>
Enter a 1 or 2				

Health Care – Employer Cost for Current Employees

40 What was the employer cost of providing health care benefits for active salaried employees in the year? If the plan is insured, please enter the annual premium. If the plan is self-insured, please enter the annual average claims. Do not include administrative fees.

	Annual Total Premium	or	Annual Average Claims
Dental plan	<input type="text"/>		<input type="text"/>
Vision care plan	<input type="text"/>		<input type="text"/>
Prescription drug plan	<input type="text"/>		<input type="text"/>
TOTAL (if cannot provide split above)	<input type="text"/>		<input type="text"/>

Death and Disability Benefits for Current Employees

41 Please indicate if death and disability plans are offered. Where applicable, provide the employer cost of providing death and disability benefits to active salaried employees in the most recently completed fiscal year. If the plan is insured, please enter the annual premium per employee. If the plan is self-insured, please enter the annual average claims. Do not include administrative fees.

	Plan Offered?	Annual Total Premium		Annual Average Claims
Short-term disability (after sick leave ends)	1 = Yes	\$	or	\$
Long-term disability	2 = No	\$	or	\$
Basic life insurance		\$	or	\$
Supplemental life insurance		\$	or	\$
Accidental death and disability		\$	or	\$
Other		\$	or	\$

Enter a 1 or 2

If Other, please specify

Retirement Plan Benefits

42 Please indicate if a pension/defined benefit/cash balance plan is offered. If a plan is offered, what was your company's actual contribution/cost toward providing pension/defined benefit/cash balance plan benefits for your salaried employees in the year? Please provide this cost as a dollar amount or a percent of pension eligible salaried base payroll.

Pension/defined benefit/cash balance plan offered?

	1 = Yes
Enter a 1 or 2	2 = No

If yes, most recent employer contribution amount

Most Recent Employer Contribution Amount	or	Percent of Straight-time Salaried Payroll
\$ <input style="width: 100%; height: 20px;" type="text"/>	or	<input style="width: 100%; height: 20px;" type="text"/> %

Do you use the FAS 87 service cost of your defined benefit retirement plan in determination of total compensation/total rewards costs?

	1 = Yes
Enter a 1 or 2	2 = No

If yes, please provide the service cost as a dollar amount or a percent of payroll.

Most Recent Employer Contribution Amount	or	Percent of Straight-time Salaried Payroll
\$ <input style="width: 100%; height: 20px;" type="text"/>	or	<input style="width: 100%; height: 20px;" type="text"/> %

43 Please indicate which defined contribution plans are offered. If a plan is offered, what was the employer cost of providing capital accumulation benefits for your salaried employees in the most recently completed year? Please enter the employer contributions as a dollar amount or a percent of straight-time payroll for employees.

	Plan Offered?		Most Recent Employer Contribution Amount	or	Percent of Straight-time Salaried Payroll
401(k) employer-matching contribution	<input style="width: 100%; height: 20px;" type="text"/>	1 = Yes	\$ <input style="width: 100%; height: 20px;" type="text"/>	or	<input style="width: 100%; height: 20px;" type="text"/> %
Deferred profit-sharing plan	<input style="width: 100%; height: 20px;" type="text"/>	2 = No	\$ <input style="width: 100%; height: 20px;" type="text"/>	or	<input style="width: 100%; height: 20px;" type="text"/> %
Employee stock ownership plan (ESOP)	<input style="width: 100%; height: 20px;" type="text"/>		\$ <input style="width: 100%; height: 20px;" type="text"/>	or	<input style="width: 100%; height: 20px;" type="text"/> %
Stock purchase plan	<input style="width: 100%; height: 20px;" type="text"/>		\$ <input style="width: 100%; height: 20px;" type="text"/>	or	<input style="width: 100%; height: 20px;" type="text"/> %
Other thrift or savings plan	<input style="width: 100%; height: 20px;" type="text"/>		\$ <input style="width: 100%; height: 20px;" type="text"/>	or	<input style="width: 100%; height: 20px;" type="text"/> %

Enter a 1 or 2

If Other, please specify

Legally Required Benefits

44 What was the employer cost of providing legally required benefits to your salaried employees in the most recently completed year?
 Please enter the employer cost as a percent of straight-time payroll for employees. Enter N / A if your organization is not required to provide this benefit.

Percent of Straight-time Salaried Payroll	
FICA	<input type="text"/> %
Civil Service Retirement	<input type="text"/> %

Employee Services

45 Please indicate if child care, elder care, or parking services are offered to employees. If a service is offered, what was the employer cost of providing the service to your salaried employees in the year? Please enter the employer cost as a dollar amount.

Service Offered?		Total Annual Employer Cost
Child care	<input type="text"/> 1 = Yes	\$ <input type="text"/>
Elder care	<input type="text"/> 2 = No	\$ <input type="text"/>
Parking (not travel-related)	<input type="text"/>	\$ <input type="text"/>

Enter a 1 or 2

Survey Position Family	Overtime Policy	Scheduled Overtime Compensated After "n" Hours Beyond Standard Work Week	Scheduled Overtime is Authorized By	Scheduled Overtime is Compensated	Scheduled Overtime Pay Rate
<i>For each position family listed, please indicate your company's policy / practice regarding overtime compensation.</i>	1 = Allowed 2 = Required 3 = Not allowed	1 = 0 hours 2 = 1-5 hours 3 = 6-9 hours 4 = 10-12 hours 5 = >12 hours 6 = Mgmt discretion	1 = Per policy/practice 2 = Immediate Supervisor 3 = Management	1 = Cash only 2 = Comp time only 3 = Either method	1 = Straight time 2 = Time and a half 3 = Double time 4 = Bonus pay
Engineers (non-supervisory)					
IT Employees (non-supervisory)					
Program Administration/Environmental Compliance					
Project Control Specialist/Maintenance Specialist					
Radcon Supervisor/Chem Supervisor					
Scientists (non-supervisory)					
Non-Management/Technical Supervisors					

Survey Position Family	Plant Overhaul / Outage Overtime Compensated After "n" Hours Beyond Standard Work Week	Plant Overhaul/Outage Overtime is Authorized By	Plant Overhaul/Outage Overtime is Compensated	Plant Overhaul/Outage Overtime Pay Rate
<i>For each position family listed, please indicate your company's policy / practice regarding overtime compensation.</i>				
	1 = 0 hours 2 = 1-5 hours 3 = 6-9 hours 4 = 10-12 hours 5 = >12 hours 6 = Mgmt discretion	1 = Per policy/practice 2 = Immediate Supervisor 3 = Management	1 = Cash only 2 = Comp time only 3 = Either method	1 = Straight time 2 = Time and a half 3 = Double time 4 = Bonus pay
Engineers (non-supervisory)				
IT Employees (non-supervisory)				
Program Administration/Environmental Compliance				
Project Control Specialist/Maintenance Specialist				
Radcon Supervisor/Chem Supervisor				
Scientists (non-supervisory)				
Non-Management/Technical Supervisors				

Survey Position Family	Emergency Overtime Compensated After "n" Hours Beyond Standard Work Week	Emergency Overtime is Authorized By	Emergency Overtime is Compensated	Emergency Overtime Pay Rate
<i>For each position family listed, please indicate your company's policy / practice regarding overtime compensation.</i>				
	1 = 0 hours 2 = 1-5 hours 3 = 6-9 hours 4 = 10-12 hours 5 = >12 hours 6 = Mgmt discretion	1 = Per policy/practice 2 = Immediate Supervisor 3 = Management	1 = Cash only 2 = Comp time only 3 = Either method	1 = Straight time 2 = Time and a half 3 = Double time 4 = Bonus pay
Engineers (non-supervisory)				
IT Employees (non-supervisory)				
Program Administration/Environmental Compliance				
Project Control Specialist/Maintenance Specialist				
Radcon Supervisor/Chem Supervisor				
Scientists (non-supervisory)				
Non-Management/Technical Supervisors				

Position Code	Survey Position	Family	Description
5	Chemical Engineer, Senior	Engineering	<p>Performs chemical engineering analysis, design calculations, prepares technical reports, develops design criteria, cost estimates, and innovative technology development on physical arrangements for chemical features in pilot, demonstration-scale, or commercial plants. Performs assignments involving chemical engineering practices, including a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Devises new approaches to problems encountered. Designs and selects equipment and instrumentation for tests of appropriate scale. Provides field engineering including walk-downs, construction support, testing, and startup. Makes surveys of chemical literature and writes reports of surveys and suggesting experimental modification to those processes or design and development of new processes. Independently performs most assignments with instructions as to general results expected. Minimum requirement of a Bachelor's degree in Chemical Engineering.</p>
10	Civil Engineer, Principal	Engineering	<p>In a supervisory capacity, plans, develops, coordinates and directs engineering projects. Applies intensive and diversified knowledge of civil engineering principles and practices in broad areas of assignments and related fields. Makes decisions independently on engineering problems and methods. Requires the use of advanced techniques and the modifications and extension of theories, precepts and practices of the field and related sciences and disciplines. Supervises, coordinates, and reviews the work of other engineers and technicians. Directs resource utilization, estimates personnel needs and schedules and assigns work to meet completion dates. Minimum qualification of a Bachelor's degree in Civil Engineering.</p>
15	Civil Engineer, Senior	Engineering	<p>Performs structural and civil engineering analysis, design, maintenance support, and inspections/evaluations for power generating plants (nuclear, fossil, and hydro), electric power transmission systems and water resource facilities, highways, railroads, locks, and dams, or similar structures. Performs assignments involving conventional structural and civil engineering practices, including a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Devises new approaches to problems encountered. Ensures engineering quality by reviewing and checking the work of other engineers and design technicians. Develops, reviews, and interprets engineering drawings and data. Independently performs most assignments with instructions as to general results expected. Minimum requirement of Bachelor's degree in Civil Engineering.</p>

Position Code	Survey Position	Family	Description
20	Electrical Engineer, Principal	Engineering	In a supervisory capacity, plans, develops, coordinates, and directs engineering projects. Applies intensive and diversified knowledge of electrical engineering principles and practices in broad areas of assignments and related fields. Makes decisions independently on engineering problems and methods. Requires the use of advanced techniques and the modifications and extension of theories, precepts and practices of the field and related sciences and disciplines. Supervises, coordinates, and reviews the work of other engineers and technicians. Directs resource utilization, estimates personnel needs and schedules and assigns work to meet completion dates. Minimum qualification of a Bachelor's degree in Electrical Engineering.
25	Electrical Engineer, Senior	Engineering	Performs electrical engineering analysis, design, maintenance support, and inspections/evaluations for systems and features of power generating plants (nuclear, fossil, and hydro), telecommunications, and transmission system facilities. Performs assignments involving conventional electrical engineering practices, including a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Devises new approaches to problems encountered. Ensures engineering quality through review of the work of other engineers and design technicians. Develops, reviews, and interprets engineering drawings and data. Independently performs most assignments with instructions as to general results expected. Minimum requirement of Bachelor's degree in Electrical Engineering.
30	I&C Engineer, Senior	Engineering	Performs analysis and design of instrumentation, control, and protective relaying systems engineering for power generating plants (nuclear, fossil, and hydro), transmission systems, and water resource facilities, locks and dams, or similar structures. Performs assignments involving conventional engineering practices, including a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Devises new approaches to problems encountered. Ensures engineering quality by reviewing and checking the work of other engineers and design technicians. Develops, reviews and interprets engineering drawings and data. Independently performs most assignments with instructions as to general results expected. Minimum requirement of a Bachelor's degree in I&C, Mechanical or Electrical Engineering.

Position Code	Survey Position	Family	Description
35	Mechanical Engineer, Principal	Engineering	In a supervisory capacity plans, develops, coordinates, and directs engineering projects. Applies intensive and diversified knowledge of mechanical engineering principles and practices in broad areas of assignments and related fields. Makes decisions independently on problems and methods. Requires the use of advanced techniques and the modifications and extensions of theories, precepts and practices of the field and related sciences and disciplines. Supervises, coordinates, and reviews the work of other engineers and technicians. Directs resource utilization, estimates personnel needs and schedules and assigns work to meet completion dates. Minimum qualification of a Bachelor's degree in Mechanical Engineering.
40	Mechanical Engineer, Senior	Engineering	Performs mechanical engineering analysis, design, maintenance support, and inspections/evaluations for systems and features of power generating plants (nuclear, fossil, and hydro) and their auxiliaries, locks, dams, or similar structures. Performs assignments involving conventional mechanical engineering practices, including a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Devises new approaches to problems encountered. Ensures engineering quality through review of the work of other engineers and design technicians. Develops, reviews, and interprets engineering drawings and data. Independently performs most assignments with instructions as to results expected. Minimum requirement of a Bachelor's degree in Mechanical Engineering.
45	Nuclear Engineer, Senior	Engineering	Performs nuclear engineering work (design, fuels, or licensing) in part of a major project or in a total project of moderate scope. Performs assignments involving conventional nuclear engineering practices including a variety of system interactions and complex features such as conflicting design and regulatory requirements, unsuitability or applicability of complex analysis computer codes, and difficult coordination requirements and regulatory interfaces. Conducts work requiring judgment of independent evaluation, identification of alternatives, selection of strategies, substantial adaptation and modification of standard techniques, procedures, criteria and analysis computer codes. Devises new approaches to problems encountered. Prepares documents for submittal to NRC. Ensures engineering quality by reviewing and checking the work of other engineers and design technicians. Develops, reviews and interprets engineering drawings, probabilistic safety analysis, and other system parameters and interactions. Minimum requirement of Bachelor's degree in Nuclear Engineering.

Position Code	Survey Position	Family	Description
50	Reactor Engineer, Senior	Engineering	Performs nuclear engineering analysis. Responsible for developing, performing, and evaluating nuclear reactor technical studies and tests to establish core parameters, fuel management economics, and safe nuclear and thermal operation limits. Provides recommendations and guidance regarding reactivity management. Establishes testing programs for reactors and reactor components. Primary contact for reactor performance, fuel integrity, fuel equipment performance, fuel-related refueling activities, reactor hardware or reactor-related system equipment, or a reactor-related program function. Assignments involve conventional nuclear engineering practices, including a variety of complex features and system interactions. Conducts technical monitoring, trending, analysis, evaluation, and investigation of reactor core performance. Utilizes computer codes as necessary to perform core analysis tasks. Provides technical direction to ensure safe and reliable reactor operations. Coordinates receipt, storage, and movement of new and spent nuclear fuel. Minimum requirement of a Bachelor's degree in Nuclear Engineering.
55	System Engineer, Senior	Engineering	Performs multi-discipline engineering work to optimize performance of power generating and/or transmission systems, equipment, apparatus, and facilities. Provides technical interpretations of design requirements as they apply to the maintenance and operation of plant systems. Conducts technical monitoring, trending, analysis, evaluation, and investigation of systems and components. Designs, performs, and verifies analysis of preventive maintenance programs. Provides engineering recommendations and alternatives for solving operational and maintenance problems. Serves as the primary plant contact for assigned system/component. Initiates improvements and modifications. Independently performs most assignments with instructions as to results expected. Minimum requirement of a Bachelor's degree in engineering.
60	System Engineer, Specialist	Engineering	Serving as the technical expert requiring use of advanced knowledge, provides interpretations of design requirements and recommendations for solving complex multidiscipline operational and maintenance problems involving power generation and /or transmission system and component performance. Serves as the primary plant expert for assigned systems. Develops solutions to support safe system operations. Provides authoritative advice on single and/or multidisciplinary functions. Plans and conducts work requiring judgment in the independent evaluation, selection and adaptation of problem solving techniques and the application of system procedures. Performs as staff advisor and/or consultant. May direct or coordinate work on project teams. Minimum requirement of a Bachelor's degree in engineering.

Position Code	Survey Position	Family	Description
65	Transmission - Area Engineer, Senior	Engineering	Performs engineering modifications on an electric transmission system including equipment, substations, and switchyards of significant complexity with minimal technical direction/support. Serves as local project manager coordinating multi-skilled, multi-discipline work groups. Writes/reviews written work plans/functional tests. Performs troubleshooting and provides technical support to craft/customer personnel. Recommends changes to specification diagrams based on technical and operational issues, provides field man-hour estimates, and develops outage/transition plans for project implementation. Works with design staff during engineering phase to provide field information/valid requirements. Coordinates pre-constructed prints and cut-in/inspection package to ensure new equipment is integrated into the work management system. Independently performs most assignments with minimal guidance. Receives technical guidance on unusual or complex problems. Minimum requirement of a Bachelor's degree in electrical engineering.
100	Database Administrator, Specialist	Information Technology	As the company expert, manages and maintains all production and non-production relational or object oriented databases and replication servers on a daily basis. Responsible for providing advance knowledge of database operations administration. Designs and implements strategies for backup and recovery, checking and loading of data. Oversees database installations and configurations. Develops and implements standards and procedures. Provides team leadership, expert technical guidance, or personally perform major aspects of systems configuration (planning, analysis, preparation, implementation) of all products across all platforms and networks. Supervision is related to overall objectives. Skills required: Oracle, DB2, SQL Server, knowledge of operating systems, programming languages, relational or object oriented data models, hardware and data communications. Bachelor's degree in computer science, business administration, mathematics, or related computer field.

Position Code	Survey Position	Family	Description
105	Desktop Systems Specialist, Senior	Information Technology	Provide support for desktop computing hardware, software, and middleware applications. Responsible for integration of various platforms to ensure networking interoperability and connectivity. Responsible for the research, evaluation, testing, and implementation of strategic and tactical desktop ADP technology solutions. Responsible for working with others to identify desktop standards, and developing and documenting migration plans and interfaces. Configures hardware, software, and data communications software and hardware to provide a computing solution. Develops scripts and programs for operating systems. Demonstrated competence in configuring, integrating, implementation, and supporting end-user information systems. In depth experience with the following: Enterprise-wide middleware applications COTS, electronic document management systems, mobile/remote computing technologies system management server, microsoft, exchange client and project management experience. Bachelor's degree in computer science, business administration, mathematics, or related computer field.
106	IT Business Analyst, Specialist	Information Technology	Through interviews and consultation, the analyst documents business processes and models information sources and flows. Understands the interrelationships between information, knowledge, and key business processes. Recognizes areas for improvement and develops system requirement documents for specifications development. Creates working prototypes and performs cost/benefit analysis. Bachelor's degree in computer science, business administration or related field.
108	Network Analyst, Senior	Information Technology	Provides beginning to end project design and management for voice/data/video network projects. Assesses operating characteristics for adequacy, cost effectiveness, security, maintainability, and applicability. Develops technical specifications for equipment lease or purchase. Bachelor's degree in electrical engineering, computer science, or related field. Experience in application of IEEE, ANSI, and other technical standards.
110	Programmer Analyst, Senior	Information Technology	Analyzes and evaluates existing or proposed systems and devises computer programs, systems and related procedures to process data. Prepares charts and diagrams to assist in problem analysis, and submits recommendations for solution. Prepares program specifications, diagrams and develops coding logic flowcharts. Encodes, tests, debugs and installs the application programs and procedures in coordination with computer operations and user departments. Utilizes development tools to develop solutions for a variety of complex and difficult problems or systems. Develops the technical system design, builds and test the application software and implements it for use by end user. Independently performs most assignments. Skills required in numerous programming languages and development tools. Bachelor's degree in computer science, business administration, or related field.

Position Code	Survey Position	Family	Description
120	System Administrator, Specialist	Information Technology	Serves as a technical expert responsible for ensuring departmental and enterprise servers, hardware, operating system, and application software, which includes disaster recovery, security, and system configuration are administered effectively. Establishes guidelines, policies and procedures governing all system administration activities. Designs and configures new server installations, plans and performs hardware and software upgrades. Provides cost based analysis for new installations and upgrades. Responsible for analysis of server security issues and formulating appropriate solutions involving the use of system security features. Supervision is related to overall objectives. Skills included: UNIX, NT, scripting languages, system utilities, client/server environment, security systems, Microsoft WEB technologies, general operating principles. Bachelor's degree in computer science, Information Technology, or related computer field.
125	System Administrator, Senior	Information Technology	Independently performs system administration tasks for departmental and enterprise servers, hardware, operating system, and application software, which includes disaster recovery, security and system configuration. Responsible for the research, evaluation, testing, and implementation of strategic and tactical server-based technology. Investigates and insures resolution of production problems. Identifies and automates systems scripts as necessary. Configures, installs, administers and maintains system hardware and software. Monitors and tunes system performance. Integrates with system network. Ensures that all disaster recovery plans, procedures and processes are in place as required. Independently performs assignments. Skills required: UNIX, NT, system operating concepts including storage management and security, scripting languages, client/server and networking environment. Bachelor's degree in computer science, Information Technology, or related computer field.
130	System Analyst, Principal	Information Technology	Serves in an administrative and technical supervisory role as team leader for software development projects while overseeing the maintenance of existing software. Analyzes business needs and develops systems solutions to business problems. Interfaces with users to determine business objectives and system requirements. Recommends solutions after evaluating alternatives. Responsible for the development of schedules. Oversees the technical design, building and testing of the system. Provides expert advice to other IS professionals. Prepares and presents proposals to all levels of upper management. Skills required: Power Builder, Interdev, Web Objects, C, C++, JAVA, HTML, PL/SQL, Smalltalk, Oracle; and/or DB2. Bachelor's degree in computer science, business administration, mathematics, or related computer field.

Position Code	Survey Position	Family	Description
200	Chemistry Supervisor	Operations Support	Supervise the Chemistry Control Shift Operations staff by effectively planning resources to accomplish work, monitoring work activities, and assuring the technical adequacy of their work. The incumbent provides program oversight in identifying and evaluating Nuclear Plant Chemistry control issues and providing authoritative technical advice regarding plant system chemistry. Directs the implementation of Chemistry control programs, radiological effluent management programs, and maintenance of online process equipment. Assist personnel in resolution of technical, schedule, cost, and quality issues. May perform any or all of the activities of subordinate personnel. An Associate degree in Science, Engineering or related field or equivalent experience. Bachelor's degree preferred, and four years of applied Chemistry experience.
205	Maintenance Specialist, Senior	Operations Support	Assumes responsibility for significant work components performance and maintenance in power plants. Writes and reviews maintenance and modifications work orders. Provides technical support to craft personnel. Determines required resources, investigates equipment, reviews drawings, vendor manuals and procedures. Coordinates scope and detail of work assignments. May supervise the work of other specialists and craftsmen. Independently performs most assignments with minimal guidance. Minimum requirements of an Associate Scientific degree or equivalent.
210	Project Control Specialist	Operations Support	Serves as the expert in the planning, scheduling and monitoring of capital and/or modification projects. Has a very detailed knowledge of cost and/or schedule systems, the software analytical methods, and hardware components. Provides authoritative advice associated with project control processes and/or systems. Develops project cost/benefit analysis and approval packages. Devises new approaches without supervision to resolve problems identified. Provides advisory and consulting skills to optimize solutions to planning, technical problem resolution, schedules, project costs, quality issues, etc. May be a team leader to achieve program and production goals. Receives minimal guidance on unusual or complex problems. Minimum requirement of Bachelor's degree in a related technical field or equivalent degree.

Position Code	Survey Position	Family	Description
215	Project Control Specialist, Senior	Operations Support	Develops, plans, schedules, and monitors cost and schedule performance for capital and/or modification projects. Documents project progress and changes and communicate them to team members. Conducts review meetings and develop potential solutions and approaches for the schedule and cost problem areas. Prepares detailed project justification packages and reports for monitoring the progress of projects. Develop project budgets and reporting structure. Assists in the development of project cost/benefit analysis and approval packages. Tracks the physical progress of a project. Independently performs assignments with instructions as to the general results expected. Minimum requirement of Bachelor's degree in a related technical field or equivalent degree. (This is a career level position.)
220	Radcon Supervisor	Operations Support	Supervise the Radiological Control Shift Operations staff by effectively planning resources to accomplish work, monitoring work activities, and assuring the technical adequacy of their work. Provides program oversight in identifying and evaluating radiological hazards and providing authoritative technical advice to protect personnel and the environment from harmful effects of ionizing radiation. Administer the site radiological control program for plant radiological surveillance, both routine and non-routine including unprecedented activities. Directs the implementation of control measures concerning personnel exposure to radioactive materials and associated radiation during routine nuclear plant operations and emergency situations. Assist personnel in resolution of technical, schedule, cost, and quality issues. May perform any or all duties of subordinate personnel. An Associate degree in Science, Engineering or related field or equivalent experience. Bachelor's degree preferred, and four years of applied Health Physics experience.
300	Program Administrator - Environmental Compliance, Senior	Programs Planning & Administration	Serves as the site/regional administrator responsible for ensuring compliance with state and federal environmental laws. May serve as the primary interface/coordinator with environmental regulatory agencies. Develops all programs affecting the ability to meet regulatory objectives. Provides expertise and oversight in the profiling and disposal of hazardous materials and provides guidance in waste minimization efforts. Monitors site/regional activities to assess regulatory compliance. Prepares environmental reports for review. Develops and facilitates site-specific environmental training plan. Assists local government and small businesses in identifying the need for performing inspections. Minimum requirement of a Bachelor's degree in a physical science.

Position Code	Survey Position	Family	Description
400	Analytical Chemist, Senior	Scientific	Responsible for performing analysis using major analytical instrumentation which may include GC, GC/MS, ICP, ICP-MS, HPLC, GFAA. Implements new analytical methods and instrumentation using approved standard industry or EPA procedures as necessary. As needed performs non-routine analysis on complex sample matrices using modified methods to obtain results. Provides technical guidance to lower level technicians. Receives guidance from supervisor when unplanned or new issues impact the original work assignments. Troubleshoots and performs preventative maintenance on instrumentation to maintain in good operating condition. A Bachelor's degree in chemistry and four years lower level analytical laboratory experience is required.
405	Biologist, Senior	Scientific	Coordinates a variety of atmospheric, aquatic, terrestrial or natural resource management projects. Plans project cost estimates and monitors/directs field and laboratory work. Responsible for quality control through the development and implementation of quality assurance and control procedures. Directs the work of other biologists and technicians as required. Participates on or leads interdisciplinary teams. Independently performs most assignments. Minimum requirement of a Bachelor's degree in atmospheric, aquatic or terrestrial natural resource management. Master's degree desirable.
408	Economist, Specialist	Scientific	Serves as an advanced level economist on a wide variety of issues related to the industry in which the company operates. Uses sound economic and industrial analysis skills, knowledge and statistics to design and conduct analyses related to the business interests of the company. Solves complex problems and makes forecasts regarding financial, marketing and other business plans. Develops and manages tools, databases and methods to evaluate business-related economic concerns. Serves as an internal consultant in specialty area and prepares reports to assist management in decision making. May direct or coordinate work on project teams. Minimum requirement of a Master's or related degree in economics.

Position Code	Survey Position	Family	Description
410	Environmental Scientist, Senior	Scientific	Plans, conducts, and reports the results of scientific studies aimed at evaluating the environmental effects of activities and at resolving environmental problems. Plans how activities will be conducted to fulfill study purposes and achieve study goals. Directs and participates in activities by directing the work of scientists, engineers, and technicians; using and calibrating equipment; making observations of project conditions which will later be used in interpreting the results of project activities. Reviews and ensures the technical accuracy of project results through the application of scientific principles, standards, and techniques. Participates on or leads interdisciplinary teams in the development and implementation of environmental compliance projects. Provides guidance in response to changes in laws and regulations. Prepares various environmental regulations reports. Independently performs assignments with instructions as to the objectives and scope. Bachelor's or advanced degree in environmental or natural science.
415	Health Physicist, Senior	Scientific	Independently evaluates, selects, and applies standard health physics techniques, procedures, and criteria using judgment in the development of technical solutions and programs. Bachelor's degree in health physics, engineering, chemistry, environmental science, physics, physical science or computer science. Certification by the American Board of Health Physics or National Registry of Radiation Protection Technologists or a Master's degree are desirable.
425	Physical Chemist, Specialist	Scientific	Advanced level chemist for environmental problems concerning fundamental chemical and physical principles, spectroscopy, kinetics, and chemical data in soil, water, and air. Plans and conducts experiments and theoretical studies to analyze and predict the relationship of chemical, physical, morphological, properties of materials. Conducts research on the reaction of solid and liquid wastes with materials leading to the development of improved technologies for the prevention of environmental pollution. Plans and develops approaches to the development of new analytical methods and instrumentation; designing, procuring, and/or building experimental apparatus; conducting experimental work; evaluating results; preparing written reports. Master's degree or doctorate in physical, inorganic, or organic chemistry or related discipline.
500	Chemical Laboratory Technician, Senior	Technical Support	Analyzes samples for constituents in various matrices using techniques or instruments that require a moderate level of calibration or analytical interpretation e.g. UV/VIS, RDE, IC, CVAA under normal operating conditions and parameters. Performs sample preparation. All work is performed following standard operating procedures or nationally recognized procedures and are performed under the general guidance of an advanced level technician, analytical chemist, or supervisor. Two-year laboratory certificate/degree required with two years of laboratory experience or four years of related laboratory work experience.

Position Code	Survey Position	Family	Description
505	Computer Technician/CAD Operator, Senior	Technical Support	Performs multiple task assignments involving computer graphic design and related work in the development or revision of design drawings related to the design of architectural and engineering features for power generating, transmission systems, water resource facilities, or similar structures. Prepares final design drawing working from notes, rough sketches, or oral instructions. Corrects design problems so that the integrity of the drawing is maintained. Upon completion of the design layout, submits the design to technical personnel for approval. Transfers (inputs) graphic data to computer storage devices. Ensures drawings meet industry standards, identifies when procedures need to be modified and makes recommendations to supervisor. Associate or advanced degree in related technical field (civil, electrical, mechanical).
510	Design Technician, Senior	Technical Support	Produces discipline design drawings and design calculations using standard engineering methods. Plans, schedules, conducts or coordinates detailed phases of technical design work (Civil, I&C, Mechanical, Electrical or P&C). Prepares bills-of-material, requisitions, specifications, and reviews vendor documentation and manuals, prepares Material Equipment List (MEL) data, and design change packages. Performs system and facilities walk-downs. Prepares project cost estimates. Provides design support and oversight to construction. Independently performs assignments with instructions as to general results expected. May review work of other technicians. Minimum requirement of an Associate degree in an engineering technology.
515	Environmental Technician, Senior	Technical Support	Conducts a variety of operations and tests, experiments and analyses according to established procedures. Operates and troubleshoots equipment. Performs calculations on data and assists in evaluation of the results. Evaluates technical problems and determines methodology to use in problem resolution. Analyzes and evaluates technical problems and determines methodology to use in problem resolution. Assists in scheduling analyses and revising specifications. Ensures compliance with environmental laws, regulations, and permits, revises compliance programs in accordance with new permits. May direct the work of lower level technicians. Independently performs assignments with instructions as to general results. Minimum requirement of an Associate degree in a relevant environmental field.

Position Code	Survey Position	Family	Description
522	Instrumentation Technician, Senior	Technical Support	Assists the project engineer in planning, designing, and performing the tasks of purchasing, constructing, testing, installing, and operating a wide variety of instrumentation, test equipment, computers, monitoring and control systems. Constructs prototype electronic equipment, circuit boards, and assemblies from schematic diagrams. Conducts a wide range of complex experiments and analyses. May perform moderately complicated calculations on data to analyze, interpret, and evaluate results. Independently performs assignments with instructions as to general results expected. Receives technical guidance from engineers or supervisor on unusual or complex problems. Associate degree in electrical or electronic engineering is required plus documented relevant experience.
524	Metrology Technician, Senior	Technical Support	Primary duties include the calibration and repair of a wide and diverse range of both physical and electronic measurement and portable test equipment utilized in the nuclear industry. Ensures that all work performed is conducted in accordance with ISO/IEC 17025, 10CFR50 Appendix B, ANSI N45.2-1971, and 40CFR. Maintains NIST traceable laboratory standards. Troubleshoots instrumentation identified as out-of-tolerance to component level, ensuring corrective measures are completed in-house or by referral to vendor services. Prepares documented accuracy and measurement ratio packages, including new calibration procedures. Provides consultation to field personnel on instrument problems. Assignments are carried out independently within established guidelines, instructions, and procedures. Associate degree in electrical or electronic engineering is required plus documented experience in the calibration and repair of instrumentation.
525	Nuclear Chemical/Radiological Technician, Senior	Technical Support	Performs chemical analysis, routine surveillances and inspections in accordance with procedures. Maintains records and various types of instruments and equipment. Analyses the results of nuclear plant systems chemical data and determines its compliance with plant parameters. Independently performs work with minimal guidance. May occasionally direct the activities of other radiological or chemical technicians. Minimum requirement of an Associate degree in chemistry, a related field, or a comparable training program in nuclear plant chemistry.

Position Code	Survey Position	Family	Description
530	Nuclear Health Physics Technician, Senior	Technical Support	Performs radiological surveys to assess hazards, routine surveillances and inspection in accordance with procedures. Provides job coverage for plant maintenance activities. Writes Radiation Work Permits (RWP), processes TLDs and maintains radiation exposure records. Troubleshoots, calibrates, and maintains various types of radiation monitoring equipment. Performs surveys and analyzes results of to determine the extent of radiological hazards. Independently performs work with minimal guidance. Authorizes the cessation of work when unsafe radiological or safety conditions arise. May occasionally direct the activities of other health physicists. Minimum requirement of an Associate degree in health physics, a related field, or a comparable training program in applied radiation protection.
532	Power Billing Technician, Senior	Technical Support	Collects and compiles electricity meter data from all sources, including meter interrogation and manual readings. Performs validation analysis with predetermined standards. Performs checks on failures and communicates results for resolution through the meter trouble reporting process. Responsible for estimating, editing, and adjusting missing or incorrect meter data. Responsible for maintenance of meter configurations in all applicable computer systems. Minimum of an Associate degree in electrical engineering technology or scientific field of specialization, preferably in disciplines associated with electricity, power generation and distribution, or equivalent in training and experience.
535	Survey Technician, Senior	Technical Support	Serves as a survey crew member. Performs a variety of field surveying tasks. Serves as an instrument person and sub-party chief on difficult projects. Records survey data and prepares field notes and sketches and is responsible for accuracy and adequacy of the information obtained. Makes initial contact with property owners. Discusses problems with property owners and participates in the resolution of the same. Independently performs most work with instructions as to general results expected. May direct the work of other technicians. Minimum requirement of an Associate degree in Civil Technology.
540	Telecommunications/Transmission System Technician, Lead	Technical Support	Performs or directs the duties of telecommunication engineering support work to design, maintain and operate telecommunication systems and facilities for the protection, control, operation, and maintenance of the power system. Systems and facilities may include microwave, land and satellite data, paging and mobile radio, fiber optics, Supervisory Control and Data Acquisition (SCADA), local area and wide area networks and digital transmission systems. Performs a more complex level of design development and maintenance functions. Assists with and coordinates the activities of lower level technicians and serves as a technical lead on assigned projects. Minimum requirements of Associate degree or advanced degree in a telecommunication technology.

Position Code	Survey Position	Family	Description
545	Telecommunications/Transmission System Technician, Senior	Technical Support	Performs the duties of telecommunication engineering and power transmission system support work to design, maintain and operate systems for a power system. Systems and facilities may include microprocessor and electro-mechanical protective relaying and control schemes, transformers and regulators of power generating plants and substation, power generators, power circuit breakers, Supervisory Control and Data Acquisition (SCADA), power line carrier, fiber optics, and digital transmission systems. Performs more challenging duties in design development, operations, and testing of communication equipment and systems. When test results are outside normal limits, analyses and evaluates the results and determines an appropriate solution. Assists with engineering studies and in the resolution of initial testing and operation and maintenance problems. May direct the work of other technicians and craft personnel. Independently performs assignments with instructions given as to results expected. Minimum requirement of an Associate degree in a telecommunications technology.

Survey Position Code	Survey Position Title	Your Organization's Position Title	Number Incumbents Reported for Position	Position Match	Average Annual Base Pay	Pay Range Minimum	Pay Range Maximum	Short-term Incentive Eligible	Short-term Incentive Target %	Short-term Incentive Recipients	Short-term Incentive Average Actual Award	Average Other Cash Payments
				1 = Less than description 2 = Equal to description 3 = More than description				1 = Yes 2 = No				
5	Chemical Engineer, Sr											
10	Civil Engineer, Principal											
15	Civil Engineer, Sr											
20	Electrical Engineer, Principal											
25	Electrical Engineer, Sr											
30	I&C Engineer, Sr											
35	Mechanical Engineer, Principal											
40	Mechanical Engineer, Sr											
45	Nuclear Engineer, Sr											
50	Reactor Engineer, Sr											
55	System Engineer, Sr											
60	System Engineer, Specialist											
65	Transmission - Area Engineer, Sr											
100	Database Administrator, Specialist											
105	Desktop Systems Specialist, Sr											
106	IT Business Analyst, Specialist											
108	Network Analyst, Sr											
110	Programmer Analyst, Sr											
120	System Administrator, Specialist											
125	System Administrator, Sr											
130	System Analyst, Principal											
200	Chemistry Supervisor											
205	Maintenance Specialist, Sr											
210	Project Control Specialist											
215	Project Control Specialist, Sr											
220	Radcon Supervisor											
300	Prog Admin - Environmental Compl, Sr											
400	Analytical Chemist, Sr											
405	Biologist, Sr											
408	Economist, Specialist											
410	Environmental Scientist, Sr											
415	Health Physicist, Sr											
425	Physical Chemist, Specialist											
500	Chemical Laboratory Tech, Sr											
505	Computer Tech/CAD Operator, Sr											
510	Design Tech, Sr											
515	Environmental Tech, Sr											
522	Instrumentation Tech, Sr											
524	Metrology Tech, Sr											
525	Nuclear Chemical/Radiological Tech, Sr											
530	Nuclear Health Physics Tech, Sr											
532	Power Billing Tech, Sr											
535	Survey Tech, Sr											
540	Telecom/Trans Sys Tech, Lead											
545	Telecom/Trans Sys Tech, Sr											

Survey Position Code	Survey Position Title	Average Total Cash Compensation	Long-term Incentive Eligible	Number of Long-term Incentive Recipients	Average # of Stock Options Granted (ISO/NQSO)	Average # of Other Stock-based Vehicles (Not Stock Options)	Position Matching Comments
1 = Yes 2 = No							
5	Chemical Engineer, Sr						
10	Civil Engineer, Principal						
15	Civil Engineer, Sr						
20	Electrical Engineer, Principal						
25	Electrical Engineer, Sr						
30	I&C Engineer, Sr						
35	Mechanical Engineer, Principal						
40	Mechanical Engineer, Sr						
45	Nuclear Engineer, Sr						
50	Reactor Engineer, Sr						
55	System Engineer, Sr						
60	System Engineer, Specialist						
65	Transmission - Area Engineer, Sr						
100	Database Administrator, Specialist						
105	Desktop Systems Specialist, Sr						
106	IT Business Analyst, Specialist						
108	Network Analyst, Sr						
110	Programmer Analyst, Sr						
120	System Administrator, Specialist						
125	System Administrator, Sr						
130	System Analyst, Principal						
200	Chemistry Supervisor						
205	Maintenance Specialist, Sr						
210	Project Control Specialist						
215	Project Control Specialist, Sr						
220	Radcon Supervisor						
300	Prog Admin - Environmental Compl, Sr						
400	Analytical Chemist, Sr						
405	Biologist, Sr						
408	Economist, Specialist						
410	Environmental Scientist, Sr						
415	Health Physicist, Sr						
425	Physical Chemist, Specialist						
500	Chemical Laboratory Tech, Sr						
505	Computer Tech/CAD Operator, Sr						
510	Design Tech, Sr						
515	Environmental Tech, Sr						
522	Instrumentation Tech, Sr						
524	Metrology Tech, Sr						
525	Nuclear Chemical/Radiological Tech, Sr						
530	Nuclear Health Physics Tech, Sr						
532	Power Billing Tech, Sr						
535	Survey Tech, Sr						
540	Telecom/Trans Sys Tech, Lead						
545	Telecom/Trans Sys Tech, Sr						

Survey Definitions

Survey Position Code	Prepopulated with the survey position code.
Survey Position Title	Prepopulated with the survey position title.
Your Organization's Position Title	Enter the title matched to the position.
Number Incumbents Reported for Position	Enter the number of full-time employees for which you are supplying data.
Position Match	Based on the survey position description, indicate whether the responsibilities of your position are less than ("1"), equal to ("2"), or more than ("3") the survey position description.
Average Annual Base Pay	Enter the average annual base pay, effective as of May 1, 2005 , for all incumbents you have matched to this position. Report the amount prior to any voluntary pay reductions. Do not include part-time incumbents or contracted staff from outside sources. Report average base pay in annual, whole dollars (for example, 75,500).
Pay Range Minimum	Enter the annual pay range minimum for the position. If the position is not paid based on a formal structure, this field should be left blank. If your organization uses a step system, this is the lowest step of pay for the position.
Pay Range Maximum	Enter the annual pay range maximum for the position. If the position is not paid based on a formal structure, this field should be left blank. If your organization uses a step system, this is the highest step of pay for the position.
Short-term Incentives	Cash incentives include individual-based cash awards, team-based cash awards, and commissions. Job-by-job incentive information is intended to reflect only awards from predefined plans that regularly pay out incentives. These awards may be paid on an annual, quarterly, weekly, or other regular basis. In these types of plans, incumbents are aware that they are eligible, and have a clear understanding of the likelihood of a payout. This input section should not reflect recognition awards or spot bonuses.
Short-term Incentive Eligible	Enter "1" for "Yes" or "2" for "No" to indicate whether this position is eligible for short-term incentives (STI). STI includes any annual incentive plan with award(s) related to performance against selected criteria.
Short-term Incentive Average Actual Award	Report the average actual award for incumbents in this position who received a payout during 2004 or the most recently completed fiscal year. This includes any non-deferred cash payments, such as bonuses, and commissions. In the calculation of the Average Actual Award, do not include zeros for those employees who did not receive payment. Annualize partial payments if an incumbent received a pro-rated award.
Short-term Incentive Target %	If the incumbent is STI eligible, enter the target percent of pay.
Short-term Incentive Recipients	Enter the number of incumbents in this position who received an incentive.
Average Other Cash Payments	Average actual payment for incumbents in this position who received a payout during 2004 or the most recently completed fiscal year. This includes lump sums in lieu of base pay increases, gainsharing payments, and profit sharing payments. In the calculation of the Other Cash Payments, do not include zeros for those incumbents who did not receive payment. Annualize partial payments if an incumbent received a pro-rated award.

Survey Definitions

Average Total Cash Compensation

Provide the average total cash compensation for all incumbents reported for the position. Compute average total cash compensation as follows: for each individual incumbent in the position total the base pay and Average Actual Award (as described above), sum all the individual values, divide the sum by the number of incumbents in the position DO NOT simply total the Average Annual Base Pay with the Average Actual Award. This is an inappropriate approach.

Long-term Incentive Eligible

Enter "1" for "Yes" or "2" for "No" to indicate whether this position is eligible for long-term incentives (LTI). LTI includes any long-term incentive plan with award(s) related to performance against selected criteria over a period of three years or more.

Long-term Incentive Recipients

Enter the number of incumbents in this position who received a long-term incentive.

Average # of Stock Options Granted (ISO/NQSO)

Provide the average number of stock options (ISO and NQSO) granted to incumbents in this position.

Average # of Other Stock-based Vehicles (Not Stock Options)

Provide the average number of other stock-based vehicles (not stock options). Other stock-based vehicles include Restricted Stock, Performance Shares/Units, SARs, and Phantom Stock.

Position Matching Comments

Use this field to provide explanation for a "less than" or "more than" position match.

Notes and Feedback

Please provide any explanatory notes you have regarding your data submission.

The wrap-text feature is enabled in the cell below.

Please provide any suggestions you have for the survey.

The wrap-text feature is enabled in the cell below.

Data Submission Feedback

Please provide any suggestions to improve the data submission process.

The wrap-text feature is enabled in the cell below.