

October 15, 2019

2020 GENERAL RATE APPLICATION
Undertaking #3 Transcript Page 411

Undertaking #3

MPI to provide the information from Human Resources Department upon which the marketplace was established for the out-of-scope employees

RESPONSE:

MPI established its out-of-scope Salary Ranges (and the value or worth of jobs within these Ranges) in accordance with best compensation practices.

There are a total of ten (10) Salary Ranges for out-of-scope employee positions. Each range has a Minimum, Midpoint and Maximum position, defined as follows:

- **Minimum** - is the minimum salary an employee can earn for their position;
- **Midpoint** - is the salary amount that reflects what the job is worth in the market (among like organizations) and is also known as the "Control Point". It is considered the highest rate of pay for an employee unless they are able to demonstrate exceptional performance, in which case the employee may move beyond the Midpoint.
- **Maximum** - is the highest salary an employee can earn for their position.

In determining the "worth" of a position, MPI benchmarked a number of roles against primary data from comparator organizations (i.e. City of Winnipeg, Manitoba Blue Cross, Manitoba Hydro, Manitoba Liquor & Lotteries, Province of Manitoba, Red River College, Saskatchewan Government Insurance, Steinbach Credit Union, University of Manitoba, Winnipeg Regional Health Authority and Workers Compensation Board of Manitoba).

MPI also benchmarked these positions against secondary market data from Wynford Group and Economic Research Institute.

October 15, 2019

**2020 GENERAL RATE APPLICATION
Undertaking #3 Transcript Page 411**

All data provided by organizations outside of Manitoba was adjusted based on a Statistics Canada geographic modifier to reflect the Manitoba labour market.