

Supervisory Pay Study – December 2008

To date we are right on target. Checking and re writing the job descriptions are winding down. Our families are complete with the exceptions of a handful of descriptions.

The month of December, we will be doing cleanup and prep work before we can do Hay. We are matching up all the job titles and descriptions to ensure we will not miss any. This is more time consuming than planned. It is a page by page for the 400 + job titles.

The plan is that we will start the Hay process maybe in January. OM&S have completed the Hay and that means we can start the Hay with the Supervisors that supervise OM&S. Our next stumbling block will be ProTech. In saying that, we will have to wait until all the job titles (that we supervise) have had the Hay completed. To be optimistic we are on the other side of the hill working to completion in 2009.

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