

**Consolidated Edison Company of New York, INC.**

Gas Rate Case

INDEX OF EXHIBITS

Volume 3

<b><u>TAB NO.</u></b>	<b><u>WITNESSES</u></b>	<b><u>EXHIBIT NOS.</u></b>
90-107	Compensation and Benefits Panel	(CBP-1) - (CBP-18)
108-115	Environmental Health & Safety Panel	(EH&S-1) - (EH&S-8)
116-119	IT Panel	(IT-1) – (IT-4)
120-126	Shared Services Panel	(SSP-1) – (SSP-7)
127-129	Gas Rate Panel	(GRP-1) – (GRP-3)

## Blended Peer Group and Geographic Differentials

CBP\_\_01

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Blended Peer Group and Geographic Differentials

Page 1 of 1

Geographic Differentials<sup>1</sup> between Peer Company Headquarters and New York City

Peer Company	Peer Company Headquarters	Industry Sector	Revenues <sup>2</sup>	EE Count <sup>2</sup>	Differential
<b>General Industry New York Metro Peer Companies</b>					
American Express Company	New York, New York	Financial Services	\$30,700	55,000	100.0%
American International Group, Inc.	New York, New York	Insurance	\$49,500	49,800	100.0%
Automatic Data Processing, Inc.	Roseland, New Jersey (Newark)	Data Processing	\$13,300	57,000	106.0%
Bristol-Myers Squibb Company	New York, New York	Pharmaceutical	\$20,800	23,700	100.0%
Broadridge Financial Solutions, Inc.	Lake Success, New York	Financial Services	\$4,300	10,000	112.0%
CBS Corporation	New York, New York	Broadcasting	\$13,700	12,700	100.0%
Curtiss-Wright Corporation	Parsippany, NJ (Passaic)	Industrial	\$2,300	8,600	104.9%
The Hearst Corporation	New York, New York	Publishing	--	21,141	100.0%
Hexcel Corporation	Stamford, Connecticut	Industrial	\$2,000	6,259	105.0%
Horizon Blue Cross Blue Shield of New Jersey	Newark, New Jersey	Healthcare	--	5,434	106.0%
Johnson & Johnson	New Brunswick, New Jersey	Pharmaceutical	\$76,450	134,000	104.4%
KPMG	New York, New York	Consulting	--	25,712	100.0%
L3 Technologies (formerly L3 Communications)	New York, New York	Industrial	\$9,600	31,000	100.0%
Nasdaq, Inc.	New York, New York	Financial Services	\$4,000	4,069	100.0%
New York Life Insurance Company	New York, New York	Insurance	\$30,000	--	100.0%
Pfizer Inc.	New York, New York	Pharmaceutical	\$52,500	90,200	100.0%
Revlon, Inc.	New York, New York	Consumer Products	\$2,700	7,800	100.0%
S&P Global Inc.	New York, New York	Financial Services	\$6,100	20,400	100.0%
Siemens Corporation	New York, New York	Industrial	--	--	100.0%
Synchrony Financial	Stamford, Connecticut	Financial Services	\$7,100	16,000	105.0%
United Rentals, Inc.	Stamford, Connecticut	Distributor	\$6,600	14,800	105.0%
United Technologies Corporation	Farmington, Connecticut (Hartford)	Industrial	\$60,000	204,700	111.9%
Verizon Communications Inc.	New York, New York	Telecommunications	\$126,000	153,100	100.0%
Xerox Corporation	Norwalk, Connecticut	Technology	\$10,300	34,300	105.0%
Xylem Inc.	Rye Brook, New York	Industrial	\$4,700	16,200	105.0%
<b>Utility Sector Peer Companies</b>					
Ameren Corporation	Saint Louis, Missouri	Utility	\$6,200	8,615	122.9%
American Electric Power Company, Inc.	Columbus, Ohio	Utility	\$15,400	17,666	122.7%
Atmos Energy Corporation	Dallas, Texas	Utility	\$2,800	4,565	121.8%
Avangrid, Inc.	Orange, Connecticut	Utility	\$6,000	6,500	106.5%
CMS Energy Corporation	Jackson, MI (Ann Arbor)	Utility	\$6,600	7,850	115.3%
Dominion Energy, Inc.	Richmond, Virginia	Utility	\$12,600	16,200	120.7%
Duke Energy Corporation	Charlotte, North Carolina	Utility	\$23,600	29,060	123.5%
Edison International	Rosemead, CA (Los Angeles)	Utility	--	12,521	107.0%
Entergy Services, Inc.	New Orleans, Louisiana	Utility	\$11,100	13,504	121.9%
Eversource Energy	Springfield, Massachusetts	Utility	\$7,700	8,084	115.8%
Exelon Corporation	Chicago, Illinois	Utility	\$33,500	34,621	113.6%
FirstEnergy Corp.	Akron, Ohio	Utility	\$14,000	15,617	126.0%
Hawaiian Electric Industries, Inc.	Honolulu, Hawaii	Utility	\$2,600	3,880	116.1%
NextEra Energy, Inc.	Juno Beach, FL (Fort Lauderdale)	Utility	\$17,200	14,000	123.2%
NiSource Inc.	Merrillville, IN (Chicago)	Utility	\$4,900	8,175	113.6%
NRG Energy, Inc.	Princeton, New Jersey (Trenton)	Utility	\$10,600	5,940	107.1%
OGE Energy Corp.	Oklahoma City, Oklahoma	Utility	\$2,300	2,413	127.6%
Oncor Electric Delivery Company	Dallas, Texas	Utility	\$4,000	3,965	121.8%
ONEOK Inc.	Tulsa, Oklahoma	Utility	\$12,200	2,470	126.4%
Pacific Gas & Electric Company	San Francisco, California	Utility	\$17,100	22,980	96.0%
PNM Resources, Inc.	Albuquerque, New Mexico	Utility	\$1,500	1,699	129.6%
Public Service Enterprise Group Inc.	Newark, New Jersey	Utility	\$9,100	12,945	106.0%
Scana Corporation	Cayce, South Carolina	Utility	\$4,400	5,228	128.2%
The Southern Company	Atlanta, Georgia	Utility	\$23,000	31,344	122.9%
Southwest Gas Company	Las Vegas, Nevada	Utility	\$2,500	7,771	116.3%
					Cost of Labor
<b>Average of All Peer Companies</b>			<b>Average of All Peers:</b>	<b>110.5%</b>	
<b>Average of All Utility Sector Peer Companies</b>			<b>Average of Utility Peers:</b>	<b>118.1%</b>	

<sup>1</sup> Per Salary.com

<sup>2</sup> Per Capital IQ

## Benefit Index Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Blended Peer Group	CECONY Benefits vs Blended Peers
All Benefits	104.8
All Postretirement Benefits <sup>1</sup>	137.3
All Preretirement Welfare Benefits <sup>2</sup>	92.7
Vacation and Holidays	95.6

<sup>1</sup> All postretirement benefits includes retirement (pension and thrift savings), and post-retirement healthcare and life insurance.

<sup>2</sup> All pre-retirement welfare benefits includes life insurance, short and long-term disability, active health, dental and vision.





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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3H	Department Manager	DR Utility of the Future	Utility of the Future	Benchmark Data Available	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>
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1H	Specialist	DR Distribution Planning	Distribution Planning	Insufficient Benchmark Data	WTW	AZ530	Electric System/Grid Planning Engineering	Intermediate (P2)	<ul style="list-style-type: none"> <li>Takes responsibility for regional transmission system planning, including load/zone planning and baseline reliability planning, to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines</li> <li>Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process</li> <li>Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention</li> <li>Assesses the capabilities of the regional transmission system and its compliance with the planning criteria</li> <li>Conducts load saturation studies to determine the long-range substation needs in the service territory</li> <li>Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans</li> <li>Develops expansion plans for the regional transmission system and distribution substations</li> <li>Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites</li> <li>May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations</li> </ul>
2H	Manager	DR Distribution Planning	Distribution Planning	Insufficient Benchmark Data	WTW	AZ530	Electric System/Grid Planning Engineering	Manager (M2)	<ul style="list-style-type: none"> <li>Takes responsibility for regional transmission system planning, including load/zone planning and baseline reliability planning, to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines</li> <li>Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process</li> <li>Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention</li> <li>Assesses the capabilities of the regional transmission system and its compliance with the planning criteria</li> <li>Conducts load saturation studies to determine the long-range substation needs in the service territory</li> <li>Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans</li> <li>Develops expansion plans for the regional transmission system and distribution substations</li> <li>Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites</li> <li>May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations</li> </ul>
2H	Project Specialist	DR Distribution Planning	Distribution Planning	Insufficient Benchmark Data	WTW	AZ530	Electric System/Grid Planning Engineering	Specialist (P4)	<ul style="list-style-type: none"> <li>Takes responsibility for regional transmission system planning, including load/zone planning and baseline reliability planning, to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines</li> <li>Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process</li> <li>Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention</li> <li>Assesses the capabilities of the regional transmission system and its compliance with the planning criteria</li> <li>Conducts load saturation studies to determine the long-range substation needs in the service territory</li> <li>Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans</li> <li>Develops expansion plans for the regional transmission system and distribution substations</li> <li>Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites</li> <li>May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations</li> </ul>
2H	Sr Engineer	DR Distribution Planning	Distribution Planning	Insufficient Benchmark Data	WTW	AZ530	Electric System/Grid Planning Engineering	Specialist (P4)	<ul style="list-style-type: none"> <li>Takes responsibility for regional transmission system planning, including load/zone planning and baseline reliability planning, to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines</li> <li>Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process</li> <li>Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention</li> <li>Assesses the capabilities of the regional transmission system and its compliance with the planning criteria</li> <li>Conducts load saturation studies to determine the long-range substation needs in the service territory</li> <li>Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans</li> <li>Develops expansion plans for the regional transmission system and distribution substations</li> <li>Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites</li> <li>May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations</li> </ul>



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3l	Section Manager	DR Innovative Pricing Pilots	Demonstration Projects	Benchmark Data Available	WTW	ED0000	Energy Efficiency/Conservation Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>





Census  
Consolidated Edison of New York  
(CECONY) 2018 Competitive  
Analyses

CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
11	Executive Assistant II	DR Office of the VP	DR of VP Data Resource Integ	Benchmark Data Available	WTW	A450A2	Secretarial/Receptive Administrative Assistance	Lead (IA)	<ul style="list-style-type: none"> <li>Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy</li> <li>Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries</li> <li>Receives, screens and directs incoming calls, visitors, mail and email</li> <li>Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses.</li> <li>Participates in the development and implementation of secretarial standards, policies and practices for the organization</li> <li>Matching note: Match secretarial/administrative assistants who directly support executives excluding the CEO to this Discipline.</li> </ul>
31	Section Manager	DR EEDM Manager & Staff	Energy Efficiency	Benchmark Data Available	WTW	ED0000	Energy Efficiency/Conservation Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>
4H	Director Enrgy EFF Prog	DR EEDM Manager & Staff	Energy Efficiency	Insufficient Benchmark Data	WTW	ED0000	Energy Efficiency/Conservation Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>
1H	Specialist	DR EEDM Reg&Stakeholder Eng	Energy Efficiency	Benchmark Data Available	WTW	ED0000	Energy Efficiency/Conservation Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>
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1H	Specialist	DR Prog Del & Cust Engagement	Energy Efficiency	Benchmark Data Available	WTW	ED0000	Energy Efficiency/Conservation Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>
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Census  
Consolidated Edison of New York  
(CECONY) 2018 Competitive  
Analysis

CECONY Employee Data					Survey Position Matching				Survey Position Matching
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3H	Department Manager	BUSINESS FIN Budget & Forecast	Budgeting & Forecasting	Benchmark Data Available	WTW	AF720	Budget Analysis	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Compiles and reviews the budgets for corporate departments, taking into consideration actual performance, previous expenditures, and estimated expenses and income</li> <li>Maintains accurate spending records and establishes measures for budgetary control</li> </ul>
3L	Project Manager	BUSINESS FIN Budget & Forecast	Budgeting & Forecasting	Benchmark Data Available	WTW	AF720	Budget Analysis	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Compiles and reviews the budgets for corporate departments, taking into consideration actual performance, previous expenditures, and estimated expenses and income</li> <li>Maintains accurate spending records and establishes measures for budgetary control</li> </ul>
3L	Section Manager	BUSINESS FIN Budget & Forecast	Budgeting & Forecasting	Benchmark Data Available	WTW	AF720	Budget Analysis	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Compiles and reviews the budgets for corporate departments, taking into consideration actual performance, previous expenditures, and estimated expenses and income</li> <li>Maintains accurate spending records and establishes measures for budgetary control</li> </ul>
4L	Director	BUSINESS FIN Budget & Forecast	Budgeting & Forecasting	Benchmark Data Available	WTW	AF720	Budget Analysis	Group Manager (M4)	<ul style="list-style-type: none"> <li>Compiles and reviews the budgets for corporate departments, taking into consideration actual performance, previous expenditures, and estimated expenses and income</li> <li>Maintains accurate spending records and establishes measures for budgetary control</li> </ul>
3L	Section Manager	BUSINESS FIN Spcl Proj CECONY	Budgeting & Forecasting	Benchmark Data Available	WTW	4EM00	Data Analytics/Business Intelligence and Data Science Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops, analyzes and models operational, economic, management, accounting and other organizational data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies</li> <li>Analyzes organizational data to recommend solutions to new and complex problems, develops innovative strategies, quantifies the competitive performance of the organization's operations and/or markets, models and evaluates the potential impact of changes</li> <li>Applies and integrates statistical, mathematical, predictive modeling and business analysis skills to manage and manipulate complex high volume data from a variety of sources</li> </ul>
1H	Analyst	CORP ACTG Finance Support	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Intermediate (P2)	<ul style="list-style-type: none"> <li>Maintains, integrates and implements software applications within the organization</li> <li>Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications</li> <li>Ensures proper controls are established and maintained over test and production systems and software source code</li> </ul>
2H	Sr Planning Analyst	CORP ACTG Finance Support	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Manager (M2)	<ul style="list-style-type: none"> <li>Maintains, integrates and implements software applications within the organization</li> <li>Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications</li> <li>Ensures proper controls are established and maintained over test and production systems and software source code</li> </ul>
2H	Sr Planning Analyst	CORP ACTG Finance Support	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Specialist (P4)	<ul style="list-style-type: none"> <li>Maintains, integrates and implements software applications within the organization</li> <li>Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications</li> <li>Ensures proper controls are established and maintained over test and production systems and software source code</li> </ul>
2H	Sr Planning Analyst	CORP ACTG Finance Support	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Specialist (P4)	<ul style="list-style-type: none"> <li>Maintains, integrates and implements software applications within the organization</li> <li>Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications</li> <li>Ensures proper controls are established and maintained over test and production systems and software source code</li> </ul>
2H	Sr Planning Analyst	CORP ACTG Finance Support	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Specialist (P4)	<ul style="list-style-type: none"> <li>Maintains, integrates and implements software applications within the organization</li> <li>Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications</li> <li>Ensures proper controls are established and maintained over test and production systems and software source code</li> </ul>
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3L	Section Manager	CORP ACTG Finance Support	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Maintains, integrates and implements software applications within the organization</li> <li>Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications</li> <li>Ensures proper controls are established and maintained over test and production systems and software source code</li> </ul>
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4L	Director	CORP ACTG Finance Support	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Group Manager (M4)	<ul style="list-style-type: none"> <li>Maintains, integrates and implements software applications within the organization</li> <li>Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications</li> <li>Ensures proper controls are established and maintained over test and production systems and software source code</li> </ul>
3L	Project Manager	CORP ACTG User Provisioning	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Maintains, integrates and implements software applications within the organization</li> <li>Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications</li> <li>Ensures proper controls are established and maintained over test and production systems and software source code</li> </ul>
1H	Accountant	CORP ACTG Accounts Receivable	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AFB02	Accounts Receivable	Intermediate (P2)	<ul style="list-style-type: none"> <li>Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis</li> <li>Maintains and reconciles accounts receivable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud</li> <li>May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries</li> </ul>
2H	Sr Accountant	CORP ACTG Accounts Receivable	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AFB02	Accounts Receivable	Manager (M2)	<ul style="list-style-type: none"> <li>Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis</li> <li>Maintains and reconciles accounts receivable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud</li> <li>May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries</li> </ul>
2L	Accounting Supervisor	CORP ACTG Accounts Receivable	Cost & Project Accounting	Benchmark Data Available	WTW	AFB02	Accounts Receivable	Supervisor (M1)	<ul style="list-style-type: none"> <li>Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis</li> <li>Maintains and reconciles accounts receivable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud</li> <li>May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries</li> </ul>
2L	Accounting Supervisor	CORP ACTG Accounts Receivable	Cost & Project Accounting	Benchmark Data Available	WTW	AFB02	Accounts Receivable	Supervisor (M1)	<ul style="list-style-type: none"> <li>Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis</li> <li>Maintains and reconciles accounts receivable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud</li> <li>May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries</li> </ul>
2L	Sr Analyst	CORP ACTG Accounts Receivable	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AFB02	Accounts Receivable	Career (P3)	<ul style="list-style-type: none"> <li>Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis</li> <li>Maintains and reconciles accounts receivable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud</li> <li>May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries</li> </ul>



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 Analysis

CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3L	Section Manager	CECONY ACCTG Accounts Receivable	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF802	Accounts Receivable	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis</li> <li>Maintains and reconciles accounts receivable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud</li> <li>May be responsible for low volume customer billing, including preparation, delivery and responding to resulting queries</li> </ul>
3L	Section Manager	CECONY ACCTG Accounts Receivable	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF802	Accounts Receivable	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis</li> <li>Maintains and reconciles accounts receivable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud</li> <li>May be responsible for low volume customer billing, including preparation, delivery and responding to resulting queries</li> </ul>
1H	Analyst	CECONY ACCTG Property Record	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF899	Accounting - No Applicable Discipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
1H	Analyst	CECONY ACCTG Property Record	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF899	Accounting - No Applicable Discipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
1H	Supervisor	CECONY ACCTG Property Record	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF899	Accounting - No Applicable Discipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
2L	Staff Accountant	CECONY ACCTG Property Record	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF899	Accounting - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
3L	Section Manager	CECONY ACCTG Property Record	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF899	Accounting - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
4L	Assistant Controller	CECONY ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
1H	Accountant	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	WTW	AF804	Cost Accounting	Intermediate (P2)	<ul style="list-style-type: none"> <li>Prepares, records, analyzes and reports on the cost of producing the organization's products and services</li> <li>Analyzes capital budget requests</li> <li>Maintains ledgers and financial statements</li> </ul>
1H	Accountant	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	WTW	AF804	Cost Accounting	Intermediate (P2)	<ul style="list-style-type: none"> <li>Prepares, records, analyzes and reports on the cost of producing the organization's products and services</li> <li>Analyzes capital budget requests</li> <li>Maintains ledgers and financial statements</li> </ul>
2H	Sr Accountant	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF804	Cost Accounting	Specialist (P4)	<ul style="list-style-type: none"> <li>Prepares, records, analyzes and reports on the cost of producing the organization's products and services</li> <li>Analyzes capital budget requests</li> <li>Maintains ledgers and financial statements</li> </ul>
2H	Sr Planning Analyst	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF804	Cost Accounting	Specialist (P4)	<ul style="list-style-type: none"> <li>Prepares, records, analyzes and reports on the cost of producing the organization's products and services</li> <li>Analyzes capital budget requests</li> <li>Maintains ledgers and financial statements</li> </ul>
2L	Staff Accountant	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF804	Cost Accounting	Supervisor (M1)	<ul style="list-style-type: none"> <li>Prepares, records, analyzes and reports on the cost of producing the organization's products and services</li> <li>Analyzes capital budget requests</li> <li>Maintains ledgers and financial statements</li> </ul>
2L	Staff Accountant	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF804	Cost Accounting	Supervisor (M1)	<ul style="list-style-type: none"> <li>Prepares, records, analyzes and reports on the cost of producing the organization's products and services</li> <li>Analyzes capital budget requests</li> <li>Maintains ledgers and financial statements</li> </ul>
2L	Staff Accountant	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF804	Cost Accounting	Career (P3)	<ul style="list-style-type: none"> <li>Prepares, records, analyzes and reports on the cost of producing the organization's products and services</li> <li>Analyzes capital budget requests</li> <li>Maintains ledgers and financial statements</li> </ul>
3L	Section Manager	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AF804	Cost Accounting	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Prepares, records, analyzes and reports on the cost of producing the organization's products and services</li> <li>Analyzes capital budget requests</li> <li>Maintains ledgers and financial statements</li> </ul>
1H	Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
1H	Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
1H	Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
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1H	Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
2H	Sr Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
2H	Sr Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
2H	Sr Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
2H	Sr Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
2H	Sr Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
2L	Staff Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
2L	Staff Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
2L	Staff Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
2L	Staff Accountant	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
3H	Department Manager	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
4L	Assistant Controller	CECONY ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets</li> <li>Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match Financial Controllers to this Discipline.</li> </ul>
1H	Accountant	CECONY ACCTG Acctg Rptg & Proc	Corp Acctg Fin Acctg & Rptg	Insufficient Benchmark Data	WTW	AF830	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> <li>Conducts extensive research regarding the impact to financial statements of potential changes to accounting rules proposed by accounting standards setters and advises senior management regarding same</li> <li>Develops, implements and communicates new policies and processes to comply with newly issued accounting standards</li> <li>Provides accounting guidance related to proposed transactions to ensure conformity with local country Generally Accepted Accounting Principles, International Financial Reporting Standards, and company policies and procedures</li> <li>Ensures that relevant accounting standards are appropriately and consistently applied</li> <li>Matching note: Match incumbents who research accounting and financial reporting standards and regulations such as Sarbanes-Oxley (SOX), Bn Company Law Directive, Basel II and Markets in Financial Instruments Directive (MIFID) to support the organization's financial records compliance with same to this Discipline.</li> </ul>
1H	Accountant	CECONY ACCTG Acctg Rptg & Proc	Corp Acctg Fin Acctg & Rptg	Insufficient Benchmark Data	WTW	AF830	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> <li>Conducts extensive research regarding the impact to financial statements of potential changes to accounting rules proposed by accounting standards setters and advises senior management regarding same</li> <li>Develops, implements and communicates new policies and processes to comply with newly issued accounting standards</li> <li>Provides accounting guidance related to proposed transactions to ensure conformity with local country Generally Accepted Accounting Principles, International Financial Reporting Standards, and company policies and procedures</li> <li>Ensures that relevant accounting standards are appropriately and consistently applied</li> <li>Matching note: Match incumbents who research accounting and financial reporting standards and regulations such as Sarbanes-Oxley (SOX), Bn Company Law Directive, Basel II and Markets in Financial Instruments Directive (MIFID) to support the organization's financial records compliance with same to this Discipline.</li> </ul>

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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1H	Accountant	CECONY ACCTG Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Insufficient Benchmark Data	WTW	AF800	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> <li>Conducts extensive research regarding the impact to financial statements of potential changes to accounting rules proposed by accounting standards setters and advises senior management regarding same</li> <li>Develops, implements and communicates new policies and processes to comply with newly issued accounting standards</li> <li>Provides accounting guidance related to proposed transactions to ensure conformity with local country Generally Accepted Accounting Principles, International Financial Reporting Standards, and company policies and procedures</li> <li>Ensures that relevant accounting standards are appropriately and consistently applied</li> <li>Matching note: Match incumbents who research accounting and financial reporting standards and regulations such as Sarbanes-Oxley (SOX), Bth Company Law Directive, Basel II and Markets in Financial Instruments Directive (MIFID) to support the organization's financial records compliance with same to this Discipline.</li> </ul>
1H	Accountant	CECONY ACCTG Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Insufficient Benchmark Data	WTW	AF800	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> <li>Conducts extensive research regarding the impact to financial statements of potential changes to accounting rules proposed by accounting standards setters and advises senior management regarding same</li> <li>Develops, implements and communicates new policies and processes to comply with newly issued accounting standards</li> <li>Provides accounting guidance related to proposed transactions to ensure conformity with local country Generally Accepted Accounting Principles, International Financial Reporting Standards, and company policies and procedures</li> <li>Ensures that relevant accounting standards are appropriately and consistently applied</li> <li>Matching note: Match incumbents who research accounting and financial reporting standards and regulations such as Sarbanes-Oxley (SOX), Bth Company Law Directive, Basel II and Markets in Financial Instruments Directive (MIFID) to support the organization's financial records compliance with same to this Discipline.</li> </ul>
1H	Accountant	CECONY ACCTG Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Insufficient Benchmark Data	WTW	AF800	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> <li>Conducts extensive research regarding the impact to financial statements of potential changes to accounting rules proposed by accounting standards setters and advises senior management regarding same</li> <li>Develops, implements and communicates new policies and processes to comply with newly issued accounting standards</li> <li>Provides accounting guidance related to proposed transactions to ensure conformity with local country Generally Accepted Accounting Principles, International Financial Reporting Standards, and company policies and procedures</li> <li>Ensures that relevant accounting standards are appropriately and consistently applied</li> <li>Matching note: Match incumbents who research accounting and financial reporting standards and regulations such as Sarbanes-Oxley (SOX), Bth Company Law Directive, Basel II and Markets in Financial Instruments Directive (MIFID) to support the organization's financial records compliance with same to this Discipline.</li> </ul>
1H	Accountant	CECONY ACCTG Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Insufficient Benchmark Data	WTW	AF800	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> <li>Conducts extensive research regarding the impact to financial statements of potential changes to accounting rules proposed by accounting standards setters and advises senior management regarding same</li> <li>Develops, implements and communicates new policies and processes to comply with newly issued accounting standards</li> <li>Provides accounting guidance related to proposed transactions to ensure conformity with local country Generally Accepted Accounting Principles, International Financial Reporting Standards, and company policies and procedures</li> <li>Ensures that relevant accounting standards are appropriately and consistently applied</li> <li>Matching note: Match incumbents who research accounting and financial reporting standards and regulations such as Sarbanes-Oxley (SOX), Bth Company Law Directive, Basel II and Markets in Financial Instruments Directive (MIFID) to support the organization's financial records compliance with same to this Discipline.</li> </ul>
2H	Sr Accountant	CECONY ACCTG Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Policy and Research	Manager (M2)	<ul style="list-style-type: none"> <li>Conducts extensive research regarding the impact to financial statements of potential changes to accounting rules proposed by accounting standards setters and advises senior management regarding same</li> <li>Develops, implements and communicates new policies and processes to comply with newly issued accounting standards</li> <li>Provides accounting guidance related to proposed transactions to ensure conformity with local country Generally Accepted Accounting Principles, International Financial Reporting Standards, and company policies and procedures</li> <li>Ensures that relevant accounting standards are appropriately and consistently applied</li> <li>Matching note: Match incumbents who research accounting and financial reporting standards and regulations such as Sarbanes-Oxley (SOX), Bth Company Law Directive, Basel II and Markets in Financial Instruments Directive (MIFID) to support the organization's financial records compliance with same to this Discipline.</li> </ul>
2H	Sr Accountant	CECONY ACCTG Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Policy and Research	Manager (M2)	<ul style="list-style-type: none"> <li>Conducts extensive research regarding the impact to financial statements of potential changes to accounting rules proposed by accounting standards setters and advises senior management regarding same</li> <li>Develops, implements and communicates new policies and processes to comply with newly issued accounting standards</li> <li>Provides accounting guidance related to proposed transactions to ensure conformity with local country Generally Accepted Accounting Principles, International Financial Reporting Standards, and company policies and procedures</li> <li>Ensures that relevant accounting standards are appropriately and consistently applied</li> <li>Matching note: Match incumbents who research accounting and financial reporting standards and regulations such as Sarbanes-Oxley (SOX), Bth Company Law Directive, Basel II and Markets in Financial Instruments Directive (MIFID) to support the organization's financial records compliance with same to this Discipline.</li> </ul>
2H	Sr Planning Analyst	CECONY ACCTG Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Accounting Policy and Research	Specialist (P4)	<ul style="list-style-type: none"> <li>Conducts extensive research regarding the impact to financial statements of potential changes to accounting rules proposed by accounting standards setters and advises senior management regarding same</li> <li>Develops, implements and communicates new policies and processes to comply with newly issued accounting standards</li> <li>Provides accounting guidance related to proposed transactions to ensure conformity with local country Generally Accepted Accounting Principles, International Financial Reporting Standards, and company policies and procedures</li> <li>Ensures that relevant accounting standards are appropriately and consistently applied</li> <li>Matching note: Match incumbents who research accounting and financial reporting standards and regulations such as Sarbanes-Oxley (SOX), Bth Company Law Directive, Basel II and Markets in Financial Instruments Directive (MIFID) to support the organization's financial records compliance with same to this Discipline.</li> </ul>
1H	Accountant	CECONY ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Insufficient Benchmark Data	WTW	AF800	Financial Reporting	Intermediate (P2)	<ul style="list-style-type: none"> <li>Prepares and distributes periodic financial statements for users other than those directly employed by the organization</li> <li>Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies</li> <li>Prepares consolidation journal entries, eliminates intercompany transactions and consolidates divisional and subsidiary financial accounts in a timely and accurate basis for inclusion in internal and external financial statements</li> </ul>
2H	Sr Accountant	CECONY ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Financial Reporting	Manager (M2)	<ul style="list-style-type: none"> <li>Prepares and distributes periodic financial statements for users other than those directly employed by the organization</li> <li>Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies</li> <li>Prepares consolidation journal entries, eliminates intercompany transactions and consolidates divisional and subsidiary financial accounts in a timely and accurate basis for inclusion in internal and external financial statements</li> </ul>
2H	Sr Accountant	CECONY ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Financial Reporting	Specialist (P4)	<ul style="list-style-type: none"> <li>Prepares and distributes periodic financial statements for users other than those directly employed by the organization</li> <li>Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies</li> <li>Prepares consolidation journal entries, eliminates intercompany transactions and consolidates divisional and subsidiary financial accounts in a timely and accurate basis for inclusion in internal and external financial statements</li> </ul>
2H	Sr Accountant	CECONY ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Financial Reporting	Specialist (P4)	<ul style="list-style-type: none"> <li>Prepares and distributes periodic financial statements for users other than those directly employed by the organization</li> <li>Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies</li> <li>Prepares consolidation journal entries, eliminates intercompany transactions and consolidates divisional and subsidiary financial accounts in a timely and accurate basis for inclusion in internal and external financial statements</li> </ul>
3H	Department Manager	CECONY ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	WTW	AF800	Financial Reporting	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Prepares and distributes periodic financial statements for users other than those directly employed by the organization</li> <li>Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies</li> <li>Prepares consolidation journal entries, eliminates intercompany transactions and consolidates divisional and subsidiary financial accounts in a timely and accurate basis for inclusion in internal and external financial statements</li> </ul>
1H	Accountant	CECONY ACCTG Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	WTW	AF800	General Accounting	Intermediate (P2)	<ul style="list-style-type: none"> <li>Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements such as balance sheets, profit and loss statements and capital expenditure schedules</li> <li>Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles</li> <li>Provides financial support, including forecasting, budgeting and analyzing variations from budget</li> <li>Analyzes and prepares statutory accounts, financial statements and reports</li> <li>Conducts or assists in the documentation of accounting projects</li> </ul>
1A	Accounting Supervisor	CECONY ACCTG Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	WTW	AF800	General Accounting	Supervisor (M1)	<ul style="list-style-type: none"> <li>Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements such as balance sheets, profit and loss statements and capital expenditure schedules</li> <li>Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles</li> <li>Provides financial support, including forecasting, budgeting and analyzing variations from budget</li> <li>Analyzes and prepares statutory accounts, financial statements and reports</li> <li>Conducts or assists in the documentation of accounting projects</li> </ul>
2A	Staff Accountant	CECONY ACCTG Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	WTW	AF800	General Accounting	Career (P3)	<ul style="list-style-type: none"> <li>Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements such as balance sheets, profit and loss statements and capital expenditure schedules</li> <li>Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles</li> <li>Provides financial support, including forecasting, budgeting and analyzing variations from budget</li> <li>Analyzes and prepares statutory accounts, financial statements and reports</li> <li>Conducts or assists in the documentation of accounting projects</li> </ul>
2A	Staff Accountant	CECONY ACCTG Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	WTW	AF800	General Accounting	Career (P3)	<ul style="list-style-type: none"> <li>Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements such as balance sheets, profit and loss statements and capital expenditure schedules</li> <li>Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles</li> <li>Provides financial support, including forecasting, budgeting and analyzing variations from budget</li> <li>Analyzes and prepares statutory accounts, financial statements and reports</li> <li>Conducts or assists in the documentation of accounting projects</li> </ul>

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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1k	Section Manager	CORP-ACCTG ASST Reconciliation	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8010	General Accounting	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements such as balance sheets, profit and loss statements and capital expenditure schedules</li> <li>Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles</li> <li>Provides financial support, including forecasting, budgeting and analyzing variances from budget</li> <li>Analyzes and prepares statutory accounts, financial statements and reports</li> <li>Conducts or assists in the documentation of accounting projects</li> </ul>
1H	Accountant	CORP-ACCTG Accounts Payable	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8061	Accounts Payable	Intermediate (P2)	<ul style="list-style-type: none"> <li>Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries</li> <li>Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>May process employee expenses reimbursement requests for payment</li> </ul>
1H	Accountant	CORP-ACCTG Accounts Payable	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8061	Accounts Payable	Intermediate (P2)	<ul style="list-style-type: none"> <li>Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries</li> <li>Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>May process employee expenses reimbursement requests for payment</li> </ul>
1H	Supervisor	CORP-ACCTG Accounts Payable	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8061	Accounts Payable	Supervisor (M1)	<ul style="list-style-type: none"> <li>Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries</li> <li>Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>May process employee expenses reimbursement requests for payment</li> </ul>
2L	Accounting Supervisor	CORP-ACCTG Accounts Payable	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8061	Accounts Payable	Supervisor (M1)	<ul style="list-style-type: none"> <li>Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries</li> <li>Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>May process employee expenses reimbursement requests for payment</li> </ul>
2L	Staff Accountant	CORP-ACCTG Accounts Payable	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8061	Accounts Payable	Career (P3)	<ul style="list-style-type: none"> <li>Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries</li> <li>Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>May process employee expenses reimbursement requests for payment</li> </ul>
1L	Section Manager	CORP-ACCTG Accounts Payable	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8061	Accounts Payable	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries</li> <li>Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>May process employee expenses reimbursement requests for payment</li> </ul>
4L	Assistant Controller	CORP-ACCTG Accounts Payable	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8061	Accounts Payable	Group Manager (M4)	<ul style="list-style-type: none"> <li>Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries</li> <li>Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports</li> <li>Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to</li> <li>May process employee expenses reimbursement requests for payment</li> </ul>
1H	Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Intermediate (P2)	<ul style="list-style-type: none"> <li>Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments</li> <li>Evaluates current systems, and recommends and develops operating efficiency improvements</li> <li>Monitors and ensures proper documentation of employee benefit payments</li> <li>Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements</li> <li>Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.</li> </ul>
2H	Sr Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Manager (M2)	<ul style="list-style-type: none"> <li>Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments</li> <li>Evaluates current systems, and recommends and develops operating efficiency improvements</li> <li>Monitors and ensures proper documentation of employee benefit payments</li> <li>Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements</li> <li>Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.</li> </ul>
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> <li>Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments</li> <li>Evaluates current systems, and recommends and develops operating efficiency improvements</li> <li>Monitors and ensures proper documentation of employee benefit payments</li> <li>Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements</li> <li>Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.</li> </ul>
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> <li>Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments</li> <li>Evaluates current systems, and recommends and develops operating efficiency improvements</li> <li>Monitors and ensures proper documentation of employee benefit payments</li> <li>Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements</li> <li>Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.</li> </ul>
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> <li>Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments</li> <li>Evaluates current systems, and recommends and develops operating efficiency improvements</li> <li>Monitors and ensures proper documentation of employee benefit payments</li> <li>Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements</li> <li>Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.</li> </ul>
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> <li>Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments</li> <li>Evaluates current systems, and recommends and develops operating efficiency improvements</li> <li>Monitors and ensures proper documentation of employee benefit payments</li> <li>Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements</li> <li>Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.</li> </ul>
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> <li>Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments</li> <li>Evaluates current systems, and recommends and develops operating efficiency improvements</li> <li>Monitors and ensures proper documentation of employee benefit payments</li> <li>Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements</li> <li>Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.</li> </ul>
3k	Section Manager	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments</li> <li>Evaluates current systems, and recommends and develops operating efficiency improvements</li> <li>Monitors and ensures proper documentation of employee benefit payments</li> <li>Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements</li> <li>Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.</li> </ul>
1H	Accountant	CORP-ACCTG Regulatory Acts	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8999	Accounting - No Applicable Discipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
1H	Accountant	CORP-ACCTG Regulatory Acts	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8999	Accounting - No Applicable Discipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
2H	Sr Accountant	CORP-ACCTG Regulatory Acts	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8999	Accounting - No Applicable Discipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
2H	Sr Accountant	CORP-ACCTG Regulatory Acts	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8999	Accounting - No Applicable Discipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
3H	Department Manager	CORP-ACCTG Regulatory Acts	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8999	Accounting - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
2H	Sr Accountant	CORP-ACCTG Regulatory Filings	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8999	Accounting - No Applicable Discipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
2L	Staff Accountant	CORP-ACCTG Regulatory Filings	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8999	Accounting - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
3H	Department Manager	CORP-ACCTG Regulatory Filings	Corp Actg Accounting Ops	Insufficient Benchmark Data	WTW	AF8999	Accounting - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Accounting Function but are not described in other Discipline summaries</li> </ul>
1H	Tax Accountant	TAX Local Tax	General Taxes	Benchmark Data Available	WTW	AF7050	Tax Reporting and Compliance	Intermediate (P2)	<ul style="list-style-type: none"> <li>Prepares and maintains tax records, returns, reports and other related materials</li> <li>Participates in the development and implementation of tax strategy</li> <li>Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations</li> <li>Recommends alternative tax treatments to alleviate or reduce tax burden</li> <li>Matching note: Match incumbents responsible for tax accounting to this Discipline.</li> </ul>
2H	Sr Tax Accountant	TAX Local Tax	General Taxes	Benchmark Data Available	WTW	AF7050	Tax Reporting and Compliance	Manager (M2)	<ul style="list-style-type: none"> <li>Prepares and maintains tax records, returns, reports and other related materials</li> <li>Participates in the development and implementation of tax strategy</li> <li>Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations</li> <li>Recommends alternative tax treatments to alleviate or reduce tax burden</li> <li>Matching note: Match incumbents responsible for tax accounting to this Discipline.</li> </ul>
2H	Sr Tax Accountant	TAX Local Tax	General Taxes	Benchmark Data Available	WTW	AF7050	Tax Reporting and Compliance	Specialist (P4)	<ul style="list-style-type: none"> <li>Prepares and maintains tax records, returns, reports and other related materials</li> <li>Participates in the development and implementation of tax strategy</li> <li>Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations</li> <li>Recommends alternative tax treatments to alleviate or reduce tax burden</li> <li>Matching note: Match incumbents responsible for tax accounting to this Discipline.</li> </ul>
2L	Staff Accountant	TAX Local Tax	General Taxes	Benchmark Data Available	WTW	AF7050	Tax Reporting and Compliance	Career (P3)	<ul style="list-style-type: none"> <li>Prepares and maintains tax records, returns, reports and other related materials</li> <li>Participates in the development and implementation of tax strategy</li> <li>Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations</li> <li>Recommends alternative tax treatments to alleviate or reduce tax burden</li> <li>Matching note: Match incumbents responsible for tax accounting to this Discipline.</li> </ul>
2L	Staff Accountant	TAX Local Tax	General Taxes	Benchmark Data Available	WTW	AF7050	Tax Reporting and Compliance	Career (P3)	<ul style="list-style-type: none"> <li>Prepares and maintains tax records, returns, reports and other related materials</li> <li>Participates in the development and implementation of tax strategy</li> <li>Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations</li> <li>Recommends alternative tax treatments to alleviate or reduce tax burden</li> <li>Matching note: Match incumbents responsible for tax accounting to this Discipline.</li> </ul>
2L	Staff Accountant	TAX Local Tax	General Taxes	Benchmark Data Available	WTW	AF7050	Tax Reporting and Compliance	Career (P3)	<ul style="list-style-type: none"> <li>Prepares and maintains tax records, returns, reports and other related materials</li> <li>Participates in the development and implementation of tax strategy</li> <li>Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations</li> <li>Recommends alternative tax treatments to alleviate or reduce tax burden</li> <li>Matching note: Match incumbents responsible for tax accounting to this Discipline.</li> </ul>



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CECONY Employee Data					Survey Position Matching				Survey Position Matching
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3s	Project Manager	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	WTW	AF7010	Financial Analysis	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Performs economic research and studies of rates of return, depreciation and investments</li> <li>Analyzes profit-and-loss income statements and prepares reports and recommendations to management</li> <li>Generates forecasts and analyzes trends in sales, finance and other areas of business</li> <li>Researches economic progressions to assist the organization's financial planning</li> <li>Creates financial models of "what if" scenarios for future business planning decisions in areas such as new product development, new marketing strategies, etc.</li> <li>Matching note: Match incumbents who perform management accounting not covered by other Disciplines to this Discipline.</li> </ul>
3s	Section Manager	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	WTW	AF7010	Financial Analysis	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Performs economic research and studies of rates of return, depreciation and investments</li> <li>Analyzes profit-and-loss income statements and prepares reports and recommendations to management</li> <li>Generates forecasts and analyzes trends in sales, finance and other areas of business</li> <li>Researches economic progressions to assist the organization's financial planning</li> <li>Creates financial models of "what if" scenarios for future business planning decisions in areas such as new product development, new marketing strategies, etc.</li> <li>Matching note: Match incumbents who perform management accounting not covered by other Disciplines to this Discipline.</li> </ul>
4L	Director	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	WTW	AF7010	Financial Analysis	Group Manager (M4)	<ul style="list-style-type: none"> <li>Performs economic research and studies of rates of return, depreciation and investments</li> <li>Analyzes profit-and-loss income statements and prepares reports and recommendations to management</li> <li>Generates forecasts and analyzes trends in sales, finance and other areas of business</li> <li>Researches economic progressions to assist the organization's financial planning</li> <li>Creates financial models of "what if" scenarios for future business planning decisions in areas such as new product development, new marketing strategies, etc.</li> <li>Matching note: Match incumbents who perform management accounting not covered by other Disciplines to this Discipline.</li> </ul>
2H	Supervisor	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	WTW	AF7030	Treasury Operations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Performs treasury operations involving cash funds, foreign exchange, debt and capital management</li> <li>Provides analytical and technical support to treasury-related activities</li> </ul>
2H	Manager	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	WTW	AF7030	Treasury Operations	Manager (M2)	<ul style="list-style-type: none"> <li>Performs treasury operations involving cash funds, foreign exchange, debt and capital management</li> <li>Provides analytical and technical support to treasury-related activities</li> </ul>
2H	Manager	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	WTW	AF7030	Treasury Operations	Manager (M2)	<ul style="list-style-type: none"> <li>Performs treasury operations involving cash funds, foreign exchange, debt and capital management</li> <li>Provides analytical and technical support to treasury-related activities</li> </ul>
2H	Manager	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	WTW	AF7030	Treasury Operations	Manager (M2)	<ul style="list-style-type: none"> <li>Performs treasury operations involving cash funds, foreign exchange, debt and capital management</li> <li>Provides analytical and technical support to treasury-related activities</li> </ul>
2H	Systems Specialist	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	WTW	AF7030	Treasury Operations	Specialist (P4)	<ul style="list-style-type: none"> <li>Performs treasury operations involving cash funds, foreign exchange, debt and capital management</li> <li>Provides analytical and technical support to treasury-related activities</li> </ul>
3H	Department Manager	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	WTW	AF7030	Treasury Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Performs treasury operations involving cash funds, foreign exchange, debt and capital management</li> <li>Provides analytical and technical support to treasury-related activities</li> </ul>
4L	Director	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	WTW	AF7030	Treasury Operations	Group Manager (M4)	<ul style="list-style-type: none"> <li>Performs treasury operations involving cash funds, foreign exchange, debt and capital management</li> <li>Provides analytical and technical support to treasury-related activities</li> </ul>
2H	Sr Financial Analyst	TREASURY Pension Management	Pension Management	Insufficient Benchmark Data	WTW	AF7012	Pension Trust Investments	Specialist (P4)	<ul style="list-style-type: none"> <li>Oversees and analyzes pension trust funds for the organization (e.g., qualified and non-qualified pension plans, 401(k) funds) in collaboration with legal, actuarial, accounting and investment professionals</li> <li>Conducts research (e.g., asset/liability and asset allocation studies)</li> <li>Recommends and implements investment strategies</li> <li>Analyzes and reports on investment results</li> </ul>
2H	Sr Financial Analyst	TREASURY Pension Management	Pension Management	Insufficient Benchmark Data	WTW	AF7012	Pension Trust Investments	Specialist (P4)	<ul style="list-style-type: none"> <li>Oversees and analyzes pension trust funds for the organization (e.g., qualified and non-qualified pension plans, 401(k) funds) in collaboration with legal, actuarial, accounting and investment professionals</li> <li>Conducts research (e.g., asset/liability and asset allocation studies)</li> <li>Recommends and implements investment strategies</li> <li>Analyzes and reports on investment results</li> </ul>
2L	Sr Analyst	TREASURY Pension Management	Pension Management	Insufficient Benchmark Data	WTW	AF7012	Pension Trust Investments	Career (P3)	<ul style="list-style-type: none"> <li>Oversees and analyzes pension trust funds for the organization (e.g., qualified and non-qualified pension plans, 401(k) funds) in collaboration with legal, actuarial, accounting and investment professionals</li> <li>Conducts research (e.g., asset/liability and asset allocation studies)</li> <li>Recommends and implements investment strategies</li> <li>Analyzes and reports on investment results</li> </ul>
4L	Director	TREASURY Pension Management	Pension Management	Insufficient Benchmark Data	WTW	AF7012	Pension Trust Investments	Group Manager (M4)	<ul style="list-style-type: none"> <li>Oversees and analyzes pension trust funds for the organization (e.g., qualified and non-qualified pension plans, 401(k) funds) in collaboration with legal, actuarial, accounting and investment professionals</li> <li>Conducts research (e.g., asset/liability and asset allocation studies)</li> <li>Recommends and implements investment strategies</li> <li>Analyzes and reports on investment results</li> </ul>
2H	Manager	TREASURY Insurance	Risk Management	Benchmark Data Available	WTW	AF70B0	Insurance Risk	Manager (M2)	<ul style="list-style-type: none"> <li>Develops, recommends and administers risk management and loss prevention programs, such as property and casualty insurance and product liability service (including insured employee benefit plans) to attain maximum protection at the most economical rates</li> </ul>
2H	Sr Financial Analyst	TREASURY Insurance	Risk Management	Benchmark Data Available	WTW	AF70B0	Insurance Risk	Specialist (P4)	<ul style="list-style-type: none"> <li>Develops, recommends and administers risk management and loss prevention programs, such as property and casualty insurance and product liability service (including insured employee benefit plans) to attain maximum protection at the most economical rates</li> </ul>
2L	Sr Analyst	TREASURY Insurance	Risk Management	Benchmark Data Available	WTW	AF70B0	Insurance Risk	Career (P3)	<ul style="list-style-type: none"> <li>Develops, recommends and administers risk management and loss prevention programs, such as property and casualty insurance and product liability service (including insured employee benefit plans) to attain maximum protection at the most economical rates</li> </ul>
3H	Department Manager	TREASURY Insurance	Risk Management	Benchmark Data Available	WTW	AF70B0	Insurance Risk	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops, recommends and administers risk management and loss prevention programs, such as property and casualty insurance and product liability service (including insured employee benefit plans) to attain maximum protection at the most economical rates</li> </ul>
1H	Analyst	TREASURY Engy Risk Mgmt	Risk Management	Benchmark Data Available	WTW	AFY000	Risk Management Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Identifies and analyzes potential sources of loss to minimize risk</li> <li>Estimates the potential financial consequences of an occurring loss</li> <li>Develops and implements controls and cost-effective approaches to minimize the organization's risks</li> <li>Assesses and communicates information regarding business risks with functions across the organization</li> </ul>
2H	Manager	TREASURY Engy Risk Mgmt	Risk Management	Benchmark Data Available	WTW	AFY000	Risk Management Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Identifies and analyzes potential sources of loss to minimize risk</li> <li>Estimates the potential financial consequences of an occurring loss</li> <li>Develops and implements controls and cost-effective approaches to minimize the organization's risks</li> <li>Assesses and communicates information regarding business risks with functions across the organization</li> </ul>
2H	Sr Financial Analyst	TREASURY Engy Risk Mgmt	Risk Management	Benchmark Data Available	WTW	AFY000	Risk Management Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Identifies and analyzes potential sources of loss to minimize risk</li> <li>Estimates the potential financial consequences of an occurring loss</li> <li>Develops and implements controls and cost-effective approaches to minimize the organization's risks</li> <li>Assesses and communicates information regarding business risks with functions across the organization</li> </ul>
2H	Sr Financial Analyst	TREASURY Engy Risk Mgmt	Risk Management	Benchmark Data Available	WTW	AFY000	Risk Management Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Identifies and analyzes potential sources of loss to minimize risk</li> <li>Estimates the potential financial consequences of an occurring loss</li> <li>Develops and implements controls and cost-effective approaches to minimize the organization's risks</li> <li>Assesses and communicates information regarding business risks with functions across the organization</li> </ul>
2H	Sr Financial Analyst	TREASURY Engy Risk Mgmt	Risk Management	Benchmark Data Available	WTW	AFY000	Risk Management Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Identifies and analyzes potential sources of loss to minimize risk</li> <li>Estimates the potential financial consequences of an occurring loss</li> <li>Develops and implements controls and cost-effective approaches to minimize the organization's risks</li> <li>Assesses and communicates information regarding business risks with functions across the organization</li> </ul>
2L	Sr Analyst	TREASURY Engy Risk Mgmt	Risk Management	Benchmark Data Available	WTW	AFY000	Risk Management Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Identifies and analyzes potential sources of loss to minimize risk</li> <li>Estimates the potential financial consequences of an occurring loss</li> <li>Develops and implements controls and cost-effective approaches to minimize the organization's risks</li> <li>Assesses and communicates information regarding business risks with functions across the organization</li> </ul>
3L	Project Manager	TREASURY Engy Risk Mgmt	Risk Management	Benchmark Data Available	WTW	AFY000	Risk Management Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Identifies and analyzes potential sources of loss to minimize risk</li> <li>Estimates the potential financial consequences of an occurring loss</li> <li>Develops and implements controls and cost-effective approaches to minimize the organization's risks</li> <li>Assesses and communicates information regarding business risks with functions across the organization</li> </ul>
3s	Section Manager	TREASURY Engy Risk Mgmt	Risk Management	Benchmark Data Available	WTW	AFY000	Risk Management Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Identifies and analyzes potential sources of loss to minimize risk</li> <li>Estimates the potential financial consequences of an occurring loss</li> <li>Develops and implements controls and cost-effective approaches to minimize the organization's risks</li> <li>Assesses and communicates information regarding business risks with functions across the organization</li> </ul>
4L	Director	TREASURY Engy Risk Mgmt	Risk Management	Benchmark Data Available	WTW	AFY000	Risk Management Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Identifies and analyzes potential sources of loss to minimize risk</li> <li>Estimates the potential financial consequences of an occurring loss</li> <li>Develops and implements controls and cost-effective approaches to minimize the organization's risks</li> <li>Assesses and communicates information regarding business risks with functions across the organization</li> </ul>
1H	Analyst	STRATEGIC PLAN Office of VP	Strategic Planning	Insufficient Benchmark Data	WTW	ACD010	Strategic Planning	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability</li> <li>Coordinates environmental scans, organizational positioning analyses and other studies</li> <li>Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan</li> <li>May conduct or facilitate periodic reviews of achievements and performance vs. strategic plans</li> </ul>
1H	Analyst	STRATEGIC PLAN Office of VP	Strategic Planning	Insufficient Benchmark Data	WTW	ACD010	Strategic Planning	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability</li> <li>Coordinates environmental scans, organizational positioning analyses and other studies</li> <li>Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan</li> <li>May conduct or facilitate periodic reviews of achievements and performance vs. strategic plans</li> </ul>
1H	Analyst	STRATEGIC PLAN Office of VP	Strategic Planning	Insufficient Benchmark Data	WTW	ACD010	Strategic Planning	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability</li> <li>Coordinates environmental scans, organizational positioning analyses and other studies</li> <li>Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan</li> <li>May conduct or facilitate periodic reviews of achievements and performance vs. strategic plans</li> </ul>
1H	Analyst	STRATEGIC PLAN Office of VP	Strategic Planning	Insufficient Benchmark Data	WTW	ACD010	Strategic Planning	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability</li> <li>Coordinates environmental scans, organizational positioning analyses and other studies</li> <li>Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan</li> <li>May conduct or facilitate periodic reviews of achievements and performance vs. strategic plans</li> </ul>
1H	Analyst	STRATEGIC PLAN Office of VP	Strategic Planning	Insufficient Benchmark Data	WTW	ACD010	Strategic Planning	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability</li> <li>Coordinates environmental scans, organizational positioning analyses and other studies</li> <li>Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan</li> <li>May conduct or facilitate periodic reviews of achievements and performance vs. strategic plans</li> </ul>
2H	Sr Financial Analyst	STRATEGIC PLAN Office of VP	Strategic Planning	Benchmark Data Available	WTW	ACD010	Strategic Planning	Specialist (P4)	<ul style="list-style-type: none"> <li>Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability</li> <li>Coordinates environmental scans, organizational positioning analyses and other studies</li> <li>Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan</li> <li>May conduct or facilitate periodic reviews of achievements and performance vs. strategic plans</li> </ul>



























Census  
Consolidated Edison of New York  
(CECONY) 2018 Competitive  
Analysis

CECONY Employee Data					Survey Position Matching				Survey Position Matching
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3k	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ET0016	Electric Transmission System Operations - Generation Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost</li> <li>Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization</li> <li>Communicates with balancing authorities and generating plants regarding the status of generation units</li> <li>Maintains a balance between electric generation and total customer electricity demand and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations</li> </ul>
3j	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ET0016	Electric Transmission System Operations - Generation Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost</li> <li>Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization</li> <li>Communicates with balancing authorities and generating plants regarding the status of generation units</li> <li>Maintains a balance between electric generation and total customer electricity demand and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations</li> </ul>
3l	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ET0016	Electric Transmission System Operations - Generation Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost</li> <li>Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization</li> <li>Communicates with balancing authorities and generating plants regarding the status of generation units</li> <li>Maintains a balance between electric generation and total customer electricity demand and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations</li> </ul>
3i	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ET0016	Electric Transmission System Operations - Generation Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost</li> <li>Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization</li> <li>Communicates with balancing authorities and generating plants regarding the status of generation units</li> <li>Maintains a balance between electric generation and total customer electricity demand and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations</li> </ul>
3k	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ET0016	Electric Transmission System Operations - Generation Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost</li> <li>Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization</li> <li>Communicates with balancing authorities and generating plants regarding the status of generation units</li> <li>Maintains a balance between electric generation and total customer electricity demand and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations</li> </ul>
3l	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ET0016	Electric Transmission System Operations - Generation Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost</li> <li>Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization</li> <li>Communicates with balancing authorities and generating plants regarding the status of generation units</li> <li>Maintains a balance between electric generation and total customer electricity demand and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations</li> </ul>
3k	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ET0016	Electric Transmission System Operations - Generation Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost</li> <li>Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization</li> <li>Communicates with balancing authorities and generating plants regarding the status of generation units</li> <li>Maintains a balance between electric generation and total customer electricity demand and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations</li> </ul>
3l	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ET0016	Electric Transmission System Operations - Generation Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost</li> <li>Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization</li> <li>Communicates with balancing authorities and generating plants regarding the status of generation units</li> <li>Maintains a balance between electric generation and total customer electricity demand and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations</li> </ul>
3k	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ET0016	Electric Transmission System Operations - Generation Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost</li> <li>Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization</li> <li>Communicates with balancing authorities and generating plants regarding the status of generation units</li> <li>Maintains a balance between electric generation and total customer electricity demand and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations</li> </ul>
3h	Specialist	ELEC OPS Office of SVP	Off Sr VP Electric Ops	Insufficient Benchmark Data	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Contracts, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
3i	Executive Assistant 3L	ELEC OPS Office of SVP	Off Sr VP Electric Ops	Benchmark Data Available	WTW	AAG02	Secretarial/Executive Administrative Assistance	Lead (J4)	<ul style="list-style-type: none"> <li>Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy</li> <li>Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc. may prepare responses to routine correspondence and inquiries</li> <li>Receives, creates and directs incoming calls, visitors, mail and email</li> <li>Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses</li> <li>Participates in the development and implementation of secretarial standards, policies and practices for the organization</li> <li>Matching note: Match secretaries/administrative assistants who directly support executives excluding the CEO to this Discipline.</li> </ul>
3h	Operating Supervisor	SI ELEC SVCS Subst Mctc	Staten Island Apparatus Svcs	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Contracts, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
3h	Operating Supervisor	SI ELEC SVCS Subst Mctc	Staten Island Apparatus Svcs	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Contracts, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
3l	Planner Field Tech Specialist	SI ELEC SVCS Subst Mctc	Staten Island Apparatus Svcs	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Contracts, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>





















Census  
Consolidated Edison of New York  
(CECONY) 2018 Competitive  
Analysis

CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3H	Specialist	BW Services	Bronx & West Electric Contr	Insufficient Benchmark Data	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
2L	Field Operations Planner	BW Services	Bronx & West Electric Contr	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
2L	Planner-Field Tech Specialist	BW Services	Bronx & West Electric Contr	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
3L	Section Manager	BW Services	Bronx & West Electric Contr	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
4H	General Manager Electric Ops	BW Electric Const GM & Staff	Bronx & West Electric Contr	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
3H	Chief Construction Inspector	BW Line Clearance	Bronx & West Electric Contr	Benchmark Data Available	WTW	EVM000	Vegetation Management and Forestry Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Manages the line clearance crews in service areas</li> <li>Clears vegetation around electric power lines in conformance with specifications to prevent power outages as a generalist or in a combination of Disciplines in the Vegetation Management and Forestry Function</li> <li>Develops and evaluates new methods for line clearance and vegetation management in compliance with regulations and standards</li> <li>Evaluates and resolves customer-related problems, questions and complaints involving vegetation management practices</li> <li>Acts as the organization's spokesperson on external vegetation management</li> <li>May prepare and administer bids and contracts</li> <li>May be responsible for groundskeeping</li> </ul>
3H	Chief Construction Inspector	BW Line Clearance	Bronx & West Electric Contr	Benchmark Data Available	WTW	EVM000	Vegetation Management and Forestry Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Manages the line clearance crews in service areas</li> <li>Clears vegetation around electric power lines in conformance with specifications to prevent power outages as a generalist or in a combination of Disciplines in the Vegetation Management and Forestry Function</li> <li>Develops and evaluates new methods for line clearance and vegetation management in compliance with regulations and standards</li> <li>Evaluates and resolves customer-related problems, questions and complaints involving vegetation management practices</li> <li>Acts as the organization's spokesperson on external vegetation management</li> <li>May prepare and administer bids and contracts</li> <li>May be responsible for groundskeeping</li> </ul>
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2L	Field Operations Planner	BW Line Clearance	Bronx & West Electric Contr	Benchmark Data Available	WTW	EVM000	Vegetation Management and Forestry Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Manages the line clearance crews in service areas</li> <li>Clears vegetation around electric power lines in conformance with specifications to prevent power outages as a generalist or in a combination of Disciplines in the Vegetation Management and Forestry Function</li> <li>Develops and evaluates new methods for line clearance and vegetation management in compliance with regulations and standards</li> <li>Evaluates and resolves customer-related problems, questions and complaints involving vegetation management practices</li> <li>Acts as the organization's spokesperson on external vegetation management</li> <li>May prepare and administer bids and contracts</li> <li>May be responsible for groundskeeping</li> </ul>

Census  
Consolidated Edison of New York  
(CECONY) 2018 Competitive  
Analysis

CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1H	Specialist	BW Field Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ED000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EED000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
1H	Specialist	BW Field Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ED000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EED000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
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2H	Manager	BW Field Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ED000	Energy Delivery/Distribution Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EED000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
1H	Operating Supervisor	BW Technical Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ET000	Electric Transmission Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates a safe, reliable, stable and economic electric transmission system round the clock operation as a generalist or in a combination of Disciplines in the Electric Transmission Operations Function</li> <li>Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits</li> <li>Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur</li> <li>Maintains real-time compliance with reliability standards set by regulatory authorities</li> </ul>
1H	Operating Supervisor	BW Technical Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ET000	Electric Transmission Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates a safe, reliable, stable and economic electric transmission system round the clock operation as a generalist or in a combination of Disciplines in the Electric Transmission Operations Function</li> <li>Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits</li> <li>Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur</li> <li>Maintains real-time compliance with reliability standards set by regulatory authorities</li> </ul>
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Condr	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Condr	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Condr	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Condr	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
2L	Planner Field Tech Specialist	BW Construction Rye	Bronx & West Electric Condr	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>



Census  
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Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability
3H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data
3H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data
3H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data
2L	Planner Field Tech Specialist	BW Contract Management	Bronx & West Electric Constr	Benchmark Data Available
2L	Sr Specialist	BW Contract Management	Bronx & West Electric Constr	Benchmark Data Available
3L	Section Manager	BW Contract Management	Bronx & West Electric Constr	Benchmark Data Available
4H	General Manager Electric Ops	BW Electric Ops GM & Staff	Bronx & West Electric Ops	Benchmark Data Available
3L	Project Manager	BW Project Management	Bronx & West Electric Ops	Insufficient Benchmark Data
3H	Operating Supervisor	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
3H	Operating Supervisor	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
3H	Operating Supervisor	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
3H	Operating Supervisor	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
3H	Operating Supervisor	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
2H	Manager	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
2L	Field Operations Planner	BW Emergency South	Bronx & West Electric Ops	Benchmark Data Available

Survey Position Matching				Survey Position Matching
Source	Code	General Functional Area	Benchmark Level	Benchmark Description
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
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WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
WTW	ET0000	Electric Transmission Operations Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in a combination of Disciplines in the Electric Transmission Operations Function</li> <li>Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits</li> <li>Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur</li> <li>Maintains real-time compliance with reliability standards set by regulatory authorities</li> </ul>
WTW	APM330	Electric Transmission and/or Distribution Project Management	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high voltage (typically above 34.5 kV) electricity from generating plants, substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;G generator step-up transformers, or rebuilding and installing new transmission lines</li> </ul>
WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
WTW	AAV010	Business Continuation	Manager (M2)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
WTW	AAV010	Business Continuation	Career (P3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>

















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CECONY Employee Data				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability
3H	Department Manager	BW Technology Support	Central Support Operations	Benchmark Data Available
3L	Project Manager	BW Technology Support	Central Support Operations	Benchmark Data Available
3L	Section Manager	BW Technology Support	Central Support Operations	Benchmark Data Available
3H	Specialist	BW Self Assessment	Central Support Operations	Benchmark Data Available
2H	Manager	BW Self Assessment	Central Support Operations	Benchmark Data Available
2L	Sr Specialist	BW Self Assessment	Central Support Operations	Insufficient Benchmark Data
2L	Sr Specialist	BW Self Assessment	Central Support Operations	Insufficient Benchmark Data
2L	Sr Specialist	BW Self Assessment	Central Support Operations	Insufficient Benchmark Data
2L	Sr Specialist	BW Self Assessment	Central Support Operations	Insufficient Benchmark Data
3H	Operating Supervisor	BO Service West	BO Overhead & Services	Benchmark Data Available

Survey Position Matching				
Source	Code	General Functional Area	Benchmark Level	Benchmark Description
WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
WTW	ET000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Contracts, installs and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Diagnoses field crew, troubleshooters and crews engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and restoring large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>



















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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3H	Operating Supervisor	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shant equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
3H	Operating Supervisor	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shant equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
3H	Operating Supervisor	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shant equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
2L	Planner Field Tech Specialist	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shant equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
2L	Planner Field Tech Specialist	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shant equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
3L	Section Manager	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shant equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data	WTW	APM330	Electric Transmission and/or Distribution Project Management	Manager (M2)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data	WTW	APM330	Electric Transmission and/or Distribution Project Management	Manager (M2)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data	WTW	APM330	Electric Transmission and/or Distribution Project Management	Specialist (P4)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data	WTW	APM330	Electric Transmission and/or Distribution Project Management	Specialist (P4)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
3L	Project Manager	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data	WTW	APM330	Electric Transmission and/or Distribution Project Management	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
4H	General Manager Electric Ops	BQ Electric Ops GM & Staff	Bklyn & Qns Electric Ops	Benchmark Data Available	WTW	ET0000	Electric Transmission Operations Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Operates a safe, reliable, stable and economic electric transmission system round the clock operation as a generalist or in a combination of Disciplines in the Electric Transmission Operations Function</li> <li>Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits</li> <li>Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur</li> <li>Maintains real-time compliance with reliability standards set by regulatory authorities</li> </ul>
3H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Insufficient Benchmark Data	WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
3H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Insufficient Benchmark Data	WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1H	Operating Supervisor	BQ Environmental Operations	Blyn & Ons Electric Ops	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
1H	Operating Supervisor	BQ Environmental Operations	Blyn & Ons Electric Ops	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
1H	Operating Supervisor	BQ Environmental Operations	Blyn & Ons Electric Ops	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
2L	Field Operations Planner	BQ Environmental Operations	Blyn & Ons Electric Ops	Benchmark Data Available	WTW	AZE120	Environmental Engineering	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
3L	Section Manager	BQ Environmental Operations	Blyn & Ons Electric Ops	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
1H	Analyst	MANH Elec Ops Cust Advocacy	OF Of VP Manhattan	Benchmark Data Available	WTW	CAM000	Account/Relationship Management Generalist/Multidiscipline	Intermediate (S2)	<ul style="list-style-type: none"> <li>Builds and maintains effective long-term relationships and a high level of satisfaction with key senior level decision makers and influencers at an assigned group of customer accounts that may include major strategic customers within a geographic or industry focus</li> <li>Identifies, develops and typically closes new sales opportunities</li> <li>Creates demand for the organization's products and services by raising their profile with customers</li> <li>Achieves revenue targets by increasing revenue spend per account</li> <li>May conduct regular status and strategy meetings with the customer's senior management to understand their needs and link them to the organization's product/service strategies</li> <li>Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines</li> </ul>
1H	Analyst	MANH Elec Ops Cust Advocacy	OF Of VP Manhattan	Benchmark Data Available	WTW	CAM000	Account/Relationship Management Generalist/Multidiscipline	Intermediate (S2)	<ul style="list-style-type: none"> <li>Builds and maintains effective long-term relationships and a high level of satisfaction with key senior level decision makers and influencers at an assigned group of customer accounts that may include major strategic customers within a geographic or industry focus</li> <li>Identifies, develops and typically closes new sales opportunities</li> <li>Creates demand for the organization's products and services by raising their profile with customers</li> <li>Achieves revenue targets by increasing revenue spend per account</li> <li>May conduct regular status and strategy meetings with the customer's senior management to understand their needs and link them to the organization's product/service strategies</li> <li>Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines</li> </ul>
1H	Specialist	MANH Elec Ops Cust Advocacy	OF Of VP Manhattan	Benchmark Data Available	WTW	CAM000	Account/Relationship Management Generalist/Multidiscipline	Intermediate (S2)	<ul style="list-style-type: none"> <li>Builds and maintains effective long-term relationships and a high level of satisfaction with key senior level decision makers and influencers at an assigned group of customer accounts that may include major strategic customers within a geographic or industry focus</li> <li>Identifies, develops and typically closes new sales opportunities</li> <li>Creates demand for the organization's products and services by raising their profile with customers</li> <li>Achieves revenue targets by increasing revenue spend per account</li> <li>May conduct regular status and strategy meetings with the customer's senior management to understand their needs and link them to the organization's product/service strategies</li> <li>Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines</li> </ul>
1L	Associate Specialist	MANH Elec Ops Cust Advocacy	OF Of VP Manhattan	Insufficient Benchmark Data	WTW	CAM000	Account/Relationship Management Generalist/Multidiscipline	Entry (P1)	<ul style="list-style-type: none"> <li>Builds and maintains effective long-term relationships and a high level of satisfaction with key senior level decision makers and influencers at an assigned group of customer accounts that may include major strategic customers within a geographic or industry focus</li> <li>Identifies, develops and typically closes new sales opportunities</li> <li>Creates demand for the organization's products and services by raising their profile with customers</li> <li>Achieves revenue targets by increasing revenue spend per account</li> <li>May conduct regular status and strategy meetings with the customer's senior management to understand their needs and link them to the organization's product/service strategies</li> <li>Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines</li> </ul>
1L	Associate Specialist	MANH Elec Ops Cust Advocacy	OF Of VP Manhattan	Insufficient Benchmark Data	WTW	CAM000	Account/Relationship Management Generalist/Multidiscipline	Entry (P1)	<ul style="list-style-type: none"> <li>Builds and maintains effective long-term relationships and a high level of satisfaction with key senior level decision makers and influencers at an assigned group of customer accounts that may include major strategic customers within a geographic or industry focus</li> <li>Identifies, develops and typically closes new sales opportunities</li> <li>Creates demand for the organization's products and services by raising their profile with customers</li> <li>Achieves revenue targets by increasing revenue spend per account</li> <li>May conduct regular status and strategy meetings with the customer's senior management to understand their needs and link them to the organization's product/service strategies</li> <li>Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines</li> </ul>
2H	Manager	MANH Elec Ops Cust Advocacy	OF Of VP Manhattan	Benchmark Data Available	WTW	CAM000	Account/Relationship Management Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Builds and maintains effective long-term relationships and a high level of satisfaction with key senior level decision makers and influencers at an assigned group of customer accounts that may include major strategic customers within a geographic or industry focus</li> <li>Identifies, develops and typically closes new sales opportunities</li> <li>Creates demand for the organization's products and services by raising their profile with customers</li> <li>Achieves revenue targets by increasing revenue spend per account</li> <li>May conduct regular status and strategy meetings with the customer's senior management to understand their needs and link them to the organization's product/service strategies</li> <li>Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines</li> </ul>
2L	Sr Analyst	MANH Elec Ops Cust Advocacy	OF Of VP Manhattan	Insufficient Benchmark Data	WTW	CAM000	Account/Relationship Management Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Builds and maintains effective long-term relationships and a high level of satisfaction with key senior level decision makers and influencers at an assigned group of customer accounts that may include major strategic customers within a geographic or industry focus</li> <li>Identifies, develops and typically closes new sales opportunities</li> <li>Creates demand for the organization's products and services by raising their profile with customers</li> <li>Achieves revenue targets by increasing revenue spend per account</li> <li>May conduct regular status and strategy meetings with the customer's senior management to understand their needs and link them to the organization's product/service strategies</li> <li>Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines</li> </ul>
4H	General Manager Electric Ops Staff	MANH Electric Ops GM & Staff	Manhattan Electric Operations	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Contracts, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other hardware within transmission disciplines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation, coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and installing high power equipment and scheduling and/or procuring rental and shared equipment for e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>
2H	Manager	MANH Project Management	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	APM320	Electric Transmission and/or Distribution Project Management	Manager (M2)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
2H	Project Specialist	MANH Project Management	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	APM320	Electric Transmission and/or Distribution Project Management	Specialist (P4)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
2H	Project Specialist	MANH Project Management	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	APM320	Electric Transmission and/or Distribution Project Management	Specialist (P4)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
2H	Project Specialist	MANH Project Management	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	APM320	Electric Transmission and/or Distribution Project Management	Specialist (P4)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
2L	Sr Specialist	MANH Project Management	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	APM320	Electric Transmission and/or Distribution Project Management	Career (P3)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>
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3L	Project Manager	MANH Project Management	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	APM320	Electric Transmission and/or Distribution Project Management	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Takes responsibility for projects involving transmission systems that carry high power (typically above 34.5 kV) electricity from generating plants to substations and/or distribution systems that carry electricity typically 34.5 kV and below) from substations to final consumers</li> <li>Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&amp;S (generator step-up transformers), or rebuilding and installing new transmission lines</li> </ul>



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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1H	Operating Supervisor	MANH Environmental Operations	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
1H	Operating Supervisor	MANH Environmental Operations	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
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1H	Specialist	MANH Environmental Operations	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
2L	Field Operations Planner	MANH Environmental Operations	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
3L	Section Manager	MANH Environmental Operations	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials</li> <li>Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment</li> <li>Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water to ensure compliance with regulatory agency policies</li> </ul>
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
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1H	Specialist	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
2L	Field Operations Planner	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
2L	Field Operations Planner	MANH Emergency	Manhattan Electric Operations	Benchmark Data Available	WTW	AAV010	Business Continuation	Career (P3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
2L	Planner Field Tech Specialist	MANH Emergency	Manhattan Electric Operations	Benchmark Data Available	WTW	AAV010	Business Continuation	Career (P3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
3L	Section Manager	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric transmission facilities and equipment, including cables, transformers, towers and other associated devices within transmission guidelines established by the transmission planning function to meet system requirements as a generalist or in a combination of Disciplines in the Electric Transmission Construction and/or Maintenance Function</li> <li>Ensures reliable performance of all transmission lines by effective design and selection of transmission line equipment based on life cycle costs, reliability and guidelines established by transmission planning to meet system requirements</li> <li>Diagnoses field crew, troubleshooters and testees engaged in the construction, maintenance and emergency restoration of electric transmission facilities; secures transmission line construction and/or modification documentation; coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shantel equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> <li>Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.</li> </ul>





























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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
2H	Project Specialist	ENG PLAN Quality Assurance	Distribution Engineering	Insufficient Benchmark Data	WTW	ED00B	Quality Control/Inspection	Specialist (P4)	<ul style="list-style-type: none"> <li>Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines</li> <li>Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections</li> <li>Researches, interprets and explains inspection results</li> <li>Recommends changes to maintain compliance with regulatory requirements</li> <li>Maintains documentation to ensure proper test methodologies</li> </ul>
2L	Field Operations Planner	ENG PLAN Quality Assurance	Distribution Engineering	Insufficient Benchmark Data	WTW	ED00B	Quality Control/Inspection	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines</li> <li>Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections</li> <li>Researches, interprets and explains inspection results</li> <li>Recommends changes to maintain compliance with regulatory requirements</li> <li>Maintains documentation to ensure proper test methodologies</li> </ul>
2L	Sr Specialist	ENG PLAN Quality Assurance	Distribution Engineering	Benchmark Data Available	WTW	ED00B	Quality Control/Inspection	Career (P3)	<ul style="list-style-type: none"> <li>Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines</li> <li>Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections</li> <li>Researches, interprets and explains inspection results</li> <li>Recommends changes to maintain compliance with regulatory requirements</li> <li>Maintains documentation to ensure proper test methodologies</li> </ul>
2L	Sr Specialist	ENG PLAN Quality Assurance	Distribution Engineering	Benchmark Data Available	WTW	ED00B	Quality Control/Inspection	Career (P3)	<ul style="list-style-type: none"> <li>Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines</li> <li>Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections</li> <li>Researches, interprets and explains inspection results</li> <li>Recommends changes to maintain compliance with regulatory requirements</li> <li>Maintains documentation to ensure proper test methodologies</li> </ul>
3L	Section Manager	ENG PLAN Quality Assurance	Distribution Engineering	Insufficient Benchmark Data	WTW	ED00B	Quality Control/Inspection	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines</li> <li>Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections</li> <li>Researches, interprets and explains inspection results</li> <li>Recommends changes to maintain compliance with regulatory requirements</li> <li>Maintains documentation to ensure proper test methodologies</li> </ul>
2H	Manager	ENG PLAN Central St Light	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Manager (M2)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5k and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2L	Sr Specialist	ENG PLAN Central St Light	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5k and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2L	Sr Specialist	ENG PLAN Central St Light	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5k and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2L	Sr Specialist	ENG PLAN Central St Light	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5k and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2L	Sr Specialist	ENG PLAN Central St Light	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5k and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2L	Sr Specialist	ENG PLAN Central St Light	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5k and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
1H	Associate Engineer A	ENG PLAN Sys&Prgrm Eng Any Rpt	Distribution Engineering	Insufficient Benchmark Data	WTW	AID00	Energy Management System Software Development	Intermediate (P2)	<ul style="list-style-type: none"> <li>Analyzes, researches, develops, maintains and implements enhancements to the energy management system (EMS), the supervisory control and data acquisition (SCADA) system and other electric control center automation systems</li> <li>Operates and maintains computer and control systems including remote components required for the electric systems operation center to monitor, control and optimize electric system performance to reduce energy consumption, improve system utilization and increase reliability by using real-time data such as frequency, actual generation and load flows</li> <li>Implements and manages the electric system security program that protects the system from threats in accordance with North American Electric Reliability Corporation (NERC) cyber security standards</li> <li>Provides detailed electrical power grid security analysis information for field test engineers in diagnosing, troubleshooting and resolving problems with the EMS metering and SCADA subsystems</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> <li>Coordinates with the EMS network model engineers on the development and maintenance of the EMS network models</li> <li>Tests EMS network models, SCADA and software changes to ensure that network applications produce consistent and credible results</li> <li>Supports the specification, design, testing and development of the EMS system to ensure that it meets changing functional requirements</li> <li>Matching note: Match EMS programmers to this Discipline.</li> </ul>
1H	Associate Engineer A	ENG PLAN Sys&Prgrm Eng Any Rpt	Distribution Engineering	Insufficient Benchmark Data	WTW	AID00	Energy Management System Software Development	Intermediate (P2)	<ul style="list-style-type: none"> <li>Analyzes, researches, develops, maintains and implements enhancements to the energy management system (EMS), the supervisory control and data acquisition (SCADA) system and other electric control center automation systems</li> <li>Operates and maintains computer and control systems including remote components required for the electric systems operation center to monitor, control and optimize electric system performance to reduce energy consumption, improve system utilization and increase reliability by using real-time data such as frequency, actual generation and load flows</li> <li>Implements and manages the electric system security program that protects the system from threats in accordance with North American Electric Reliability Corporation (NERC) cyber security standards</li> <li>Provides detailed electrical power grid security analysis information for field test engineers in diagnosing, troubleshooting and resolving problems with the EMS metering and SCADA subsystems</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> <li>Coordinates with the EMS network model engineers on the development and maintenance of the EMS network models</li> <li>Tests EMS network models, SCADA and software changes to ensure that network applications produce consistent and credible results</li> <li>Supports the specification, design, testing and development of the EMS system to ensure that it meets changing functional requirements</li> <li>Matching note: Match EMS programmers to this Discipline.</li> </ul>
1H	Specialist	ENG PLAN Sys&Prgrm Eng Any Rpt	Distribution Engineering	Insufficient Benchmark Data	WTW	AID00	Energy Management System Software Development	Supervisor (M1)	<ul style="list-style-type: none"> <li>Analyzes, researches, develops, maintains and implements enhancements to the energy management system (EMS), the supervisory control and data acquisition (SCADA) system and other electric control center automation systems</li> <li>Operates and maintains computer and control systems including remote components required for the electric systems operation center to monitor, control and optimize electric system performance to reduce energy consumption, improve system utilization and increase reliability by using real-time data such as frequency, actual generation and load flows</li> <li>Implements and manages the electric system security program that protects the system from threats in accordance with North American Electric Reliability Corporation (NERC) cyber security standards</li> <li>Provides detailed electrical power grid security analysis information for field test engineers in diagnosing, troubleshooting and resolving problems with the EMS metering and SCADA subsystems</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> <li>Coordinates with the EMS network model engineers on the development and maintenance of the EMS network models</li> <li>Tests EMS network models, SCADA and software changes to ensure that network applications produce consistent and credible results</li> <li>Supports the specification, design, testing and development of the EMS system to ensure that it meets changing functional requirements</li> <li>Matching note: Match EMS programmers to this Discipline.</li> </ul>
1H	Specialist	ENG PLAN Sys&Prgrm Eng Any Rpt	Distribution Engineering	Insufficient Benchmark Data	WTW	AID00	Energy Management System Software Development	Intermediate (P2)	<ul style="list-style-type: none"> <li>Analyzes, researches, develops, maintains and implements enhancements to the energy management system (EMS), the supervisory control and data acquisition (SCADA) system and other electric control center automation systems</li> <li>Operates and maintains computer and control systems including remote components required for the electric systems operation center to monitor, control and optimize electric system performance to reduce energy consumption, improve system utilization and increase reliability by using real-time data such as frequency, actual generation and load flows</li> <li>Implements and manages the electric system security program that protects the system from threats in accordance with North American Electric Reliability Corporation (NERC) cyber security standards</li> <li>Provides detailed electrical power grid security analysis information for field test engineers in diagnosing, troubleshooting and resolving problems with the EMS metering and SCADA subsystems</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> <li>Coordinates with the EMS network model engineers on the development and maintenance of the EMS network models</li> <li>Tests EMS network models, SCADA and software changes to ensure that network applications produce consistent and credible results</li> <li>Supports the specification, design, testing and development of the EMS system to ensure that it meets changing functional requirements</li> <li>Matching note: Match EMS programmers to this Discipline.</li> </ul>



















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Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
2L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data	WTW	ED0030	Electric Distribution/Substation Equipment Testing/Repair	Career (P3)	<ul style="list-style-type: none"> <li>Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing</li> <li>Ensures that equipment systems meet organization standards</li> <li>Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems</li> <li>Maintains knowledge of current test equipment and procedures</li> </ul>
2L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data	WTW	ED0030	Electric Distribution/Substation Equipment Testing/Repair	Career (P3)	<ul style="list-style-type: none"> <li>Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing</li> <li>Ensures that equipment systems meet organization standards</li> <li>Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems</li> <li>Maintains knowledge of current test equipment and procedures</li> </ul>
2L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data	WTW	ED0030	Electric Distribution/Substation Equipment Testing/Repair	Career (P3)	<ul style="list-style-type: none"> <li>Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing</li> <li>Ensures that equipment systems meet organization standards</li> <li>Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems</li> <li>Maintains knowledge of current test equipment and procedures</li> </ul>
2L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data	WTW	ED0030	Electric Distribution/Substation Equipment Testing/Repair	Career (P3)	<ul style="list-style-type: none"> <li>Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing</li> <li>Ensures that equipment systems meet organization standards</li> <li>Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems</li> <li>Maintains knowledge of current test equipment and procedures</li> </ul>
2L	Sr Analyst	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data	WTW	ED0030	Electric Distribution/Substation Equipment Testing/Repair	Career (P3)	<ul style="list-style-type: none"> <li>Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing</li> <li>Ensures that equipment systems meet organization standards</li> <li>Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems</li> <li>Maintains knowledge of current test equipment and procedures</li> </ul>
3H	Department Manager	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data	WTW	ED0030	Electric Distribution/Substation Equipment Testing/Repair	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing</li> <li>Ensures that equipment systems meet organization standards</li> <li>Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems</li> <li>Maintains knowledge of current test equipment and procedures</li> </ul>
1H	Analyst	ENG PLAN Asset Management	Distribution Engineering	Non-Benchmark Job	--	--	--	--	N/A
1H	Analyst	ENG PLAN Asset Management	Distribution Engineering	Non-Benchmark Job	--	--	--	--	N/A
3H	Department Manager	ENG PLAN Asset Management	Distribution Engineering	Non-Benchmark Job	--	--	--	--	N/A
1H	Specialist	ENG PLAN Performance & Ops Eng	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Intermediate (P2)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2H	Sr Engineer	ENG PLAN Performance & Ops Eng	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Specialist (P4)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2L	Engineer	ENG PLAN Performance & Ops Eng	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
1H	Associate Engineer A	ENG PLAN Distribution Cable Sv	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Intermediate (P2)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2H	Sr Engineer	ENG PLAN Distribution Cable Sv	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Manager (M2)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2H	Sr Engineer	ENG PLAN Distribution Cable Sv	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Specialist (P4)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2L	Engineer	ENG PLAN Distribution Cable Sv	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
3L	Section Manager	ENG PLAN Distribution Cable Sv	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
1H	Technical Expert	ENG PLAN Distribution Cable Sv	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
1H	Associate Engineer A	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Intermediate (P2)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2H	Project Specialist	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
3H	Department Manager	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Manager (M2)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
4H	Chief Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Group Manager (M4)	<ul style="list-style-type: none"> <li>Plans and designs distribution systems with voltage levels typically 34.5kV and below</li> <li>Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs</li> </ul>
2H	Manager	ENG PLAN Scada, USS, Overhd S&P	Distribution Engineering	Benchmark Data Available	WTW	ET0005	Electric Transmission System Operations - Reliability	Manager (M2)	<ul style="list-style-type: none"> <li>Monitors and controls the bulk power transmission system parameters, including system load, frequency, voltage, line flow, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards</li> <li>Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action</li> <li>Takes direct and timely real time actions (without obtaining higher level approval), including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IRO) violations, dispatching generation and initiating transmission switching to maintain transmission level voltages</li> <li>Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time</li> <li>Ensures real time security-constrained security refers to system parameters and not a physical threat/ economic generation dispatch throughout the balancing authority area</li> <li>Maintains real-time compliance with reliability standards set by regulatory authorities</li> <li>Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions</li> <li>Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service</li> </ul>
2H	Sr Engineer	ENG PLAN Scada, USS, Overhd S&P	Distribution Engineering	Benchmark Data Available	WTW	ET0005	Electric Transmission System Operations - Reliability	Manager (M2)	<ul style="list-style-type: none"> <li>Monitors and controls the bulk power transmission system parameters, including system load, frequency, voltage, line flow, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards</li> <li>Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action</li> <li>Takes direct and timely real time actions (without obtaining higher level approval), including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IRO) violations, dispatching generation and initiating transmission switching to maintain transmission level voltages</li> <li>Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time</li> <li>Ensures real time security-constrained security refers to system parameters and not a physical threat/ economic generation dispatch throughout the balancing authority area</li> <li>Maintains real-time compliance with reliability standards set by regulatory authorities</li> <li>Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions</li> <li>Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service</li> </ul>
2H	Sr Engineer	ENG PLAN Scada, USS, Overhd S&P	Distribution Engineering	Benchmark Data Available	WTW	ET0005	Electric Transmission System Operations - Reliability	Specialist (P4)	<ul style="list-style-type: none"> <li>Monitors and controls the bulk power transmission system parameters, including system load, frequency, voltage, line flow, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards</li> <li>Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action</li> <li>Takes direct and timely real time actions (without obtaining higher level approval), including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IRO) violations, dispatching generation and initiating transmission switching to maintain transmission level voltages</li> <li>Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time</li> <li>Ensures real time security-constrained security refers to system parameters and not a physical threat/ economic generation dispatch throughout the balancing authority area</li> <li>Maintains real-time compliance with reliability standards set by regulatory authorities</li> <li>Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions</li> <li>Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service</li> </ul>











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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3H	District Manager	ENG PLAN BQ Rtail ES Mgr & Sst	Energy Svcs Brooklyn & Queens	Benchmark Data Available	WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
3H	District Manager	ENG PLAN BQ Rtail ES Mgr & Sst	Energy Svcs Brooklyn & Queens	Benchmark Data Available	WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
3H	Specialist	ENG PLAN BQ Rtail ES Mgr & Sst	Energy Svcs Brooklyn & Queens	Benchmark Data Available	WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
3H	Specialist	ENG PLAN BQ Rtail ES Mgr & Sst	Energy Svcs Brooklyn & Queens	Benchmark Data Available	WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
3H	Specialist	ENG PLAN BQ Rtail ES Mgr & Sst	Energy Svcs Brooklyn & Queens	Benchmark Data Available	WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2H	Manager	ENG PLAN BQ Rtail ES Mgr & Sst	Energy Svcs Brooklyn & Queens	Benchmark Data Available	WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2H	Project Specialist	ENG PLAN Business Process Ops	Process and Technology Group	Insufficient Benchmark Data	WTW	A0510	Energy Management System Architecture	Specialist (P4)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) for energy management systems (EMS) used to monitor, control and optimize the performance of the electric system in order to improve the utilization and reliability of the electric system, optimize energy usage to reduce costs and predict electrical system performance in alignment with the enterprise architecture direction and standards</li> <li>Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS</li> <li>Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications</li> <li>Assesses the compatibility and integration of computer systems in order to ensure an integrated architecture across interdependent technologies and integrates real-time data such as frequency, actual generation, tie-line load flows and plant units' controller status into the overall system design</li> <li>Develops specifications for new services, applications and service offerings</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> </ul>
2H	Project Specialist	ENG PLAN Business Process Ops	Process and Technology Group	Insufficient Benchmark Data	WTW	A0510	Energy Management System Architecture	Specialist (P4)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) for energy management systems (EMS) used to monitor, control and optimize the performance of the electric system in order to improve the utilization and reliability of the electric system, optimize energy usage to reduce costs and predict electrical system performance in alignment with the enterprise architecture direction and standards</li> <li>Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS</li> <li>Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications</li> <li>Assesses the compatibility and integration of computer systems in order to ensure an integrated architecture across interdependent technologies and integrates real-time data such as frequency, actual generation, tie-line load flows and plant units' controller status into the overall system design</li> <li>Develops specifications for new services, applications and service offerings</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> </ul>
3H	District Manager	ENG PLAN Technology Group	Process and Technology Group	Insufficient Benchmark Data	WTW	A0510	Energy Management System Architecture	Intermediate (P2)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) for energy management systems (EMS) used to monitor, control and optimize the performance of the electric system in order to improve the utilization and reliability of the electric system, optimize energy usage to reduce costs and predict electrical system performance in alignment with the enterprise architecture direction and standards</li> <li>Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS</li> <li>Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications</li> <li>Assesses the compatibility and integration of computer systems in order to ensure an integrated architecture across interdependent technologies and integrates real-time data such as frequency, actual generation, tie-line load flows and plant units' controller status into the overall system design</li> <li>Develops specifications for new services, applications and service offerings</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> </ul>



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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
2i	Ir Specialist	ENG PLAN Technology Group	Process and Technology Group	Insufficient Benchmark Data	WTW	AID510	Energy Management System Architecture	Career (P3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) for energy management systems (EMS) used to monitor, control and optimize the performance of the electric system in order to improve the utilization and reliability of the electric system, optimize energy usage to reduce costs and predict electrical system performance in alignment with the enterprise architecture direction and standards</li> <li>Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS</li> <li>Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications</li> <li>Assesses the compatibility and integration of computer systems in order to ensure an integrated architecture across interdependent technologies and integrates real-time data such as frequency, actual generation, tie-line load flows and plant units' controller status into the overall system design</li> <li>Develops specifications for new services, applications and service offerings</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> </ul>
3i	Section Manager	ENG PLAN Technology Group	Process and Technology Group	Insufficient Benchmark Data	WTW	AID510	Energy Management System Architecture	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) for energy management systems (EMS) used to monitor, control and optimize the performance of the electric system in order to improve the utilization and reliability of the electric system, optimize energy usage to reduce costs and predict electrical system performance in alignment with the enterprise architecture direction and standards</li> <li>Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS</li> <li>Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications</li> <li>Assesses the compatibility and integration of computer systems in order to ensure an integrated architecture across interdependent technologies and integrates real-time data such as frequency, actual generation, tie-line load flows and plant units' controller status into the overall system design</li> <li>Develops specifications for new services, applications and service offerings</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> </ul>
3H	Specialist	ENG PLAN Training & Change Mgmt	Process and Technology Group	Insufficient Benchmark Data	WTW	AID510	Energy Management System Architecture	Intermediate (P2)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) for energy management systems (EMS) used to monitor, control and optimize the performance of the electric system in order to improve the utilization and reliability of the electric system, optimize energy usage to reduce costs and predict electrical system performance in alignment with the enterprise architecture direction and standards</li> <li>Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS</li> <li>Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications</li> <li>Assesses the compatibility and integration of computer systems in order to ensure an integrated architecture across interdependent technologies and integrates real-time data such as frequency, actual generation, tie-line load flows and plant units' controller status into the overall system design</li> <li>Develops specifications for new services, applications and service offerings</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> </ul>
2L	Customer Project Manager A	ENG PLAN Training & Change Mgmt	Process and Technology Group	Insufficient Benchmark Data	WTW	AID510	Energy Management System Architecture	Career (P3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) for energy management systems (EMS) used to monitor, control and optimize the performance of the electric system in order to improve the utilization and reliability of the electric system, optimize energy usage to reduce costs and predict electrical system performance in alignment with the enterprise architecture direction and standards</li> <li>Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS</li> <li>Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications</li> <li>Assesses the compatibility and integration of computer systems in order to ensure an integrated architecture across interdependent technologies and integrates real-time data such as frequency, actual generation, tie-line load flows and plant units' controller status into the overall system design</li> <li>Develops specifications for new services, applications and service offerings</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> </ul>
2L	Ir Specialist	ENG PLAN Training & Change Mgmt	Process and Technology Group	Insufficient Benchmark Data	WTW	AID510	Energy Management System Architecture	Supervisor (M1)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) for energy management systems (EMS) used to monitor, control and optimize the performance of the electric system in order to improve the utilization and reliability of the electric system, optimize energy usage to reduce costs and predict electrical system performance in alignment with the enterprise architecture direction and standards</li> <li>Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS</li> <li>Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications</li> <li>Assesses the compatibility and integration of computer systems in order to ensure an integrated architecture across interdependent technologies and integrates real-time data such as frequency, actual generation, tie-line load flows and plant units' controller status into the overall system design</li> <li>Develops specifications for new services, applications and service offerings</li> <li>Maintains in-depth knowledge of new and emerging technologies required to provide long-term enhancements to the reliability, performance and functionality of the EMS and other transmission control center automation systems</li> </ul>
3H	Operations Manager	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EED000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
4H	GM Central Energy Service	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EED000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
3H	Engineering Supervisor	ENG PLAN Marsh Vault & Bus Dign	Regional Engineering	Insufficient Benchmark Data	WTW	AZ330	Electric System/Grid Planning Engineering	Supervisor (M1)	<ul style="list-style-type: none"> <li>Takes responsibility for regional transmission system planning, including load/zone planning and baseline reliability planning, to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines</li> <li>Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process</li> <li>Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention</li> <li>Assesses the capabilities of the regional transmission system and its compliance with the planning criteria</li> <li>Conducts load saturation studies to determine the long-range substation needs in the service territory</li> <li>Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans</li> <li>Develops expansion plans for the regional transmission system and distribution substations</li> <li>Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites</li> <li>May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations</li> </ul>
2H	Manager	ENG PLAN Marsh Vault & Bus Dign	Regional Engineering	Insufficient Benchmark Data	WTW	AZ330	Electric System/Grid Planning Engineering	Manager (M2)	<ul style="list-style-type: none"> <li>Takes responsibility for regional transmission system planning, including load/zone planning and baseline reliability planning, to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines</li> <li>Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process</li> <li>Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention</li> <li>Assesses the capabilities of the regional transmission system and its compliance with the planning criteria</li> <li>Conducts load saturation studies to determine the long-range substation needs in the service territory</li> <li>Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans</li> <li>Develops expansion plans for the regional transmission system and distribution substations</li> <li>Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites</li> <li>May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations</li> </ul>



















































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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
2H	Manager	ENG PLAN BW New Bus Rtd Svcs	Energy Svcs Brwn/Westchester	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EDD000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2H	Manager	ENG PLAN BW New Bus Rtd Svcs	Energy Svcs Brwn/Westchester	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EDD000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
3H	District Manager	ENG PLAN SI Rec'd & Cnstr Svcs	Staten Island Energy Services	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EDD000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2H	Manager	ENG PLAN SI Eng Svcs Mgr Rtd	Staten Island Energy Services	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EDD000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
3H	Specialist	ENG PLAN SI Major Services	Staten Island Energy Services	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EDD000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EDD000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EDD000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EDD000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EDD000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Engineer	ENG PLAN Analysis	Edison Project	Benchmark Data Available	WTW	ED0000	Energy Efficiency/Conservation Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>

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 Analysis

CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
2L	Sr Analyst	ENG PLAN Analysis	Edison Project	Benchmark Data Available	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>
2L	Sr Analyst	ENG PLAN Analysis	Edison Project	Benchmark Data Available	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>
2L	Sr Specialist	ENG PLAN Analysis	Edison Project	Benchmark Data Available	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>
3L	Section Manager	ENG PLAN Analysis	Edison Project	Benchmark Data Available	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high-efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives</li> <li>Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>
2H	Project Specialist	AUDITING Office of VP	OFF OF VP & General Auditor	Benchmark Data Available	WTW	AFU000	Audit and Financial/Business Controls Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
2H	Project Specialist	AUDITING Office of VP	OFF OF VP & General Auditor	Benchmark Data Available	WTW	AFU000	Audit and Financial/Business Controls Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
4L	Director	AUDITING Office of VP	OFF OF VP & General Auditor	Benchmark Data Available	WTW	AFU000	Audit and Financial/Business Controls Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
1H	Sr Auditor	AUDITING EHS Operations & IT	EHS Operations and IT	Benchmark Data Available	WTW	AFU000	Audit and Financial/Business Controls Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
2H	Project Auditor	AUDITING EHS Operations & IT	EHS Operations and IT	Benchmark Data Available	WTW	AFU000	Audit and Financial/Business Controls Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
2H	Project Auditor	AUDITING EHS Operations & IT	EHS Operations and IT	Benchmark Data Available	WTW	AFU000	Audit and Financial/Business Controls Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
2H	Project Auditor	AUDITING EHS Operations & IT	EHS Operations and IT	Benchmark Data Available	WTW	AFU000	Audit and Financial/Business Controls Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
2H	Project Auditor	AUDITING EHS Operations & IT	EHS Operations and IT	Benchmark Data Available	WTW	AFU000	Audit and Financial/Business Controls Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>









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Analysis

Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability
21	Sr Auditor	AUDITING Cust Ops Fin &Procmt	Cust Ops Finance & Procur	Benchmark Data Available
21	Sr Auditor	AUDITING Cust Ops Fin &Procmt	Cust Ops Finance & Procur	Benchmark Data Available
21	Sr Auditor	AUDITING Cust Ops Fin &Procmt	Cust Ops Finance & Procur	Benchmark Data Available
21	Sr Auditor	AUDITING Cust Ops Fin &Procmt	Cust Ops Finance & Procur	Benchmark Data Available
3H	Director	AUDITING Cust Ops Fin &Procmt	Cust Ops Finance & Procur	Benchmark Data Available
3L	Section Manager	AUDITING Cust Ops Fin &Procmt	Cust Ops Finance & Procur	Benchmark Data Available
3L	Section Manager	AUDITING Cust Ops Fin &Procmt	Cust Ops Finance & Procur	Benchmark Data Available
63	Sr Attorney	LAW Environmental	Law	Insufficient Benchmark Data
64	Associate Counsel	LAW Environmental	Law	Insufficient Benchmark Data
64	Associate Counsel	LAW Environmental	Law	Insufficient Benchmark Data
64	Associate Counsel	LAW Environmental	Law	Insufficient Benchmark Data
65	Assistant General Counsel	LAW Environmental	Law	Insufficient Benchmark Data
66	Associate General Counsel	LAW Environmental	Law	Insufficient Benchmark Data
1L	Executive Assistant 1L	LAW Operations	Law	Benchmark Data Available
2H	Project Specialist	LAW Operations	Law	Insufficient Benchmark Data
3L	Section Manager	LAW Operations	Law	Insufficient Benchmark Data
63	Sr Attorney	LAW Corp and Finance	Comm Trans, Corp & Finance	Benchmark Data Available
66	Associate General Counsel	LAW Corp and Finance	Comm Trans, Corp & Finance	Benchmark Data Available
63	Sr Attorney	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available
63	Sr Attorney	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available
63	Sr Attorney	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available
64	Associate Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available
64	Associate Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available
64	Associate Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available
64	Associate Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available
65	Assistant General Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available
65	Assistant General Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available
65	Assistant General Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available

Survey Position Matching				Survey Position Matching
Source	Code	General Functional Area	Benchmark Level	Benchmark Description
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the Bth Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the Bth Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the Bth Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the Bth Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the Bth Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the Bth Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards such as the Sarbanes-Oxley Act (SOX) or the Bth Company Law Directive</li> <li>Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government mandated standards</li> <li>Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action</li> <li>Ensures that documentation for all processes across the organization is reviewed and updated periodically</li> <li>May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act</li> <li>Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG999	Legal - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Legal Function but are not described in other Discipline summaries</li> </ul>
WTW	ALG999	Legal - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Legal Function but are not described in other Discipline summaries</li> </ul>
WTW	ALG999	Legal - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Legal Function but are not described in other Discipline summaries</li> </ul>
WTW	ALG999	Legal - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Legal Function but are not described in other Discipline summaries</li> </ul>
WTW	ALG999	Legal - No Applicable Discipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Responsibilities are within the Legal Function but are not described in other Discipline summaries</li> </ul>
WTW	ALG999	Legal - No Applicable Discipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Responsibilities are within the Legal Function but are not described in other Discipline summaries</li> </ul>
WTW	AA042	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> <li>Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy</li> <li>Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries</li> <li>Receives, screens and directs incoming calls, visitors, mail and email</li> <li>Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses</li> <li>Participates in the development and implementation of secretarial standards, policies and practices for the organization</li> <li>Matching note: Match secretaries/administrative assistants who directly support executives including the CEO to this discipline.</li> </ul>
WTW	ALS000	Legal Support Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Provides support for a variety of law-related activities that do not require a law degree, including legal or factual research, contract administration, document preparation and analysis, citation checking and trial preparation</li> <li>Responsibilities are within the Legal Support Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match patent and/or trademark agents to this discipline.</li> </ul>
WTW	ALS000	Legal Support Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides support for a variety of law-related activities that do not require a law degree, including legal or factual research, contract administration, document preparation and analysis, citation checking and trial preparation</li> <li>Responsibilities are within the Legal Support Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match patent and/or trademark agents to this discipline.</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	ALG000	Legal Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Provides a full range of legal advice and services</li> <li>Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines</li> </ul>











Census  
Consolidated Edison of New York  
(CECONY) 2018 Competitive  
Analysis

CECONY Employee Data					Survey Position Matching				Survey Position Matching
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
64	Associate Counsel	MTWC Mass Torts	Mass Torts & Workers Comp	Insufficient Benchmark Data	WTW	ALG020	Employment Law	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides legal advice regarding employment law</li> <li>Collaborates with Human Resources on all issues of the law related to the organization's human capital</li> <li>Monitors legal issues and implications concerned with discrimination, sexual harassment, health and safety, hiring and firing, as well as all other aspects of employee rights and responsibilities</li> </ul>
66	Associate General Counsel	MTWC Mass Torts	Mass Torts & Workers Comp	Insufficient Benchmark Data	WTW	ALG020	Employment Law	Group Manager (M4)	<ul style="list-style-type: none"> <li>Provides legal advice regarding employment law</li> <li>Collaborates with Human Resources on all issues of the law related to the organization's human capital</li> <li>Monitors legal issues and implications concerned with discrimination, sexual harassment, health and safety, hiring and firing, as well as all other aspects of employee rights and responsibilities</li> </ul>
3H	Director	ENGPOLRA State Reg Affairs	State Regulatory Affairs	Benchmark Data Available	WTW	ACA050	Regulatory Affairs and Compliance	Group Manager (M4)	<ul style="list-style-type: none"> <li>Maintains the organization's ongoing relationships with regulatory commissions/authorities</li> <li>Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities</li> <li>Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints</li> <li>Advances organization positions with internal and external parties</li> <li>Prepares and sponsors testimony to governmental or regulatory agencies</li> <li>Matching note: Match incumbents who ensure compliance with government quality regulations and set practices and procedures including Good Practices (GP), Standard Operating Procedures (SOP), Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), Good Distribution Practices (GDP), and Good Clinical Practices (GCP) to this Discipline.</li> <li>Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.</li> </ul>
3L	Project Manager	ENGPOLRA State Reg Affairs	State Regulatory Affairs	Benchmark Data Available	WTW	ACA050	Regulatory Affairs and Compliance	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Maintains the organization's ongoing relationships with regulatory commissions/authorities</li> <li>Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities</li> <li>Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints</li> <li>Advances organization positions with internal and external parties</li> <li>Prepares and sponsors testimony to governmental or regulatory agencies</li> <li>Matching note: Match incumbents who ensure compliance with government quality regulations and set practices and procedures including Good Practices (GP), Standard Operating Procedures (SOP), Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), Good Distribution Practices (GDP), and Good Clinical Practices (GCP) to this Discipline.</li> <li>Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.</li> </ul>
2H	Project Specialist	ENGPOLRA Enrgy Mktg Pkgs	Energy Markets Policy Group	Benchmark Data Available	WTW	ACA050	Regulatory Affairs and Compliance	Specialist (P4)	<ul style="list-style-type: none"> <li>Maintains the organization's ongoing relationships with regulatory commissions/authorities</li> <li>Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities</li> <li>Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints</li> <li>Advances organization positions with internal and external parties</li> <li>Prepares and sponsors testimony to governmental or regulatory agencies</li> <li>Matching note: Match incumbents who ensure compliance with government quality regulations and set practices and procedures including Good Practices (GP), Standard Operating Procedures (SOP), Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), Good Distribution Practices (GDP), and Good Clinical Practices (GCP) to this Discipline.</li> <li>Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.</li> </ul>
2H	Project Specialist	ENGPOLRA Enrgy Mktg Pkgs	Energy Markets Policy Group	Benchmark Data Available	WTW	ACA050	Regulatory Affairs and Compliance	Specialist (P4)	<ul style="list-style-type: none"> <li>Maintains the organization's ongoing relationships with regulatory commissions/authorities</li> <li>Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities</li> <li>Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints</li> <li>Advances organization positions with internal and external parties</li> <li>Prepares and sponsors testimony to governmental or regulatory agencies</li> <li>Matching note: Match incumbents who ensure compliance with government quality regulations and set practices and procedures including Good Practices (GP), Standard Operating Procedures (SOP), Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), Good Distribution Practices (GDP), and Good Clinical Practices (GCP) to this Discipline.</li> <li>Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.</li> </ul>
3L	Project Manager	ENGPOLRA Enrgy Mktg Pkgs	Energy Markets Policy Group	Benchmark Data Available	WTW	ACA050	Regulatory Affairs and Compliance	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Maintains the organization's ongoing relationships with regulatory commissions/authorities</li> <li>Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities</li> <li>Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints</li> <li>Advances organization positions with internal and external parties</li> <li>Prepares and sponsors testimony to governmental or regulatory agencies</li> <li>Matching note: Match incumbents who ensure compliance with government quality regulations and set practices and procedures including Good Practices (GP), Standard Operating Procedures (SOP), Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), Good Distribution Practices (GDP), and Good Clinical Practices (GCP) to this Discipline.</li> <li>Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.</li> </ul>
3L	Project Manager	ENGPOLRA Enrgy Mktg Pkgs	Energy Markets Policy Group	Benchmark Data Available	WTW	ACA050	Regulatory Affairs and Compliance	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Maintains the organization's ongoing relationships with regulatory commissions/authorities</li> <li>Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities</li> <li>Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints</li> <li>Advances organization positions with internal and external parties</li> <li>Prepares and sponsors testimony to governmental or regulatory agencies</li> <li>Matching note: Match incumbents who ensure compliance with government quality regulations and set practices and procedures including Good Practices (GP), Standard Operating Procedures (SOP), Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), Good Distribution Practices (GDP), and Good Clinical Practices (GCP) to this Discipline.</li> <li>Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.</li> </ul>
3L	Project Manager	ENGPOLRA Enrgy Mktg Pkgs	Energy Markets Policy Group	Benchmark Data Available	WTW	ACA050	Regulatory Affairs and Compliance	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Maintains the organization's ongoing relationships with regulatory commissions/authorities</li> <li>Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities</li> <li>Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints</li> <li>Advances organization positions with internal and external parties</li> <li>Prepares and sponsors testimony to governmental or regulatory agencies</li> <li>Matching note: Match incumbents who ensure compliance with government quality regulations and set practices and procedures including Good Practices (GP), Standard Operating Procedures (SOP), Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), Good Distribution Practices (GDP), and Good Clinical Practices (GCP) to this Discipline.</li> <li>Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.</li> </ul>
4L	Director	ENGPOLRA Enrgy Mktg Pkgs	Energy Markets Policy Group	Benchmark Data Available	WTW	ACA050	Regulatory Affairs and Compliance	Group Manager (M4)	<ul style="list-style-type: none"> <li>Maintains the organization's ongoing relationships with regulatory commissions/authorities</li> <li>Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities</li> <li>Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints</li> <li>Advances organization positions with internal and external parties</li> <li>Prepares and sponsors testimony to governmental or regulatory agencies</li> <li>Matching note: Match incumbents who ensure compliance with government quality regulations and set practices and procedures including Good Practices (GP), Standard Operating Procedures (SOP), Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), Good Distribution Practices (GDP), and Good Clinical Practices (GCP) to this Discipline.</li> <li>Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.</li> </ul>
1H	Specialist	CDRF AFF Strat Partnerships	Corporate Affairs	Benchmark Data Available	WTW	ACA020	Community Affairs/Relations	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops and maintains a favorable relationship with the surrounding community</li> <li>Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents</li> <li>Organizes and supports employee volunteer programs and coordinates with local groups</li> <li>May participate in the organization's charitable giving programs as they affect community initiatives</li> <li>May represent the organization at community gatherings or forums</li> </ul>
2L	Corporate Affairs Manager	CDRF AFF Strat Partnerships	Corporate Affairs	Insufficient Benchmark Data	WTW	ACA020	Community Affairs/Relations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Develops and maintains a favorable relationship with the surrounding community</li> <li>Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents</li> <li>Organizes and supports employee volunteer programs and coordinates with local groups</li> <li>May participate in the organization's charitable giving programs as they affect community initiatives</li> <li>May represent the organization at community gatherings or forums</li> </ul>
2L	Corporate Affairs Manager	CDRF AFF Strat Partnerships	Corporate Affairs	Benchmark Data Available	WTW	ACA020	Community Affairs/Relations	Career (P3)	<ul style="list-style-type: none"> <li>Develops and maintains a favorable relationship with the surrounding community</li> <li>Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents</li> <li>Organizes and supports employee volunteer programs and coordinates with local groups</li> <li>May participate in the organization's charitable giving programs as they affect community initiatives</li> <li>May represent the organization at community gatherings or forums</li> </ul>
2L	Corporate Affairs Manager	CDRF AFF Strat Partnerships	Corporate Affairs	Benchmark Data Available	WTW	ACA020	Community Affairs/Relations	Career (P3)	<ul style="list-style-type: none"> <li>Develops and maintains a favorable relationship with the surrounding community</li> <li>Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents</li> <li>Organizes and supports employee volunteer programs and coordinates with local groups</li> <li>May participate in the organization's charitable giving programs as they affect community initiatives</li> <li>May represent the organization at community gatherings or forums</li> </ul>
3L	Corporate Affairs Manager	CDRF AFF Strat Partnerships	Corporate Affairs	Benchmark Data Available	WTW	ACA020	Community Affairs/Relations	Career (P3)	<ul style="list-style-type: none"> <li>Develops and maintains a favorable relationship with the surrounding community</li> <li>Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents</li> <li>Organizes and supports employee volunteer programs and coordinates with local groups</li> <li>May participate in the organization's charitable giving programs as they affect community initiatives</li> <li>May represent the organization at community gatherings or forums</li> </ul>
4H	Director Corporate Affairs	CDRF AFF Corp Comm Media Rel	Corporate Affairs	Benchmark Data Available	WTW	ACA010	Public Relations	Group Manager (M4)	<ul style="list-style-type: none"> <li>Coordinates media relations and prepares external communications</li> <li>Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization</li> <li>Develops and maintains lines of communication with media contacts and other external audience groups</li> </ul>
1H	Specialist	CDRF AFF Corp Comm Media Rel	Corporate Affairs	Benchmark Data Available	WTW	ACA010	Public Relations	Intermediate (P2)	<ul style="list-style-type: none"> <li>Coordinates media relations and prepares external communications</li> <li>Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization</li> <li>Develops and maintains lines of communication with media contacts and other external audience groups</li> </ul>
2L	Corporate Affairs Manager	CDRF AFF Corp Comm Media Rel	Corporate Affairs	Benchmark Data Available	WTW	ACA010	Public Relations	Career (P3)	<ul style="list-style-type: none"> <li>Coordinates media relations and prepares external communications</li> <li>Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization</li> <li>Develops and maintains lines of communication with media contacts and other external audience groups</li> </ul>







**Census**  
**Consolidated Edison of New York**  
**(CECONY) 2018 Competitive**  
**Analyses**

<b>Bund / Grade</b>	<b>Job Title</b>	<b>Sec Name</b>	<b>Dept Name</b>	<b>Benchmark Data Availability</b>
2L	Corporate Affairs Manager	REG COMM Queens	NYC Regional/Community Affairs	Benchmark Data Available
3L	Director Reg & Comm Affairs	REG COMM Queens	NYC Regional/Community Affairs	Benchmark Data Available
1L	Executive Assistant 1L	CLST OPS Office of SVP	Off Sr VP Customer Ops	Benchmark Data Available
2H	Project Specialist	CLST OPS Office of SVP	Off Sr VP Customer Ops	Insufficient Benchmark Data
3L	Project Manager	CLST OPS Office of SVP	Off Sr VP Customer Ops	Benchmark Data Available
1H	Supervisor	CLST OPS Inactive Gas Group	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Inactive Gas Group	Field Operations	Benchmark Data Available
2H	Manager	CLST OPS Inactive Gas Group	Field Operations	Benchmark Data Available
2L	Sr Specialist	CLST OPS Inactive Gas Group	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
1H	Supervisor	CLST OPS Field Ops Collections	Field Operations	Benchmark Data Available
2L	Sr Specialist	CLST OPS Field Ops Collections	Field Operations	Insufficient Benchmark Data
2L	Sr Specialist	CLST OPS Field Ops Collections	Field Operations	Insufficient Benchmark Data
1H	Section Manager	CLST OPS Field Ops Collections	Field Operations	Insufficient Benchmark Data
2H	Project Specialist	CLST OPS Field Ops GM & Staff	Field Operations	Insufficient Benchmark Data

<b>Survey Position Matching</b>				<b>Survey Position Matching</b>
<b>Source</b>	<b>Code</b>	<b>General Functional Area</b>	<b>Benchmark Level</b>	<b>Benchmark Description</b>
WTW	AC600	Corporate Affairs/Communications Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees</li> <li>Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines.</li> </ul>
WTW	AC600	Corporate Affairs/Communications Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees</li> <li>Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines.</li> </ul>
WTW	AAS04	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> <li>Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy</li> <li>Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries</li> <li>Receives, screens and directs incoming calls, visitors, mail and email</li> <li>Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses</li> <li>Participates in the development and implementation of secretarial standards, policies and practices for the organization</li> <li>Matching note: Match secretaries/administrative assistants who directly support executives excluding the CEO to this Discipline.</li> </ul>
WTW	AM500	Customer Support/Operations Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>
WTW	AM500	Customer Support/Operations Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>
WTW	AM500	Customer Support/Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>
WTW	AM500	Customer Support/Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>
WTW	AM500	Customer Support/Operations Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>
WTW	AM500	Customer Support/Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Supervisor (M1)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Career (P3)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Career (P3)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AF620	Collections	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Collects and negotiates terms of payment on overdue accounts with corporate and individual clients</li> <li>Conducts investigations and collection activities from an office or in the field</li> </ul>
WTW	AM500	Customer Support/Operations Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>



















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Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability
3H	Supervisor	CUST OPS Cent CustExpDayCenter	Customer Assistance	Benchmark Data Available
2L	Sr Specialist	CUST OPS Cent CustExpDayCenter	Customer Assistance	Benchmark Data Available
3L	Section Manager	CUST OPS Cent CustExpDayCenter	Customer Assistance	Benchmark Data Available
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available

Survey Position Matching				Survey Position Matching
Source	Code	General Functional Area	Benchmark Level	Benchmark Description
WTW	AMS000	Customer Support/Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>
WTW	AMS000	Customer Support/Operations Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>
WTW	AMS000	Customer Support/Operations Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>
WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> <li>Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers</li> <li>Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades</li> <li>Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations</li> <li>Monitors data traffic and controls network resource performance to ensure high-quality transmission</li> <li>Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software</li> </ul>
WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> <li>Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers</li> <li>Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades</li> <li>Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations</li> <li>Monitors data traffic and controls network resource performance to ensure high-quality transmission</li> <li>Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software</li> </ul>
WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> <li>Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers</li> <li>Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades</li> <li>Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations</li> <li>Monitors data traffic and controls network resource performance to ensure high-quality transmission</li> <li>Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software</li> </ul>
WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> <li>Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers</li> <li>Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades</li> <li>Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations</li> <li>Monitors data traffic and controls network resource performance to ensure high-quality transmission</li> <li>Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software</li> </ul>
WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> <li>Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers</li> <li>Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades</li> <li>Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations</li> <li>Monitors data traffic and controls network resource performance to ensure high-quality transmission</li> <li>Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software</li> </ul>
WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> <li>Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers</li> <li>Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades</li> <li>Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations</li> <li>Monitors data traffic and controls network resource performance to ensure high-quality transmission</li> <li>Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software</li> </ul>
WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> <li>Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers</li> <li>Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades</li> <li>Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations</li> <li>Monitors data traffic and controls network resource performance to ensure high-quality transmission</li> <li>Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software</li> </ul>
WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> <li>Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers</li> <li>Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades</li> <li>Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations</li> <li>Monitors data traffic and controls network resource performance to ensure high-quality transmission</li> <li>Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software</li> </ul>

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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1k	Section Manager	CLST OPS Project & LAN Support	Customer Assistance	Insufficient Benchmark Data	WTW	A17840	Network Control/Administration	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers</li> <li>Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades</li> <li>Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations</li> <li>Monitors data traffic and controls network resource performance to ensure high-quality transmission</li> <li>Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software</li> </ul>
1H	Supervisor	CLST OPS North Cust Exp Center	Customer Assistance	Benchmark Data Available	WTW	AM5020	Customer Contact Center Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Provides timely responses to customer inquiries by telephone and/or email in an in- or out-bound service center, consistent with service and quality standards</li> <li>Processes customer orders, bills and accounts, and applications for service, maintenance and termination</li> <li>Troubleshoots and resolves customer complaints</li> <li>Matching note: Match incumbents responsible for the receipt and handling of trouble calls either in a centralized corporate center or a decentralized large area center to this Discipline.</li> </ul>
1H	Supervisor	CLST OPS North Cust Exp Center	Customer Assistance	Benchmark Data Available	WTW	AM5020	Customer Contact Center Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Provides timely responses to customer inquiries by telephone and/or email in an in- or out-bound service center, consistent with service and quality standards</li> <li>Processes customer orders, bills and accounts, and applications for service, maintenance and termination</li> <li>Troubleshoots and resolves customer complaints</li> <li>Matching note: Match incumbents responsible for the receipt and handling of trouble calls either in a centralized corporate center or a decentralized large area center to this Discipline.</li> </ul>
1H	Supervisor	CLST OPS North Cust Exp Center	Customer Assistance	Benchmark Data Available	WTW	AM5020	Customer Contact Center Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Provides timely responses to customer inquiries by telephone and/or email in an in- or out-bound service center, consistent with service and quality standards</li> <li>Processes customer orders, bills and accounts, and applications for service, maintenance and termination</li> <li>Troubleshoots and resolves customer complaints</li> <li>Matching note: Match incumbents responsible for the receipt and handling of trouble calls either in a centralized corporate center or a decentralized large area center to this Discipline.</li> </ul>
1H	Supervisor	CLST OPS North Cust Exp Center	Customer Assistance	Benchmark Data Available	WTW	AM5020	Customer Contact Center Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Provides timely responses to customer inquiries by telephone and/or email in an in- or out-bound service center, consistent with service and quality standards</li> <li>Processes customer orders, bills and accounts, and applications for service, maintenance and termination</li> <li>Troubleshoots and resolves customer complaints</li> <li>Matching note: Match incumbents responsible for the receipt and handling of trouble calls either in a centralized corporate center or a decentralized large area center to this Discipline.</li> </ul>
1H	Supervisor	CLST OPS North Cust Exp Center	Customer Assistance	Benchmark Data Available	WTW	AM5020	Customer Contact Center Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Provides timely responses to customer inquiries by telephone and/or email in an in- or out-bound service center, consistent with service and quality standards</li> <li>Processes customer orders, bills and accounts, and applications for service, maintenance and termination</li> <li>Troubleshoots and resolves customer complaints</li> <li>Matching note: Match incumbents responsible for the receipt and handling of trouble calls either in a centralized corporate center or a decentralized large area center to this Discipline.</li> </ul>
1H	Supervisor	CLST OPS North Cust Exp Center	Customer Assistance	Insufficient Benchmark Data	WTW	AM5020	Customer Contact Center Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Provides timely responses to customer inquiries by telephone and/or email in an in- or out-bound service center, consistent with service and quality standards</li> <li>Processes customer orders, bills and accounts, and applications for service, maintenance and termination</li> <li>Troubleshoots and resolves customer complaints</li> <li>Matching note: Match incumbents responsible for the receipt and handling of trouble calls either in a centralized corporate center or a decentralized large area center to this Discipline.</li> </ul>
2L	Sr Specialist	CLST OPS North Cust Exp Center	Customer Assistance	Insufficient Benchmark Data	WTW	AM5020	Customer Contact Center Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Provides timely responses to customer inquiries by telephone and/or email in an in- or out-bound service center, consistent with service and quality standards</li> <li>Processes customer orders, bills and accounts, and applications for service, maintenance and termination</li> <li>Troubleshoots and resolves customer complaints</li> <li>Matching note: Match incumbents responsible for the receipt and handling of trouble calls either in a centralized corporate center or a decentralized large area center to this Discipline.</li> </ul>
3L	Section Manager	CLST OPS North Cust Exp Center	Customer Assistance	Benchmark Data Available	WTW	AM5020	Customer Contact Center Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides timely responses to customer inquiries by telephone and/or email in an in- or out-bound service center, consistent with service and quality standards</li> <li>Processes customer orders, bills and accounts, and applications for service, maintenance and termination</li> <li>Troubleshoots and resolves customer complaints</li> <li>Matching note: Match incumbents responsible for the receipt and handling of trouble calls either in a centralized corporate center or a decentralized large area center to this Discipline.</li> </ul>
2H	Sr Planning Analyst	CLST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data	WTW	AM5026	Customer Contact Center Process Improvement	Specialist (P4)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
2H	Sr Planning Analyst	CLST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data	WTW	AM5026	Customer Contact Center Process Improvement	Specialist (P4)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
2H	Sr Planning Analyst	CLST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data	WTW	AM5026	Customer Contact Center Process Improvement	Specialist (P4)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
2H	Sr Planning Analyst	CLST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data	WTW	AM5026	Customer Contact Center Process Improvement	Specialist (P4)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
3L	Section Manager	CLST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data	WTW	AM5026	Customer Contact Center Process Improvement	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
2H	Project Specialist	CLST OPS Digital Services	Strategic Applications	Insufficient Benchmark Data	WTW	AM5999	Customer Support/Operations - No Applicable Discipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
2H	Project Specialist	CLST OPS Digital Services	Strategic Applications	Insufficient Benchmark Data	WTW	AM5999	Customer Support/Operations - No Applicable Discipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
2L	Sr Specialist	CLST OPS Digital Services	Strategic Applications	Insufficient Benchmark Data	WTW	AM5999	Customer Support/Operations - No Applicable Discipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
2L	Sr Specialist	CLST OPS Digital Services	Strategic Applications	Insufficient Benchmark Data	WTW	AM5999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
2H	Project Specialist	CLST OPS Cust Exp Excellence	Strategic Applications	Insufficient Benchmark Data	WTW	AM5026	Customer Contact Center Process Improvement	Specialist (P4)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
2H	Project Specialist	CLST OPS Cust Exp Excellence	Strategic Applications	Insufficient Benchmark Data	WTW	AM5026	Customer Contact Center Process Improvement	Specialist (P4)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
2L	Project Specialist	CLST OPS Cust Exp Excellence	Strategic Applications	Insufficient Benchmark Data	WTW	AM5026	Customer Contact Center Process Improvement	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>

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Analysis

CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
2s	Sr Analyst	CUST OPS Cust Exp Excellence	Strategic Applications	Insufficient Benchmark Data	WTW	AMS226	Customer Contact Center Process Improvement	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
2s	Sr Specialist	CUST OPS Cust Exp Excellence	Strategic Applications	Insufficient Benchmark Data	WTW	AMS226	Customer Contact Center Process Improvement	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
2L	Sr Specialist	CUST OPS Cust Exp Excellence	Strategic Applications	Insufficient Benchmark Data	WTW	AMS226	Customer Contact Center Process Improvement	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
3L	Section Manager	CUST OPS Cust Exp Excellence	Strategic Applications	Insufficient Benchmark Data	WTW	AMS226	Customer Contact Center Process Improvement	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
1H	Supervisor	CUST OPS Public Assist Central	Strategic Applications	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
1H	Supervisor	CUST OPS Public Assist Central	Strategic Applications	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
2L	Sr Specialist	CUST OPS Public Assist Central	Strategic Applications	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
2H	Manager	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	WTW	AF010	Credit	Manager (M2)	<ul style="list-style-type: none"> <li>Minimizes financial risk to the organization by assessing and advising on creditworthiness of prospective and existing customers</li> <li>Investigates credit applications and approves applications within established guidelines for companies and individuals</li> <li>Liaises with corporate customers and other departments to resolve credit problems</li> <li>May collect and negotiate terms of payment on overdue accounts</li> </ul>
2H	Project Specialist	CUST OPS Central Credit	Strategic Applications	Insufficient Benchmark Data	WTW	AF010	Credit	Specialist (P4)	<ul style="list-style-type: none"> <li>Minimizes financial risk to the organization by assessing and advising on creditworthiness of prospective and existing customers</li> <li>Investigates credit applications and approves applications within established guidelines for companies and individuals</li> <li>Liaises with corporate customers and other departments to resolve credit problems</li> <li>May collect and negotiate terms of payment on overdue accounts</li> </ul>
2L	Sr Analyst	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	WTW	AF010	Credit	Career (P3)	<ul style="list-style-type: none"> <li>Minimizes financial risk to the organization by assessing and advising on creditworthiness of prospective and existing customers</li> <li>Investigates credit applications and approves applications within established guidelines for companies and individuals</li> <li>Liaises with corporate customers and other departments to resolve credit problems</li> <li>May collect and negotiate terms of payment on overdue accounts</li> </ul>
2L	Sr Specialist	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	WTW	AF010	Credit	Career (P3)	<ul style="list-style-type: none"> <li>Minimizes financial risk to the organization by assessing and advising on creditworthiness of prospective and existing customers</li> <li>Investigates credit applications and approves applications within established guidelines for companies and individuals</li> <li>Liaises with corporate customers and other departments to resolve credit problems</li> <li>May collect and negotiate terms of payment on overdue accounts</li> </ul>
3L	Section Manager	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	WTW	AF010	Credit	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Minimizes financial risk to the organization by assessing and advising on creditworthiness of prospective and existing customers</li> <li>Investigates credit applications and approves applications within established guidelines for companies and individuals</li> <li>Liaises with corporate customers and other departments to resolve credit problems</li> <li>May collect and negotiate terms of payment on overdue accounts</li> </ul>
1H	Specialist	CUST OPS Bill Ops/VendorOwght	Strategic Applications	Insufficient Benchmark Data	WTW	AMS500	Customer Billing Systems Planning and Analysis	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops business cases for and proposes cost-effective improvements to customer billing and collection software to maximize system effectiveness</li> <li>Works closely with information management, accounting and legal staff to ensure systems meet internal and external standards and requirements</li> <li>Ensures that billing systems are compliant with regulations established by rate setting, taxing and postal authorities</li> <li>Maintains extensive knowledge of customer billing government regulations</li> </ul>
2H	Manager	CUST OPS Bill Ops/VendorOwght	Strategic Applications	Insufficient Benchmark Data	WTW	AMS500	Customer Billing Systems Planning and Analysis	Manager (M2)	<ul style="list-style-type: none"> <li>Develops business cases for and proposes cost-effective improvements to customer billing and collection software to maximize system effectiveness</li> <li>Works closely with information management, accounting and legal staff to ensure systems meet internal and external standards and requirements</li> <li>Ensures that billing systems are compliant with regulations established by rate setting, taxing and postal authorities</li> <li>Maintains extensive knowledge of customer billing government regulations</li> </ul>
2L	Sr Specialist	CUST OPS Bill Ops/VendorOwght	Strategic Applications	Insufficient Benchmark Data	WTW	AMS500	Customer Billing Systems Planning and Analysis	Career (P3)	<ul style="list-style-type: none"> <li>Develops business cases for and proposes cost-effective improvements to customer billing and collection software to maximize system effectiveness</li> <li>Works closely with information management, accounting and legal staff to ensure systems meet internal and external standards and requirements</li> <li>Ensures that billing systems are compliant with regulations established by rate setting, taxing and postal authorities</li> <li>Maintains extensive knowledge of customer billing government regulations</li> </ul>
2L	Sr System Analyst	CUST OPS Bill Ops/VendorOwght	Strategic Applications	Insufficient Benchmark Data	WTW	AMS500	Customer Billing Systems Planning and Analysis	Career (P3)	<ul style="list-style-type: none"> <li>Develops business cases for and proposes cost-effective improvements to customer billing and collection software to maximize system effectiveness</li> <li>Works closely with information management, accounting and legal staff to ensure systems meet internal and external standards and requirements</li> <li>Ensures that billing systems are compliant with regulations established by rate setting, taxing and postal authorities</li> <li>Maintains extensive knowledge of customer billing government regulations</li> </ul>
1H	Supervisor	CUST OPS Replevin	Strategic Applications	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
1H	Supervisor	CUST OPS Final Bills	Strategic Applications	Insufficient Benchmark Data	WTW	AMS240	Customer Billing Resolution	Supervisor (M1)	<ul style="list-style-type: none"> <li>Investigates, analyzes, negotiates, resolves, documents and reports on consumer and commercial billing issues and complaints against the organization</li> <li>Identifies solutions that address billing issues and presents appropriate resolution options to customers</li> <li>Negotiates and authorizes billing settlements within established limits and adjusts customer accounts</li> </ul>
2H	Project Specialist	CUST OPS Strat Apps GM & Staff	Strategic Applications	Benchmark Data Available	WTW	AMS226	Customer Contact Center Process Improvement	Manager (M2)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
2L	Sr Specialist	CUST OPS Strat Apps GM & Staff	Strategic Applications	Insufficient Benchmark Data	WTW	AMS226	Customer Contact Center Process Improvement	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
4L	General Manager	CUST OPS Strat Apps GM & Staff	Strategic Applications	Insufficient Benchmark Data	WTW	AMS226	Customer Contact Center Process Improvement	Group Manager (M4)	<ul style="list-style-type: none"> <li>Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements</li> <li>Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost</li> <li>Monitors resource requirements, call volume, quality and efficiency of customer contact center operations</li> <li>Collaborates with training resources to provide training on improved processes</li> <li>Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.</li> </ul>
1H	System Analyst	CUST OPS Ops & Application Supp	Strategic Applications	Benchmark Data Available	WTW	AMS200	Customer Support/Operations Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints</li> <li>Resolves customer inquiries and complaints fairly and effectively</li> <li>Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships</li> <li>Recommends and implements programs to support customer needs</li> <li>Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match incumbents responsible for payment processing to this Discipline.</li> <li>Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline.</li> <li>Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline.</li> <li>Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.</li> </ul>



**Census**  
**Consolidated Edison of New York**  
**(CECONY) 2018 Competitive**  
**Analysis**

CECONY Employee Data				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability
3k	Section Manager	CEST OPS Gen Mgr & Staff	Specialized Activities	Insufficient Benchmark Data
3k	Section Manager	CEST OPS Gen Mgr & Staff	Specialized Activities	Insufficient Benchmark Data
3k	Section Manager	CEST OPS Gen Mgr & Staff	Specialized Activities	Insufficient Benchmark Data
4k	General Manager	CEST OPS Gen Mgr & Staff	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Executive Action Gp	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Executive Action Gp	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Executive Action Gp	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Executive Action Gp	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Unmetered & Mtr Svcs	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Unmetered & Mtr Svcs	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Unmetered & Mtr Svcs	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Unmetered & Mtr Svcs	Specialized Activities	Insufficient Benchmark Data
1H	Supervisor	CEST OPS Quality Assurance	Specialized Activities	Benchmark Data Available
1H	Supervisor	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data
2H	Sr Planning Analyst	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data
2H	Systems Specialist	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data
1H	Customer Outreach Advocate	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data
2H	Sr Planning Analyst	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data
2H	Sr Planning Analyst	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data
2L	Sr Specialist	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data
1H	Department Manager	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data
1L	Executive Assistant 1L	Gas Ops Office of SVP	Off Sr VP Gas Operations	Benchmark Data Available
2H	Manager	Gas Ops Department Office	Gas Conversion Group	Benchmark Data Available

Survey Position Matching				
Source	Code	General Functional Area	Benchmark Level	Benchmark Description
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Group Manager (M4)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Career (S3)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Career (S3)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Career (S3)	<ul style="list-style-type: none"> <li>Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Career (S3)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Career (S3)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Career (S3)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	CAMS00	Key Accounts	Career (P3)	<ul style="list-style-type: none"> <li>Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities</li> <li>Identifies, develops and typically closes new sales opportunities</li> </ul>
WTW	AMS10	Meter Reading - Residential	Supervisor (M1)	<ul style="list-style-type: none"> <li>Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced workloads</li> <li>May be responsible, from the business perspective, for evaluation, selection, implementation or management of automated meter reading and/or advanced meter management systems</li> </ul>
WTW	AMS10	Meter Reading - Residential	Supervisor (M1)	<ul style="list-style-type: none"> <li>Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced workloads</li> <li>May be responsible, from the business perspective, for evaluation, selection, implementation or management of automated meter reading and/or advanced meter management systems</li> </ul>
WTW	AMS10	Meter Reading - Residential	Supervisor (M1)	<ul style="list-style-type: none"> <li>Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced workloads</li> <li>May be responsible, from the business perspective, for evaluation, selection, implementation or management of automated meter reading and/or advanced meter management systems</li> </ul>
WTW	AMS10	Meter Reading - Residential	Career (P3)	<ul style="list-style-type: none"> <li>Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced workloads</li> <li>May be responsible, from the business perspective, for evaluation, selection, implementation or management of automated meter reading and/or advanced meter management systems</li> </ul>
WTW	AQ100	Quality Systems/Customer Satisfaction	Intermediate (P2)	<ul style="list-style-type: none"> <li>Implements the Total Quality Management (TQM) philosophy</li> <li>Measures customer satisfaction and takes action as appropriate</li> <li>Implements "Just in time" techniques</li> </ul>
WTW	AQ100	Quality Systems/Customer Satisfaction	Supervisor (M1)	<ul style="list-style-type: none"> <li>Implements the Total Quality Management (TQM) philosophy</li> <li>Measures customer satisfaction and takes action as appropriate</li> <li>Implements "Just in time" techniques</li> </ul>
WTW	AQ100	Quality Systems/Customer Satisfaction	Specialist (P4)	<ul style="list-style-type: none"> <li>Implements the Total Quality Management (TQM) philosophy</li> <li>Measures customer satisfaction and takes action as appropriate</li> <li>Implements "Just in time" techniques</li> </ul>
WTW	AQ100	Quality Systems/Customer Satisfaction	Specialist (P4)	<ul style="list-style-type: none"> <li>Implements the Total Quality Management (TQM) philosophy</li> <li>Measures customer satisfaction and takes action as appropriate</li> <li>Implements "Just in time" techniques</li> </ul>
WTW	AQ100	Quality Systems/Customer Satisfaction	Career (P3)	<ul style="list-style-type: none"> <li>Implements the Total Quality Management (TQM) philosophy</li> <li>Measures customer satisfaction and takes action as appropriate</li> <li>Implements "Just in time" techniques</li> </ul>
WTW	AQ100	Quality Systems/Customer Satisfaction	Career (P3)	<ul style="list-style-type: none"> <li>Implements the Total Quality Management (TQM) philosophy</li> <li>Measures customer satisfaction and takes action as appropriate</li> <li>Implements "Just in time" techniques</li> </ul>
WTW	AQ100	Quality Systems/Customer Satisfaction	Career (P3)	<ul style="list-style-type: none"> <li>Implements the Total Quality Management (TQM) philosophy</li> <li>Measures customer satisfaction and takes action as appropriate</li> <li>Implements "Just in time" techniques</li> </ul>
WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries</li> </ul>
WTW	AAS04	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> <li>Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy</li> <li>Uses business software applications (e.g., word processing, presentation and spreadsheets) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries</li> <li>Receives, screens and directs incoming calls, visitors, mail and email</li> <li>Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses</li> <li>Participates in the development and implementation of secretarial standards, policies and practices for the organization</li> <li>Matching note: Match secretarial/administrative assistants who directly support executives excluding the CEO to this Discipline.</li> </ul>
WTW	IE000	Energy Efficiency/Conservation Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals</li> <li>Develops, promotes and implements EE programs for new construction and upgrades to existing buildings such as tighter building envelopes (e.g., insulation) and HVAC ducts, high efficiency HVAC equipment and HVAC tune-ups to reduce energy demand and meet regulatory and corporate goals</li> <li>Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes</li> <li>Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service</li> <li>Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives</li> <li>Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs</li> <li>Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs</li> </ul>



























































































































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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3k	Section Manager	STO NERC Reliability Compliance	Transmission Planning	Insufficient Benchmark Data	WTW	ET0040	Transmission Operations Compliance	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops, implements and maintains a reliability standards compliance framework</li> <li>Monitors transmission operations to ensure compliance with national, regional and local regulations</li> <li>Evaluates operating events, disturbances and performance</li> <li>Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquiries</li> <li>Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards</li> </ul>
4H	Chief Engineer	STO Transmission Reliability	Transmission Planning	Insufficient Benchmark Data	WTW	ET0005	Electric Transmission System Operations - Reliability	Group Manager (M4)	<ul style="list-style-type: none"> <li>Monitors and controls the bulk power transmission system parameters, including system load, frequency, voltage, line flow, transformer flow, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards</li> <li>Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action</li> <li>Takes direct and timely real time actions (without obtaining higher level approval), including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission level voltages</li> <li>Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time</li> <li>Ensures real time security-constrained security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area</li> <li>Maintains real time compliance with reliability standards set by regulatory authorities</li> <li>Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions</li> <li>Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service</li> </ul>
4L	Technical Leader	STO Transmission Reliability	Transmission Planning	Insufficient Benchmark Data	WTW	ET0005	Electric Transmission System Operations - Reliability	Group Manager (M4)	<ul style="list-style-type: none"> <li>Monitors and controls the bulk power transmission system parameters, including system load, frequency, voltage, line flow, transformer flow, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards</li> <li>Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action</li> <li>Takes direct and timely real time actions (without obtaining higher level approval), including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission level voltages</li> <li>Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time</li> <li>Ensures real time security-constrained security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area</li> <li>Maintains real time compliance with reliability standards set by regulatory authorities</li> <li>Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions</li> <li>Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service</li> </ul>
2H	Sr Engineer	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data	WTW	ET0014	Electric Transmission System Operations - Interchange Scheduling/Load Balancing	Specialist (P4)	<ul style="list-style-type: none"> <li>Accommodates requests for power flow between adjacent electronic systems in real time</li> <li>Monitors published system limits regarding ramp limitations</li> <li>Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators</li> <li>Verifies scheduled interchanges with neighboring transmission systems</li> <li>Implements emergency schedules as required by reserve-sharing arrangements</li> </ul>
2H	Sr Engineer	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data	WTW	ET0014	Electric Transmission System Operations - Interchange Scheduling/Load Balancing	Specialist (P4)	<ul style="list-style-type: none"> <li>Accommodates requests for power flow between adjacent electronic systems in real time</li> <li>Monitors published system limits regarding ramp limitations</li> <li>Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators</li> <li>Verifies scheduled interchanges with neighboring transmission systems</li> <li>Implements emergency schedules as required by reserve-sharing arrangements</li> </ul>
2H	Sr Planning Analyst	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data	WTW	ET0014	Electric Transmission System Operations - Interchange Scheduling/Load Balancing	Specialist (P4)	<ul style="list-style-type: none"> <li>Accommodates requests for power flow between adjacent electronic systems in real time</li> <li>Monitors published system limits regarding ramp limitations</li> <li>Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators</li> <li>Verifies scheduled interchanges with neighboring transmission systems</li> <li>Implements emergency schedules as required by reserve-sharing arrangements</li> </ul>
2H	Sr Planning Analyst	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data	WTW	ET0014	Electric Transmission System Operations - Interchange Scheduling/Load Balancing	Specialist (P4)	<ul style="list-style-type: none"> <li>Accommodates requests for power flow between adjacent electronic systems in real time</li> <li>Monitors published system limits regarding ramp limitations</li> <li>Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators</li> <li>Verifies scheduled interchanges with neighboring transmission systems</li> <li>Implements emergency schedules as required by reserve-sharing arrangements</li> </ul>
1L	Section Manager	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data	WTW	ET0014	Electric Transmission System Operations - Interchange Scheduling/Load Balancing	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Accommodates requests for power flow between adjacent electronic systems in real time</li> <li>Monitors published system limits regarding ramp limitations</li> <li>Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators</li> <li>Verifies scheduled interchanges with neighboring transmission systems</li> <li>Implements emergency schedules as required by reserve-sharing arrangements</li> </ul>
1H	Chief Construction Inspector	STO Transmission Line Mctz	Transmission Operations	Insufficient Benchmark Data	WTW	ETM004	Electric Transmission Maintenance	Intermediate (P2)	<ul style="list-style-type: none"> <li>Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> </ul>
1H	Chief Construction Inspector	STO Transmission Line Mctz	Transmission Operations	Insufficient Benchmark Data	WTW	ETM004	Electric Transmission Maintenance	Intermediate (P2)	<ul style="list-style-type: none"> <li>Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> </ul>
1H	Operating Supervisor	STO Transmission Line Mctz	Transmission Operations	Insufficient Benchmark Data	WTW	ETM004	Electric Transmission Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> <li>Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> </ul>
2L	Field Operations Planner	STO Transmission Line Mctz	Transmission Operations	Insufficient Benchmark Data	WTW	ETM004	Electric Transmission Maintenance	Career (P3)	<ul style="list-style-type: none"> <li>Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> </ul>
2L	Field Operations Planner	STO Transmission Line Mctz	Transmission Operations	Insufficient Benchmark Data	WTW	ETM004	Electric Transmission Maintenance	Career (P3)	<ul style="list-style-type: none"> <li>Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> </ul>
2L	Sr Specialist	STO Transmission Line Mctz	Transmission Operations	Insufficient Benchmark Data	WTW	ETM004	Electric Transmission Maintenance	Career (P3)	<ul style="list-style-type: none"> <li>Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> </ul>
3L	Section Manager	STO Transmission Line Mctz	Transmission Operations	Insufficient Benchmark Data	WTW	ETM004	Electric Transmission Maintenance	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements</li> <li>Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid</li> <li>May coordinate loading, unloading, transporting and relocating large power equipment and scheduling and/or procuring rental and shared equipment (e.g., cranes, trucks, track equipment, oil processing trailers, mobile power equipment)</li> </ul>
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Benchmark Data Available	WTW	ET0000	Electric Transmission Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates a safe, reliable, stable and economic electric transmission system round the clock operation as a generalist or in a combination of disciplines in the Electric Transmission Operations Function</li> <li>Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flow and transmission-level voltage within prescribed limits</li> <li>Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur</li> <li>Maintains real-time compliance with reliability standards set by regulatory authorities</li> </ul>
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Benchmark Data Available	WTW	ET0000	Electric Transmission Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates a safe, reliable, stable and economic electric transmission system round the clock operation as a generalist or in a combination of disciplines in the Electric Transmission Operations Function</li> <li>Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flow and transmission-level voltage within prescribed limits</li> <li>Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur</li> <li>Maintains real-time compliance with reliability standards set by regulatory authorities</li> </ul>

























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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3H	Supervisor	SUBST OPS Wechester North Subst	Wechester/Bronx Subst Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
3H	Supervisor	SUBST OPS Wechester North Subst	Wechester/Bronx Subst Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Intermediate (P2)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
2L	Field Operations Planner	SUBST OPS Wechester North Subst	Wechester/Bronx Subst Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
2L	Field Operations Planner	SUBST OPS Wechester North Subst	Wechester/Bronx Subst Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
3L	Area Manager	SUBST OPS Wechester North Subst	Wechester/Bronx Subst Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
1L	Associate Specialist	SUBST OPS BW Dept Office	Wechester/Bronx Subst Ops	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Entry (P1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark ED0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
1L	Associate Specialist	SUBST OPS BW Dept Office	Wechester/Bronx Subst Ops	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Entry (P1)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark ED0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Operations Trainer	SUBST OPS BW Dept Office	Wechester/Bronx Subst Ops	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark ED0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
4H	General Manager Central Ops	SUBST OPS BW Dept Office	Wechester/Bronx Subst Ops	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark ED0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
3H	Supervisor	SUBST OPS Transformer Misc	Wechester/Bronx Subst Ops	Benchmark Data Available	WTW	ED0020	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices</li> <li>May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV)</li> <li>May be responsible for field engineering and/or operating activities</li> <li>Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities</li> <li>Responsibilities may be limited to an assigned district or area</li> </ul>







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Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1k	Area Manager	SUBST OPS Westchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	WTW	E0001D	Electric Distribution Systems/Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing reenergization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crew (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E0002D	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices</li> <li>May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV)</li> <li>May be responsible for field engineering and/or operating activities</li> <li>Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities</li> <li>Responsibilities may be limited to an assigned district or area</li> </ul>
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E0002D	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices</li> <li>May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV)</li> <li>May be responsible for field engineering and/or operating activities</li> <li>Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities</li> <li>Responsibilities may be limited to an assigned district or area</li> </ul>
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E0002D	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices</li> <li>May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV)</li> <li>May be responsible for field engineering and/or operating activities</li> <li>Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities</li> <li>Responsibilities may be limited to an assigned district or area</li> </ul>
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E0002D	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices</li> <li>May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV)</li> <li>May be responsible for field engineering and/or operating activities</li> <li>Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities</li> <li>Responsibilities may be limited to an assigned district or area</li> </ul>
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E0002D	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices</li> <li>May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV)</li> <li>May be responsible for field engineering and/or operating activities</li> <li>Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities</li> <li>Responsibilities may be limited to an assigned district or area</li> </ul>
2L	Field Operations Planner	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E0003D	Electric Distribution Construction and/or Maintenance	Career (P3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices</li> <li>May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV)</li> <li>May be responsible for field engineering and/or operating activities</li> <li>Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities</li> <li>Responsibilities may be limited to an assigned district or area</li> </ul>
2L	Field Operations Planner	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E0003D	Electric Distribution Construction and/or Maintenance	Career (P3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices</li> <li>May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV)</li> <li>May be responsible for field engineering and/or operating activities</li> <li>Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities</li> <li>Responsibilities may be limited to an assigned district or area</li> </ul>
3k	Area Manager	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E0002D	Electric Distribution Construction and/or Maintenance	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices</li> <li>May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV)</li> <li>May be responsible for field engineering and/or operating activities</li> <li>Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment</li> <li>Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities</li> <li>Responsibilities may be limited to an assigned district or area</li> </ul>
2L	Operations Trainer	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data	WTW	E0000D	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data	WTW	E0000D	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data	WTW	E0000D	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data	WTW	E0000D	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>

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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
4H	General Manager Central Ops	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Benchmark Data Available	WTW	E0000	Energy Delivery/Distribution Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and applicable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Manager (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	E0010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	E0010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	E0010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	E0010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	E0010	Electric Distribution Systems Operations	Career (P1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	E0010	Electric Distribution Systems Operations	Career (P1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	E0010	Electric Distribution Systems Operations	Career (P1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
3L	Area Manager	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	E0010	Electric Distribution Systems Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>











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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	E00010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	E00010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	E00010	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	E00010	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	E00010	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
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3L	Section Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	E00010	Electric Distribution Systems Operations	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands</li> <li>Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands</li> <li>Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant</li> <li>Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs</li> <li>Notifies maintenance crew of location and de-energization of troubled sector and verifies that workers are clear of repaired equipment before directing energization of circuit</li> <li>May operate computer console programmed to automatically perform load-control functions</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> <li>Matching note: Match incumbents with combined responsibility for dispatching electric power (i.e., distribution system operations) and field crews (i.e., construction and/or maintenance) to this Discipline.</li> </ul>
1H	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	WTW	E00000	Energy Delivery/Distribution Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
1H	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	WTW	E00000	Energy Delivery/Distribution Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, line construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Managers (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark E0000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>







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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1k	Section Manager	SUBST OPS Planning	Substation Operations Planning	Benchmark Data Available	WTW	EED000	Energy Delivery/Distribution Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Directs and coordinates distribution activities that provide electric and/or gas service to customers</li> <li>Has responsibilities that typically include operations, the construction and/or maintenance and field engineering</li> <li>Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions</li> <li>Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work</li> <li>Provides adequate, accurate information to the customer service centers to keep affected customers properly informed</li> <li>Ensures compliance with all safety, training and applicable guidelines, policies, practices, organization standards and government regulations</li> <li>Matching note: Match Group Manager (Career Level M4) who may have the title of district manager within a division and typically report to the Regional/Division Executive (CDB Energy Services Executive Compensation Survey benchmark EED000-EX) to this Discipline. These district managers are typically responsible for construction, operation, maintenance and field engineering, customer services, marketing/energy services, and community services.</li> </ul>
2L	Senior Executive Assistant	PRES & STAFF Off of the Pres	Office of President	Benchmark Data Available	WTW	AA024	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> <li>Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy</li> <li>Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries</li> <li>Receives, screens and directs incoming calls, visitors, mail and email</li> <li>Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses</li> <li>Participates in the development and implementation of secretarial standards, policies and practices for the organization</li> <li>Matching note: Match secretaries/administrative assistants who directly support executives excluding the CEO to this Discipline.</li> </ul>
2H	Sr Planning Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data	WTW	EMT002	Energy Trading - Electricity	Specialist (P4)	<ul style="list-style-type: none"> <li>Buys and sells electricity in the short- and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
2H	Sr Planning Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data	WTW	EMT002	Energy Trading - Electricity	Specialist (P4)	<ul style="list-style-type: none"> <li>Buys and sells electricity in the short- and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
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2L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data	WTW	EMT002	Energy Trading - Electricity	Career (P3)	<ul style="list-style-type: none"> <li>Buys and sells electricity in the short- and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
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2L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data	WTW	EMT002	Energy Trading - Electricity	Career (P3)	<ul style="list-style-type: none"> <li>Buys and sells electricity in the short- and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
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3L	Section Manager	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data	WTW	EMT002	Energy Trading - Electricity	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Buys and sells electricity in the short- and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
4H	Director - Energy Management	ENGY MGMT Forecasting	Electricity Supply	Insufficient Benchmark Data	WTW	EMT002	Energy Trading - Electricity	Group Manager (M4)	<ul style="list-style-type: none"> <li>Buys and sells electricity in the short- and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
1H	Analyst	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
2H	Manager	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
2H	Sr Engineer	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
2H	Sr Engineer	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
2H	Sr Planning Analyst	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
2H	Sr Planning Analyst	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
2L	Engineer	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
2L	Sr Analyst	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
2L	Sr Analyst	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
2L	Sr Analyst	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>
3L	Section Manager	ENGY MGMT Cndtry Billing &Anlys	Electricity Supply	Insufficient Benchmark Data	WTW	EMU000	Energy Trading Operations/Support Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group</li> </ul>







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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
4L	Director	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data	WTW	ETG20	Gas Supply	Group Manager (M4)	<ul style="list-style-type: none"> <li>Plans and secures adequate supplies of natural gas to meet the organization's needs</li> <li>Develops long term supply, which may include transportation and storage arrangements</li> <li>Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators</li> <li>Develops forecasts of needed supply, transportation requirements, and available storage</li> <li>Manages relationships with suppliers</li> <li>Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures and works closely with other groups to determine pricing and terms of new contracts</li> <li>Identifies new long term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions.</li> </ul>
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMT004	Energy Trading - Natural Gas	Specialist (P4)	<ul style="list-style-type: none"> <li>Buy and sells natural gas in the short and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMT004	Energy Trading - Natural Gas	Specialist (P4)	<ul style="list-style-type: none"> <li>Buy and sells natural gas in the short and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMT004	Energy Trading - Natural Gas	Specialist (P4)	<ul style="list-style-type: none"> <li>Buy and sells natural gas in the short and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
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2L	Sr Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMT004	Energy Trading - Natural Gas	Career (P3)	<ul style="list-style-type: none"> <li>Buy and sells natural gas in the short and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
2L	Sr Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMT004	Energy Trading - Natural Gas	Career (P3)	<ul style="list-style-type: none"> <li>Buy and sells natural gas in the short and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
3L	Section Manager	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMT004	Energy Trading - Natural Gas	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Buy and sells natural gas in the short and intermediate-term markets to maximize profitability while ensuring that all activities are aligned with the organization's portfolio strategy</li> <li>Focuses on commodity trading activities, develops new products and innovative arrangements to meet customer needs, and structures complex purchases and sales that cross commodity transactions</li> <li>Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit</li> <li>Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures</li> <li>Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources</li> </ul>
1L	Executive Assistant 1L	CSO Office of SVP	Off Sr Vp Corporate Shared Svc	Benchmark Data Available	WTW	AAS04	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> <li>Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy</li> <li>Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries</li> <li>Receives, screens and directs incoming calls, visitors, mail and email</li> <li>Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses</li> <li>Participates in the development and implementation of secretarial standards, policies and practices for the organization</li> </ul> <p>Matching note: Match secretaries/administrative assistants who directly support executives excluding the CEO to this Discipline.</p>
2H	Project Specialist	IT Quality Assurance	Information Security	Benchmark Data Available	WTW	AID040	Systems Software Development	Specialist (P4)	<ul style="list-style-type: none"> <li>Designs, develops, tests, debugs and implements operating systems components, software tools and utilities</li> <li>Determines systems software design requirements</li> <li>Ensures that system improvements are successfully implemented and monitored to increase efficiency</li> <li>Generates systems software engineering policies, standards and procedures</li> </ul>
2H	Systems Specialist	IT Quality Assurance	Information Security	Benchmark Data Available	WTW	AID040	Systems Software Development	Specialist (P4)	<ul style="list-style-type: none"> <li>Designs, develops, tests, debugs and implements operating systems components, software tools and utilities</li> <li>Determines systems software design requirements</li> <li>Ensures that system improvements are successfully implemented and monitored to increase efficiency</li> <li>Generates systems software engineering policies, standards and procedures</li> </ul>
3L	Systems Manager	IT Quality Assurance	Information Security	Insufficient Benchmark Data	WTW	AID040	Systems Software Development	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Designs, develops, tests, debugs and implements operating systems components, software tools and utilities</li> <li>Determines systems software design requirements</li> <li>Ensures that system improvements are successfully implemented and monitored to increase efficiency</li> <li>Generates systems software engineering policies, standards and procedures</li> </ul>
1H	System Analyst	IT Information Security	Information Security	Benchmark Data Available	WTW	AIT070	IS and Cyber Security	Intermediate (P2)	<ul style="list-style-type: none"> <li>Evaluates, tests, recommends, develops, coordinates, monitors and maintains information systems (IS) and cyber security policies, procedures and systems, including access management for hardware, firmware and software</li> <li>Ensures that IS and cyber security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS and cyber security</li> <li>Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security</li> <li>Develops techniques and procedures for conducting IS and cyber security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents</li> <li>Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks</li> </ul>
1H	System Analyst	IT Information Security	Information Security	Benchmark Data Available	WTW	AIT070	IS and Cyber Security	Intermediate (P2)	<ul style="list-style-type: none"> <li>Evaluates, tests, recommends, develops, coordinates, monitors and maintains information systems (IS) and cyber security policies, procedures and systems, including access management for hardware, firmware and software</li> <li>Ensures that IS and cyber security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS and cyber security</li> <li>Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security</li> <li>Develops techniques and procedures for conducting IS and cyber security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents</li> <li>Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks</li> </ul>
1H	System Analyst	IT Information Security	Information Security	Benchmark Data Available	WTW	AIT070	IS and Cyber Security	Intermediate (P2)	<ul style="list-style-type: none"> <li>Evaluates, tests, recommends, develops, coordinates, monitors and maintains information systems (IS) and cyber security policies, procedures and systems, including access management for hardware, firmware and software</li> <li>Ensures that IS and cyber security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS and cyber security</li> <li>Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security</li> <li>Develops techniques and procedures for conducting IS and cyber security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents</li> <li>Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks</li> </ul>



Census  
Consolidated Edison of New York  
(CECONY) 2018 Competitive  
Analysis

CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3s	Systems Manager	IT Information Security	Information Security	Benchmark Data Available	WTW	AI070	IS and Cyber Security	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Evaluates, tests, recommends, develops, coordinates, monitors and maintains information systems (IS) and cyber security policies, procedures and systems, including access management for hardware, firmware and software</li> <li>Ensures that IS and cyber security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS and cyber security</li> <li>Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security</li> <li>Develops techniques and procedures for conducting IS and cyber security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents</li> <li>Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks</li> </ul>
4s	Director	IT Information Security	Information Security	Benchmark Data Available	WTW	AI070	IS and Cyber Security	Group Manager (M4)	<ul style="list-style-type: none"> <li>Evaluates, tests, recommends, develops, coordinates, monitors and maintains information systems (IS) and cyber security policies, procedures and systems, including access management for hardware, firmware and software</li> <li>Ensures that IS and cyber security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS and cyber security</li> <li>Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security</li> <li>Develops techniques and procedures for conducting IS and cyber security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents</li> <li>Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks</li> </ul>
2H	Systems Specialist	IT Service Delivery & Pro Mgm	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
3s	Systems Manager	IT Service Delivery & Pro Mgm	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
3H	System Analyst	IT OGD Analytics CoE	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
2L	Sr System Analyst	IT OGD Analytics CoE	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
3H	Department Manager	IT OGD Analytics CoE	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
3L	Systems Manager	IT OGD Analytics CoE	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
3L	Technical Specialist	IT OGD Analytics CoE	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
2H	Systems Specialist	IT OGD Strategy & Governance	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
2L	Sr Specialist	IT OGD Strategy & Governance	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
2L	Sr Specialist	IT OGD Strategy & Governance	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
3s	Project Manager	IT OGD Strategy & Governance	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
4H	Director +	IT OGD Strategy & Governance	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
4L	Project Manager	IT OGD Strategy & Governance	Office of the COO	Benchmark Data Available	WTW	AI000	IT Administration Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WAN, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
2L	Sr Specialist	IT OGD Architect Group	Office of the COO	Benchmark Data Available	WTW	AID00	IT Architecture (Systems Design)	Career (P3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards</li> <li>Performs technical planning, architecture development and modification of specifications</li> <li>Develops specifications for new products/services, applications and service offerings</li> <li>Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies</li> </ul>
2L	Sr System Analyst	IT OGD Architect Group	Office of the COO	Benchmark Data Available	WTW	AID00	IT Architecture (Systems Design)	Career (P3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards</li> <li>Performs technical planning, architecture development and modification of specifications</li> <li>Develops specifications for new products/services, applications and service offerings</li> <li>Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies</li> </ul>
3H	Department Manager	IT OGD Architect Group	Office of the COO	Benchmark Data Available	WTW	AID00	IT Architecture (Systems Design)	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards</li> <li>Performs technical planning, architecture development and modification of specifications</li> <li>Develops specifications for new products/services, applications and service offerings</li> <li>Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies</li> </ul>
3L	IT Architect	IT OGD Architect Group	Office of the COO	Benchmark Data Available	WTW	AID00	IT Architecture (Systems Design)	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards</li> <li>Performs technical planning, architecture development and modification of specifications</li> <li>Develops specifications for new products/services, applications and service offerings</li> <li>Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies</li> </ul>
3L	IT Architect	IT OGD Architect Group	Office of the COO	Benchmark Data Available	WTW	AID00	IT Architecture (Systems Design)	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards</li> <li>Performs technical planning, architecture development and modification of specifications</li> <li>Develops specifications for new products/services, applications and service offerings</li> <li>Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies</li> </ul>
3L	IT Architect	IT OGD Architect Group	Office of the COO	Benchmark Data Available	WTW	AID00	IT Architecture (Systems Design)	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards</li> <li>Performs technical planning, architecture development and modification of specifications</li> <li>Develops specifications for new products/services, applications and service offerings</li> <li>Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies</li> </ul>
3L	Systems Manager	IT OGD Architect Group	Office of the COO	Benchmark Data Available	WTW	AID00	IT Architecture (Systems Design)	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards</li> <li>Performs technical planning, architecture development and modification of specifications</li> <li>Develops specifications for new products/services, applications and service offerings</li> <li>Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies</li> </ul>
2H	Systems Specialist	IT Communications Applications	Info Technology Planning	Insufficient Benchmark Data	WTW	AI090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
2H	Systems Specialist	IT Communications Applications	Info Technology Planning	Insufficient Benchmark Data	WTW	AI090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
2H	Systems Specialist	IT Communications Applications	Info Technology Planning	Insufficient Benchmark Data	WTW	AI090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
3s	Systems Manager	IT Communications Applications	Info Technology Planning	Insufficient Benchmark Data	WTW	AI090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
3H	System Analyst	IT Network Systems	Info Technology Planning	Benchmark Data Available	WTW	AID00	Network Planning and Implementation	Intermediate (P2)	<ul style="list-style-type: none"> <li>Researches networking requirements; prepares detailed architectural and installation plans</li> <li>Conducts internal studies of network performance and traffic analysis</li> <li>Researches problems; conducts cable and equipment installations, and evaluates new technologies</li> </ul>
2H	Systems Specialist	IT Network Systems	Info Technology Planning	Benchmark Data Available	WTW	AID00	Network Planning and Implementation	Manager (M2)	<ul style="list-style-type: none"> <li>Researches networking requirements; prepares detailed architectural and installation plans</li> <li>Conducts internal studies of network performance and traffic analysis</li> <li>Researches problems; conducts cable and equipment installations, and evaluates new technologies</li> </ul>
2H	Systems Specialist	IT Network Systems	Info Technology Planning	Benchmark Data Available	WTW	AID00	Network Planning and Implementation	Specialist (P4)	<ul style="list-style-type: none"> <li>Researches networking requirements; prepares detailed architectural and installation plans</li> <li>Conducts internal studies of network performance and traffic analysis</li> <li>Researches problems; conducts cable and equipment installations, and evaluates new technologies</li> </ul>
2H	Systems Specialist	IT Network Systems	Info Technology Planning	Benchmark Data Available	WTW	AID00	Network Planning and Implementation	Specialist (P4)	<ul style="list-style-type: none"> <li>Researches networking requirements; prepares detailed architectural and installation plans</li> <li>Conducts internal studies of network performance and traffic analysis</li> <li>Researches problems; conducts cable and equipment installations, and evaluates new technologies</li> </ul>
2H	Systems Specialist	IT Network Systems	Info Technology Planning	Benchmark Data Available	WTW	AID00	Network Planning and Implementation	Specialist (P4)	<ul style="list-style-type: none"> <li>Researches networking requirements; prepares detailed architectural and installation plans</li> <li>Conducts internal studies of network performance and traffic analysis</li> <li>Researches problems; conducts cable and equipment installations, and evaluates new technologies</li> </ul>
2H	Systems Specialist	IT Network Systems	Info Technology Planning	Benchmark Data Available	WTW	AID00	Network Planning and Implementation	Specialist (P4)	<ul style="list-style-type: none"> <li>Researches networking requirements; prepares detailed architectural and installation plans</li> <li>Conducts internal studies of network performance and traffic analysis</li> <li>Researches problems; conducts cable and equipment installations, and evaluates new technologies</li> </ul>



Census  
Consolidated Edison of New York  
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Analysis

Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability
2L	Sr Analyst	IT Contract Administration	Info Technology Planning	Benchmark Data Available
2L	Sr Analyst	IT Contract Administration	Info Technology Planning	Benchmark Data Available
3L	Section Manager	IT Contract Administration	Info Technology Planning	Benchmark Data Available
3L	Technical Specialist	IT Contract Administration	Info Technology Planning	Benchmark Data Available
2H	Manager	IT Info Technology Planning	Info Technology Planning	Benchmark Data Available
4H	Director- Info. Technology	IT Info Technology Planning	Info Technology Planning	Insufficient Benchmark Data
1L	Associate Analyst	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2H	Project Specialist	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2H	Systems Specialist	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2H	Systems Specialist	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2H	Systems Specialist	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2H	Systems Specialist	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2H	Systems Specialist	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2H	Systems Specialist	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2H	Systems Specialist	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2L	Sr System Analyst	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2L	Sr System Analyst	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2L	Sr System Analyst	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2L	Sr System Analyst	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
3H	Department Manager	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
3L	Systems Manager	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
3L	Systems Manager	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
3L	Technical Specialist	IT Communications Operations	Info Technology Planning	Insufficient Benchmark Data
2H	Systems Specialist	IT Application Services	Business Systems Delivery	Benchmark Data Available
4H	Director- Info. Technology	IT Application Services	Business Systems Delivery	Benchmark Data Available

Survey Position Matching				Survey Position Matching
Source	Code	General Functional Area	Benchmark Level	Benchmark Description
WTW	AIT000	IT Administration Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WANs, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AIT000	IT Administration Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WANs, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AIT000	IT Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WANs, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AIT000	IT Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Administers the IT infrastructure within an organization, including the physical network (e.g., LAN/WANs, servers, terminals) as well as server applications and software (e.g., PeopleSoft, Oracle)</li> <li>Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines</li> </ul>
WTW	AID110	IS and Cyber Security Development	Manager (M2)	<ul style="list-style-type: none"> <li>Designs, develops, implements and troubleshoots various information system (IS) and cyber security software</li> <li>Develops, tests and validates solutions to remediate exploitable conditions on devices such as web servers, mail servers, routers, firewalls and intrusion detection systems</li> <li>Evaluates, codes and implements software fixes (patches) to address system vulnerabilities such as malicious code (e.g., viruses), system exploitation using SQL injection, cross-site scripting, buffer overflows, parameter tampering, hidden field manipulation, cookie poisoning and web services manipulation</li> <li>Conducts security assessments of systems and applications using penetration tests, ethical hacking tools and risk assessment/mediation methodologies to evaluate vulnerabilities</li> </ul>
WTW	AID110	IS and Cyber Security Development	Group Manager (M4)	<ul style="list-style-type: none"> <li>Designs, develops, implements and troubleshoots various information system (IS) and cyber security software</li> <li>Develops, tests and validates solutions to remediate exploitable conditions on devices such as web servers, mail servers, routers, firewalls and intrusion detection systems</li> <li>Evaluates, codes and implements software fixes (patches) to address system vulnerabilities such as malicious code (e.g., viruses), system exploitation using SQL injection, cross-site scripting, buffer overflows, parameter tampering, hidden field manipulation, cookie poisoning and web services manipulation</li> <li>Conducts security assessments of systems and applications using penetration tests, ethical hacking tools and risk assessment/mediation methodologies to evaluate vulnerabilities</li> </ul>
WTW	AIT090	Voice Communications	Entry (P1)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Manager (M2)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Manager (M2)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Manager (M2)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Manager (M2)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Career (P3)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Career (P3)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Career (P3)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Career (P3)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AIT090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Performs technical analysis of software, hardware and transmission systems for voice communications</li> <li>Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems</li> <li>Collaborates with internal and external customers and vendors to determine voice communications system requirements</li> </ul>
WTW	AID010	Application Development	Manager (M2)	<ul style="list-style-type: none"> <li>Provides application software development services or technical support typically in a defined project</li> <li>Develops program logic for new applications or analyzes and modifies logic in existing applications</li> <li>Codes, tests, debugs, documents, implements and maintains software applications</li> <li>Analyzes requirements and maintains, tests and integrates application components</li> <li>Ensures that system improvements are successfully implemented</li> </ul>
WTW	AID010	Application Development	Group Manager (M4)	<ul style="list-style-type: none"> <li>Provides application software development services or technical support typically in a defined project</li> <li>Develops program logic for new applications or analyzes and modifies logic in existing applications</li> <li>Codes, tests, debugs, documents, implements and maintains software applications</li> <li>Analyzes requirements and maintains, tests and integrates application components</li> <li>Ensures that system improvements are successfully implemented</li> </ul>











































Census  
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ECONY Employee Data				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability
1H	Specialist	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
1H	Specialist	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
1L	Associate Specialist	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
2H	Manager	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
2H	Project Specialist	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
2H	Project Specialist	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
2L	Sr Specialist	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
2L	Sr Specialist	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
2L	Sr Specialist	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
3L	Project Manager	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
3L	Section Manager	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
4L	Director	HR Emp Wellness Ctr Dept Off	Employee Wellness Center	Insufficient Benchmark Data
4L	Director	HR HRS Director and Staff	Human Resource Support	Benchmark Data Available
2L	Sr Specialist	HR Communications and Projects	Human Resource Support	Benchmark Data Available
2L	Sr Specialist	HR Communications and Projects	Human Resource Support	Benchmark Data Available
2L	Sr Specialist	HR Communications and Projects	Human Resource Support	Benchmark Data Available
3L	Section Manager	HR Communications and Projects	Human Resource Support	Benchmark Data Available
1H	Sr Specialist	HR Service Center	Human Resource Support	Benchmark Data Available
2L	Service Center Supervisor	HR Service Center	Human Resource Support	Benchmark Data Available
3L	Section Manager	HR Service Center	Human Resource Support	Benchmark Data Available
2H	Project Specialist	HR Payroll Support	Human Resource Support	Benchmark Data Available
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Benchmark Data Available
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Benchmark Data Available
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Benchmark Data Available
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Benchmark Data Available
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Benchmark Data Available
3L	Section Manager	HR Payroll Support	Human Resource Support	Benchmark Data Available
1H	Specialist	L&I Diversity and Inclusion	Diversity and Inclusion	Insufficient Benchmark Data
2H	Manager	L&I Diversity and Inclusion	Diversity and Inclusion	Insufficient Benchmark Data
2H	Manager	L&I Diversity and Inclusion	Diversity and Inclusion	Insufficient Benchmark Data
2H	Project Specialist	L&I Diversity and Inclusion	Diversity and Inclusion	Benchmark Data Available

Survey Position Matching				
Source	Code	General Functional Area	Benchmark Level	Benchmark Description
WTW	AHS100	Medical Services - Nonmedical Degree	Intermediate (P2)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Intermediate (P2)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Entry (P1)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Manager (M2)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Specialist (P4)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Specialist (P4)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHS100	Medical Services - Nonmedical Degree	Group Manager (M4)	<ul style="list-style-type: none"> <li>Supports doctors and nurses providing medical care for the comfort and well-being of employees</li> <li>Prepares and maintains patient clinical records</li> <li>Develops preventive health care programs</li> <li>May maintain established inventory levels for medicines, supplies and equipment</li> </ul>
WTW	AHR000	HR Generalist/Consultant Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Designs, implements and monitors a variety of human resource programs</li> <li>Anticipates and plans for long term human resource needs and trends in partnership with business management</li> <li>Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines</li> <li>Matching note: Match HR business partners who work with an assigned business unit in a variety of HR Disciplines to this Discipline.</li> <li>Matching note: Match incumbents responsible for employee quality of life programs to this Discipline.</li> </ul>
WTW	ACA100	Internal/Employee Communications	Career (P3)	<ul style="list-style-type: none"> <li>Develops and coordinates lines of communication within the organization among employees</li> <li>Implements policies and programs to increase employee awareness and knowledge of activities affecting employees</li> </ul>
WTW	ACA100	Internal/Employee Communications	Career (P3)	<ul style="list-style-type: none"> <li>Develops and coordinates lines of communication within the organization among employees</li> <li>Implements policies and programs to increase employee awareness and knowledge of activities affecting employees</li> </ul>
WTW	ACA100	Internal/Employee Communications	Career (P3)	<ul style="list-style-type: none"> <li>Develops and coordinates lines of communication within the organization among employees</li> <li>Implements policies and programs to increase employee awareness and knowledge of activities affecting employees</li> </ul>
WTW	ACA100	Internal/Employee Communications	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops and coordinates lines of communication within the organization among employees</li> <li>Implements policies and programs to increase employee awareness and knowledge of activities affecting employees</li> </ul>
WTW	AHR100	HR Service Center	Intermediate (P2)	<ul style="list-style-type: none"> <li>Provides centralized human resource services spanning payroll, benefits and other transactions</li> <li>Ensures efficiency of service center operations, technology and transaction processes</li> <li>Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs</li> <li>Coordinates services with the human resource information systems, human resource program managers and technology specialists</li> </ul>
WTW	AHR100	HR Service Center	Supervisor (M2)	<ul style="list-style-type: none"> <li>Provides centralized human resource services spanning payroll, benefits and other transactions</li> <li>Ensures efficiency of service center operations, technology and transaction processes</li> <li>Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs</li> <li>Coordinates services with the human resource information systems, human resource program managers and technology specialists</li> </ul>
WTW	AHR100	HR Service Center	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Provides centralized human resource services spanning payroll, benefits and other transactions</li> <li>Ensures efficiency of service center operations, technology and transaction processes</li> <li>Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs</li> <li>Coordinates services with the human resource information systems, human resource program managers and technology specialists</li> </ul>
WTW	AHR150	Human Resources Information Systems	Manager (M2)	<ul style="list-style-type: none"> <li>Processes the organization's human resource information using the most efficient and cost effective computer systems and applications</li> <li>Researches, analyzes, designs and maintains information systems in support of human resource administration and projects</li> <li>Monitors HR information needs and designs new or modifies existing systems to meet changing requirements</li> </ul>
WTW	AHR150	Human Resources Information Systems	Career (P3)	<ul style="list-style-type: none"> <li>Processes the organization's human resource information using the most efficient and cost effective computer systems and applications</li> <li>Researches, analyzes, designs and maintains information systems in support of human resource administration and projects</li> <li>Monitors HR information needs and designs new or modifies existing systems to meet changing requirements</li> </ul>
WTW	AHR150	Human Resources Information Systems	Career (P3)	<ul style="list-style-type: none"> <li>Processes the organization's human resource information using the most efficient and cost effective computer systems and applications</li> <li>Researches, analyzes, designs and maintains information systems in support of human resource administration and projects</li> <li>Monitors HR information needs and designs new or modifies existing systems to meet changing requirements</li> </ul>
WTW	AHR150	Human Resources Information Systems	Career (P3)	<ul style="list-style-type: none"> <li>Processes the organization's human resource information using the most efficient and cost effective computer systems and applications</li> <li>Researches, analyzes, designs and maintains information systems in support of human resource administration and projects</li> <li>Monitors HR information needs and designs new or modifies existing systems to meet changing requirements</li> </ul>
WTW	AHR150	Human Resources Information Systems	Career (P3)	<ul style="list-style-type: none"> <li>Processes the organization's human resource information using the most efficient and cost effective computer systems and applications</li> <li>Researches, analyzes, designs and maintains information systems in support of human resource administration and projects</li> <li>Monitors HR information needs and designs new or modifies existing systems to meet changing requirements</li> </ul>
WTW	AHR150	Human Resources Information Systems	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Processes the organization's human resource information using the most efficient and cost effective computer systems and applications</li> <li>Researches, analyzes, designs and maintains information systems in support of human resource administration and projects</li> <li>Monitors HR information needs and designs new or modifies existing systems to meet changing requirements</li> </ul>
WTW	AHR110	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Develops, implements and evaluates diversity/equal employment opportunity (EEO) and affirmative action programs to ensure compliance with government legislation and organization goals</li> <li>Provides training and coaching for employees and managers on diversity issues</li> <li>Determines the efficiency and effectiveness of the EEO data system</li> <li>Prepares employment trend reports related to the utilization of the job market in employment practices</li> <li>Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations</li> </ul>
WTW	AHR110	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Develops, implements and evaluates diversity/equal employment opportunity (EEO) and affirmative action programs to ensure compliance with government legislation and organization goals</li> <li>Provides training and coaching for employees and managers on diversity issues</li> <li>Determines the efficiency and effectiveness of the EEO data system</li> <li>Prepares employment trend reports related to the utilization of the job market in employment practices</li> <li>Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations</li> </ul>
WTW	AHR110	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Develops, implements and evaluates diversity/equal employment opportunity (EEO) and affirmative action programs to ensure compliance with government legislation and organization goals</li> <li>Provides training and coaching for employees and managers on diversity issues</li> <li>Determines the efficiency and effectiveness of the EEO data system</li> <li>Prepares employment trend reports related to the utilization of the job market in employment practices</li> <li>Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations</li> </ul>
WTW	AHR110	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Develops, implements and evaluates diversity/equal employment opportunity (EEO) and affirmative action programs to ensure compliance with government legislation and organization goals</li> <li>Provides training and coaching for employees and managers on diversity issues</li> <li>Determines the efficiency and effectiveness of the EEO data system</li> <li>Prepares employment trend reports related to the utilization of the job market in employment practices</li> <li>Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations</li> </ul>









Census  
Consolidated Edison of New York  
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Analysis

CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1k	Section Manager	L&I TIC Central Operations	The Learning Center	Benchmark Data Available	WTW	AHR134	Technical Training	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops and implements training activities directed at both employee competencies and technical skills</li> <li>Collaborates with other functions (e.g., Engineering, Operations, Maintenance) to ensure that course materials reflect current specifications and to obtain information on new processes and equipment</li> <li>May visit work locations to confirm effectiveness of technical training programs</li> <li>Matching note: Match incumbents responsible for business technical training (excluding IT training) to this Discipline.</li> </ul>
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life</li> <li>Ensures policy/program changes affecting employees do not conflict with the organization's objectives</li> </ul>
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life</li> <li>Ensures policy/program changes affecting employees do not conflict with the organization's objectives</li> </ul>
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life</li> <li>Ensures policy/program changes affecting employees do not conflict with the organization's objectives</li> </ul>
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life</li> <li>Ensures policy/program changes affecting employees do not conflict with the organization's objectives</li> </ul>
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life</li> <li>Ensures policy/program changes affecting employees do not conflict with the organization's objectives</li> </ul>
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> <li>Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life</li> <li>Ensures policy/program changes affecting employees do not conflict with the organization's objectives</li> </ul>
3L	Section Manager	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life</li> <li>Ensures policy/program changes affecting employees do not conflict with the organization's objectives</li> </ul>
1H	Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management</li> <li>May utilize the services of employment agencies</li> <li>Places employment ads in appropriate sources, including the Internet and print media</li> <li>Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics</li> <li>May recruit from colleges, technical schools and job fairs</li> </ul>
1L	Associate Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Entry (P1)	<ul style="list-style-type: none"> <li>Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management</li> <li>May utilize the services of employment agencies</li> <li>Places employment ads in appropriate sources, including the Internet and print media</li> <li>Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics</li> <li>May recruit from colleges, technical schools and job fairs</li> </ul>
2H	Manager	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> <li>Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management</li> <li>May utilize the services of employment agencies</li> <li>Places employment ads in appropriate sources, including the Internet and print media</li> <li>Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics</li> <li>May recruit from colleges, technical schools and job fairs</li> </ul>
2H	Project Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management</li> <li>May utilize the services of employment agencies</li> <li>Places employment ads in appropriate sources, including the Internet and print media</li> <li>Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics</li> <li>May recruit from colleges, technical schools and job fairs</li> </ul>
2H	Project Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> <li>Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management</li> <li>May utilize the services of employment agencies</li> <li>Places employment ads in appropriate sources, including the Internet and print media</li> <li>Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics</li> <li>May recruit from colleges, technical schools and job fairs</li> </ul>
2L	Sr Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management</li> <li>May utilize the services of employment agencies</li> <li>Places employment ads in appropriate sources, including the Internet and print media</li> <li>Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics</li> <li>May recruit from colleges, technical schools and job fairs</li> </ul>
2L	Sr Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management</li> <li>May utilize the services of employment agencies</li> <li>Places employment ads in appropriate sources, including the Internet and print media</li> <li>Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics</li> <li>May recruit from colleges, technical schools and job fairs</li> </ul>
2L	Sr Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management</li> <li>May utilize the services of employment agencies</li> <li>Places employment ads in appropriate sources, including the Internet and print media</li> <li>Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics</li> <li>May recruit from colleges, technical schools and job fairs</li> </ul>
3L	Section Manager	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management</li> <li>May utilize the services of employment agencies</li> <li>Places employment ads in appropriate sources, including the Internet and print media</li> <li>Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics</li> <li>May recruit from colleges, technical schools and job fairs</li> </ul>
2H	Sr Planning Analyst	L&I City Excel & Data Analytics	Talent Management	Insufficient Benchmark Data	WTW	AHR122	Workforce Analytics	Specialist (P4)	<ul style="list-style-type: none"> <li>Applies and integrates advanced and predictive analysis, people metrics and reporting to develop strategic and operational insights for workforce decision-making (e.g., staffing, learning and development, talent management, diversity and human resource compliance)</li> <li>Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives</li> </ul>
2L	Sr Analyst	L&I City Excel & Data Analytics	Talent Management	Insufficient Benchmark Data	WTW	AHR122	Workforce Analytics	Career (P3)	<ul style="list-style-type: none"> <li>Applies and integrates advanced and predictive analysis, people metrics and reporting to develop strategic and operational insights for workforce decision-making (e.g., staffing, learning and development, talent management, diversity and human resource compliance)</li> <li>Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives</li> </ul>
3L	Section Manager	L&I City Excel & Data Analytics	Talent Management	Insufficient Benchmark Data	WTW	AHR122	Workforce Analytics	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Applies and integrates advanced and predictive analysis, people metrics and reporting to develop strategic and operational insights for workforce decision-making (e.g., staffing, learning and development, talent management, diversity and human resource compliance)</li> <li>Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives</li> </ul>
2H	Manager	L&I Leadership/Perform Mgmt	Talent Management	Insufficient Benchmark Data	WTW	AHR999	Human Resources - No Applicable Discipline	Manager (M2)	<ul style="list-style-type: none"> <li>Responsibilities are within the Human Resources Function but are not described in other Discipline summaries</li> </ul>
2L	Sr Specialist	L&I Leadership/Perform Mgmt	Talent Management	Insufficient Benchmark Data	WTW	AHR999	Human Resources - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> <li>Responsibilities are within the Human Resources Function but are not described in other Discipline summaries</li> </ul>
4L	Director	L&I Leadership/Perform Mgmt	Talent Management	Insufficient Benchmark Data	WTW	AHR131	Employee Development/Talent Management	Group Manager (M4)	<ul style="list-style-type: none"> <li>Identifies and develops talents of employees based upon current and future business objectives</li> <li>Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization</li> </ul>
2L	Sr Specialist	L&I Employee Programs & Secs	Talent Management	Insufficient Benchmark Data	WTW	AHR131	Employee Development/Talent Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Identifies and develops talents of employees based upon current and future business objectives</li> <li>Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization</li> </ul>
2L	Sr Specialist	L&I Employee Programs & Secs	Talent Management	Insufficient Benchmark Data	WTW	AHR131	Employee Development/Talent Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Identifies and develops talents of employees based upon current and future business objectives</li> <li>Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization</li> </ul>
2L	Sr Specialist	L&I Employee Programs & Secs	Talent Management	Insufficient Benchmark Data	WTW	AHR131	Employee Development/Talent Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Identifies and develops talents of employees based upon current and future business objectives</li> <li>Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization</li> </ul>
2L	Sr Specialist	L&I Employee Programs & Secs	Talent Management	Insufficient Benchmark Data	WTW	AHR131	Employee Development/Talent Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Identifies and develops talents of employees based upon current and future business objectives</li> <li>Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization</li> </ul>
3L	Section Manager	L&I Employee Programs & Secs	Talent Management	Insufficient Benchmark Data	WTW	AHR131	Employee Development/Talent Management	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Identifies and develops talents of employees based upon current and future business objectives</li> <li>Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization</li> </ul>
1L	Associate Specialist	L&I Office of VP	Off Of VP Learning & Inclusion	Insufficient Benchmark Data	WTW	AHR999	Human Resources - No Applicable Discipline	Entry (P1)	<ul style="list-style-type: none"> <li>Responsibilities are within the Human Resources Function but are not described in other Discipline summaries</li> </ul>
1H	Specialist	L&I Workforce Planning	Off Of VP Learning & Inclusion	Insufficient Benchmark Data	WTW	AHR122	Workforce Analytics	Intermediate (P2)	<ul style="list-style-type: none"> <li>Applies and integrates advanced and predictive analysis, people metrics and reporting to develop strategic and operational insights for workforce decision-making (e.g., staffing, learning and development, talent management, diversity and human resource compliance)</li> <li>Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives</li> </ul>
2H	Sr Planning Analyst	L&I Workforce Planning	Off Of VP Learning & Inclusion	Insufficient Benchmark Data	WTW	AHR122	Workforce Analytics	Manager (M2)	<ul style="list-style-type: none"> <li>Applies and integrates advanced and predictive analysis, people metrics and reporting to develop strategic and operational insights for workforce decision-making (e.g., staffing, learning and development, talent management, diversity and human resource compliance)</li> <li>Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives</li> </ul>

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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3k	Section Manager	LE Workforce Planning	OFFICE Learning & Inclusion	Insufficient Benchmark Data	WTW	AHR122	Workforce Analytics	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Applies and integrates advanced and predictive analysis, people metrics and reporting to develop strategic and operational insights for workforce decision-making (e.g., staffing, learning and development, talent management, diversity and human resource compliance)</li> <li>Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives</li> </ul>
4L	Director	SUPPLY Procurement GM & Staff	Procurement Operations	Benchmark Data Available	WTW	ASC060	Purchasing Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines</li> <li>Matching note: Match incumbents with combined responsibility for goods, services and/or technical purchasing to this Discipline.</li> <li>Matching note: Match incumbents responsible for strategic sourcing to this Discipline.</li> </ul>
1H	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Intermediate (P2)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
2H	Project Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Specialist (P4)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
3L	Section Manager	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services)</li> <li>Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies</li> <li>Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses)</li> <li>Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds</li> </ul>
2H	Project Specialist	SUPPLY Techn & Quality Control	Procurement Operations	Insufficient Benchmark Data	WTW	ASC025	Inventory Control	Specialist (P4)	<ul style="list-style-type: none"> <li>Ensures that inventories are secure, properly identified and readily accessible to authorized personnel</li> <li>Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods)</li> <li>Conducts physical inventory counts and reconciles results with inventory records</li> <li>Ensures that quantities of incoming and outgoing shipments are correct</li> <li>Conducts analyses of inventory levels and coordinates with production and sales requirements</li> </ul>
2L	Sr Procurement Specialist	SUPPLY Techn & Quality Control	Procurement Operations	Benchmark Data Available	WTW	ASC025	Inventory Control	Career (P3)	<ul style="list-style-type: none"> <li>Ensures that inventories are secure, properly identified and readily accessible to authorized personnel</li> <li>Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods)</li> <li>Conducts physical inventory counts and reconciles results with inventory records</li> <li>Ensures that quantities of incoming and outgoing shipments are correct</li> <li>Conducts analyses of inventory levels and coordinates with production and sales requirements</li> </ul>
2L	Sr Specialist	SUPPLY Techn & Quality Control	Procurement Operations	Benchmark Data Available	WTW	ASC025	Inventory Control	Career (P3)	<ul style="list-style-type: none"> <li>Ensures that inventories are secure, properly identified and readily accessible to authorized personnel</li> <li>Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods)</li> <li>Conducts physical inventory counts and reconciles results with inventory records</li> <li>Ensures that quantities of incoming and outgoing shipments are correct</li> <li>Conducts analyses of inventory levels and coordinates with production and sales requirements</li> </ul>
2L	Sr Specialist	SUPPLY Techn & Quality Control	Procurement Operations	Benchmark Data Available	WTW	ASC025	Inventory Control	Career (P3)	<ul style="list-style-type: none"> <li>Ensures that inventories are secure, properly identified and readily accessible to authorized personnel</li> <li>Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods)</li> <li>Conducts physical inventory counts and reconciles results with inventory records</li> <li>Ensures that quantities of incoming and outgoing shipments are correct</li> <li>Conducts analyses of inventory levels and coordinates with production and sales requirements</li> </ul>
2L	Sr Specialist	SUPPLY Techn & Quality Control	Procurement Operations	Benchmark Data Available	WTW	ASC025	Inventory Control	Career (P3)	<ul style="list-style-type: none"> <li>Ensures that inventories are secure, properly identified and readily accessible to authorized personnel</li> <li>Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods)</li> <li>Conducts physical inventory counts and reconciles results with inventory records</li> <li>Ensures that quantities of incoming and outgoing shipments are correct</li> <li>Conducts analyses of inventory levels and coordinates with production and sales requirements</li> </ul>
3L	Section Manager	SUPPLY Techn & Quality Control	Procurement Operations	Benchmark Data Available	WTW	ASC025	Inventory Control	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Ensures that inventories are secure, properly identified and readily accessible to authorized personnel</li> <li>Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods)</li> <li>Conducts physical inventory counts and reconciles results with inventory records</li> <li>Ensures that quantities of incoming and outgoing shipments are correct</li> <li>Conducts analyses of inventory levels and coordinates with production and sales requirements</li> </ul>
1H	Procurement Specialist	SUPPLY Operational Services	Procurement Operations	Benchmark Data Available	WTW	ASC060	Purchasing Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> <li>Negotiates favorable terms, volume discounts and long-term contracts with suppliers and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines</li> <li>Matching note: Match incumbents with combined responsibility for goods, services and/or technical purchasing to this Discipline.</li> <li>Matching note: Match incumbents responsible for strategic sourcing to this Discipline.</li> </ul>











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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1H	Operating Supervisor	FACIL Environmental Operations	Astoria Operations	Benchmark Data Available	WTW	ARE000	Real Estate and Facilities Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Plans, controls and directs real estate activities; identifies, acquires or leases land and buildings for the organization's operations</li> <li>May negotiate right-of-way easements</li> <li>Ensures the optimal utilization of the organization's facilities</li> <li>Disposes of facilities that are no longer required by the organization</li> <li>Responsibilities are within the Real Estate and Facilities Function as a generalist or in a combination of Disciplines</li> </ul>
1H	Operating Supervisor	FACIL Environmental Operations	Astoria Operations	Benchmark Data Available	WTW	ARE000	Real Estate and Facilities Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Plans, controls and directs real estate activities; identifies, acquires or leases land and buildings for the organization's operations</li> <li>May negotiate right-of-way easements</li> <li>Ensures the optimal utilization of the organization's facilities</li> <li>Disposes of facilities that are no longer required by the organization</li> <li>Responsibilities are within the Real Estate and Facilities Function as a generalist or in a combination of Disciplines</li> </ul>
2L	Technical Supervisor	FACIL Environmental Operations	Astoria Operations	Benchmark Data Available	WTW	ARE000	Real Estate and Facilities Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Plans, controls and directs real estate activities; identifies, acquires or leases land and buildings for the organization's operations</li> <li>May negotiate right-of-way easements</li> <li>Ensures the optimal utilization of the organization's facilities</li> <li>Disposes of facilities that are no longer required by the organization</li> <li>Responsibilities are within the Real Estate and Facilities Function as a generalist or in a combination of Disciplines</li> </ul>
3L	Section Manager	FACIL Environmental Operations	Astoria Operations	Benchmark Data Available	WTW	ARE000	Real Estate and Facilities Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Plans, controls and directs real estate activities; identifies, acquires or leases land and buildings for the organization's operations</li> <li>May negotiate right-of-way easements</li> <li>Ensures the optimal utilization of the organization's facilities</li> <li>Disposes of facilities that are no longer required by the organization</li> <li>Responsibilities are within the Real Estate and Facilities Function as a generalist or in a combination of Disciplines</li> </ul>
4L	General Manager	FACIL Astoria GM & Staff	Astoria Operations	Insufficient Benchmark Data	WTW	AAT010	Vehicle Fleet Management	Group Manager (M4)	<ul style="list-style-type: none"> <li>Operates and maintains motor vehicles and equipment</li> <li>Schedules and dispatches the organization's vehicles and drivers</li> <li>Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations</li> <li>Develops design specifications for vehicle requirements</li> <li>May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function</li> </ul>
1H	Operating Supervisor	FACIL Fleet Operations	Astoria Operations	Insufficient Benchmark Data	WTW	AAT000	Transportation Services and Administration Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports general business operations by providing various transportation and related support activities as a generalist or in a combination of Disciplines in the Transportation Services and Administration Function</li> </ul>
1H	Operating Supervisor	FACIL Fleet Operations	Astoria Operations	Insufficient Benchmark Data	WTW	AAT000	Transportation Services and Administration Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports general business operations by providing various transportation and related support activities as a generalist or in a combination of Disciplines in the Transportation Services and Administration Function</li> </ul>
1H	Operating Supervisor	FACIL Fleet Operations	Astoria Operations	Insufficient Benchmark Data	WTW	AAT000	Transportation Services and Administration Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports general business operations by providing various transportation and related support activities as a generalist or in a combination of Disciplines in the Transportation Services and Administration Function</li> </ul>
1H	Operating Supervisor	FACIL Fleet Operations	Astoria Operations	Insufficient Benchmark Data	WTW	AAT000	Transportation Services and Administration Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports general business operations by providing various transportation and related support activities as a generalist or in a combination of Disciplines in the Transportation Services and Administration Function</li> </ul>
1H	Operating Supervisor	FACIL Fleet Operations	Astoria Operations	Insufficient Benchmark Data	WTW	AAT000	Transportation Services and Administration Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports general business operations by providing various transportation and related support activities as a generalist or in a combination of Disciplines in the Transportation Services and Administration Function</li> </ul>
1H	Operating Supervisor	FACIL Fleet Operations	Astoria Operations	Insufficient Benchmark Data	WTW	AAT000	Transportation Services and Administration Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports general business operations by providing various transportation and related support activities as a generalist or in a combination of Disciplines in the Transportation Services and Administration Function</li> </ul>
1H	Operating Supervisor	FACIL Fleet Operations	Astoria Operations	Insufficient Benchmark Data	WTW	AAT000	Transportation Services and Administration Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> <li>Supports general business operations by providing various transportation and related support activities as a generalist or in a combination of Disciplines in the Transportation Services and Administration Function</li> </ul>
2L	Field Operations Planner	FACIL Fleet Operations	Astoria Operations	Insufficient Benchmark Data	WTW	AAT000	Transportation Services and Administration Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> <li>Supports general business operations by providing various transportation and related support activities as a generalist or in a combination of Disciplines in the Transportation Services and Administration Function</li> </ul>
3L	Section Manager	FACIL Fleet Operations	Astoria Operations	Insufficient Benchmark Data	WTW	AAT000	Transportation Services and Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Supports general business operations by providing various transportation and related support activities as a generalist or in a combination of Disciplines in the Transportation Services and Administration Function</li> </ul>
2L	Technical Supervisor	FACIL Technical Services	Astoria Operations	Insufficient Benchmark Data	WTW	AZT040	Facilities Technical Specialty	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates, monitors and maintains utilities, including HVAC (heating, ventilation and air conditioning) setup, maintenance and balancing, WFI (water for injection), purified water and process equipment</li> <li>Maintains, troubleshoots and repairs facilities mechanical components and electrical equipment and systems in accordance with SOPs (standard operating procedures), internal requirements, manufacturer's specifications and safety policies</li> <li>Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools</li> <li>Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency</li> <li>Assists engineers in developing methods and procedures to control or improve facilities processes</li> </ul>
2L	Technical Supervisor	FACIL Technical Services	Astoria Operations	Insufficient Benchmark Data	WTW	AZT040	Facilities Technical Specialty	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates, monitors and maintains utilities, including HVAC (heating, ventilation and air conditioning) setup, maintenance and balancing, WFI (water for injection), purified water and process equipment</li> <li>Maintains, troubleshoots and repairs facilities mechanical components and electrical equipment and systems in accordance with SOPs (standard operating procedures), internal requirements, manufacturer's specifications and safety policies</li> <li>Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools</li> <li>Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency</li> <li>Assists engineers in developing methods and procedures to control or improve facilities processes</li> </ul>
2L	Technical Supervisor	FACIL Technical Services	Astoria Operations	Insufficient Benchmark Data	WTW	AZT040	Facilities Technical Specialty	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates, monitors and maintains utilities, including HVAC (heating, ventilation and air conditioning) setup, maintenance and balancing, WFI (water for injection), purified water and process equipment</li> <li>Maintains, troubleshoots and repairs facilities mechanical components and electrical equipment and systems in accordance with SOPs (standard operating procedures), internal requirements, manufacturer's specifications and safety policies</li> <li>Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools</li> <li>Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency</li> <li>Assists engineers in developing methods and procedures to control or improve facilities processes</li> </ul>
2L	Technical Supervisor	FACIL Technical Services	Astoria Operations	Insufficient Benchmark Data	WTW	AZT040	Facilities Technical Specialty	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates, monitors and maintains utilities, including HVAC (heating, ventilation and air conditioning) setup, maintenance and balancing, WFI (water for injection), purified water and process equipment</li> <li>Maintains, troubleshoots and repairs facilities mechanical components and electrical equipment and systems in accordance with SOPs (standard operating procedures), internal requirements, manufacturer's specifications and safety policies</li> <li>Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools</li> <li>Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency</li> <li>Assists engineers in developing methods and procedures to control or improve facilities processes</li> </ul>
3L	Section Manager	FACIL Technical Services	Astoria Operations	Insufficient Benchmark Data	WTW	AZT040	Facilities Technical Specialty	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Operates, monitors and maintains utilities, including HVAC (heating, ventilation and air conditioning) setup, maintenance and balancing, WFI (water for injection), purified water and process equipment</li> <li>Maintains, troubleshoots and repairs facilities mechanical components and electrical equipment and systems in accordance with SOPs (standard operating procedures), internal requirements, manufacturer's specifications and safety policies</li> <li>Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools</li> <li>Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency</li> <li>Assists engineers in developing methods and procedures to control or improve facilities processes</li> </ul>
1H	Operating Supervisor	FACIL Bronx Garage	Transportation Operations	Benchmark Data Available	WTW	AAT010	Vehicle Fleet Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates and maintains motor vehicles and equipment</li> <li>Schedules and dispatches the organization's vehicles and drivers</li> <li>Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations</li> <li>Develops design specifications for vehicle requirements</li> <li>May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function</li> </ul>
1H	Operating Supervisor	FACIL Bronx Garage	Transportation Operations	Benchmark Data Available	WTW	AAT010	Vehicle Fleet Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates and maintains motor vehicles and equipment</li> <li>Schedules and dispatches the organization's vehicles and drivers</li> <li>Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations</li> <li>Develops design specifications for vehicle requirements</li> <li>May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function</li> </ul>
1H	Operating Supervisor	FACIL Bronx Garage	Transportation Operations	Benchmark Data Available	WTW	AAT010	Vehicle Fleet Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates and maintains motor vehicles and equipment</li> <li>Schedules and dispatches the organization's vehicles and drivers</li> <li>Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations</li> <li>Develops design specifications for vehicle requirements</li> <li>May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function</li> </ul>
1H	Operating Supervisor	FACIL Bronx Garage	Transportation Operations	Benchmark Data Available	WTW	AAT010	Vehicle Fleet Management	Supervisor (M1)	<ul style="list-style-type: none"> <li>Operates and maintains motor vehicles and equipment</li> <li>Schedules and dispatches the organization's vehicles and drivers</li> <li>Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations</li> <li>Develops design specifications for vehicle requirements</li> <li>May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function</li> </ul>
1H	Operating Supervisor	FACIL Automotive Engineering	Transportation Operations	Insufficient Benchmark Data	WTW	AAT015	Vehicle Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> <li>Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring</li> <li>Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies</li> <li>Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines and performs minor body work</li> <li>Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law</li> <li>Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment</li> </ul>
1H	Specialist	FACIL Automotive Engineering	Transportation Operations	Insufficient Benchmark Data	WTW	AAT015	Vehicle Maintenance	Intermediate (P2)	<ul style="list-style-type: none"> <li>Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring</li> <li>Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies</li> <li>Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines and performs minor body work</li> <li>Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law</li> <li>Estimates time and material costs on vehicle repair, and requisitions new parts and equipment</li> </ul>



















Census  
 Consolidated Edison of New York  
 (CECONY) 2018 Competitive  
 Analysis

CECONY Employee Data					Survey Position Matching				Survey Position Matching
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
2H	Project Specialist	EMERG PREP Ewr Train Liab	Strat Plan and Preparedness	Benchmark Data Available	WTW	AAY010	Business Continuation	Specialist (P4)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
2L	Sr Specialist	EMERG PREP Ewr Train Liab	Strat Plan and Preparedness	Benchmark Data Available	WTW	AAY010	Business Continuation	Career (P3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
2L	Sr Specialist	EMERG PREP Ewr Train Liab	Strat Plan and Preparedness	Benchmark Data Available	WTW	AAY010	Business Continuation	Career (P3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
3H	Department Manager	EMERG PREP Ewr Train Liab	Strat Plan and Preparedness	Insufficient Benchmark Data	WTW	AAY010	Business Continuation	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
3L	Project Manager	EMERG PREP Ewr Train Liab	Strat Plan and Preparedness	Insufficient Benchmark Data	WTW	AAY010	Business Continuation	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
3L	Project Manager	EMERG PREP Ewr Train Liab	Strat Plan and Preparedness	Insufficient Benchmark Data	WTW	AAY010	Business Continuation	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
4L	Director	EMERG PREP Strat Plan & Prep	Strat Plan and Preparedness	Insufficient Benchmark Data	WTW	AAY010	Business Continuation	Group Manager (M4)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
2H	Project Specialist	EMERG PREP Bus Resiliency	Strat Plan and Preparedness	Insufficient Benchmark Data	WTW	AAY010	Business Continuation	Manager (M2)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
2H	Project Specialist	EMERG PREP Bus Resiliency	Strat Plan and Preparedness	Benchmark Data Available	WTW	AAY010	Business Continuation	Specialist (P4)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
3L	Section Manager	EMERG PREP Bus Resiliency	Strat Plan and Preparedness	Insufficient Benchmark Data	WTW	AAY010	Business Continuation	Senior Manager (M3)	<ul style="list-style-type: none"> <li>Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies</li> <li>Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans</li> <li>Develops and tests infrastructure protection strategies and incident response exercises</li> <li>Coordinates disaster recovery initiatives and plans with staff and line functions</li> <li>Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)</li> </ul>
1L	Executive Assistant 1L	USS Office of SVP	Off-Sr VP Utility Shared Svcs	Benchmark Data Available	WTW	AAG042	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> <li>Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy</li> <li>Uses business software applications (e.g., word processing, presentation and spreadsheets) to prepare correspondence, reports, presentations, agendas, minutes, etc., may prepare responses to routine correspondence and inquiries</li> <li>Receives, screens and directs incoming calls, visitors, mail and email</li> <li>Maintains files, records, calendars and diaries; typically manages business travel, coordinates meeting arrangements and tracks expenses</li> <li>Participates in the development and implementation of secretarial standards, policies and practices for the organization</li> <li>Matching note: Match secretarial/administrative assistants who directly support executives excluding the CEO to this discipline.</li> </ul>

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code	Functional Area
2L	Senior Executive Assistant	Off Of Chair Of Board & CEO	AAS043U4	Secretarial/Administrative Assistance to the CEO
2H	Project Specialist	AMI Implementation Team	EDD070M2	Distribution Meter Services
2H	Project Specialist	AMI Implementation Team	EDD070M2	Distribution Meter Services
2H	Project Specialist	AMI Implementation Team	EDD070M2	Distribution Meter Services
2H	Manager	AMI Implementation Team	EDD070M2	Distribution Meter Services
2H	Manager	AMI Implementation Team	EDD070M2	Distribution Meter Services
2H	Project Specialist	AMI Implementation Team	EDD070M2	Distribution Meter Services
2L	Sr Analyst	Utility of the Future	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Utility of the Future	EDE000P3	Energy Efficiency/Conservation
3H	Department Manager	Utility of the Future	EDE000M3	Energy Efficiency/Conservation
3H	Department Manager	Utility of the Future	EDE000M3	Energy Efficiency/Conservation
3L	Department Manager	Utility of the Future	EDE000M3	Energy Efficiency/Conservation
2L	Project Specialist	Demonstration Projects	EDE000P3	Energy Efficiency/Conservation
3L	Section Manager	Demonstration Projects	EDE000M3	Energy Efficiency/Conservation
3H	Department Manager	Demonstration Projects	EDE000M3	Energy Efficiency/Conservation
2H	Manager	Demonstration Projects	EDE000M2	Energy Efficiency/Conservation
2L	Project Specialist	Demonstration Projects	EDE000P3	Energy Efficiency/Conservation
3L	Section Manager	Demonstration Projects	EDE000M3	Energy Efficiency/Conservation
1L	Executive Assistant 1L	Off of VP Dist Resource Integ	AAS042U4	Secretarial/Executive Administrative Assistance
3L	Section Manager	Energy Efficiency	EDE000M3	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2L	Sr Analyst	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
3L	Department Manager	Energy Efficiency	EDE000M3	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2L	Senior Executive Assistant	\$129.5	\$135.9	95%	\$139.3	93%
2H	Project Specialist	\$176.4	\$221.9	80%	\$245.1	72%
2H	Project Specialist	\$181.0	\$221.9	82%	\$245.1	74%
2H	Project Specialist	\$171.4	\$221.9	77%	\$245.1	70%
2H	Manager	\$176.1	\$221.9	79%	\$245.1	72%
2H	Manager	\$196.7	\$221.9	89%	\$245.1	80%
2H	Project Specialist	\$180.4	\$221.9	81%	\$245.1	74%
2L	Sr Analyst	\$152.5	\$135.7	112%	\$143.7	106%
2L	Sr Specialist	\$147.4	\$135.7	109%	\$143.7	103%
3H	Department Manager	\$255.4	\$324.2	79%	\$310.4	82%
3H	Department Manager	\$316.8	\$324.2	98%	\$310.4	102%
3L	Department Manager	\$239.9	\$324.2	74%	\$310.4	77%
2L	Project Specialist	\$161.9	\$135.7	119%	\$143.7	113%
3L	Section Manager	\$242.2	\$324.2	75%	\$310.4	78%
3H	Department Manager	\$260.1	\$324.2	80%	\$310.4	84%
2H	Manager	\$197.7	\$226.4	87%	\$228.7	86%
2L	Project Specialist	\$143.9	\$135.7	106%	\$143.7	100%
3L	Section Manager	\$219.4	\$324.2	68%	\$310.4	71%
1L	Executive Assistant 1L	\$126.5	\$120.2	105%	\$116.4	109%
3L	Section Manager	\$208.1	\$324.2	64%	\$310.4	67%
1H	Specialist	\$119.7	\$116.7	103%	\$117.6	102%
1H	Specialist	\$110.5	\$116.7	95%	\$117.6	94%
1H	Specialist	\$115.4	\$116.7	99%	\$117.6	98%
1H	Specialist	\$117.2	\$116.7	100%	\$117.6	100%
1H	Specialist	\$119.7	\$116.7	103%	\$117.6	102%
1H	Specialist	\$108.2	\$116.7	93%	\$117.6	92%
1H	Specialist	\$116.0	\$116.7	99%	\$117.6	99%
1H	Specialist	\$113.2	\$116.7	97%	\$117.6	96%
2H	Manager	\$156.3	\$226.4	69%	\$228.7	68%
2H	Manager	\$142.0	\$226.4	63%	\$228.7	62%
2H	Manager	\$148.1	\$226.4	65%	\$228.7	65%
2H	Manager	\$144.4	\$226.4	64%	\$228.7	63%
2H	Manager	\$145.0	\$226.4	64%	\$228.7	63%
2H	Manager	\$141.8	\$226.4	63%	\$228.7	62%
2H	Manager	\$168.9	\$226.4	75%	\$228.7	74%
2L	Sr Analyst	\$132.3	\$135.7	97%	\$143.7	92%
2L	Sr Specialist	\$150.7	\$135.7	111%	\$143.7	105%
2L	Sr Specialist	\$124.2	\$135.7	92%	\$143.7	86%
2L	Sr Specialist	\$123.5	\$135.7	91%	\$143.7	86%
2L	Sr Specialist	\$127.2	\$135.7	94%	\$143.7	89%
2L	Sr Specialist	\$126.0	\$135.7	93%	\$143.7	88%
2L	Sr Specialist	\$129.1	\$135.7	95%	\$143.7	90%
3L	Department Manager	\$232.8	\$324.2	72%	\$310.4	75%
1H	Specialist	\$114.9	\$116.7	98%	\$117.6	98%
1H	Specialist	\$116.3	\$116.7	100%	\$117.6	99%
1H	Specialist	\$111.1	\$116.7	95%	\$117.6	94%
1H	Specialist	\$108.6	\$116.7	93%	\$117.6	92%
2H	Manager	\$147.1	\$226.4	65%	\$228.7	64%
2H	Manager	\$180.5	\$226.4	80%	\$228.7	79%
2H	Manager	\$161.5	\$226.4	71%	\$228.7	71%
2H	Manager	\$141.8	\$226.4	63%	\$228.7	62%

## Total Benefits & Compensation Results

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Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
3L	Section Manager	Energy Efficiency	EDE000M3	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
2H	Project Specialist	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Project Specialist	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Project Specialist	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
3L	Section Manager	Energy Efficiency	EDE000M3	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2L	Sr Analyst	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
3L	Section Manager	Energy Efficiency	EDE000M3	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
3L	Section Manager	Energy Efficiency	EDE000M3	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Energy Efficiency	EDE000P2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
3L	Section Manager	Energy Efficiency	EDE000M3	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2L	Account Executive -C	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Account Executive -C	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2H	Manager	Energy Efficiency	EDE000M2	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Energy Efficiency	EDE000P3	Energy Efficiency/Conservation



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	\$159.8	\$135.7	118%	\$143.7	111%
2L	Sr Specialist	\$166.5	\$135.7	123%	\$143.7	116%
2L	Sr Specialist	\$167.5	\$135.7	123%	\$143.7	117%
3L	Section Manager	\$226.7	\$324.2	70%	\$310.4	73%
1H	Specialist	\$116.4	\$116.7	100%	\$117.6	99%
1H	Specialist	\$118.8	\$116.7	102%	\$117.6	101%
2H	Project Specialist	\$174.2	\$226.4	77%	\$228.7	76%
2H	Project Specialist	\$158.5	\$226.4	70%	\$228.7	69%
2H	Project Specialist	\$157.2	\$226.4	69%	\$228.7	69%
2L	Sr Specialist	\$122.4	\$135.7	90%	\$143.7	85%
2L	Sr Specialist	\$143.3	\$135.7	106%	\$143.7	100%
2L	Sr Specialist	\$133.4	\$135.7	98%	\$143.7	93%
2L	Sr Specialist	\$130.2	\$135.7	96%	\$143.7	91%
2L	Sr Specialist	\$135.8	\$135.7	100%	\$143.7	95%
3L	Section Manager	\$208.7	\$324.2	64%	\$310.4	67%
2H	Manager	\$165.1	\$226.4	73%	\$228.7	72%
2H	Manager	\$190.7	\$226.4	84%	\$228.7	83%
2L	Sr Analyst	\$154.0	\$135.7	114%	\$143.7	107%
2L	Sr Specialist	\$140.3	\$135.7	103%	\$143.7	98%
2L	Sr Specialist	\$154.8	\$135.7	114%	\$143.7	108%
3L	Section Manager	\$198.3	\$324.2	61%	\$310.4	64%
1H	Specialist	\$122.5	\$116.7	105%	\$117.6	104%
1H	Specialist	\$116.4	\$116.7	100%	\$117.6	99%
2H	Manager	\$175.8	\$226.4	78%	\$228.7	77%
2L	Sr Specialist	\$145.6	\$135.7	107%	\$143.7	101%
3L	Section Manager	\$216.9	\$324.2	67%	\$310.4	70%
1H	Specialist	\$107.6	\$116.7	92%	\$117.6	91%
1H	Specialist	\$122.1	\$116.7	105%	\$117.6	104%
1H	Specialist	\$121.4	\$116.7	104%	\$117.6	103%
2H	Manager	\$171.4	\$226.4	76%	\$228.7	75%
2H	Manager	\$168.6	\$226.4	74%	\$228.7	74%
2L	Sr Specialist	\$129.3	\$135.7	95%	\$143.7	90%
2L	Sr Specialist	\$129.7	\$135.7	96%	\$143.7	90%
2L	Sr Specialist	\$148.0	\$135.7	109%	\$143.7	103%
2L	Sr Specialist	\$132.8	\$135.7	98%	\$143.7	92%
3L	Section Manager	\$195.9	\$324.2	60%	\$310.4	63%
2H	Manager	\$171.2	\$226.4	76%	\$228.7	75%
2L	Account Executive -C	\$155.1	\$135.7	114%	\$143.7	108%
2L	Account Executive -C	\$133.6	\$135.7	98%	\$143.7	93%
2L	Sr Specialist	\$122.9	\$135.7	91%	\$143.7	85%
2L	Sr Specialist	\$146.6	\$135.7	108%	\$143.7	102%
2L	Sr Specialist	\$129.7	\$135.7	96%	\$143.7	90%
2L	Sr Specialist	\$148.2	\$135.7	109%	\$143.7	103%
2L	Sr Specialist	\$129.9	\$135.7	96%	\$143.7	90%
2H	Manager	\$159.1	\$226.4	70%	\$228.7	70%
2H	Manager	\$161.2	\$226.4	71%	\$228.7	70%
2L	Sr Specialist	\$134.9	\$135.7	99%	\$143.7	94%
2L	Sr Specialist	\$135.8	\$135.7	100%	\$143.7	95%
2L	Sr Specialist	\$126.6	\$135.7	93%	\$143.7	88%
2L	Sr Specialist	\$127.6	\$135.7	94%	\$143.7	89%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area
3H	Department Manager	Energy Efficiency	EDE000M3 Energy Efficiency/Conservation
1H	Analyst	Rate Engineering	AFT090P2 Rates
1H	Analyst	Rate Engineering	AFT090P2 Rates
1H	Analyst	Rate Engineering	AFT090P2 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2H	Sr Rate Analyst	Rate Engineering	AFT090P4 Rates
2L	Sr Analyst	Rate Engineering	AFT090P3 Rates
2L	Sr Analyst	Rate Engineering	AFT090P3 Rates
2L	Sr Analyst	Rate Engineering	AFT090P3 Rates
2L	Sr Analyst	Rate Engineering	AFT090P3 Rates
3H	Department Manager	Rate Engineering	AFT090M3 Rates
3H	Department Manager	Rate Engineering	AFT090M3 Rates
3H	Department Manager	Rate Engineering	AFT090M3 Rates
3H	Department Manager	Rate Engineering	AFT090M3 Rates
3H	Department Manager	Rate Engineering	AFT090M3 Rates
3L	Project Manager	Rate Engineering	AFT090M3 Rates
3L	Project Manager	Rate Engineering	AFT090M3 Rates
3L	Section Manager	Rate Engineering	AFT090M3 Rates
3L	Section Manager	Rate Engineering	AFT090M3 Rates
3L	Section Manager	Rate Engineering	AFT090M3 Rates
4L	Director	Rate Engineering	AFT090M4 Rates
2H	Project Specialist	Off Sr V P & CFO Finance	AFY000P4 Risk Management Generalist/Multidiscipline
2H	Project Specialist	Off Sr V P & CFO Finance	AFY000P4 Risk Management Generalist/Multidiscipline
2H	Project Specialist	Off Sr V P & CFO Finance	AFY000P4 Risk Management Generalist/Multidiscipline
2H	Project Specialist	Off Sr V P & CFO Finance	AFY000P4 Risk Management Generalist/Multidiscipline
2H	Project Specialist	Off Sr V P & CFO Finance	AFY000P4 Risk Management Generalist/Multidiscipline
2H	Sr Accountant	Off Sr V P & CFO Finance	AFY000P4 Risk Management Generalist/Multidiscipline
3L	Section Manager	Off Sr V P & CFO Finance	AFY000M3 Risk Management Generalist/Multidiscipline
4L	Director	Off Sr V P & CFO Finance	AFY000M4 Risk Management Generalist/Multidiscipline
1H	Analyst	Business Improvement Services	AFT010P2 Financial Analysis
1H	Analyst	Business Improvement Services	AFT010P2 Financial Analysis
1H	Analyst	Business Improvement Services	AFT010P2 Financial Analysis
2H	Sr Planning Analyst	Business Improvement Services	AFT010P4 Financial Analysis
2H	Sr Planning Analyst	Business Improvement Services	AFT010P4 Financial Analysis
2L	Sr Analyst	Business Improvement Services	AFT010P3 Financial Analysis
2L	Sr Analyst	Business Improvement Services	AFT010P3 Financial Analysis
3H	Department Manager	Business Improvement Services	AFT010M3 Financial Analysis
3L	Section Manager	Business Improvement Services	AFT010M3 Financial Analysis
3L	Section Manager	Business Improvement Services	AFT010M3 Financial Analysis
1H	Analyst	Business Improvement Services	AFT010P2 Financial Analysis
2H	Sr Planning Analyst	Business Improvement Services	AFT010P4 Financial Analysis
2H	Systems Specialist	Business Improvement Services	AFT010P4 Financial Analysis

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3H	Department Manager	\$266.1	\$324.2	82%	\$310.4	86%
1H	Analyst	\$118.4	\$132.8	89%	\$127.2	93%
1H	Analyst	\$104.0	\$132.8	78%	\$127.2	82%
1H	Analyst	\$124.8	\$132.8	94%	\$127.2	98%
2H	Sr Rate Analyst	\$154.1	\$174.8	88%	\$179.7	86%
2H	Sr Rate Analyst	\$138.8	\$174.8	79%	\$179.7	77%
2H	Sr Rate Analyst	\$144.2	\$174.8	82%	\$179.7	80%
2H	Sr Rate Analyst	\$133.2	\$174.8	76%	\$179.7	74%
2H	Sr Rate Analyst	\$159.8	\$174.8	91%	\$179.7	89%
2H	Sr Rate Analyst	\$164.7	\$174.8	94%	\$179.7	92%
2H	Sr Rate Analyst	\$137.4	\$174.8	79%	\$179.7	76%
2H	Sr Rate Analyst	\$176.5	\$174.8	101%	\$179.7	98%
2H	Sr Rate Analyst	\$177.7	\$174.8	102%	\$179.7	99%
2H	Sr Rate Analyst	\$145.6	\$174.8	83%	\$179.7	81%
2L	Sr Analyst	\$130.2	\$152.0	86%	\$150.9	86%
2L	Sr Analyst	\$137.8	\$152.0	91%	\$150.9	91%
2L	Sr Analyst	\$143.4	\$152.0	94%	\$150.9	95%
2L	Sr Analyst	\$125.0	\$152.0	82%	\$150.9	83%
3H	Department Manager	\$206.9	\$334.5	62%	\$342.6	60%
3H	Department Manager	\$224.4	\$334.5	67%	\$342.6	65%
3H	Department Manager	\$258.8	\$334.5	77%	\$342.6	76%
3H	Department Manager	\$248.1	\$334.5	74%	\$342.6	72%
3H	Department Manager	\$219.2	\$334.5	66%	\$342.6	64%
3L	Project Manager	\$178.9	\$334.5	54%	\$342.6	52%
3L	Project Manager	\$183.3	\$334.5	55%	\$342.6	53%
3L	Section Manager	\$188.6	\$334.5	56%	\$342.6	55%
3L	Section Manager	\$231.0	\$334.5	69%	\$342.6	67%
3L	Section Manager	\$208.7	\$334.5	62%	\$342.6	61%
4L	Director	\$367.5	\$398.2	92%	\$389.7	94%
2H	Project Specialist	\$147.9	\$163.0	91%	\$160.8	92%
2H	Project Specialist	\$177.9	\$163.0	109%	\$160.8	111%
2H	Project Specialist	\$157.1	\$163.0	96%	\$160.8	98%
2H	Project Specialist	\$145.0	\$163.0	89%	\$160.8	90%
2H	Project Specialist	\$159.5	\$163.0	98%	\$160.8	99%
2H	Sr Accountant	\$106.3	\$163.0	65%	\$160.8	66%
3L	Section Manager	\$239.6	\$275.7	87%	\$272.0	88%
4L	Director	\$248.7	\$352.3	71%	\$371.4	67%
1H	Analyst	\$122.4	\$103.8	118%	\$106.7	115%
1H	Analyst	\$107.4	\$103.8	103%	\$106.7	101%
1H	Analyst	\$117.3	\$103.8	113%	\$106.7	110%
2H	Sr Planning Analyst	\$163.3	\$161.2	101%	\$165.7	99%
2H	Sr Planning Analyst	\$159.1	\$161.2	99%	\$165.7	96%
2L	Sr Analyst	\$138.1	\$135.8	102%	\$135.4	102%
2L	Sr Analyst	\$131.4	\$135.8	97%	\$135.4	97%
3H	Department Manager	\$237.9	\$254.6	93%	\$256.6	93%
3L	Section Manager	\$208.7	\$254.6	82%	\$256.6	81%
3L	Section Manager	\$231.8	\$254.6	91%	\$256.6	90%
1H	Analyst	\$110.0	\$103.8	106%	\$106.7	103%
2H	Sr Planning Analyst	\$203.1	\$161.2	126%	\$165.7	123%
2H	Systems Specialist	\$113.4	\$161.2	70%	\$165.7	68%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr Analyst	Business Improvement Services	AFT010P3	Financial Analysis
2L	Sr Analyst	Business Improvement Services	AFT010P3	Financial Analysis
2L	Sr Analyst	Business Improvement Services	AFT010P3	Financial Analysis
2H	Project Specialist	Business Improvement Services	AQY020P4	Business Process Improvement
2H	Sr Planning Analyst	Business Improvement Services	AQY020P4	Business Process Improvement
2H	Sr Planning Analyst	Business Improvement Services	AQY020P4	Business Process Improvement
2H	Sr Planning Analyst	Business Improvement Services	AQY020P4	Business Process Improvement
2H	Sr Planning Analyst	Business Improvement Services	AQY020P4	Business Process Improvement
2H	Sr Planning Analyst	Business Improvement Services	AQY020P4	Business Process Improvement
2H	Sr Planning Analyst	Business Improvement Services	AQY020P4	Business Process Improvement
2H	Sr Planning Analyst	Business Improvement Services	AQY020P4	Business Process Improvement
2L	Sr Planning Analyst	Business Improvement Services	AQY020P3	Business Process Improvement
3L	Section Manager	Business Improvement Services	AQY020M3	Business Process Improvement
3L	Section Manager	Business Improvement Services	AQY020M3	Business Process Improvement
4H	Director - Shared Services	Business Improvement Services	AQY020M4	Business Process Improvement
1H	Analyst	Shared Services Cost Management	AFT020P2	Budget Analysis
2H	Sr Planning Analyst	Shared Services Cost Management	AFT020P4	Budget Analysis
2H	Sr Planning Analyst	Shared Services Cost Management	AFT020P4	Budget Analysis
2H	Sr Planning Analyst	Shared Services Cost Management	AFT020P4	Budget Analysis
2H	Sr Planning Analyst	Shared Services Cost Management	AFT020P4	Budget Analysis
2H	Sr Planning Analyst	Shared Services Cost Management	AFT020P4	Budget Analysis
2H	Sr Planning Analyst	Shared Services Cost Management	AFT020P4	Budget Analysis
2L	Sr Analyst	Shared Services Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Shared Services Cost Management	AFT020P3	Budget Analysis
3H	Department Manager	Shared Services Cost Management	AFT020M3	Budget Analysis
3L	Section Manager	Shared Services Cost Management	AFT020M3	Budget Analysis
3L	Section Manager	Shared Services Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2H	Manager	Cost Management	AFT020M2	Budget Analysis
2H	Manager	Cost Management	AFT020M2	Budget Analysis
2H	Sr Planning Analyst	Cost Management	AFT020P4	Budget Analysis
2H	Sr Planning Analyst	Cost Management	AFT020P4	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3H	Department Manager	Cost Management	AFT020M3	Budget Analysis
3H	Department Manager	Cost Management	AFT020M3	Budget Analysis
3L	Project Manager	Cost Management	AFT020M3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
1H	Sr Analyst	Cost Management	AFT020P2	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

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Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Analyst	\$194.4	\$135.8	143%	\$135.4	144%
2L	Sr Analyst	\$177.5	\$135.8	131%	\$135.4	131%
2L	Sr Analyst	\$180.5	\$135.8	133%	\$135.4	133%
2H	Project Specialist	\$171.2	\$167.3	102%	\$171.9	100%
2H	Sr Planning Analyst	\$158.1	\$167.3	94%	\$171.9	92%
2H	Sr Planning Analyst	\$194.0	\$167.3	116%	\$171.9	113%
2H	Sr Planning Analyst	\$212.2	\$167.3	127%	\$171.9	123%
2H	Sr Planning Analyst	\$178.7	\$167.3	107%	\$171.9	104%
2H	Sr Planning Analyst	\$183.4	\$167.3	110%	\$171.9	107%
2H	Sr Planning Analyst	\$160.9	\$167.3	96%	\$171.9	94%
2H	Sr Planning Analyst	\$148.1	\$167.3	89%	\$171.9	86%
2L	Sr Planning Analyst	\$129.9	\$138.6	94%	\$140.5	92%
3L	Section Manager	\$192.1	\$252.9	76%	\$255.3	75%
3L	Section Manager	\$203.3	\$252.9	80%	\$255.3	80%
4H	Director - Shared Services	\$410.1	\$349.6	117%	\$346.0	119%
1H	Analyst	\$119.7	\$108.6	110%	\$111.6	107%
2H	Sr Planning Analyst	\$193.6	\$158.9	122%	\$165.0	117%
2H	Sr Planning Analyst	\$215.4	\$158.9	136%	\$165.0	131%
2H	Sr Planning Analyst	\$223.5	\$158.9	141%	\$165.0	135%
2H	Sr Planning Analyst	\$164.9	\$158.9	104%	\$165.0	100%
2H	Sr Planning Analyst	\$191.6	\$158.9	121%	\$165.0	116%
2H	Sr Planning Analyst	\$167.2	\$158.9	105%	\$165.0	101%
2L	Sr Analyst	\$142.5	\$138.0	103%	\$133.9	106%
2L	Sr Analyst	\$117.9	\$138.0	85%	\$133.9	88%
3H	Department Manager	\$228.4	\$271.8	84%	\$282.7	81%
3L	Section Manager	\$225.8	\$271.8	83%	\$282.7	80%
3L	Section Manager	\$272.0	\$271.8	100%	\$282.7	96%
1H	Analyst	\$111.1	\$108.6	102%	\$111.6	100%
1H	Analyst	\$115.5	\$108.6	106%	\$111.6	103%
2L	Sr Analyst	\$147.3	\$138.0	107%	\$133.9	110%
2L	Sr Analyst	\$134.1	\$138.0	97%	\$133.9	100%
3L	Section Manager	\$214.9	\$271.8	79%	\$282.7	76%
1H	Analyst	\$121.2	\$108.6	112%	\$111.6	109%
1H	Analyst	\$112.2	\$108.6	103%	\$111.6	101%
2H	Manager	\$186.9	\$189.1	99%	\$194.1	96%
2H	Manager	\$214.4	\$189.1	113%	\$194.1	110%
2H	Sr Planning Analyst	\$167.6	\$158.9	105%	\$165.0	102%
2H	Sr Planning Analyst	\$157.6	\$158.9	99%	\$165.0	95%
2L	Sr Analyst	\$118.1	\$138.0	86%	\$133.9	88%
2L	Sr Analyst	\$126.3	\$138.0	91%	\$133.9	94%
3H	Department Manager	\$270.4	\$271.8	99%	\$282.7	96%
3H	Department Manager	\$260.9	\$271.8	96%	\$282.7	92%
3L	Project Manager	\$219.0	\$271.8	81%	\$282.7	77%
3L	Section Manager	\$222.2	\$271.8	82%	\$282.7	79%
2L	Sr Analyst	\$168.7	\$138.0	122%	\$133.9	126%
2L	Sr Analyst	\$168.9	\$138.0	122%	\$133.9	126%
2L	Sr Analyst	\$133.9	\$138.0	97%	\$133.9	100%
1H	Sr Analyst	\$116.6	\$108.6	107%	\$111.6	104%
2L	Sr Analyst	\$148.1	\$138.0	107%	\$133.9	111%
1H	Analyst	\$135.7	\$108.6	125%	\$111.6	122%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2H	Manager	Cost Management	AFT020M2	Budget Analysis
2H	Manager	Cost Management	AFT020M2	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2H	Manager	Cost Management	AFT020M2	Budget Analysis
2H	Sr Planning Analyst	Cost Management	AFT020P4	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2H	Sr Planning Analyst	Cost Management	AFT020P4	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2H	Sr Planning Analyst	Cost Management	AFT020M2	Budget Analysis
2H	Sr Planning Analyst	Cost Management	AFT020P4	Budget Analysis
2H	Sr Planning Analyst	Cost Management	AFT020P4	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Analyst	\$119.1	\$108.6	110%	\$111.6	107%
1H	Analyst	\$106.8	\$108.6	98%	\$111.6	96%
1H	Analyst	\$118.8	\$108.6	109%	\$111.6	106%
2H	Manager	\$140.8	\$189.1	74%	\$194.1	73%
2H	Manager	\$213.6	\$189.1	113%	\$194.1	110%
2L	Sr Analyst	\$137.0	\$138.0	99%	\$133.9	102%
2L	Sr Analyst	\$135.0	\$138.0	98%	\$133.9	101%
2L	Sr Analyst	\$163.5	\$138.0	118%	\$133.9	122%
2L	Sr Analyst	\$158.2	\$138.0	115%	\$133.9	118%
2L	Sr Analyst	\$191.6	\$138.0	139%	\$133.9	143%
3L	Section Manager	\$225.4	\$271.8	83%	\$282.7	80%
1H	Analyst	\$130.8	\$108.6	120%	\$111.6	117%
1H	Analyst	\$102.2	\$108.6	94%	\$111.6	92%
1H	Analyst	\$135.9	\$108.6	125%	\$111.6	122%
1H	Analyst	\$114.3	\$108.6	105%	\$111.6	102%
2H	Manager	\$168.5	\$189.1	89%	\$194.1	87%
2H	Sr Planning Analyst	\$160.9	\$158.9	101%	\$165.0	97%
3L	Section Manager	\$212.1	\$271.8	78%	\$282.7	75%
1H	Analyst	\$141.9	\$108.6	131%	\$111.6	127%
2H	Sr Planning Analyst	\$172.1	\$158.9	108%	\$165.0	104%
2L	Sr Analyst	\$164.8	\$138.0	119%	\$133.9	123%
2L	Sr Analyst	\$160.9	\$138.0	117%	\$133.9	120%
3L	Section Manager	\$199.0	\$271.8	73%	\$282.7	70%
2L	Sr Analyst	\$147.0	\$138.0	106%	\$133.9	110%
2L	Sr Analyst	\$175.3	\$138.0	127%	\$133.9	131%
3L	Section Manager	\$206.5	\$271.8	76%	\$282.7	73%
1H	Analyst	\$131.6	\$108.6	121%	\$111.6	118%
1H	Analyst	\$110.2	\$108.6	101%	\$111.6	99%
2L	Sr Analyst	\$140.5	\$138.0	102%	\$133.9	105%
2L	Sr Analyst	\$159.8	\$138.0	116%	\$133.9	119%
3L	Section Manager	\$251.7	\$271.8	93%	\$282.7	89%
1H	Analyst	\$124.8	\$108.6	115%	\$111.6	112%
1H	Sr Analyst	\$120.9	\$108.6	111%	\$111.6	108%
2H	Sr Planning Analyst	\$192.1	\$158.9	121%	\$165.0	116%
2L	Sr Analyst	\$168.0	\$138.0	122%	\$133.9	125%
2L	Sr Analyst	\$158.2	\$138.0	115%	\$133.9	118%
3L	Section Manager	\$226.6	\$271.8	83%	\$282.7	80%
1H	Analyst	\$114.0	\$108.6	105%	\$111.6	102%
1H	Analyst	\$125.3	\$108.6	115%	\$111.6	112%
2L	Sr Analyst	\$121.6	\$138.0	88%	\$133.9	91%
2L	Sr Analyst	\$148.2	\$138.0	107%	\$133.9	111%
3L	Section Manager	\$170.1	\$271.8	63%	\$282.7	60%
1H	Analyst	\$128.0	\$108.6	118%	\$111.6	115%
2H	Sr Planning Analyst	\$198.4	\$189.1	105%	\$194.1	102%
2H	Sr Planning Analyst	\$192.7	\$158.9	121%	\$165.0	117%
2H	Sr Planning Analyst	\$192.9	\$158.9	121%	\$165.0	117%
2L	Sr Analyst	\$180.8	\$138.0	131%	\$133.9	135%
2L	Sr Analyst	\$193.4	\$138.0	140%	\$133.9	144%
2L	Sr Analyst	\$164.9	\$138.0	119%	\$133.9	123%
2L	Sr Analyst	\$156.2	\$138.0	113%	\$133.9	117%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2H	Manager	Cost Management	AFT020M2	Budget Analysis
2H	Sr Planning Analyst	Cost Management	AFT020P4	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Cost Management	AFT020P2	Budget Analysis
2H	Manager	Cost Management	AFT020M2	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
2L	Sr Analyst	Cost Management	AFT020P3	Budget Analysis
3L	Section Manager	Cost Management	AFT020M3	Budget Analysis
1H	Analyst	Budgeting & Forecasting	AEM000P2	Data Analytics/Business Intelligence and Data
1H	Analyst	Budgeting & Forecasting	AEM000P2	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Budgeting & Forecasting	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Budgeting & Forecasting	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Budgeting & Forecasting	AEM000P4	Data Analytics/Business Intelligence and Data
2L	Sr Analyst	Budgeting & Forecasting	AEM000P3	Data Analytics/Business Intelligence and Data
2L	Sr Analyst	Budgeting & Forecasting	AEM000P3	Data Analytics/Business Intelligence and Data
2L	Sr Analyst	Budgeting & Forecasting	AEM000P3	Data Analytics/Business Intelligence and Data
3L	Section Manager	Budgeting & Forecasting	AEM000M3	Data Analytics/Business Intelligence and Data
1H	Analyst	Budgeting & Forecasting	AFT020P2	Budget Analysis
2H	Sr Planning Analyst	Budgeting & Forecasting	AFT020P4	Budget Analysis
2H	Sr Planning Analyst	Budgeting & Forecasting	AFT020P4	Budget Analysis
2H	Sr Planning Analyst	Budgeting & Forecasting	AFT020P4	Budget Analysis
2H	Systems Specialist	Budgeting & Forecasting	AFT020P4	Budget Analysis
2L	Sr Analyst	Budgeting & Forecasting	AFT020P3	Budget Analysis
3H	Department Manager	Budgeting & Forecasting	AFT020M3	Budget Analysis
3L	Project Manager	Budgeting & Forecasting	AFT020M3	Budget Analysis
3L	Section Manager	Budgeting & Forecasting	AFT020M3	Budget Analysis
4L	Director	Budgeting & Forecasting	AFT020M4	Budget Analysis
3L	Section Manager	Budgeting & Forecasting	AEM000M3	Data Analytics/Business Intelligence and Data
2L	Accounting Supervisor	Cost & Project Accounting	AFB062M1	Accounts Receivable
2L	Accounting Supervisor	Cost & Project Accounting	AFB062M1	Accounts Receivable
4L	Assistant Controller	Cost & Project Accounting	AFB000M4	Accounting Generalist/Multidiscipline
1H	Accountant	Cost & Project Accounting	AFB040P2	Cost Accounting
1H	Accountant	Cost & Project Accounting	AFB040P2	Cost Accounting
1H	Accountant	Corp Acctg Fin Acctg & Rptg	AFB000P2	Accounting Generalist/Multidiscipline
1H	Accountant	Corp Acctg Fin Acctg & Rptg	AFB000P2	Accounting Generalist/Multidiscipline
1H	Accountant	Corp Acctg Fin Acctg & Rptg	AFB000P2	Accounting Generalist/Multidiscipline
1H	Accountant	Corp Acctg Fin Acctg & Rptg	AFB000P2	Accounting Generalist/Multidiscipline



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2L	Sr Analyst	\$152.4	\$138.0	110%	\$133.9	114%
3L	Section Manager	\$249.1	\$271.8	92%	\$282.7	88%
1H	Analyst	\$129.3	\$108.6	119%	\$111.6	116%
2H	Manager	\$175.4	\$189.1	93%	\$194.1	90%
2H	Sr Planning Analyst	\$158.8	\$158.9	100%	\$165.0	96%
2L	Sr Analyst	\$150.7	\$138.0	109%	\$133.9	112%
2L	Sr Analyst	\$152.4	\$138.0	110%	\$133.9	114%
2L	Sr Analyst	\$139.8	\$138.0	101%	\$133.9	104%
2L	Sr Analyst	\$139.9	\$138.0	101%	\$133.9	104%
2L	Sr Analyst	\$153.4	\$138.0	111%	\$133.9	115%
3L	Section Manager	\$209.9	\$271.8	77%	\$282.7	74%
1H	Analyst	\$136.6	\$108.6	126%	\$111.6	122%
2H	Manager	\$153.5	\$189.1	81%	\$194.1	79%
2L	Sr Analyst	\$196.4	\$138.0	142%	\$133.9	147%
2L	Sr Analyst	\$180.2	\$138.0	131%	\$133.9	135%
2L	Sr Analyst	\$163.2	\$138.0	118%	\$133.9	122%
2L	Sr Analyst	\$164.6	\$138.0	119%	\$133.9	123%
2L	Sr Analyst	\$160.3	\$138.0	116%	\$133.9	120%
2L	Sr Analyst	\$142.3	\$138.0	103%	\$133.9	106%
2L	Sr Analyst	\$163.4	\$138.0	118%	\$133.9	122%
3L	Section Manager	\$184.3	\$271.8	68%	\$282.7	65%
1H	Analyst	\$140.6	\$119.6	117%	\$119.5	118%
1H	Analyst	\$123.0	\$119.6	103%	\$119.5	103%
2H	Sr Planning Analyst	\$156.2	\$189.4	83%	\$192.3	81%
2H	Sr Planning Analyst	\$202.4	\$189.4	107%	\$192.3	105%
2H	Sr Planning Analyst	\$148.7	\$189.4	79%	\$192.3	77%
2L	Sr Analyst	\$144.4	\$151.6	95%	\$152.1	95%
2L	Sr Analyst	\$168.9	\$151.6	111%	\$152.1	111%
2L	Sr Analyst	\$150.6	\$151.6	99%	\$152.1	99%
3L	Section Manager	\$222.0	\$294.1	75%	\$292.1	76%
1H	Analyst	\$128.5	\$108.6	118%	\$111.6	115%
2H	Sr Planning Analyst	\$152.9	\$158.9	96%	\$165.0	93%
2H	Sr Planning Analyst	\$152.4	\$158.9	96%	\$165.0	92%
2H	Sr Planning Analyst	\$177.6	\$158.9	112%	\$165.0	108%
2H	Systems Specialist	\$173.2	\$158.9	109%	\$165.0	105%
2L	Sr Analyst	\$142.6	\$138.0	103%	\$133.9	106%
3H	Department Manager	\$264.1	\$271.8	97%	\$282.7	93%
3L	Project Manager	\$227.2	\$271.8	84%	\$282.7	80%
3L	Section Manager	\$231.5	\$271.8	85%	\$282.7	82%
4L	Director	\$306.3	\$325.1	94%	\$323.7	95%
3L	Section Manager	\$198.2	\$294.1	67%	\$292.1	68%
2L	Accounting Supervisor	\$159.4	\$143.7	111%	\$136.6	117%
2L	Accounting Supervisor	\$159.4	\$143.7	111%	\$136.6	117%
4L	Assistant Controller	\$354.1	\$368.2	96%	\$371.1	95%
1H	Accountant	\$102.3	\$108.3	94%	\$108.9	94%
1H	Accountant	\$132.1	\$108.3	122%	\$108.9	121%
1H	Accountant	\$111.4	\$97.2	115%	\$98.7	113%
1H	Accountant	\$120.9	\$97.2	124%	\$98.7	122%
1H	Accountant	\$106.5	\$97.2	109%	\$98.7	108%
1H	Accountant	\$109.8	\$97.2	113%	\$98.7	111%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area
1H	Accountant	Corp Acctg Fin Acctg & Rptg	AFB000P2 Accounting Generalist/Multidiscipline
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB000M2 Accounting Generalist/Multidiscipline
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB000M2 Accounting Generalist/Multidiscipline
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB000M2 Accounting Generalist/Multidiscipline
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB000M2 Accounting Generalist/Multidiscipline
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB000M2 Accounting Generalist/Multidiscipline
2L	Staff Accountant	Corp Acctg Fin Acctg & Rptg	AFB000P3 Accounting Generalist/Multidiscipline
2L	Staff Accountant	Corp Acctg Fin Acctg & Rptg	AFB000P3 Accounting Generalist/Multidiscipline
2L	Staff Accountant	Corp Acctg Fin Acctg & Rptg	AFB000P3 Accounting Generalist/Multidiscipline
2L	Staff Accountant	Corp Acctg Fin Acctg & Rptg	AFB000P3 Accounting Generalist/Multidiscipline
3H	Department Manager	Corp Acctg Fin Acctg & Rptg	AFB000M3 Accounting Generalist/Multidiscipline
4L	Assistant Controller	Corp Acctg Fin Acctg & Rptg	AFB000M4 Accounting Generalist/Multidiscipline
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB030M2 Accounting Policy and Research
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB030M2 Accounting Policy and Research
2H	Sr Planning Analyst	Corp Acctg Fin Acctg & Rptg	AFB030P4 Accounting Policy and Research
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB020M2 Financial Reporting
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB020P4 Financial Reporting
2H	Sr Accountant	Corp Acctg Fin Acctg & Rptg	AFB020P4 Financial Reporting
3H	Department Manager	Corp Acctg Fin Acctg & Rptg	AFB020M3 Financial Reporting
1H	Accountant	Corp Acctg Accounting Ops	AFB010P2 General Accounting
2L	Accounting Supervisor	Corp Acctg Accounting Ops	AFB010M1 General Accounting
2L	Staff Accountant	Corp Acctg Accounting Ops	AFB010P3 General Accounting
2L	Staff Accountant	Corp Acctg Accounting Ops	AFB010P3 General Accounting
3L	Section Manager	Corp Acctg Accounting Ops	AFB010M3 General Accounting
1H	Accountant	Corp Acctg Accounting Ops	AFB061P2 Accounts Payable
1H	Accountant	Corp Acctg Accounting Ops	AFB061P2 Accounts Payable
1H	Supervisor	Corp Acctg Accounting Ops	AFB061M1 Accounts Payable
2L	Accounting Supervisor	Corp Acctg Accounting Ops	AFB061M1 Accounts Payable
2L	Staff Accountant	Corp Acctg Accounting Ops	AFB061P3 Accounts Payable
1H	Accountant	Corp Acctg Accounting Ops	AFB070P2 Payroll
2H	Sr Accountant	Corp Acctg Accounting Ops	AFB070M2 Payroll
2L	Staff Accountant	Corp Acctg Accounting Ops	AFB070P3 Payroll
2L	Staff Accountant	Corp Acctg Accounting Ops	AFB070P3 Payroll
2L	Staff Accountant	Corp Acctg Accounting Ops	AFB070P3 Payroll
2L	Staff Accountant	Corp Acctg Accounting Ops	AFB070P3 Payroll
2L	Staff Accountant	Corp Acctg Accounting Ops	AFB070P3 Payroll
2L	Staff Accountant	Corp Acctg Accounting Ops	AFB070P3 Payroll
3L	Section Manager	Corp Acctg Accounting Ops	AFB070M3 Payroll
1H	Tax Accountant	General Taxes	AFT050P2 Tax Reporting and Compliance
2H	Sr Tax Accountant	General Taxes	AFT050M2 Tax Reporting and Compliance
2H	Sr Tax Accountant	General Taxes	AFT050P4 Tax Reporting and Compliance
2L	Staff Accountant	General Taxes	AFT050P3 Tax Reporting and Compliance
2L	Staff Accountant	General Taxes	AFT050P3 Tax Reporting and Compliance
2L	Staff Accountant	General Taxes	AFT050P3 Tax Reporting and Compliance
2L	Staff Accountant	General Taxes	AFT050P3 Tax Reporting and Compliance
2L	Staff Accountant	General Taxes	AFT050P3 Tax Reporting and Compliance
3H	Department Manager	General Taxes	AFT050M3 Tax Reporting and Compliance
2H	Sr Tax Accountant	General Taxes	AFT050M2 Tax Reporting and Compliance
2L	Staff Accountant	General Taxes	AFT050P3 Tax Reporting and Compliance
3L	Section Manager	General Taxes	AFT050M3 Tax Reporting and Compliance
1H	Tax Accountant	Income Tax Accounting	AFT050P2 Tax Reporting and Compliance
1H	Tax Accountant	Income Tax Accounting	AFT050P2 Tax Reporting and Compliance

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Accountant	\$112.6	\$97.2	116%	\$98.7	114%
2H	Sr Accountant	\$161.6	\$193.9	83%	\$188.9	86%
2H	Sr Accountant	\$171.1	\$193.9	88%	\$188.9	91%
2H	Sr Accountant	\$143.5	\$193.9	74%	\$188.9	76%
2H	Sr Accountant	\$153.7	\$193.9	79%	\$188.9	81%
2H	Sr Accountant	\$162.6	\$193.9	84%	\$188.9	86%
2L	Staff Accountant	\$123.1	\$123.1	100%	\$121.6	101%
2L	Staff Accountant	\$125.7	\$123.1	102%	\$121.6	103%
2L	Staff Accountant	\$145.0	\$123.1	118%	\$121.6	119%
2L	Staff Accountant	\$124.7	\$123.1	101%	\$121.6	103%
3H	Department Manager	\$230.4	\$253.0	91%	\$255.6	90%
4L	Assistant Controller	\$354.9	\$368.2	96%	\$371.1	96%
2H	Sr Accountant	\$157.0	\$219.4	72%	\$209.0	75%
2H	Sr Accountant	\$159.9	\$219.4	73%	\$209.0	76%
2H	Sr Planning Analyst	\$173.4	\$160.7	108%	\$165.2	105%
2H	Sr Accountant	\$151.0	\$200.9	75%	\$202.9	74%
2H	Sr Accountant	\$142.6	\$173.9	82%	\$169.5	84%
2H	Sr Accountant	\$160.0	\$173.9	92%	\$169.5	94%
3H	Department Manager	\$231.5	\$280.9	82%	\$283.6	82%
1H	Accountant	\$101.3	\$97.0	104%	\$100.0	101%
2L	Accounting Supervisor	\$149.7	\$160.9	93%	\$151.1	99%
2L	Staff Accountant	\$97.4	\$123.9	79%	\$126.3	77%
2L	Staff Accountant	\$128.9	\$123.9	104%	\$126.3	102%
3L	Section Manager	\$182.1	\$250.0	73%	\$248.5	73%
1H	Accountant	\$114.4	\$97.6	117%	\$101.2	113%
1H	Accountant	\$115.0	\$97.6	118%	\$101.2	114%
1H	Supervisor	\$130.6	\$125.3	104%	\$128.7	101%
2L	Accounting Supervisor	\$159.9	\$125.3	128%	\$128.7	124%
2L	Staff Accountant	\$126.0	\$112.6	112%	\$116.3	108%
1H	Accountant	\$128.7	\$106.4	121%	\$100.9	128%
2H	Sr Accountant	\$179.0	\$189.0	95%	\$187.2	96%
2L	Staff Accountant	\$130.7	\$127.6	102%	\$124.8	105%
2L	Staff Accountant	\$167.7	\$127.6	131%	\$124.8	134%
2L	Staff Accountant	\$190.0	\$127.6	149%	\$124.8	152%
2L	Staff Accountant	\$116.7	\$127.6	91%	\$124.8	94%
2L	Staff Accountant	\$120.8	\$127.6	95%	\$124.8	97%
3L	Section Manager	\$202.1	\$271.0	75%	\$280.8	72%
1H	Tax Accountant	\$145.1	\$112.8	129%	\$109.3	133%
2H	Sr Tax Accountant	\$151.0	\$186.9	81%	\$195.2	77%
2H	Sr Tax Accountant	\$170.5	\$172.3	99%	\$172.4	99%
2L	Staff Accountant	\$116.4	\$131.1	89%	\$135.8	86%
2L	Staff Accountant	\$127.3	\$131.1	97%	\$135.8	94%
2L	Staff Accountant	\$123.4	\$131.1	94%	\$135.8	91%
2L	Staff Accountant	\$126.5	\$131.1	96%	\$135.8	93%
3H	Department Manager	\$194.1	\$279.1	70%	\$285.2	68%
2H	Sr Tax Accountant	\$166.3	\$186.9	89%	\$195.2	85%
2L	Staff Accountant	\$126.0	\$131.1	96%	\$135.8	93%
3L	Section Manager	\$193.3	\$279.1	69%	\$285.2	68%
1H	Tax Accountant	\$101.8	\$112.8	90%	\$109.3	93%
1H	Tax Accountant	\$102.5	\$112.8	91%	\$109.3	94%

**Total Benefits & Compensation Results****Consolidated Edison of New York (CECONY) 2018 Competitive Analysis***Competitive Positioning of Total Benefits & Compensation**- Equals the sum of Total Direct Compensation and the estimated value of employee benefits*

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Sr Tax Accountant	Income Tax Accounting	AFT050M2	Tax Reporting and Compliance
2H	Sr Tax Accountant	Income Tax Accounting	AFT050M2	Tax Reporting and Compliance
2L	Staff Accountant	Income Tax Accounting	AFT050P3	Tax Reporting and Compliance
2L	Staff Accountant	Income Tax Accounting	AFT050P3	Tax Reporting and Compliance
3H	Department Manager	Income Tax Accounting	AFT050M3	Tax Reporting and Compliance
3L	Section Manager	Income Tax Accounting	AFT050M3	Tax Reporting and Compliance
4L	Director	Income Tax Accounting	AFT050M4	Tax Reporting and Compliance
1H	Tax Accountant	Income Tax Accounting	AFT050P2	Tax Reporting and Compliance
2H	Sr Tax Accountant	Income Tax Accounting	AFT050M2	Tax Reporting and Compliance
2L	Staff Accountant	Income Tax Accounting	AFT050P3	Tax Reporting and Compliance
2L	Staff Accountant	Income Tax Accounting	AFT050P3	Tax Reporting and Compliance
3L	Section Manager	Income Tax Accounting	AFT050M3	Tax Reporting and Compliance
2H	Sr Tax Accountant	Income Tax Accounting	AFT050M2	Tax Reporting and Compliance
2H	Sr Tax Accountant	Income Tax Accounting	AFT050M2	Tax Reporting and Compliance
2L	Staff Accountant	Income Tax Accounting	AFT050P3	Tax Reporting and Compliance
2L	Staff Accountant	Income Tax Accounting	AFT050P3	Tax Reporting and Compliance
3L	Section Manager	Income Tax Accounting	AFT050M3	Tax Reporting and Compliance
4L	Director	Off Of VP & Treasurer	ACA090M4	Investor Relations
1H	Analyst	Corporate Finance	AFT010P2	Financial Analysis
2H	Sr Financial Analyst	Corporate Finance	AFT010P4	Financial Analysis
3L	Project Manager	Corporate Finance	AFT010M3	Financial Analysis
3L	Section Manager	Corporate Finance	AFT010M3	Financial Analysis
4L	Director	Corporate Finance	AFT010M4	Financial Analysis
1H	Supervisor	Treasury Operations	AFT030M1	Treasury Operations
2H	Manager	Treasury Operations	AFT030M2	Treasury Operations
2H	Manager	Treasury Operations	AFT030M2	Treasury Operations
2H	Manager	Treasury Operations	AFT030M2	Treasury Operations
2H	Systems Specialist	Treasury Operations	AFT030P4	Treasury Operations
3H	Department Manager	Treasury Operations	AFT030M3	Treasury Operations
4L	Director	Treasury Operations	AFT030M4	Treasury Operations
2H	Manager	Risk Management	AFT080M2	Insurance Risk
2H	Sr Financial Analyst	Risk Management	AFT080P4	Insurance Risk
2L	Sr Analyst	Risk Management	AFT080P3	Insurance Risk
3H	Department Manager	Risk Management	AFT080M3	Insurance Risk
1H	Analyst	Risk Management	AFY000P2	Risk Management Generalist/Multidiscipline
2H	Manager	Risk Management	AFY000M2	Risk Management Generalist/Multidiscipline
2H	Sr Financial Analyst	Risk Management	AFY000P4	Risk Management Generalist/Multidiscipline
2H	Sr Financial Analyst	Risk Management	AFY000P4	Risk Management Generalist/Multidiscipline
2H	Sr Financial Analyst	Risk Management	AFY000P4	Risk Management Generalist/Multidiscipline
2L	Sr Analyst	Risk Management	AFY000P3	Risk Management Generalist/Multidiscipline
3L	Project Manager	Risk Management	AFY000M3	Risk Management Generalist/Multidiscipline
3L	Section Manager	Risk Management	AFY000M3	Risk Management Generalist/Multidiscipline
4L	Director	Risk Management	AFY000M4	Risk Management Generalist/Multidiscipline
2H	Sr Financial Analyst	Off Of VP Strategic Planning	ACD010P4	Strategic Planning
2H	Sr Financial Analyst	Off Of VP Strategic Planning	ACD010P4	Strategic Planning
2L	Sr Analyst	Off Of VP Strategic Planning	ACD010P3	Strategic Planning
3H	Department Manager	Off Of VP Strategic Planning	ACD010M3	Strategic Planning
3H	Department Manager	Off Of VP Strategic Planning	ACD010M3	Strategic Planning
3H	Department Manager	Off Of VP Strategic Planning	ACD010M3	Strategic Planning
3H	Department Manager	Off Of VP Strategic Planning	ACD010M3	Strategic Planning

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2H	Sr Tax Accountant	\$150.1	\$186.9	80%	\$195.2	77%
2H	Sr Tax Accountant	\$144.3	\$186.9	77%	\$195.2	74%
2L	Staff Accountant	\$122.5	\$131.1	93%	\$135.8	90%
2L	Staff Accountant	\$131.8	\$131.1	100%	\$135.8	97%
3H	Department Manager	\$211.0	\$279.1	76%	\$285.2	74%
3L	Section Manager	\$210.2	\$279.1	75%	\$285.2	74%
4L	Director	\$364.7	\$366.4	100%	\$390.7	93%
1H	Tax Accountant	\$126.9	\$112.8	112%	\$109.3	116%
2H	Sr Tax Accountant	\$192.9	\$186.9	103%	\$195.2	99%
2L	Staff Accountant	\$129.7	\$131.1	99%	\$135.8	95%
2L	Staff Accountant	\$130.8	\$131.1	100%	\$135.8	96%
3L	Section Manager	\$222.5	\$279.1	80%	\$285.2	78%
2H	Sr Tax Accountant	\$149.6	\$186.9	80%	\$195.2	77%
2H	Sr Tax Accountant	\$148.5	\$186.9	79%	\$195.2	76%
2L	Staff Accountant	\$125.3	\$131.1	96%	\$135.8	92%
2L	Staff Accountant	\$129.9	\$131.1	99%	\$135.8	96%
3L	Section Manager	\$199.6	\$279.1	72%	\$285.2	70%
4L	Director	\$366.0	\$359.6	102%	\$329.5	111%
1H	Analyst	\$105.9	\$103.8	102%	\$106.7	99%
2H	Sr Financial Analyst	\$161.9	\$161.2	100%	\$165.7	98%
3L	Project Manager	\$216.9	\$254.6	85%	\$256.6	85%
3L	Section Manager	\$233.9	\$254.6	92%	\$256.6	91%
4L	Director	\$353.0	\$335.0	105%	\$350.1	101%
1H	Supervisor	\$145.6	\$165.6	88%	\$154.6	94%
2H	Manager	\$161.8	\$186.0	87%	\$190.7	85%
2H	Manager	\$148.9	\$186.0	80%	\$190.7	78%
2H	Manager	\$174.2	\$186.0	94%	\$190.7	91%
2H	Systems Specialist	\$182.5	\$164.2	111%	\$176.5	103%
3H	Department Manager	\$252.0	\$256.0	98%	\$255.8	99%
4L	Director	\$337.3	\$335.5	101%	\$341.5	99%
2H	Manager	\$169.2	\$191.5	88%	\$199.0	85%
2H	Sr Financial Analyst	\$142.8	\$156.4	91%	\$162.0	88%
2L	Sr Analyst	\$159.6	\$130.0	123%	\$127.7	125%
3H	Department Manager	\$294.5	\$261.7	113%	\$253.7	116%
1H	Analyst	\$105.8	\$106.5	99%	\$109.7	96%
2H	Manager	\$126.1	\$207.7	61%	\$217.4	58%
2H	Sr Financial Analyst	\$119.8	\$163.0	74%	\$160.8	75%
2H	Sr Financial Analyst	\$165.3	\$163.0	101%	\$160.8	103%
2H	Sr Financial Analyst	\$149.5	\$163.0	92%	\$160.8	93%
2L	Sr Analyst	\$147.5	\$137.7	107%	\$131.4	112%
3L	Project Manager	\$223.9	\$275.7	81%	\$272.0	82%
3L	Section Manager	\$251.9	\$275.7	91%	\$272.0	93%
4L	Director	\$348.6	\$352.3	99%	\$371.4	94%
2H	Sr Financial Analyst	\$143.4	\$185.8	77%	\$189.8	76%
2H	Sr Financial Analyst	\$186.8	\$185.8	101%	\$189.8	98%
2L	Sr Analyst	\$142.5	\$144.3	99%	\$145.8	98%
3H	Department Manager	\$225.2	\$266.9	84%	\$264.3	85%
3H	Department Manager	\$214.2	\$266.9	80%	\$264.3	81%
3H	Department Manager	\$206.7	\$266.9	77%	\$264.3	78%
3H	Department Manager	\$219.0	\$266.9	82%	\$264.3	83%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:						
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Project Manager	\$226.3	\$266.9	85%	\$264.3	86%
4H	Director Corporate Planning	\$369.5	\$378.1	98%	\$365.8	101%
4L	Director	\$349.3	\$378.1	92%	\$365.8	95%
4L	Director	\$313.8	\$378.1	83%	\$365.8	86%
2H	Project Specialist	\$209.1	\$156.9	133%	\$164.8	127%
2L	Sr Specialist	\$143.5	\$136.4	105%	\$140.0	102%
3L	Section Manager	\$202.1	\$228.8	88%	\$221.3	91%
1H	Specialist	\$113.6	\$118.5	96%	\$118.5	96%
2H	Project Specialist	\$155.9	\$156.9	99%	\$164.8	95%
2H	Sr Industrial Hygienist	\$174.9	\$156.9	112%	\$164.8	106%
2H	Sr Industrial Hygienist	\$150.8	\$156.9	96%	\$164.8	92%
3L	Section Manager	\$225.4	\$228.8	98%	\$221.3	102%
2L	Sr Specialist	\$167.2	\$136.4	123%	\$140.0	119%
2L	Sr Specialist	\$179.3	\$136.4	131%	\$140.0	128%
2L	Sr Specialist	\$158.8	\$136.4	116%	\$140.0	113%
3L	Technical Specialist	\$222.9	\$228.8	97%	\$221.3	101%
2L	Sr Specialist	\$157.8	\$136.4	116%	\$140.0	113%
2L	Sr Specialist	\$160.1	\$136.4	117%	\$140.0	114%
4L	Director	\$329.7	\$315.6	104%	\$317.4	104%
4L	Director	\$332.4	\$335.8	99%	\$327.1	102%
1H	Specialist	\$104.0	\$119.1	87%	\$119.9	87%
2H	Manager	\$157.4	\$181.2	87%	\$180.2	87%
2H	Sr Scientist	\$154.9	\$170.8	91%	\$167.6	92%
3L	Section Manager	\$226.3	\$236.8	96%	\$247.7	91%
1H	Supervisor	\$121.4	\$158.4	77%	\$149.2	81%
2L	Sr Specialist	\$144.0	\$138.6	104%	\$141.7	102%
2L	Sr Specialist	\$158.7	\$138.6	115%	\$141.7	112%
3L	Section Manager	\$245.5	\$236.8	104%	\$247.7	99%
1H	System Analyst	\$126.3	\$119.1	106%	\$119.9	105%
2H	Manager	\$196.8	\$181.2	109%	\$180.2	109%
2H	Manager	\$178.4	\$181.2	98%	\$180.2	99%
2H	Sr Engineer	\$195.1	\$170.8	114%	\$167.6	116%
2L	Sr Specialist	\$154.8	\$138.6	112%	\$141.7	109%
2L	Sr Specialist	\$158.5	\$138.6	114%	\$141.7	112%
3L	Section Manager	\$239.4	\$236.8	101%	\$247.7	97%
3L	Section Manager	\$220.2	\$236.8	93%	\$247.7	89%
4H	Director +	\$372.0	\$335.8	111%	\$327.1	114%
2H	Manager	\$181.5	\$181.2	100%	\$180.2	101%
2H	Project Specialist	\$203.8	\$181.2	112%	\$180.2	113%
2H	Sr Engineer	\$172.6	\$170.8	101%	\$167.6	103%
2H	Sr Scientist	\$196.2	\$170.8	115%	\$167.6	117%
2L	Engineer	\$153.1	\$138.6	110%	\$141.7	108%
2L	Scientist	\$177.9	\$138.6	128%	\$141.7	126%
2L	Scientist	\$173.7	\$138.6	125%	\$141.7	123%
2L	Sr Specialist	\$168.1	\$158.4	106%	\$149.2	113%
2L	Sr Specialist	\$167.8	\$138.6	121%	\$141.7	118%
2L	Sr Specialist	\$117.4	\$138.6	85%	\$141.7	83%
2L	Sr Specialist	\$184.1	\$138.6	133%	\$141.7	130%
2L	Sr Specialist	\$153.7	\$138.6	111%	\$141.7	108%
2L	Sr Specialist	\$114.0	\$138.6	82%	\$141.7	80%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr Specialist	EHS Field Services	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Field Services	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Field Services	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Field Services	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Field Services	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Field Services	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Field Services	AHS000P3	Environmental Health and Safety
3L	Section Manager	EHS Field Services	AHS000M3	Environmental Health and Safety
1H	Specialist	EHS Field Services	AHS010M1	Environmental Science
1H	Specialist	EHS Field Services	AHS010M1	Environmental Science
1H	Specialist	EHS Field Services	AHS010M1	Environmental Science
1H	Specialist	EHS Field Services	AHS010M1	Environmental Science
1H	Specialist	EHS Field Services	AHS010M1	Environmental Science
2H	Manager	EHS Field Services	AHS010M2	Environmental Science
2H	Manager	EHS Field Services	AHS010M2	Environmental Science
2L	Sr Specialist	EHS Field Services	AHS010M1	Environmental Science
2L	Sr Specialist	EHS Field Services	AHS010M1	Environmental Science
3L	Section Manager	EHS Field Services	AHS010M3	Environmental Science
2H	Sr Engineer	Environment & Steam Ops	AHS010P4	Environmental Science
2H	Sr Scientist	Environment & Steam Ops	AHS010P4	Environmental Science
2L	Engineer	Environment & Steam Ops	AHS010P3	Environmental Science
2L	Sr Specialist	Environment & Steam Ops	AHS010P3	Environmental Science
3L	Section Manager	Environment & Steam Ops	AHS010M3	Environmental Science
1H	Associate Scientist	Environment & Steam Ops	AHS010P2	Environmental Science
1H	Associate Scientist	Environment & Steam Ops	AHS010P2	Environmental Science
2H	Sr Scientist	Environment & Steam Ops	AHS010P4	Environmental Science
2H	Sr Scientist	Environment & Steam Ops	AHS010P4	Environmental Science
2H	Sr Scientist	Environment & Steam Ops	AHS010P4	Environmental Science
2L	Scientist	Environment & Steam Ops	AHS010P3	Environmental Science
2L	Scientist	Environment & Steam Ops	AHS010P3	Environmental Science
3L	Section Manager	Environment & Steam Ops	AHS010M3	Environmental Science
1H	Supervisor	Environment & Steam Ops	AHS000P2	Environmental Health and Safety
2L	Sr Specialist	Environment & Steam Ops	AHS000M1	Environmental Health and Safety
2L	Sr Specialist	Environment & Steam Ops	AHS000M1	Environmental Health and Safety
2L	Sr Specialist	Environment & Steam Ops	AHS000P3	Environmental Health and Safety
3L	Section Manager	Environment & Steam Ops	AHS000M3	Environmental Health and Safety
2L	Sr Specialist	Environment & Steam Ops	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	Environment & Steam Ops	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	Environment & Steam Ops	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	Environment & Steam Ops	AHS000P3	Environmental Health and Safety
3L	Section Manager	Environment & Steam Ops	AHS000M3	Environmental Health and Safety
1H	Specialist	Environment & Steam Ops	AHS000P2	Environmental Health and Safety
2H	Project Specialist	Environment & Steam Ops	AHS000P4	Environmental Health and Safety
2L	Sr Specialist	Environment & Steam Ops	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	Environment & Steam Ops	AHS000P3	Environmental Health and Safety
3L	Section Manager	Environment & Steam Ops	AHS000M3	Environmental Health and Safety
2H	Project Specialist	EHS Operations	AHS000P4	Environmental Health and Safety
2H	Project Specialist	EHS Operations	AHS000P4	Environmental Health and Safety
2H	Project Specialist	EHS Operations	AHS000P4	Environmental Health and Safety
2H	Project Specialist	EHS Operations	AHS000P4	Environmental Health and Safety



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	\$154.3	\$138.6	111%	\$141.7	109%
2L	Sr Specialist	\$150.0	\$138.6	108%	\$141.7	106%
2L	Sr Specialist	\$162.0	\$138.6	117%	\$141.7	114%
2L	Sr Specialist	\$166.7	\$138.6	120%	\$141.7	118%
2L	Sr Specialist	\$154.5	\$138.6	111%	\$141.7	109%
2L	Sr Specialist	\$179.0	\$138.6	129%	\$141.7	126%
2L	Sr Specialist	\$143.4	\$138.6	104%	\$141.7	101%
3L	Section Manager	\$225.4	\$236.8	95%	\$247.7	91%
1H	Specialist	\$161.7	\$180.1	90%	\$175.2	92%
1H	Specialist	\$160.3	\$180.1	89%	\$175.2	92%
1H	Specialist	\$156.2	\$180.1	87%	\$175.2	89%
1H	Specialist	\$162.8	\$180.1	90%	\$175.2	93%
1H	Specialist	\$153.1	\$180.1	85%	\$175.2	87%
2H	Manager	\$180.5	\$211.3	85%	\$203.8	89%
2H	Manager	\$182.6	\$211.3	86%	\$203.8	90%
2L	Sr Specialist	\$192.4	\$180.1	107%	\$175.2	110%
2L	Sr Specialist	\$168.7	\$180.1	94%	\$175.2	96%
3L	Section Manager	\$224.5	\$260.2	86%	\$259.2	87%
2H	Sr Engineer	\$158.7	\$166.6	95%	\$172.2	92%
2H	Sr Scientist	\$155.3	\$166.6	93%	\$172.2	90%
2L	Engineer	\$142.9	\$145.7	98%	\$145.6	98%
2L	Sr Specialist	\$137.2	\$145.7	94%	\$145.6	94%
3L	Section Manager	\$212.7	\$260.2	82%	\$259.2	82%
1H	Associate Scientist	\$126.7	\$113.7	111%	\$117.4	108%
1H	Associate Scientist	\$140.1	\$113.7	123%	\$117.4	119%
2H	Sr Scientist	\$174.6	\$166.6	105%	\$172.2	101%
2H	Sr Scientist	\$145.9	\$166.6	88%	\$172.2	85%
2H	Sr Scientist	\$173.2	\$166.6	104%	\$172.2	101%
2L	Scientist	\$134.1	\$145.7	92%	\$145.6	92%
2L	Scientist	\$136.5	\$145.7	94%	\$145.6	94%
3L	Section Manager	\$215.4	\$260.2	83%	\$259.2	83%
1H	Supervisor	\$147.5	\$119.1	124%	\$119.9	123%
2L	Sr Specialist	\$123.9	\$158.4	78%	\$149.2	83%
2L	Sr Specialist	\$123.5	\$158.4	78%	\$149.2	83%
2L	Sr Specialist	\$181.7	\$138.6	131%	\$141.7	128%
3L	Section Manager	\$229.0	\$236.8	97%	\$247.7	92%
2L	Sr Specialist	\$176.9	\$138.6	128%	\$141.7	125%
2L	Sr Specialist	\$170.9	\$138.6	123%	\$141.7	121%
2L	Sr Specialist	\$170.9	\$138.6	123%	\$141.7	121%
2L	Sr Specialist	\$189.2	\$138.6	137%	\$141.7	134%
3L	Section Manager	\$225.7	\$236.8	95%	\$247.7	91%
1H	Specialist	\$129.0	\$119.1	108%	\$119.9	108%
2H	Project Specialist	\$168.9	\$170.8	99%	\$167.6	101%
2L	Sr Specialist	\$124.9	\$138.6	90%	\$141.7	88%
2L	Sr Specialist	\$145.6	\$138.6	105%	\$141.7	103%
3L	Section Manager	\$176.2	\$236.8	74%	\$247.7	71%
2H	Project Specialist	\$172.6	\$170.8	101%	\$167.6	103%
2H	Project Specialist	\$191.1	\$170.8	112%	\$167.6	114%
2H	Project Specialist	\$198.1	\$170.8	116%	\$167.6	118%
2H	Project Specialist	\$183.8	\$170.8	108%	\$167.6	110%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
3L	Section Manager	EHS Operations	AHS000M3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000M1	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
3H	Department Manager	EHS Operations	AHS000M3	Environmental Health and Safety
4H	Director +	EHS Operations	AHS000M4	Environmental Health and Safety
2H	Manager	EHS Operations	AHS000M2	Environmental Health and Safety
2H	Project Specialist	EHS Operations	AHS000P4	Environmental Health and Safety
2H	Project Specialist	EHS Operations	AHS000P4	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
3H	Department Manager	EHS Operations	AHS000M3	Environmental Health and Safety
3L	Project Manager	EHS Operations	AHS000M3	Environmental Health and Safety
1H	Specialist	EHS Operations	AHS000P2	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
3L	Section Manager	EHS Operations	AHS000M3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
3L	Section Manager	EHS Operations	AHS000M3	Environmental Health and Safety
2H	Manager	EHS Operations	AHS000M2	Environmental Health and Safety
2H	Project Specialist	EHS Operations	AHS000P4	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
3L	Section Manager	EHS Operations	AHS000M3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000M1	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
3L	Section Manager	EHS Operations	AHS000M3	Environmental Health and Safety
2L	Scientist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
3L	Section Manager	EHS Operations	AHS000M3	Environmental Health and Safety
1H	Specialist	EHS Operations	AHS000P2	Environmental Health and Safety
1H	Specialist	EHS Operations	AHS000P2	Environmental Health and Safety
1H	Specialist	EHS Operations	AHS000P2	Environmental Health and Safety
2H	Manager	EHS Operations	AHS000M2	Environmental Health and Safety
2H	Manager	EHS Operations	AHS000M2	Environmental Health and Safety
2H	Manager	EHS Operations	AHS000M2	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2L	Sr Specialist	\$151.5	\$138.6	109%	\$141.7	107%
3L	Section Manager	\$214.1	\$236.8	90%	\$247.7	86%
2L	Sr Specialist	\$165.3	\$158.4	104%	\$149.2	111%
2L	Sr Specialist	\$146.9	\$138.6	106%	\$141.7	104%
2L	Sr Specialist	\$182.0	\$138.6	131%	\$141.7	128%
3H	Department Manager	\$263.1	\$236.8	111%	\$247.7	106%
4H	Director +	\$412.5	\$335.8	123%	\$327.1	126%
2H	Manager	\$183.4	\$181.2	101%	\$180.2	102%
2H	Project Specialist	\$174.9	\$170.8	102%	\$167.6	104%
2H	Project Specialist	\$177.0	\$170.8	104%	\$167.6	106%
2L	Sr Specialist	\$171.9	\$138.6	124%	\$141.7	121%
2L	Sr Specialist	\$165.1	\$138.6	119%	\$141.7	116%
2L	Sr Specialist	\$173.2	\$138.6	125%	\$141.7	122%
2L	Sr Specialist	\$162.6	\$138.6	117%	\$141.7	115%
2L	Sr Specialist	\$203.2	\$138.6	147%	\$141.7	143%
3H	Department Manager	\$234.9	\$236.8	99%	\$247.7	95%
3L	Project Manager	\$214.5	\$236.8	91%	\$247.7	87%
1H	Specialist	\$103.6	\$119.1	87%	\$119.9	86%
2L	Sr Specialist	\$178.5	\$138.6	129%	\$141.7	126%
2L	Sr Specialist	\$157.2	\$138.6	113%	\$141.7	111%
3L	Section Manager	\$216.1	\$236.8	91%	\$247.7	87%
2L	Sr Specialist	\$153.1	\$138.6	110%	\$141.7	108%
2L	Sr Specialist	\$188.4	\$138.6	136%	\$141.7	133%
2L	Sr Specialist	\$162.5	\$138.6	117%	\$141.7	115%
2L	Sr Specialist	\$156.7	\$138.6	113%	\$141.7	111%
2L	Sr Specialist	\$149.5	\$138.6	108%	\$141.7	105%
3L	Section Manager	\$224.7	\$236.8	95%	\$247.7	91%
2H	Manager	\$209.8	\$181.2	116%	\$180.2	116%
2H	Project Specialist	\$173.4	\$170.8	102%	\$167.6	103%
2L	Sr Specialist	\$127.5	\$138.6	92%	\$141.7	90%
2L	Sr Specialist	\$154.6	\$138.6	112%	\$141.7	109%
2L	Sr Specialist	\$168.0	\$138.6	121%	\$141.7	119%
2L	Sr Specialist	\$199.4	\$138.6	144%	\$141.7	141%
3L	Section Manager	\$270.2	\$236.8	114%	\$247.7	109%
2L	Sr Specialist	\$188.9	\$158.4	119%	\$149.2	127%
2L	Sr Specialist	\$112.4	\$138.6	81%	\$141.7	79%
2L	Sr Specialist	\$183.1	\$138.6	132%	\$141.7	129%
2L	Sr Specialist	\$178.6	\$138.6	129%	\$141.7	126%
3L	Section Manager	\$243.8	\$236.8	103%	\$247.7	98%
2L	Scientist	\$165.0	\$138.6	119%	\$141.7	116%
2L	Sr Specialist	\$142.2	\$138.6	103%	\$141.7	100%
2L	Sr Specialist	\$122.2	\$138.6	88%	\$141.7	86%
3L	Section Manager	\$212.6	\$236.8	90%	\$247.7	86%
1H	Specialist	\$155.3	\$119.1	130%	\$119.9	130%
1H	Specialist	\$124.1	\$119.1	104%	\$119.9	104%
1H	Specialist	\$117.4	\$119.1	99%	\$119.9	98%
2H	Manager	\$166.0	\$181.2	92%	\$180.2	92%
2H	Manager	\$153.9	\$181.2	85%	\$180.2	85%
2H	Manager	\$181.2	\$181.2	100%	\$180.2	101%
2L	Sr Specialist	\$168.5	\$138.6	122%	\$141.7	119%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
2L	Sr Specialist	EHS Operations	AHS000P3	Environmental Health and Safety
3L	Section Manager	EHS Operations	AHS000M3	Environmental Health and Safety
1L	Executive Assistant 1L	Off Sr VP Electric Oprs	AAS042U4	Secretarial/Executive Administrative Assistance
1H	Operating Supervisor	Staten Island Apparatus Svcs	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Apparatus Svcs	ETM000M1	Electric Transmission Construction and/or
2L	Planner Field Tech	Staten Island Apparatus Svcs	ETM000P3	Electric Transmission Construction and/or
4H	General Manager Electric	Staten Island Operations	ETM000M4	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
2L	Planner Field Tech	Staten Island Construction	ETM000P3	Electric Transmission Construction and/or
3L	Section Manager	Staten Island Construction	ETM000M3	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
2L	Planner Field Tech	Staten Island Construction	ETM000P3	Electric Transmission Construction and/or
2L	Planner Field Tech	Staten Island Construction	ETM000P3	Electric Transmission Construction and/or
3L	Section Manager	Staten Island Construction	ETM000M3	Electric Transmission Construction and/or
1H	Specialist	Staten Island Construction	ETM000M1	Electric Transmission Construction and/or
2L	Sr Specialist	Staten Island Construction	ETM000P3	Electric Transmission Construction and/or
3H	Department Manager	Staten Island Control Ops	ETM000M3	Electric Transmission Construction and/or
2H	Manager	Staten Island Control Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Staten Island Control Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Staten Island Control Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Staten Island Control Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Staten Island Control Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Staten Island Control Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Staten Island Control Ops	ETM000M2	Electric Transmission Construction and/or
2L	Operating General	Staten Island Control Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Staten Island Control Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Staten Island Control Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Staten Island Control Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Staten Island Control Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Staten Island Control Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Staten Island Control Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Meter Shop	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter Shop	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter Shop	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter Shop	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Transformer Shop	EDD030M1	Electric Distribution/Substation Equipment
1H	Operating Supervisor	Transformer Shop	EDD030M1	Electric Distribution/Substation Equipment
1H	Operating Supervisor	Transformer Shop	EDD030M1	Electric Distribution/Substation Equipment
1H	Operating Supervisor	Transformer Shop	EDD030M1	Electric Distribution/Substation Equipment
2L	Field Operations Planner	Transformer Shop	EDD030M1	Electric Distribution/Substation Equipment
2L	Sr Specialist	Transformer Shop	EDD030M1	Electric Distribution/Substation Equipment
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	\$129.2	\$138.6	93%	\$141.7	91%
2L	Sr Specialist	\$154.8	\$138.6	112%	\$141.7	109%
3L	Section Manager	\$189.5	\$236.8	80%	\$247.7	76%
1L	Executive Assistant 1L	\$114.9	\$120.2	96%	\$116.4	99%
1H	Operating Supervisor	\$157.5	\$168.6	93%	\$173.1	91%
1H	Operating Supervisor	\$157.1	\$168.6	93%	\$173.1	91%
2L	Planner Field Tech Specialist	\$192.0	\$137.6	140%	\$140.4	137%
4H	General Manager Electric Ops	\$355.0	\$382.0	93%	\$384.9	92%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$168.5	\$168.6	100%	\$173.1	97%
1H	Operating Supervisor	\$156.0	\$168.6	93%	\$173.1	90%
1H	Operating Supervisor	\$161.1	\$168.6	96%	\$173.1	93%
1H	Operating Supervisor	\$156.0	\$168.6	93%	\$173.1	90%
2L	Planner Field Tech Specialist	\$198.7	\$137.6	144%	\$140.4	142%
3L	Section Manager	\$251.5	\$274.5	92%	\$286.7	88%
1H	Operating Supervisor	\$170.2	\$168.6	101%	\$173.1	98%
1H	Operating Supervisor	\$144.6	\$168.6	86%	\$173.1	84%
1H	Operating Supervisor	\$158.1	\$168.6	94%	\$173.1	91%
1H	Operating Supervisor	\$151.2	\$168.6	90%	\$173.1	87%
2L	Planner Field Tech Specialist	\$190.6	\$137.6	138%	\$140.4	136%
2L	Planner Field Tech Specialist	\$206.5	\$137.6	150%	\$140.4	147%
3L	Section Manager	\$230.7	\$274.5	84%	\$286.7	80%
1H	Specialist	\$144.9	\$168.6	86%	\$173.1	84%
2L	Sr Specialist	\$169.1	\$137.6	123%	\$140.4	120%
3H	Department Manager	\$254.4	\$274.5	93%	\$286.7	89%
2H	Manager	\$189.9	\$215.4	88%	\$219.9	86%
2H	Manager	\$191.3	\$215.4	89%	\$219.9	87%
2H	Manager	\$194.9	\$215.4	90%	\$219.9	89%
2H	Manager	\$202.3	\$215.4	94%	\$219.9	92%
2H	Manager	\$192.7	\$215.4	89%	\$219.9	88%
2H	Manager	\$199.6	\$215.4	93%	\$219.9	91%
2H	Manager	\$189.3	\$215.4	88%	\$219.9	86%
2L	Operating General Supervisor	\$194.5	\$168.6	115%	\$173.1	112%
2L	Operating General Supervisor	\$182.9	\$168.6	108%	\$173.1	106%
2L	Operating General Supervisor	\$183.2	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$184.5	\$168.6	109%	\$173.1	107%
2L	Operating General Supervisor	\$190.1	\$168.6	113%	\$173.1	110%
2L	Operating General Supervisor	\$152.7	\$168.6	91%	\$173.1	88%
2L	Operating General Supervisor	\$200.2	\$168.6	119%	\$173.1	116%
1H	Operating Supervisor	\$110.1	\$154.6	71%	\$156.3	70%
1H	Operating Supervisor	\$151.7	\$154.6	98%	\$156.3	97%
1H	Operating Supervisor	\$144.7	\$154.6	94%	\$156.3	93%
1H	Operating Supervisor	\$157.4	\$154.6	102%	\$156.3	101%
1H	Operating Supervisor	\$155.3	\$167.2	93%	\$170.7	91%
1H	Operating Supervisor	\$164.0	\$167.2	98%	\$170.7	96%
1H	Operating Supervisor	\$153.8	\$167.2	92%	\$170.7	90%
1H	Operating Supervisor	\$142.9	\$167.2	85%	\$170.7	84%
2L	Field Operations Planner	\$183.3	\$167.2	110%	\$170.7	107%
2L	Sr Specialist	\$170.6	\$167.2	102%	\$170.7	100%
1H	Operating Supervisor	\$135.9	\$154.6	88%	\$156.3	87%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
1H	Operating Supervisor	Meter & Test	EDD070M1	Distribution Meter Services
2L	Planner Field Tech	Electric Construction Networks	AZE120P3	Environmental Engineering
4H	General Manager Electric	Electric Construction Networks	ETM000M4	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
2L	Planner Field Tech	Electric Construction Networks	ETM000P3	Electric Transmission Construction and/or
3L	Section Manager	Electric Construction Networks	ETM000M3	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
2L	Planner Field Tech	Electric Construction Networks	ETM000P3	Electric Transmission Construction and/or
3L	Section Manager	Electric Construction Networks	ETM000M3	Electric Transmission Construction and/or
1H	Operating Supervisor	Electric Construction Networks	ETM000M1	Electric Transmission Construction and/or
2L	Planner Field Tech	Electric Construction Networks	ETM000P3	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
2L	Manager	Bronx & West Electric Constr	ETM000M2	Electric Transmission Construction and/or
2L	Planner Field Tech	Bronx & West Electric Constr	ETM000P3	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
2L	Field Operations Planner	Bronx & West Electric Constr	ETM000P3	Electric Transmission Construction and/or
2L	Planner Field Tech	Bronx & West Electric Constr	ETM000P3	Electric Transmission Construction and/or
3L	Section Manager	Bronx & West Electric Constr	ETM000M3	Electric Transmission Construction and/or
4H	General Manager Electric	Bronx & West Electric Constr	ETM000M4	Electric Transmission Construction and/or

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
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Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
1H	Operating Supervisor	\$165.3	\$154.6	107%	\$156.3	106%
1H	Operating Supervisor	\$151.7	\$154.6	98%	\$156.3	97%
1H	Operating Supervisor	\$149.3	\$154.6	97%	\$156.3	96%
1H	Operating Supervisor	\$151.7	\$154.6	98%	\$156.3	97%
1H	Operating Supervisor	\$156.1	\$154.6	101%	\$156.3	100%
1H	Operating Supervisor	\$149.3	\$154.6	97%	\$156.3	96%
1H	Operating Supervisor	\$154.6	\$154.6	100%	\$156.3	99%
1H	Operating Supervisor	\$159.9	\$154.6	103%	\$156.3	102%
1H	Operating Supervisor	\$160.2	\$154.6	104%	\$156.3	102%
1H	Operating Supervisor	\$154.1	\$154.6	100%	\$156.3	99%
1H	Operating Supervisor	\$157.6	\$154.6	102%	\$156.3	101%
1H	Operating Supervisor	\$164.6	\$154.6	106%	\$156.3	105%
1H	Operating Supervisor	\$135.8	\$154.6	88%	\$156.3	87%
1H	Operating Supervisor	\$150.4	\$154.6	97%	\$156.3	96%
2L	Planner Field Tech Specialist	\$203.2	\$149.4	136%	\$157.3	129%
4H	General Manager Electric Ops	\$356.7	\$382.0	93%	\$384.9	93%
1H	Operating Supervisor	\$164.8	\$168.6	98%	\$173.1	95%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$148.5	\$168.6	88%	\$173.1	86%
1H	Operating Supervisor	\$167.6	\$168.6	99%	\$173.1	97%
1H	Operating Supervisor	\$162.3	\$168.6	96%	\$173.1	94%
1H	Operating Supervisor	\$176.0	\$168.6	104%	\$173.1	102%
2L	Planner Field Tech Specialist	\$177.6	\$137.6	129%	\$140.4	126%
3L	Section Manager	\$250.1	\$274.5	91%	\$286.7	87%
1H	Operating Supervisor	\$167.6	\$168.6	99%	\$173.1	97%
1H	Operating Supervisor	\$116.1	\$168.6	69%	\$173.1	67%
1H	Operating Supervisor	\$170.3	\$168.6	101%	\$173.1	98%
1H	Operating Supervisor	\$163.3	\$168.6	97%	\$173.1	94%
1H	Operating Supervisor	\$146.1	\$168.6	87%	\$173.1	84%
1H	Operating Supervisor	\$156.1	\$168.6	93%	\$173.1	90%
1H	Operating Supervisor	\$165.9	\$168.6	98%	\$173.1	96%
2L	Planner Field Tech Specialist	\$190.0	\$137.6	138%	\$140.4	135%
3L	Section Manager	\$220.7	\$274.5	80%	\$286.7	77%
1H	Operating Supervisor	\$154.8	\$168.6	92%	\$173.1	89%
2L	Planner Field Tech Specialist	\$179.4	\$137.6	130%	\$140.4	128%
1H	Operating Supervisor	\$169.6	\$168.6	101%	\$173.1	98%
1H	Operating Supervisor	\$165.3	\$168.6	98%	\$173.1	95%
1H	Operating Supervisor	\$165.3	\$168.6	98%	\$173.1	95%
2L	Manager	\$188.6	\$215.4	88%	\$219.9	86%
2L	Planner Field Tech Specialist	\$196.1	\$137.6	143%	\$140.4	140%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$163.8	\$168.6	97%	\$173.1	95%
1H	Operating Supervisor	\$159.0	\$168.6	94%	\$173.1	92%
1H	Operating Supervisor	\$167.1	\$168.6	99%	\$173.1	97%
1H	Operating Supervisor	\$166.1	\$168.6	99%	\$173.1	96%
1H	Operating Supervisor	\$164.9	\$168.6	98%	\$173.1	95%
2L	Field Operations Planner	\$198.7	\$137.6	144%	\$140.4	142%
2L	Planner Field Tech Specialist	\$197.6	\$137.6	144%	\$140.4	141%
3L	Section Manager	\$223.5	\$274.5	81%	\$286.7	78%
4H	General Manager Electric Ops	\$357.9	\$382.0	94%	\$384.9	93%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Chief Construction	Bronx & West Electric Constr	EVM000P2	Vegetation Management and Forestry
1H	Chief Construction	Bronx & West Electric Constr	EVM000P2	Vegetation Management and Forestry
1H	Chief Construction	Bronx & West Electric Constr	EVM000P2	Vegetation Management and Forestry
1H	Chief Construction	Bronx & West Electric Constr	EVM000P2	Vegetation Management and Forestry
1H	Chief Construction	Bronx & West Electric Constr	EVM000P2	Vegetation Management and Forestry
1H	Chief Construction	Bronx & West Electric Constr	EVM000P2	Vegetation Management and Forestry
2L	Field Operations Planner	Bronx & West Electric Constr	EVM000P3	Vegetation Management and Forestry
1H	Specialist	Bronx & West Electric Constr	EDD000M1	Energy Delivery/Distribution
1H	Specialist	Bronx & West Electric Constr	EDD000M1	Energy Delivery/Distribution
1H	Specialist	Bronx & West Electric Constr	EDD000M1	Energy Delivery/Distribution
2H	Manager	Bronx & West Electric Constr	EDD000M2	Energy Delivery/Distribution
1H	Operating Supervisor	Bronx & West Electric Constr	ETO000M1	Electric Transmission Operations
1H	Operating Supervisor	Bronx & West Electric Constr	ETO000M1	Electric Transmission Operations
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
2L	Planner Field Tech	Bronx & West Electric Constr	ETM000P3	Electric Transmission Construction and/or
3L	Section Manager	Bronx & West Electric Constr	ETM000M3	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Constr	ETM000M1	Electric Transmission Construction and/or
2L	Planner Field Tech	Bronx & West Electric Constr	ETM000P3	Electric Transmission Construction and/or
3L	Section Manager	Bronx & West Electric Constr	ETM000M3	Electric Transmission Construction and/or
2L	Planner Field Tech	Bronx & West Electric Constr	ETM000P3	Electric Transmission Construction and/or
2L	Sr Specialist	Bronx & West Electric Constr	ETM000P3	Electric Transmission Construction and/or
3L	Section Manager	Bronx & West Electric Constr	ETM000M3	Electric Transmission Construction and/or
4H	General Manager Electric	Bronx & West Electric Ops	ETO000M4	Electric Transmission Operations
2L	Field Operations Planner	Bronx & West Electric Ops	AAY010P3	Business Continuation
2L	Field Operations Planner	Bronx & West Electric Ops	AAY010P3	Business Continuation
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2H	Manager	Bronx & West Electric Ops	ETM000M2	Electric Transmission Construction and/or
2L	Field Operations Planner	Bronx & West Electric Ops	ETM000P3	Electric Transmission Construction and/or
2L	Field Operations Planner	Bronx & West Electric Ops	ETM000P3	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2H	Manager	Bronx & West Electric Ops	ETM000M2	Electric Transmission Construction and/or



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
1H	Chief Construction Inspector	\$150.3	\$116.3	129%	\$118.4	127%
1H	Chief Construction Inspector	\$117.7	\$116.3	101%	\$118.4	99%
1H	Chief Construction Inspector	\$168.4	\$116.3	145%	\$118.4	142%
1H	Chief Construction Inspector	\$156.7	\$116.3	135%	\$118.4	132%
1H	Chief Construction Inspector	\$166.7	\$116.3	143%	\$118.4	141%
1H	Chief Construction Inspector	\$152.3	\$116.3	131%	\$118.4	129%
2L	Field Operations Planner	\$192.3	\$131.9	146%	\$135.4	142%
1H	Specialist	\$113.6	\$160.0	71%	\$159.5	71%
1H	Specialist	\$160.0	\$160.0	100%	\$159.5	100%
1H	Specialist	\$169.1	\$160.0	106%	\$159.5	106%
2H	Manager	\$230.2	\$201.1	115%	\$208.6	110%
1H	Operating Supervisor	\$174.0	\$207.9	84%	\$210.7	83%
1H	Operating Supervisor	\$166.0	\$207.9	80%	\$210.7	79%
1H	Operating Supervisor	\$165.8	\$168.6	98%	\$173.1	96%
1H	Operating Supervisor	\$176.3	\$168.6	105%	\$173.1	102%
1H	Operating Supervisor	\$156.0	\$168.6	93%	\$173.1	90%
1H	Operating Supervisor	\$161.8	\$168.6	96%	\$173.1	93%
2L	Planner Field Tech Specialist	\$195.2	\$137.6	142%	\$140.4	139%
3L	Section Manager	\$232.4	\$274.5	85%	\$286.7	81%
1H	Operating Supervisor	\$127.4	\$168.6	76%	\$173.1	74%
1H	Operating Supervisor	\$176.0	\$168.6	104%	\$173.1	102%
1H	Operating Supervisor	\$165.3	\$168.6	98%	\$173.1	95%
1H	Operating Supervisor	\$169.0	\$168.6	100%	\$173.1	98%
1H	Operating Supervisor	\$176.0	\$168.6	104%	\$173.1	102%
1H	Operating Supervisor	\$168.6	\$168.6	100%	\$173.1	97%
2L	Planner Field Tech Specialist	\$198.7	\$137.6	144%	\$140.4	142%
3L	Section Manager	\$234.0	\$274.5	85%	\$286.7	82%
2L	Planner Field Tech Specialist	\$198.7	\$137.6	144%	\$140.4	142%
2L	Sr Specialist	\$173.8	\$137.6	126%	\$140.4	124%
3L	Section Manager	\$245.7	\$274.5	90%	\$286.7	86%
4H	General Manager Electric Ops	\$377.4	\$422.7	89%	\$440.1	86%
2L	Field Operations Planner	\$187.8	\$141.1	133%	\$144.1	130%
2L	Field Operations Planner	\$185.8	\$141.1	132%	\$144.1	129%
1H	Operating Supervisor	\$155.5	\$168.6	92%	\$173.1	90%
1H	Operating Supervisor	\$157.0	\$168.6	93%	\$173.1	91%
1H	Operating Supervisor	\$153.5	\$168.6	91%	\$173.1	89%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$155.5	\$168.6	92%	\$173.1	90%
1H	Operating Supervisor	\$159.2	\$168.6	94%	\$173.1	92%
1H	Operating Supervisor	\$137.5	\$168.6	82%	\$173.1	79%
1H	Operating Supervisor	\$156.0	\$168.6	93%	\$173.1	90%
2H	Manager	\$215.0	\$215.4	100%	\$219.9	98%
2L	Field Operations Planner	\$193.7	\$137.6	141%	\$140.4	138%
2L	Field Operations Planner	\$198.7	\$137.6	144%	\$140.4	142%
1H	Operating Supervisor	\$149.2	\$168.6	88%	\$173.1	86%
1H	Operating Supervisor	\$155.1	\$168.6	92%	\$173.1	90%
1H	Operating Supervisor	\$162.9	\$168.6	97%	\$173.1	94%
1H	Operating Supervisor	\$166.3	\$168.6	99%	\$173.1	96%
1H	Operating Supervisor	\$175.4	\$168.6	104%	\$173.1	101%
2H	Manager	\$216.3	\$215.4	100%	\$219.9	98%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

*Competitive Positioning of Total Benefits & Compensation*

*- Equals the sum of Total Direct Compensation and the estimated value of employee benefits*

Band	Title	Department	Survey Benchmark Code	Functional Area
2H	Manager	Bronx & West Electric Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Bronx & West Electric Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Bronx & West Electric Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Bronx & West Electric Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Bronx & West Electric Ops	ETM000M2	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bronx & West Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating Supervisor	Bronx & West Electric Ops	ETM000P3	Electric Transmission Construction and/or
2L	Sr Specialist	Bronx & West Electric Ops	ETM000P3	Electric Transmission Construction and/or
2L	Sr Specialist	Bronx & West Electric Ops	ETM000P3	Electric Transmission Construction and/or
3H	Department Manager	Bronx & West Electric Ops	ETM000M3	Electric Transmission Construction and/or
1H	Specialist	Central Support Operations	EDD000P2	Energy Delivery/Distribution
2H	Manager	Central Support Operations	EDD000M2	Energy Delivery/Distribution
2H	Manager	Central Support Operations	EDD000M2	Energy Delivery/Distribution
1H	Specialist	Central Support Operations	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Central Support Operations	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Central Support Operations	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Central Support Operations	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Central Support Operations	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Central Support Operations	EDD000P2	Energy Delivery/Distribution
2H	Manager	Central Support Operations	EDD000M2	Energy Delivery/Distribution
2L	Sr Specialist	Central Support Operations	EDD000M1	Energy Delivery/Distribution
2L	Sr Specialist	Central Support Operations	EDD000M1	Energy Delivery/Distribution
3H	Department Manager	Central Support Operations	EDD000M3	Energy Delivery/Distribution
3L	Project Manager	Central Support Operations	EDD000M3	Energy Delivery/Distribution
3L	Section Manager	Central Support Operations	EDD000M3	Energy Delivery/Distribution
1H	Specialist	Central Support Operations	EDD000P2	Energy Delivery/Distribution
2H	Manager	Central Support Operations	EDD000M2	Energy Delivery/Distribution
1H	Operating Supervisor	BQ Overhead & Services	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	BQ Overhead & Services	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	BQ Overhead & Services	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	BQ Overhead & Services	ETM000M1	Electric Transmission Construction and/or

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:						
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	\$212.4	\$215.4	99%	\$219.9	97%
2H	Manager	\$187.0	\$215.4	87%	\$219.9	85%
2H	Manager	\$195.4	\$215.4	91%	\$219.9	89%
2H	Manager	\$228.8	\$215.4	106%	\$219.9	104%
2H	Manager	\$194.1	\$215.4	90%	\$219.9	88%
2H	Manager	\$191.0	\$215.4	89%	\$219.9	87%
2L	Operating General Supervisor	\$180.3	\$168.6	107%	\$173.1	104%
2L	Operating General Supervisor	\$200.2	\$168.6	119%	\$173.1	116%
2L	Operating General Supervisor	\$183.5	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$197.6	\$168.6	117%	\$173.1	114%
2L	Operating General Supervisor	\$184.2	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$200.2	\$168.6	119%	\$173.1	116%
2L	Operating General Supervisor	\$184.3	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$183.5	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$179.5	\$168.6	106%	\$173.1	104%
2L	Operating General Supervisor	\$181.9	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$190.8	\$168.6	113%	\$173.1	110%
2L	Operating General Supervisor	\$183.3	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$194.1	\$168.6	115%	\$173.1	112%
2L	Operating General Supervisor	\$191.6	\$168.6	114%	\$173.1	111%
2L	Operating General Supervisor	\$176.8	\$168.6	105%	\$173.1	102%
2L	Operating General Supervisor	\$191.5	\$168.6	114%	\$173.1	111%
2L	Operating General Supervisor	\$183.9	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$183.0	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$184.2	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$186.5	\$168.6	111%	\$173.1	108%
2L	Operating Supervisor	\$157.0	\$137.6	114%	\$140.4	112%
2L	Sr Specialist	\$174.4	\$137.6	127%	\$140.4	124%
2L	Sr Specialist	\$189.2	\$137.6	137%	\$140.4	135%
3H	Department Manager	\$283.4	\$274.5	103%	\$286.7	99%
1H	Specialist	\$140.2	\$121.7	115%	\$118.8	118%
2H	Manager	\$157.0	\$201.1	78%	\$208.6	75%
2H	Manager	\$180.1	\$201.1	90%	\$208.6	86%
1H	Specialist	\$117.0	\$121.7	96%	\$118.8	98%
1H	Specialist	\$117.4	\$121.7	96%	\$118.8	99%
1H	Specialist	\$124.6	\$121.7	102%	\$118.8	105%
1H	Specialist	\$118.3	\$121.7	97%	\$118.8	100%
1H	Specialist	\$138.5	\$121.7	114%	\$118.8	117%
2H	Manager	\$169.5	\$201.1	84%	\$208.6	81%
2L	Sr Specialist	\$144.3	\$160.0	90%	\$159.5	90%
2L	Sr Specialist	\$144.1	\$160.0	90%	\$159.5	90%
3H	Department Manager	\$295.8	\$264.1	112%	\$259.9	114%
3L	Project Manager	\$272.0	\$264.1	103%	\$259.9	105%
3L	Section Manager	\$229.4	\$264.1	87%	\$259.9	88%
1H	Specialist	\$115.0	\$121.7	95%	\$118.8	97%
2H	Manager	\$187.9	\$201.1	93%	\$208.6	90%
1H	Operating Supervisor	\$139.7	\$168.6	83%	\$173.1	81%
1H	Operating Supervisor	\$161.6	\$168.6	96%	\$173.1	93%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$163.5	\$168.6	97%	\$173.1	94%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	\$152.4	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$171.7	\$168.6	102%	\$173.1	99%
1H	Operating Supervisor	\$163.3	\$168.6	97%	\$173.1	94%
1H	Operating Supervisor	\$175.4	\$168.6	104%	\$173.1	101%
2L	Planner Field Tech Specialist	\$196.5	\$137.6	143%	\$140.4	140%
3L	Section Manager	\$228.0	\$274.5	83%	\$286.7	80%
4H	General Manager Electric Ops	\$335.1	\$382.0	88%	\$384.9	87%
1H	Operating Supervisor	\$158.5	\$168.6	94%	\$173.1	92%
1H	Operating Supervisor	\$139.3	\$168.6	83%	\$173.1	80%
1H	Operating Supervisor	\$154.8	\$168.6	92%	\$173.1	89%
1H	Operating Supervisor	\$149.6	\$168.6	89%	\$173.1	86%
1H	Operating Supervisor	\$164.3	\$168.6	97%	\$173.1	95%
2H	Manager	\$196.1	\$215.4	91%	\$219.9	89%
2L	Planner Field Tech Specialist	\$184.0	\$137.6	134%	\$140.4	131%
1H	Operating Supervisor	\$162.2	\$168.6	96%	\$173.1	94%
1H	Operating Supervisor	\$159.7	\$168.6	95%	\$173.1	92%
1H	Operating Supervisor	\$145.9	\$168.6	87%	\$173.1	84%
1H	Operating Supervisor	\$164.8	\$168.6	98%	\$173.1	95%
1H	Operating Supervisor	\$158.7	\$168.6	94%	\$173.1	92%
1H	Operating Supervisor	\$146.6	\$168.6	87%	\$173.1	85%
1H	Operating Supervisor	\$144.8	\$168.6	86%	\$173.1	84%
1H	Operating Supervisor	\$163.3	\$168.6	97%	\$173.1	94%
1H	Operating Supervisor	\$142.7	\$168.6	85%	\$173.1	82%
2L	Planner Field Tech Specialist	\$204.1	\$168.6	121%	\$173.1	118%
3L	Section Manager	\$239.0	\$274.5	87%	\$286.7	83%
1H	Operating Supervisor	\$165.3	\$168.6	98%	\$173.1	95%
1H	Operating Supervisor	\$169.4	\$168.6	100%	\$173.1	98%
1H	Operating Supervisor	\$165.3	\$168.6	98%	\$173.1	95%
1H	Operating Supervisor	\$170.0	\$168.6	101%	\$173.1	98%
1H	Operating Supervisor	\$145.0	\$168.6	86%	\$173.1	84%
1H	Operating Supervisor	\$175.8	\$168.6	104%	\$173.1	102%
1H	Operating Supervisor	\$165.3	\$168.6	98%	\$173.1	95%
1H	Operating Supervisor	\$169.6	\$168.6	101%	\$173.1	98%
2L	Planner Field Tech Specialist	\$204.1	\$168.6	121%	\$173.1	118%
2L	Planner Field Tech Specialist	\$197.9	\$137.6	144%	\$140.4	141%
2L	Planner Field Tech Specialist	\$198.4	\$137.6	144%	\$140.4	141%
3L	Section Manager	\$237.9	\$274.5	87%	\$286.7	83%
1H	Operating Supervisor	\$132.9	\$168.6	79%	\$173.1	77%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$157.2	\$168.6	93%	\$173.1	91%
1H	Operating Supervisor	\$163.4	\$168.6	97%	\$173.1	94%
1H	Operating Supervisor	\$148.6	\$168.6	88%	\$173.1	86%
1H	Operating Supervisor	\$156.6	\$168.6	93%	\$173.1	90%
1H	Operating Supervisor	\$163.5	\$168.6	97%	\$173.1	94%
1H	Operating Supervisor	\$167.4	\$168.6	99%	\$173.1	97%
1H	Operating Supervisor	\$129.3	\$168.6	77%	\$173.1	75%
2L	Planner Field Tech Specialist	\$177.7	\$137.6	129%	\$140.4	127%
3L	Section Manager	\$242.8	\$274.5	88%	\$286.7	85%
1H	Operating Supervisor	\$165.5	\$168.6	98%	\$173.1	96%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
1H	Operating Supervisor	\$161.0	\$168.6	95%	\$173.1	93%
1H	Operating Supervisor	\$175.9	\$168.6	104%	\$173.1	102%
1H	Operating Supervisor	\$145.6	\$168.6	86%	\$173.1	84%
1H	Operating Supervisor	\$154.0	\$168.6	91%	\$173.1	89%
1H	Operating Supervisor	\$145.6	\$168.6	86%	\$173.1	84%
1H	Operating Supervisor	\$176.0	\$168.6	104%	\$173.1	102%
1H	Operating Supervisor	\$153.9	\$168.6	91%	\$173.1	89%
1H	Operating Supervisor	\$154.8	\$168.6	92%	\$173.1	89%
2L	Planner Field Tech Specialist	\$198.3	\$137.6	144%	\$140.4	141%
2L	Planner Field Tech Specialist	\$191.0	\$137.6	139%	\$140.4	136%
3L	Section Manager	\$211.7	\$274.5	77%	\$286.7	74%
4H	General Manager Electric Ops	\$377.6	\$382.0	99%	\$384.9	98%
1H	Operating Supervisor	\$167.5	\$168.6	99%	\$173.1	97%
1H	Operating Supervisor	\$171.6	\$168.6	102%	\$173.1	99%
1H	Operating Supervisor	\$165.2	\$168.6	98%	\$173.1	95%
1H	Operating Supervisor	\$117.7	\$168.6	70%	\$173.1	68%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$157.9	\$168.6	94%	\$173.1	91%
1H	Operating Supervisor	\$158.4	\$168.6	94%	\$173.1	91%
1H	Operating Supervisor	\$163.1	\$168.6	97%	\$173.1	94%
1H	Operating Supervisor	\$168.7	\$168.6	100%	\$173.1	97%
2L	Planner Field Tech Specialist	\$204.1	\$168.6	121%	\$173.1	118%
2L	Planner Field Tech Specialist	\$198.5	\$137.6	144%	\$140.4	141%
3L	Section Manager	\$245.1	\$274.5	89%	\$286.7	85%
4H	General Manager Electric Ops	\$337.1	\$422.7	80%	\$440.1	77%
2L	Field Operations Planner	\$193.1	\$141.1	137%	\$144.1	134%
2L	Field Operations Planner	\$199.6	\$141.1	141%	\$144.1	139%
1H	Operating Supervisor	\$148.5	\$207.9	71%	\$210.7	71%
1H	Operating Supervisor	\$169.0	\$207.9	81%	\$210.7	80%
1H	Operating Supervisor	\$174.2	\$207.9	84%	\$210.7	83%
1H	Operating Supervisor	\$161.4	\$207.9	78%	\$210.7	77%
1H	Operating Supervisor	\$134.7	\$207.9	65%	\$210.7	64%
1H	Operating Supervisor	\$159.8	\$207.9	77%	\$210.7	76%
1H	Operating Supervisor	\$176.0	\$207.9	85%	\$210.7	84%
1H	Operating Supervisor	\$152.4	\$207.9	73%	\$210.7	72%
1H	Operating Supervisor	\$158.4	\$207.9	76%	\$210.7	75%
1H	Operating Supervisor	\$166.0	\$207.9	80%	\$210.7	79%
1H	Operating Supervisor	\$175.6	\$207.9	84%	\$210.7	83%
2H	Manager	\$183.6	\$230.6	80%	\$234.6	78%
2L	Field Operations Planner	\$195.9	\$156.2	125%	\$158.4	124%
2L	Field Operations Planner	\$191.2	\$156.2	122%	\$158.4	121%
1H	Operating Supervisor	\$165.8	\$168.6	98%	\$173.1	96%
1H	Operating Supervisor	\$168.5	\$168.6	100%	\$173.1	97%
1H	Operating Supervisor	\$155.1	\$168.6	92%	\$173.1	90%
2H	Manager	\$190.1	\$215.4	88%	\$219.9	86%
2H	Manager	\$192.5	\$215.4	89%	\$219.9	88%
2H	Manager	\$211.8	\$215.4	98%	\$219.9	96%
2H	Manager	\$214.7	\$215.4	100%	\$219.9	98%
2H	Manager	\$198.8	\$215.4	92%	\$219.9	90%
2H	Manager	\$196.4	\$215.4	91%	\$219.9	89%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

*Competitive Positioning of Total Benefits & Compensation*

*- Equals the sum of Total Direct Compensation and the estimated value of employee benefits*

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Manager	Bklyn & Qns Electric Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Bklyn & Qns Electric Ops	ETM000M2	Electric Transmission Construction and/or
2H	Manager	Bklyn & Qns Electric Ops	ETM000M2	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Operating General	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Sr Specialist	Bklyn & Qns Electric Ops	ETM000M1	Electric Transmission Construction and/or
2L	Sr Specialist	Bklyn & Qns Electric Ops	ETM000P3	Electric Transmission Construction and/or
3H	Department Manager	Bklyn & Qns Electric Ops	ETM000M3	Electric Transmission Construction and/or
2L	Field Operations Planner	Bklyn & Qns Electric Ops	AZE120P3	Environmental Engineering
1H	Analyst	Off Of VP Manhattan	CAM000S2	Account/Relationship Management
1H	Analyst	Off Of VP Manhattan	CAM000S2	Account/Relationship Management
1H	Specialist	Off Of VP Manhattan	CAM000S2	Account/Relationship Management
2H	Manager	Off Of VP Manhattan	CAM000M2	Account/Relationship Management
4H	General Manager Electric	Manhattan Electric Operations	ETM000M4	Electric Transmission Construction and/or
1H	Specialist	Manhattan Electric Operations	EDD000M1	Energy Delivery/Distribution
1H	Specialist	Manhattan Electric Operations	EDD000M1	Energy Delivery/Distribution
1H	Specialist	Manhattan Electric Operations	EDD000M1	Energy Delivery/Distribution
1H	Specialist	Manhattan Electric Operations	EDD000M1	Energy Delivery/Distribution
1H	Specialist	Manhattan Electric Operations	EDD000M1	Energy Delivery/Distribution
1H	Specialist	Manhattan Electric Operations	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Manhattan Electric Operations	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Manhattan Electric Operations	EDD000P2	Energy Delivery/Distribution



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2H	Manager	\$212.9	\$215.4	99%	\$219.9	97%
2H	Manager	\$227.9	\$215.4	106%	\$219.9	104%
2H	Manager	\$192.0	\$215.4	89%	\$219.9	87%
2L	Operating General Supervisor	\$184.7	\$168.6	110%	\$173.1	107%
2L	Operating General Supervisor	\$181.8	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$184.3	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$181.9	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$186.1	\$168.6	110%	\$173.1	108%
2L	Operating General Supervisor	\$183.2	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$183.5	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$200.2	\$168.6	119%	\$173.1	116%
2L	Operating General Supervisor	\$181.9	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$188.6	\$168.6	112%	\$173.1	109%
2L	Operating General Supervisor	\$182.7	\$168.6	108%	\$173.1	106%
2L	Operating General Supervisor	\$192.5	\$168.6	114%	\$173.1	111%
2L	Operating General Supervisor	\$181.9	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$185.4	\$168.6	110%	\$173.1	107%
2L	Operating General Supervisor	\$178.7	\$168.6	106%	\$173.1	103%
2L	Operating General Supervisor	\$184.2	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$200.2	\$168.6	119%	\$173.1	116%
2L	Operating General Supervisor	\$194.6	\$168.6	115%	\$173.1	112%
2L	Operating General Supervisor	\$184.4	\$168.6	109%	\$173.1	107%
2L	Operating General Supervisor	\$187.1	\$168.6	111%	\$173.1	108%
2L	Operating General Supervisor	\$186.6	\$168.6	111%	\$173.1	108%
2L	Operating General Supervisor	\$184.3	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$186.6	\$168.6	111%	\$173.1	108%
2L	Operating General Supervisor	\$181.9	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$194.6	\$168.6	115%	\$173.1	112%
2L	Operating General Supervisor	\$184.7	\$168.6	110%	\$173.1	107%
2L	Operating General Supervisor	\$188.8	\$168.6	112%	\$173.1	109%
2L	Operating General Supervisor	\$182.0	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$191.9	\$168.6	114%	\$173.1	111%
2L	Operating General Supervisor	\$182.0	\$168.6	108%	\$173.1	105%
2L	Sr Specialist	\$158.0	\$168.6	94%	\$173.1	91%
2L	Sr Specialist	\$170.8	\$137.6	124%	\$140.4	122%
3H	Department Manager	\$271.8	\$274.5	99%	\$286.7	95%
2L	Field Operations Planner	\$183.3	\$149.4	123%	\$157.3	117%
1H	Analyst	\$135.5	\$108.7	125%	\$108.8	125%
1H	Analyst	\$105.8	\$108.7	97%	\$108.8	97%
1H	Specialist	\$104.2	\$108.7	96%	\$108.8	96%
2H	Manager	\$203.6	\$207.0	98%	\$209.7	97%
4H	General Manager Electric Ops	\$356.2	\$382.0	93%	\$384.9	93%
1H	Specialist	\$164.7	\$160.0	103%	\$159.5	103%
1H	Specialist	\$137.4	\$160.0	86%	\$159.5	86%
1H	Specialist	\$149.2	\$160.0	93%	\$159.5	94%
1H	Specialist	\$128.6	\$160.0	80%	\$159.5	81%
1H	Specialist	\$122.1	\$160.0	76%	\$159.5	77%
1H	Specialist	\$116.0	\$121.7	95%	\$118.8	98%
1H	Specialist	\$138.1	\$121.7	114%	\$118.8	116%
1H	Specialist	\$122.7	\$121.7	101%	\$118.8	103%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2H	Manager	\$184.2	\$201.1	92%	\$208.6	88%
2L	Field Operations Planner	\$199.0	\$141.1	141%	\$144.1	138%
2L	Planner Field Tech Specialist	\$195.9	\$141.1	139%	\$144.1	136%
1H	Operating Supervisor	\$125.7	\$168.6	75%	\$173.1	73%
1H	Operating Supervisor	\$152.9	\$168.6	91%	\$173.1	88%
1H	Operating Supervisor	\$155.5	\$168.6	92%	\$173.1	90%
1H	Operating Supervisor	\$162.3	\$168.6	96%	\$173.1	94%
1H	Operating Supervisor	\$155.8	\$168.6	92%	\$173.1	90%
1H	Operating Supervisor	\$168.4	\$168.6	100%	\$173.1	97%
1H	Operating Supervisor	\$155.8	\$168.6	92%	\$173.1	90%
1H	Operating Supervisor	\$153.5	\$168.6	91%	\$173.1	89%
2H	Manager	\$209.6	\$215.4	97%	\$219.9	95%
2L	Field Operations Planner	\$187.4	\$168.6	111%	\$173.1	108%
2L	Field Operations Planner	\$183.2	\$137.6	133%	\$140.4	130%
2H	Manager	\$215.0	\$215.4	100%	\$219.9	98%
2H	Manager	\$206.5	\$215.4	96%	\$219.9	94%
2H	Manager	\$191.3	\$215.4	89%	\$219.9	87%
2H	Manager	\$193.5	\$215.4	90%	\$219.9	88%
2H	Manager	\$195.9	\$215.4	91%	\$219.9	89%
2H	Manager	\$187.6	\$215.4	87%	\$219.9	85%
2H	Manager	\$209.3	\$215.4	97%	\$219.9	95%
2H	Manager	\$213.3	\$215.4	99%	\$219.9	97%
2H	Manager	\$163.1	\$215.4	76%	\$219.9	74%
2L	Operating General Supervisor	\$183.8	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$181.4	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$182.7	\$168.6	108%	\$173.1	106%
2L	Operating General Supervisor	\$183.0	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$182.5	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$179.3	\$168.6	106%	\$173.1	104%
2L	Operating General Supervisor	\$187.3	\$168.6	111%	\$173.1	108%
2L	Operating General Supervisor	\$187.3	\$168.6	111%	\$173.1	108%
2L	Operating General Supervisor	\$184.2	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$183.4	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$182.7	\$168.6	108%	\$173.1	106%
2L	Operating General Supervisor	\$183.3	\$168.6	109%	\$173.1	106%
2L	Operating General Supervisor	\$182.4	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$181.9	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$181.9	\$168.6	108%	\$173.1	105%
2L	Operating General Supervisor	\$190.8	\$168.6	113%	\$173.1	110%
2L	Operating General Supervisor	\$189.9	\$168.6	113%	\$173.1	110%
2L	Operating General Supervisor	\$183.5	\$168.6	109%	\$173.1	106%
2L	Sr Specialist	\$169.5	\$137.6	123%	\$140.4	121%
2L	Sr Specialist	\$183.0	\$137.6	133%	\$140.4	130%
3H	Department Manager	\$251.6	\$274.5	92%	\$286.7	88%
4H	General Manager Electric Ops	\$363.5	\$382.0	95%	\$384.9	94%
1H	Operating Supervisor	\$124.9	\$168.6	74%	\$173.1	72%
1H	Operating Supervisor	\$134.4	\$168.6	80%	\$173.1	78%
1H	Operating Supervisor	\$133.0	\$168.6	79%	\$173.1	77%
1H	Operating Supervisor	\$157.0	\$168.6	93%	\$173.1	91%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
1H	Operating Supervisor	\$114.0	\$168.6	68%	\$173.1	66%
2L	Planner Field Tech Specialist	\$177.4	\$168.6	105%	\$173.1	102%
3L	Section Manager	\$242.4	\$274.5	88%	\$286.7	85%
1H	Operating Supervisor	\$173.6	\$168.6	103%	\$173.1	100%
1H	Operating Supervisor	\$114.1	\$168.6	68%	\$173.1	66%
1H	Operating Supervisor	\$158.6	\$168.6	94%	\$173.1	92%
1H	Operating Supervisor	\$134.6	\$168.6	80%	\$173.1	78%
1H	Operating Supervisor	\$155.6	\$168.6	92%	\$173.1	90%
1H	Operating Supervisor	\$155.6	\$168.6	92%	\$173.1	90%
1H	Operating Supervisor	\$129.6	\$168.6	77%	\$173.1	75%
2L	Planner Field Tech Specialist	\$193.4	\$137.6	141%	\$140.4	138%
3L	Section Manager	\$247.5	\$274.5	90%	\$286.7	86%
1H	Operating Supervisor	\$158.0	\$168.6	94%	\$173.1	91%
1H	Operating Supervisor	\$143.6	\$168.6	85%	\$173.1	83%
1H	Operating Supervisor	\$151.7	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$153.2	\$168.6	91%	\$173.1	88%
1H	Operating Supervisor	\$132.9	\$168.6	79%	\$173.1	77%
1H	Operating Supervisor	\$157.4	\$168.6	93%	\$173.1	91%
1H	Operating Supervisor	\$126.7	\$168.6	75%	\$173.1	73%
2L	Planner Field Tech Specialist	\$198.1	\$137.6	144%	\$140.4	141%
3L	Section Manager	\$234.6	\$274.5	85%	\$286.7	82%
1H	Operating Supervisor	\$154.5	\$168.6	92%	\$173.1	89%
1H	Operating Supervisor	\$156.1	\$168.6	93%	\$173.1	90%
1H	Operating Supervisor	\$155.3	\$168.6	92%	\$173.1	90%
1H	Operating Supervisor	\$158.0	\$168.6	94%	\$173.1	91%
1H	Operating Supervisor	\$141.7	\$168.6	84%	\$173.1	82%
1H	Operating Supervisor	\$161.4	\$168.6	96%	\$173.1	93%
2L	Planner Field Tech Specialist	\$198.7	\$137.6	144%	\$140.4	142%
3L	Section Manager	\$233.2	\$274.5	85%	\$286.7	81%
1H	Operating Supervisor	\$158.9	\$168.6	94%	\$173.1	92%
1H	Operating Supervisor	\$159.0	\$168.6	94%	\$173.1	92%
1H	Operating Supervisor	\$171.2	\$168.6	102%	\$173.1	99%
1H	Operating Supervisor	\$120.4	\$168.6	71%	\$173.1	70%
1H	Operating Supervisor	\$174.7	\$168.6	104%	\$173.1	101%
1H	Operating Supervisor	\$166.6	\$168.6	99%	\$173.1	96%
2L	Planner Field Tech Specialist	\$184.2	\$137.6	134%	\$140.4	131%
2L	Planner Field Tech Specialist	\$188.1	\$137.6	137%	\$140.4	134%
3L	Section Manager	\$240.7	\$274.5	88%	\$286.7	84%
1H	Operating Supervisor	\$152.2	\$168.6	90%	\$173.1	88%
1H	Operating Supervisor	\$159.0	\$168.6	94%	\$173.1	92%
1H	Operating Supervisor	\$129.6	\$168.6	77%	\$173.1	75%
1H	Operating Supervisor	\$168.2	\$168.6	100%	\$173.1	97%
1H	Operating Supervisor	\$165.6	\$168.6	98%	\$173.1	96%
1H	Operating Supervisor	\$153.3	\$168.6	91%	\$173.1	89%
2L	Planner Field Tech Specialist	\$187.4	\$137.6	136%	\$140.4	133%
3L	Section Manager	\$239.1	\$274.5	87%	\$286.7	83%
1H	Operating Supervisor	\$157.2	\$168.6	93%	\$173.1	91%
1H	Operating Supervisor	\$164.2	\$168.6	97%	\$173.1	95%
1H	Operating Supervisor	\$159.0	\$168.6	94%	\$173.1	92%
1H	Operating Supervisor	\$161.8	\$168.6	96%	\$173.1	93%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Operating Supervisor	Manhattan Elect Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Manhattan Elect Construction	ETM000M1	Electric Transmission Construction and/or
2L	Planner Field Tech	Manhattan Elect Construction	ETM000P3	Electric Transmission Construction and/or
3L	Section Manager	Manhattan Elect Construction	ETM000M3	Electric Transmission Construction and/or
1H	Operating Supervisor	Manhattan Elect Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Manhattan Elect Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Manhattan Elect Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Manhattan Elect Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Manhattan Elect Construction	ETM000M1	Electric Transmission Construction and/or
1H	Operating Supervisor	Manhattan Elect Construction	ETM000M1	Electric Transmission Construction and/or
2H	Manager	Manhattan Elect Construction	ETM000M2	Electric Transmission Construction and/or
2L	Planner Field Tech	Manhattan Elect Construction	ETM000M1	Electric Transmission Construction and/or
2L	Sr Specialist	Distribution Engineering	EDD080P3	Quality Control/Inspection
2L	Sr Specialist	Distribution Engineering	EDD080P3	Quality Control/Inspection
1H	Engineering Supervisor	Distribution Engineering	EDD030M1	Electric Distribution/Substation Equipment
1H	Engineering Supervisor	Distribution Engineering	EDD030M1	Electric Distribution/Substation Equipment
1H	Engineering Supervisor	Distribution Engineering	EDD030M1	Electric Distribution/Substation Equipment
1H	Operating Supervisor	Distribution Engineering	EDD030M1	Electric Distribution/Substation Equipment
1H	Operating Supervisor	Distribution Engineering	EDD030M1	Electric Distribution/Substation Equipment
2H	Manager	Distribution Engineering	EDD030M2	Electric Distribution/Substation Equipment
2H	Manager	Distribution Engineering	EDD030M2	Electric Distribution/Substation Equipment
2H	Manager	Distribution Engineering	EDD030M2	Electric Distribution/Substation Equipment
2H	Manager	Distribution Engineering	EDD030M2	Electric Distribution/Substation Equipment
2H	Manager	Distribution Engineering	EDD030M2	Electric Distribution/Substation Equipment
2H	Sr Engineer	Distribution Engineering	EDD030M2	Electric Distribution/Substation Equipment
2H	Manager	Distribution Engineering	ETO005M2	Electric Transmission System Operations -
2H	Sr Engineer	Distribution Engineering	ETO005M2	Electric Transmission System Operations -
2H	Sr Engineer	Distribution Engineering	ETO005M2	Electric Transmission System Operations -
2H	Sr Engineer	Distribution Engineering	ETO005P4	Electric Transmission System Operations -
2H	Sr Engineer	Distribution Engineering	ETO005P4	Electric Transmission System Operations -
2H	Sr Engineer	Distribution Engineering	ETO005P4	Electric Transmission System Operations -
2H	Sr Engineer	Distribution Engineering	ETO005P4	Electric Transmission System Operations -
3H	Department Manager	Distribution Engineering	ETO005M3	Electric Transmission System Operations -
1H	District Manager	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
2H	Manager	Energy Svcs Brooklyn & Queens	EDD000M2	Energy Delivery/Distribution
2H	Manager	Energy Svcs Brooklyn & Queens	EDD000M2	Energy Delivery/Distribution
2H	Manager	Energy Svcs Brooklyn & Queens	EDD000M2	Energy Delivery/Distribution
2H	Manager	Energy Svcs Brooklyn & Queens	EDD000M2	Energy Delivery/Distribution
3H	Department Manager	Energy Svcs Brooklyn & Queens	EDD000M3	Energy Delivery/Distribution
1H	Customer Project Manager	Energy Svcs Brooklyn & Queens	EDD000P2	Energy Delivery/Distribution
1H	District Manager	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
1H	District Manager	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
1H	District Manager	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
1H	District Manager	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
1H	District Manager	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
1H	District Manager	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
1H	District Manager	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
1H	District Manager	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
1H	Specialist	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution
1H	Specialist	Energy Svcs Brooklyn & Queens	EDD000M1	Energy Delivery/Distribution

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
1H	Operating Supervisor	\$179.9	\$168.6	107%	\$173.1	104%
1H	Operating Supervisor	\$168.0	\$168.6	100%	\$173.1	97%
2L	Planner Field Tech Specialist	\$195.2	\$137.6	142%	\$140.4	139%
3L	Section Manager	\$250.8	\$274.5	91%	\$286.7	87%
1H	Operating Supervisor	\$148.5	\$168.6	88%	\$173.1	86%
1H	Operating Supervisor	\$149.0	\$168.6	88%	\$173.1	86%
1H	Operating Supervisor	\$145.6	\$168.6	86%	\$173.1	84%
1H	Operating Supervisor	\$145.3	\$168.6	86%	\$173.1	84%
1H	Operating Supervisor	\$150.5	\$168.6	89%	\$173.1	87%
1H	Operating Supervisor	\$148.1	\$168.6	88%	\$173.1	86%
2H	Manager	\$222.6	\$215.4	103%	\$219.9	101%
2L	Planner Field Tech Specialist	\$174.3	\$168.6	103%	\$173.1	101%
2L	Sr Specialist	\$162.6	\$156.6	104%	\$160.4	101%
2L	Sr Specialist	\$183.0	\$156.6	117%	\$160.4	114%
1H	Engineering Supervisor	\$157.0	\$167.2	94%	\$170.7	92%
1H	Engineering Supervisor	\$146.1	\$167.2	87%	\$170.7	86%
1H	Engineering Supervisor	\$150.6	\$167.2	90%	\$170.7	88%
1H	Operating Supervisor	\$152.7	\$167.2	91%	\$170.7	89%
1H	Operating Supervisor	\$152.2	\$167.2	91%	\$170.7	89%
2H	Manager	\$175.4	\$231.4	76%	\$226.0	78%
2H	Manager	\$151.6	\$231.4	66%	\$226.0	67%
2H	Manager	\$187.5	\$231.4	81%	\$226.0	83%
2H	Manager	\$204.9	\$231.4	89%	\$226.0	91%
2H	Manager	\$180.3	\$231.4	78%	\$226.0	80%
2H	Sr Engineer	\$209.5	\$231.4	91%	\$226.0	93%
2H	Manager	\$176.4	\$234.5	75%	\$229.1	77%
2H	Sr Engineer	\$172.6	\$234.5	74%	\$229.1	75%
2H	Sr Engineer	\$215.1	\$234.5	92%	\$229.1	94%
2H	Sr Engineer	\$167.4	\$184.4	91%	\$190.6	88%
2H	Sr Engineer	\$172.3	\$184.4	93%	\$190.6	90%
2H	Sr Engineer	\$173.2	\$184.4	94%	\$190.6	91%
2H	Sr Engineer	\$172.8	\$184.4	94%	\$190.6	91%
3H	Department Manager	\$252.2	\$288.5	87%	\$292.3	86%
1H	District Manager	\$120.4	\$160.0	75%	\$159.5	76%
2H	Manager	\$202.5	\$201.1	101%	\$208.6	97%
2H	Manager	\$207.6	\$201.1	103%	\$208.6	100%
2H	Manager	\$203.4	\$201.1	101%	\$208.6	98%
2H	Manager	\$207.1	\$201.1	103%	\$208.6	99%
3H	Department Manager	\$300.7	\$264.1	114%	\$259.9	116%
1H	Customer Project Manager A	\$166.8	\$121.7	137%	\$118.8	140%
1H	District Manager	\$124.4	\$160.0	78%	\$159.5	78%
1H	District Manager	\$148.7	\$160.0	93%	\$159.5	93%
1H	District Manager	\$165.1	\$160.0	103%	\$159.5	104%
1H	District Manager	\$150.3	\$160.0	94%	\$159.5	94%
1H	District Manager	\$163.1	\$160.0	102%	\$159.5	102%
1H	District Manager	\$163.4	\$160.0	102%	\$159.5	102%
1H	District Manager	\$173.9	\$160.0	109%	\$159.5	109%
1H	District Manager	\$173.2	\$160.0	108%	\$159.5	109%
1H	Specialist	\$143.4	\$160.0	90%	\$159.5	90%
1H	Specialist	\$114.4	\$160.0	71%	\$159.5	72%





## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:						
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
1H	Specialist	\$139.7	\$121.7	115%	\$118.8	118%
2H	Manager	\$190.3	\$201.1	95%	\$208.6	91%
3H	Operations Manager	\$265.3	\$264.1	100%	\$259.9	102%
4H	GM Central Energy Service	\$357.4	\$389.4	92%	\$370.2	97%
1H	District Manager	\$163.4	\$160.0	102%	\$159.5	102%
1H	District Manager	\$158.8	\$160.0	99%	\$159.5	100%
1H	District Manager	\$171.5	\$160.0	107%	\$159.5	108%
1H	District Manager	\$134.4	\$160.0	84%	\$159.5	84%
1H	District Manager	\$155.5	\$160.0	97%	\$159.5	97%
1H	Specialist	\$135.2	\$160.0	84%	\$159.5	85%
2H	Manager	\$209.4	\$201.1	104%	\$208.6	100%
2H	Manager	\$200.6	\$201.1	100%	\$208.6	96%
2H	Manager	\$199.0	\$201.1	99%	\$208.6	95%
2H	Manager	\$196.9	\$201.1	98%	\$208.6	94%
3H	Department Manager	\$261.8	\$264.1	99%	\$259.9	101%
2H	Manager	\$210.7	\$201.1	105%	\$208.6	101%
2H	Department Manager	\$204.7	\$264.1	78%	\$259.9	79%
2H	Manager	\$204.8	\$201.1	102%	\$208.6	98%
1H	District Manager	\$164.8	\$160.0	103%	\$159.5	103%
1H	District Manager	\$152.9	\$160.0	96%	\$159.5	96%
1H	District Manager	\$148.1	\$160.0	93%	\$159.5	93%
1H	District Manager	\$164.7	\$160.0	103%	\$159.5	103%
1H	District Manager	\$134.9	\$160.0	84%	\$159.5	85%
1H	District Manager	\$164.7	\$160.0	103%	\$159.5	103%
1H	District Manager	\$148.1	\$160.0	93%	\$159.5	93%
1H	District Manager	\$164.7	\$160.0	103%	\$159.5	103%
1H	District Manager	\$163.7	\$121.7	134%	\$118.8	138%
2H	Manager	\$200.8	\$201.1	100%	\$208.6	96%
2H	Manager	\$179.0	\$201.1	89%	\$208.6	86%
2H	Manager	\$198.7	\$201.1	99%	\$208.6	95%
1H	District Manager	\$161.3	\$160.0	101%	\$159.5	101%
2H	Manager	\$180.0	\$201.1	90%	\$208.6	86%
1H	Specialist	\$141.2	\$160.0	88%	\$159.5	89%
2L	Engineer	\$184.4	\$135.7	136%	\$143.7	128%
2L	Sr Analyst	\$141.4	\$135.7	104%	\$143.7	98%
2L	Sr Analyst	\$166.2	\$135.7	123%	\$143.7	116%
2L	Sr Specialist	\$144.0	\$135.7	106%	\$143.7	100%
3L	Section Manager	\$249.9	\$324.2	77%	\$310.4	81%
2H	Project Specialist	\$164.3	\$157.7	104%	\$172.7	95%
2H	Project Specialist	\$178.7	\$157.7	113%	\$172.7	103%
4L	Director	\$307.1	\$372.2	83%	\$375.7	82%
1H	Sr Auditor	\$153.3	\$100.4	153%	\$108.0	142%
2H	Project Auditor	\$161.9	\$157.7	103%	\$172.7	94%
2H	Project Auditor	\$166.4	\$157.7	106%	\$172.7	96%
2H	Project Auditor	\$201.5	\$157.7	128%	\$172.7	117%
2H	Project Auditor	\$189.7	\$157.7	120%	\$172.7	110%
2H	Project Auditor	\$185.5	\$157.7	118%	\$172.7	107%
2H	Project Auditor	\$161.0	\$157.7	102%	\$172.7	93%
2H	Project Auditor	\$159.3	\$157.7	101%	\$172.7	92%
2H	Project Auditor	\$163.3	\$157.7	103%	\$172.7	95%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code	Functional Area
2H	Project Auditor	EHS Operations and IT	AFU000P4	Audit and Financial/Business Controls
2H	Project Auditor	EHS Operations and IT	AFU000P4	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	EHS Operations and IT	AFU000P3	Audit and Financial/Business Controls
3L	Section Manager	EHS Operations and IT	AFU000M3	Audit and Financial/Business Controls
3L	Section Manager	EHS Operations and IT	AFU000M3	Audit and Financial/Business Controls
3L	Section Manager	EHS Operations and IT	AFU000M3	Audit and Financial/Business Controls
3L	Section Manager	EHS Operations and IT	AFU000M3	Audit and Financial/Business Controls
4L	Director	EHS Operations and IT	AFU000M4	Audit and Financial/Business Controls
2H	Project Auditor	Cust Ops Finance & Procur	AFU000P4	Audit and Financial/Business Controls
2H	Project Auditor	Cust Ops Finance & Procur	AFU000P4	Audit and Financial/Business Controls
2H	Project Auditor	Cust Ops Finance & Procur	AFU000P4	Audit and Financial/Business Controls
2H	Project Auditor	Cust Ops Finance & Procur	AFU000P4	Audit and Financial/Business Controls
2H	Project Auditor	Cust Ops Finance & Procur	AFU000P4	Audit and Financial/Business Controls
2H	Project Auditor	Cust Ops Finance & Procur	AFU000P4	Audit and Financial/Business Controls
2H	Project Auditor	Cust Ops Finance & Procur	AFU000P4	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
2L	Sr Auditor	Cust Ops Finance & Procur	AFU000P3	Audit and Financial/Business Controls
3H	Director	Cust Ops Finance & Procur	AFU000M4	Audit and Financial/Business Controls
3L	Section Manager	Cust Ops Finance & Procur	AFU000M3	Audit and Financial/Business Controls
3L	Section Manager	Cust Ops Finance & Procur	AFU000M3	Audit and Financial/Business Controls
1L	Executive Assistant 1L	Law	AAS042U4	Secretarial/Executive Administrative Assistance
63	Sr Attorney	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
66	Associate General Counsel	Comm Trans, Corp & Finance	ALG000M4	Legal Generalist/Multidiscipline
63	Sr Attorney	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
63	Sr Attorney	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
63	Sr Attorney	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
64	Associate Counsel	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
64	Associate Counsel	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
64	Associate Counsel	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
64	Associate Counsel	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
64	Associate Counsel	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
65	Assistant General Counsel	Comm Trans, Corp & Finance	ALG000M4	Legal Generalist/Multidiscipline

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Auditor	\$158.8	\$157.7	101%	\$172.7	92%
2H	Project Auditor	\$181.9	\$157.7	115%	\$172.7	105%
2L	Sr Auditor	\$156.9	\$134.8	116%	\$136.4	115%
2L	Sr Auditor	\$169.5	\$134.8	126%	\$136.4	124%
2L	Sr Auditor	\$158.1	\$134.8	117%	\$136.4	116%
2L	Sr Auditor	\$152.4	\$134.8	113%	\$136.4	112%
2L	Sr Auditor	\$162.2	\$134.8	120%	\$136.4	119%
2L	Sr Auditor	\$167.1	\$134.8	124%	\$136.4	122%
2L	Sr Auditor	\$166.0	\$134.8	123%	\$136.4	122%
2L	Sr Auditor	\$159.2	\$134.8	118%	\$136.4	117%
2L	Sr Auditor	\$132.9	\$134.8	99%	\$136.4	97%
2L	Sr Auditor	\$176.1	\$134.8	131%	\$136.4	129%
2L	Sr Auditor	\$133.9	\$134.8	99%	\$136.4	98%
2L	Sr Auditor	\$166.6	\$134.8	124%	\$136.4	122%
3L	Section Manager	\$198.9	\$266.7	75%	\$261.6	76%
3L	Section Manager	\$197.6	\$266.7	74%	\$261.6	76%
3L	Section Manager	\$217.0	\$266.7	81%	\$261.6	83%
3L	Section Manager	\$214.6	\$266.7	80%	\$261.6	82%
4L	Director	\$305.6	\$372.2	82%	\$375.7	81%
2H	Project Auditor	\$135.8	\$157.7	86%	\$172.7	79%
2H	Project Auditor	\$149.5	\$157.7	95%	\$172.7	87%
2H	Project Auditor	\$167.3	\$157.7	106%	\$172.7	97%
2H	Project Auditor	\$173.1	\$157.7	110%	\$172.7	100%
2H	Project Auditor	\$166.8	\$157.7	106%	\$172.7	97%
2H	Project Auditor	\$146.9	\$157.7	93%	\$172.7	85%
2H	Project Auditor	\$170.6	\$157.7	108%	\$172.7	99%
2L	Sr Auditor	\$124.1	\$134.8	92%	\$136.4	91%
2L	Sr Auditor	\$152.8	\$134.8	113%	\$136.4	112%
2L	Sr Auditor	\$156.2	\$134.8	116%	\$136.4	115%
2L	Sr Auditor	\$121.8	\$134.8	90%	\$136.4	89%
2L	Sr Auditor	\$146.0	\$134.8	108%	\$136.4	107%
2L	Sr Auditor	\$123.1	\$134.8	91%	\$136.4	90%
2L	Sr Auditor	\$131.9	\$134.8	98%	\$136.4	97%
2L	Sr Auditor	\$144.6	\$134.8	107%	\$136.4	106%
2L	Sr Auditor	\$135.7	\$134.8	101%	\$136.4	99%
2L	Sr Auditor	\$135.5	\$134.8	100%	\$136.4	99%
3H	Director	\$233.1	\$372.2	63%	\$375.7	62%
3L	Section Manager	\$205.8	\$266.7	77%	\$261.6	79%
3L	Section Manager	\$208.3	\$266.7	78%	\$261.6	80%
1L	Executive Assistant 1L	\$140.6	\$120.2	117%	\$116.4	121%
63	Sr Attorney	\$196.4	\$325.1	60%	\$350.3	56%
66	Associate General Counsel	\$479.1	\$366.4	131%	\$383.0	125%
63	Sr Attorney	\$228.7	\$325.1	70%	\$350.3	65%
63	Sr Attorney	\$251.2	\$325.1	77%	\$350.3	72%
63	Sr Attorney	\$262.4	\$325.1	81%	\$350.3	75%
64	Associate Counsel	\$294.6	\$325.1	91%	\$350.3	84%
64	Associate Counsel	\$282.2	\$325.1	87%	\$350.3	81%
64	Associate Counsel	\$282.2	\$325.1	87%	\$350.3	81%
64	Associate Counsel	\$277.9	\$325.1	85%	\$350.3	79%
65	Assistant General Counsel	\$373.7	\$366.4	102%	\$383.0	98%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
65	Assistant General Counsel	Comm Trans, Corp & Finance	ALG000M4	Legal Generalist/Multidiscipline
65	Assistant General Counsel	Comm Trans, Corp & Finance	ALG000M4	Legal Generalist/Multidiscipline
66	Deputy General Counsel	Comm Trans, Corp & Finance	ALG000M4	Legal Generalist/Multidiscipline
3L	Sr Attorney	Comm Trans, Corp & Finance	ALG000M3	Legal Generalist/Multidiscipline
2H	Project Specialist	BEC Training & Communications	AFU030P4	Business Ethics and Compliance
2L	Sr Specialist	BEC Training & Communications	AFU030P3	Business Ethics and Compliance
2H	Project Specialist	Legal Tech & Info Governance	AFU030P4	Business Ethics and Compliance
2H	Project Specialist	Legal Tech & Info Governance	AFU030P4	Business Ethics and Compliance
2H	Project Specialist	Legal Tech & Info Governance	AFU030P4	Business Ethics and Compliance
2L	Sr Specialist	Legal Tech & Info Governance	AFU030P3	Business Ethics and Compliance
2H	Project Specialist	Compliance Management	AFU030P4	Business Ethics and Compliance
2H	Project Specialist	Compliance Management	AFU030P4	Business Ethics and Compliance
2H	Project Specialist	Compliance Management	AFU030P4	Business Ethics and Compliance
2L	Sr Specialist	Compliance Management	AFU030P3	Business Ethics and Compliance
2L	Sr Specialist	Compliance Management	AFU030P3	Business Ethics and Compliance
2L	Sr Specialist	Compliance Management	AFU030P3	Business Ethics and Compliance
2H	Project Specialist	Compliance Management	AFU030P4	Business Ethics and Compliance
2H	Project Specialist	BEC Investigations	AFU030P4	Business Ethics and Compliance
2H	Project Specialist	BEC Investigations	AFU030P4	Business Ethics and Compliance
2L	Sr Specialist	BEC Investigations	AFU030P3	Business Ethics and Compliance
1H	Staff Investigator	Legal Services	ALS030P2	Claims Resolution
1H	Staff Investigator	Legal Services	ALS030P2	Claims Resolution
1H	Staff Investigator	Legal Services	ALS030P2	Claims Resolution
1H	Staff Investigator	Legal Services	ALS030P2	Claims Resolution
1H	Staff Investigator	Legal Services	ALS030P2	Claims Resolution
2H	Manager	Legal Services	ALS030M2	Claims Resolution
2H	Manager	Legal Services	ALS030M2	Claims Resolution
2H	Manager	Legal Services	ALS030M2	Claims Resolution
2H	Manager	Legal Services	ALS030M2	Claims Resolution
2H	Manager	Legal Services	ALS030M2	Claims Resolution
2L	Senior Staff Investigator	Legal Services	ALS030P3	Claims Resolution
2L	Sr Specialist	Legal Services	ALS030P3	Claims Resolution
63	Sr Attorney	Regulatory Services	ALG070M3	Regulatory Compliance Law
63	Sr Attorney	Regulatory Services	ALG070M3	Regulatory Compliance Law
64	Associate Counsel	Regulatory Services	ALG070M3	Regulatory Compliance Law
64	Associate Counsel	Regulatory Services	ALG070M3	Regulatory Compliance Law
64	Associate Counsel	Regulatory Services	ALG070M3	Regulatory Compliance Law
64	Associate Counsel	Regulatory Services	ALG070M3	Regulatory Compliance Law
64	Associate Counsel	Regulatory Services	ALG070M3	Regulatory Compliance Law
64	Associate Counsel	Regulatory Services	ALG070M3	Regulatory Compliance Law
64	Associate Counsel	Regulatory Services	ALG070M3	Regulatory Compliance Law
64	Associate Counsel	Regulatory Services	ALG070M3	Regulatory Compliance Law
64	Associate Counsel	Regulatory Services	ALG070M3	Regulatory Compliance Law
3L	Project Manager	Regulatory Services	ALG070M3	Regulatory Compliance Law
3H	Director	State Regulatory Affairs	ACA050M4	Regulatory Affairs and Compliance
3L	Project Manager	State Regulatory Affairs	ACA050M3	Regulatory Affairs and Compliance
2H	Project Specialist	Energy Markets Policy Group	ACA050P4	Regulatory Affairs and Compliance
2H	Project Specialist	Energy Markets Policy Group	ACA050P4	Regulatory Affairs and Compliance
3L	Project Manager	Energy Markets Policy Group	ACA050M3	Regulatory Affairs and Compliance
3L	Project Manager	Energy Markets Policy Group	ACA050M3	Regulatory Affairs and Compliance

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
65	Assistant General Counsel	\$375.4	\$366.4	102%	\$383.0	98%
65	Assistant General Counsel	\$387.6	\$366.4	106%	\$383.0	101%
66	Deputy General Counsel	\$546.2	\$366.4	149%	\$383.0	143%
3L	Sr Attorney	\$334.5	\$325.1	103%	\$350.3	95%
2H	Project Specialist	\$153.4	\$202.4	76%	\$188.7	81%
2L	Sr Specialist	\$156.4	\$146.7	107%	\$142.4	110%
2H	Project Specialist	\$243.5	\$202.4	120%	\$188.7	129%
2H	Project Specialist	\$192.7	\$202.4	95%	\$188.7	102%
2H	Project Specialist	\$140.0	\$202.4	69%	\$188.7	74%
2L	Sr Specialist	\$186.8	\$146.7	127%	\$142.4	131%
2H	Project Specialist	\$171.0	\$202.4	84%	\$188.7	91%
2H	Project Specialist	\$189.0	\$202.4	93%	\$188.7	100%
2H	Project Specialist	\$156.5	\$202.4	77%	\$188.7	83%
2L	Sr Specialist	\$167.2	\$146.7	114%	\$142.4	117%
2L	Sr Specialist	\$192.2	\$146.7	131%	\$142.4	135%
2L	Sr Specialist	\$131.1	\$146.7	89%	\$142.4	92%
2H	Project Specialist	\$165.4	\$202.4	82%	\$188.7	88%
2H	Project Specialist	\$136.2	\$202.4	67%	\$188.7	72%
2H	Project Specialist	\$136.5	\$202.4	67%	\$188.7	72%
2L	Sr Specialist	\$136.6	\$146.7	93%	\$142.4	96%
1H	Staff Investigator	\$104.5	\$107.0	98%	\$108.8	96%
1H	Staff Investigator	\$109.8	\$107.0	103%	\$108.8	101%
1H	Staff Investigator	\$110.0	\$107.0	103%	\$108.8	101%
1H	Staff Investigator	\$124.0	\$107.0	116%	\$108.8	114%
1H	Staff Investigator	\$105.3	\$107.0	98%	\$108.8	97%
2H	Manager	\$201.7	\$184.4	109%	\$183.7	110%
2H	Manager	\$130.5	\$184.4	71%	\$183.7	71%
2H	Manager	\$166.8	\$184.4	90%	\$183.7	91%
2H	Manager	\$137.5	\$184.4	75%	\$183.7	75%
2H	Manager	\$148.8	\$184.4	81%	\$183.7	81%
2L	Senior Staff Investigator	\$120.4	\$128.0	94%	\$129.4	93%
2L	Sr Specialist	\$150.3	\$128.0	117%	\$129.4	116%
63	Sr Attorney	\$238.8	\$261.6	91%	\$269.2	89%
63	Sr Attorney	\$242.3	\$261.6	93%	\$269.2	90%
64	Associate Counsel	\$265.6	\$261.6	102%	\$269.2	99%
64	Associate Counsel	\$266.4	\$261.6	102%	\$269.2	99%
64	Associate Counsel	\$277.7	\$261.6	106%	\$269.2	103%
64	Associate Counsel	\$266.4	\$261.6	102%	\$269.2	99%
64	Associate Counsel	\$266.6	\$261.6	102%	\$269.2	99%
64	Associate Counsel	\$273.3	\$261.6	104%	\$269.2	102%
64	Associate Counsel	\$338.6	\$261.6	129%	\$269.2	126%
64	Associate Counsel	\$267.6	\$261.6	102%	\$269.2	99%
64	Associate Counsel	\$301.8	\$261.6	115%	\$269.2	112%
3L	Project Manager	\$244.8	\$261.6	94%	\$269.2	91%
3H	Director	\$248.1	\$373.9	66%	\$389.9	64%
3L	Project Manager	\$202.1	\$275.7	73%	\$272.7	74%
2H	Project Specialist	\$153.8	\$170.0	90%	\$175.8	87%
2H	Project Specialist	\$158.0	\$170.0	93%	\$175.8	90%
3L	Project Manager	\$229.5	\$275.7	83%	\$272.7	84%
3L	Project Manager	\$191.6	\$275.7	69%	\$272.7	70%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
3L	Project Manager	Energy Markets Policy Group	ACA050M3	Regulatory Affairs and Compliance
4L	Director	Energy Markets Policy Group	ACA050M4	Regulatory Affairs and Compliance
1H	Specialist	Corporate Affairs	ACA020P2	Community Affairs/Relations
2L	Corporate Affairs Manager	Corporate Affairs	ACA020P3	Community Affairs/Relations
2L	Corporate Affairs Manager	Corporate Affairs	ACA020P3	Community Affairs/Relations
2L	Corporate Affairs Manager	Corporate Affairs	ACA020P3	Community Affairs/Relations
4H	Director-Corporate Affairs	Corporate Affairs	ACA010M4	Public Relations
1H	Specialist	Corporate Affairs	ACA010P2	Public Relations
2L	Corporate Affairs Manager	Corporate Affairs	ACA010P3	Public Relations
2L	Corporate Affairs Manager	Corporate Affairs	ACA010P3	Public Relations
2L	Corporate Affairs Manager	Corporate Affairs	ACA010P3	Public Relations
2L	Corporate Affairs Manager	Corporate Affairs	ACA010P3	Public Relations
2L	Corporate Affairs Manager	Corporate Affairs	ACA010P3	Public Relations
3L	Assistant Director	Corporate Affairs	ACA010M3	Public Relations
4L	Director	Corporate Affairs	ACA010M4	Public Relations
2L	Sr Specialist	Corporate Affairs	ACA120P3	Creative Design Services
2L	Sr Specialist	Corporate Affairs	ACA120P3	Creative Design Services
2L	Sr Specialist	Corporate Affairs	ACA120P3	Creative Design Services
2L	Sr Specialist	Corporate Affairs	ACA120P3	Creative Design Services
2L	Sr Specialist	Corporate Affairs	ACA120P3	Creative Design Services
3L	Section Manager	Corporate Affairs	ACA120M3	Creative Design Services
1H	Specialist	Corporate Affairs	ACA000P2	Corporate Affairs/Communications
1H	Sr Graphic Designer	Corporate Affairs	ACA000P2	Corporate Affairs/Communications
1H	Sr Graphic Designer	Corporate Affairs	ACA000P2	Corporate Affairs/Communications
1H	Sr Graphic Designer	Corporate Affairs	ACA000P2	Corporate Affairs/Communications
1H	Sr Graphic Designer	Corporate Affairs	ACA000P2	Corporate Affairs/Communications
2H	Manager	Corporate Affairs	ACA000M2	Corporate Affairs/Communications
2H	Manager	Corporate Affairs	ACA000M2	Corporate Affairs/Communications
2H	Sr Staff Writer	Corporate Affairs	ACA000M2	Corporate Affairs/Communications
2L	Administrator	Corporate Affairs	ACA000P3	Corporate Affairs/Communications
2L	Sr Specialist	Corporate Affairs	ACA000M1	Corporate Affairs/Communications
2L	Sr Specialist	Corporate Affairs	ACA000P3	Corporate Affairs/Communications
2L	Sr Specialist	Corporate Affairs	ACA000P3	Corporate Affairs/Communications
2L	Sr Specialist	Corporate Affairs	ACA000P3	Corporate Affairs/Communications
2L	Sr Specialist	Corporate Affairs	ACA000P3	Corporate Affairs/Communications
2L	Sr Specialist	Corporate Affairs	ACA000P3	Corporate Affairs/Communications
2L	Sr Specialist	Corporate Affairs	ACA000P3	Corporate Affairs/Communications
2L	Sr Specialist	Corporate Affairs	ACA000P3	Corporate Affairs/Communications
2L	Unit Manager	Corporate Affairs	ACA000M1	Corporate Affairs/Communications
3L	Section Manager	Corporate Affairs	ACA000M3	Corporate Affairs/Communications
2H	Manager	Corporate Affairs	ACA020M2	Community Affairs/Relations
2L	Corporate Affairs Manager	Corporate Affairs	ACA020P3	Community Affairs/Relations
3H	Department Manager	Corporate Affairs	ACA020M3	Community Affairs/Relations
2L	Section Manager	Off of VP Govern&Reg Comm Affs	ACA070M3	Government Relations
3L	Section Manager	Off of VP Govern&Reg Comm Affs	ACA070M3	Government Relations
4L	Director	Off of VP Govern&Reg Comm Affs	ACA070M4	Government Relations
2L	Sr Specialist	O&R Westchester Reg &Comm Affs	ACA000P3	Corporate Affairs/Communications
1H	Specialist	O&R Westchester Reg &Comm Affs	ACA000P2	Corporate Affairs/Communications
2L	Corporate Affairs Manager	O&R Westchester Reg &Comm Affs	ACA000P3	Corporate Affairs/Communications
2L	Corporate Affairs Manager	O&R Westchester Reg &Comm Affs	ACA000P3	Corporate Affairs/Communications
2L	Corporate Affairs Manager	O&R Westchester Reg &Comm Affs	ACA000P3	Corporate Affairs/Communications

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
3L	Project Manager	\$172.4	\$275.7	63%	\$272.7	63%
4L	Director	\$350.9	\$373.9	94%	\$389.9	90%
1H	Specialist	\$106.6	\$100.3	106%	\$105.2	101%
2L	Corporate Affairs Manager	\$130.5	\$142.5	92%	\$137.9	95%
2L	Corporate Affairs Manager	\$125.9	\$142.5	88%	\$137.9	91%
2L	Corporate Affairs Manager	\$158.5	\$142.5	111%	\$137.9	115%
4H	Director-Corporate Affairs	\$449.3	\$309.2	145%	\$316.3	142%
1H	Specialist	\$100.0	\$97.2	103%	\$103.8	96%
2L	Corporate Affairs Manager	\$142.6	\$131.5	108%	\$126.3	113%
2L	Corporate Affairs Manager	\$173.9	\$131.5	132%	\$126.3	138%
2L	Corporate Affairs Manager	\$152.9	\$131.5	116%	\$126.3	121%
2L	Corporate Affairs Manager	\$154.4	\$131.5	117%	\$126.3	122%
2L	Corporate Affairs Manager	\$136.1	\$131.5	103%	\$126.3	108%
3L	Assistant Director	\$248.8	\$242.5	103%	\$251.6	99%
4L	Director	\$409.7	\$309.2	133%	\$316.3	130%
2L	Sr Specialist	\$134.7	\$122.9	110%	\$128.7	105%
2L	Sr Specialist	\$126.2	\$122.9	103%	\$128.7	98%
2L	Sr Specialist	\$142.6	\$122.9	116%	\$128.7	111%
2L	Sr Specialist	\$146.3	\$122.9	119%	\$128.7	114%
2L	Sr Specialist	\$123.6	\$122.9	101%	\$128.7	96%
3L	Section Manager	\$249.8	\$221.2	113%	\$221.5	113%
1H	Specialist	\$125.8	\$115.6	109%	\$113.9	110%
1H	Sr Graphic Designer	\$133.6	\$115.6	116%	\$113.9	117%
1H	Sr Graphic Designer	\$119.2	\$115.6	103%	\$113.9	105%
1H	Sr Graphic Designer	\$133.4	\$115.6	115%	\$113.9	117%
1H	Sr Graphic Designer	\$131.9	\$115.6	114%	\$113.9	116%
2H	Manager	\$196.5	\$190.8	103%	\$191.1	103%
2H	Manager	\$190.3	\$190.8	100%	\$191.1	100%
2H	Sr Staff Writer	\$147.9	\$190.8	78%	\$191.1	77%
2L	Administrator	\$149.6	\$135.0	111%	\$136.9	109%
2L	Sr Specialist	\$142.6	\$170.8	84%	\$166.1	86%
2L	Sr Specialist	\$163.3	\$135.0	121%	\$136.9	119%
2L	Sr Specialist	\$127.9	\$135.0	95%	\$136.9	93%
2L	Sr Specialist	\$172.4	\$135.0	128%	\$136.9	126%
2L	Sr Specialist	\$124.8	\$135.0	93%	\$136.9	91%
2L	Sr Specialist	\$133.1	\$135.0	99%	\$136.9	97%
2L	Sr Specialist	\$145.1	\$135.0	108%	\$136.9	106%
2L	Unit Manager	\$139.4	\$170.8	82%	\$166.1	84%
3L	Section Manager	\$264.8	\$253.5	104%	\$243.1	109%
2H	Manager	\$166.4	\$188.9	88%	\$189.0	88%
2L	Corporate Affairs Manager	\$123.7	\$142.5	87%	\$137.9	90%
3H	Department Manager	\$247.3	\$249.5	99%	\$256.9	96%
2L	Section Manager	\$153.8	\$248.2	62%	\$254.2	60%
3L	Section Manager	\$211.5	\$248.2	85%	\$254.2	83%
4L	Director	\$285.1	\$378.0	75%	\$384.9	74%
2L	Sr Specialist	\$170.7	\$135.0	126%	\$136.9	125%
1H	Specialist	\$118.1	\$115.6	102%	\$113.9	104%
2L	Corporate Affairs Manager	\$197.8	\$135.0	147%	\$136.9	144%
2L	Corporate Affairs Manager	\$133.9	\$135.0	99%	\$136.9	98%
2L	Corporate Affairs Manager	\$173.3	\$135.0	128%	\$136.9	127%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
3L	Director Reg & Comm	O&R Westchester Reg &Comm Affs	ACA000M3	Corporate Affairs/Communications
2L	Administrator	NYC Regional&Community Affairs	ACA000M1	Corporate Affairs/Communications
4L	Director	NYC Regional&Community Affairs	ACA000M4	Corporate Affairs/Communications
1H	Specialist	NYC Regional&Community Affairs	ACA000P2	Corporate Affairs/Communications
2L	Corporate Affairs Manager	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
2L	Corporate Affairs Manager	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
2L	Sr Analyst	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
3L	Director Reg & Comm	NYC Regional&Community Affairs	ACA000M3	Corporate Affairs/Communications
1H	Specialist	NYC Regional&Community Affairs	ACA000P2	Corporate Affairs/Communications
2L	Corporate Affairs Manager	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
2L	Corporate Affairs Manager	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
3L	Director Reg & Comm	NYC Regional&Community Affairs	ACA000M3	Corporate Affairs/Communications
1H	Specialist	NYC Regional&Community Affairs	ACA000P2	Corporate Affairs/Communications
2L	Corporate Affairs Manager	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
3L	Director Reg & Comm	NYC Regional&Community Affairs	ACA000M3	Corporate Affairs/Communications
1H	Specialist	NYC Regional&Community Affairs	ACA000P2	Corporate Affairs/Communications
2L	Corporate Affairs Manager	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
2L	Corporate Affairs Manager	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
3L	Director Reg & Comm	NYC Regional&Community Affairs	ACA000M3	Corporate Affairs/Communications
1H	Specialist	NYC Regional&Community Affairs	ACA000P2	Corporate Affairs/Communications
1H	Specialist	NYC Regional&Community Affairs	ACA000P2	Corporate Affairs/Communications
2L	Corporate Affairs Manager	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
2L	Corporate Affairs Manager	NYC Regional&Community Affairs	ACA000P3	Corporate Affairs/Communications
3L	Director Reg & Comm	NYC Regional&Community Affairs	ACA000M3	Corporate Affairs/Communications
1H	Specialist	NYC Regional&Community Affairs	ACA000P2	Corporate Affairs/Communications
1L	Executive Assistant 1L	Off Sr VP Customer Ops	AAS042U4	Secretarial/Executive Administrative Assistance
3L	Project Manager	Off Sr VP Customer Ops	AMS000M3	Customer Support/Operations
1H	Supervisor	Field Operations	AMS000M1	Customer Support/Operations
1H	Supervisor	Field Operations	AMS000M1	Customer Support/Operations
2H	Manager	Field Operations	AMS000M2	Customer Support/Operations
2L	Sr Specialist	Field Operations	AMS000M1	Customer Support/Operations
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
1H	Supervisor	Field Operations	AFC020M1	Collections
4L	General Manager	Field Operations	AMS000M4	Customer Support/Operations
2H	Project Specialist	Field Operations	AMS026M2	Customer Contact Center Process Improvement
1H	Operating Supervisor	Field Operations	AFC040M1	Fraud and Revenue Assurance
1H	Operating Supervisor	Field Operations	AFC040M1	Fraud and Revenue Assurance
1H	Operating Supervisor	Field Operations	AFC040M1	Fraud and Revenue Assurance
1H	Operating Supervisor	Field Operations	AFC040M1	Fraud and Revenue Assurance
1H	Operating Supervisor	Field Operations	AFC040M1	Fraud and Revenue Assurance



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
3L	Director Reg & Comm Affairs	\$222.1	\$253.5	88%	\$243.1	91%
2L	Administrator	\$133.3	\$170.8	78%	\$166.1	80%
4L	Director	\$384.6	\$322.9	119%	\$329.0	117%
1H	Specialist	\$136.7	\$115.6	118%	\$113.9	120%
2L	Corporate Affairs Manager	\$135.5	\$135.0	100%	\$136.9	99%
2L	Corporate Affairs Manager	\$148.9	\$135.0	110%	\$136.9	109%
2L	Sr Analyst	\$158.6	\$135.0	118%	\$136.9	116%
3L	Director Reg & Comm Affairs	\$233.1	\$253.5	92%	\$243.1	96%
1H	Specialist	\$135.6	\$115.6	117%	\$113.9	119%
2L	Corporate Affairs Manager	\$142.5	\$135.0	106%	\$136.9	104%
2L	Corporate Affairs Manager	\$141.5	\$135.0	105%	\$136.9	103%
3L	Director Reg & Comm Affairs	\$242.4	\$253.5	96%	\$243.1	100%
1H	Specialist	\$125.9	\$115.6	109%	\$113.9	111%
2L	Corporate Affairs Manager	\$129.7	\$135.0	96%	\$136.9	95%
3L	Director Reg & Comm Affairs	\$194.9	\$253.5	77%	\$243.1	80%
1H	Specialist	\$130.6	\$115.6	113%	\$113.9	115%
2L	Corporate Affairs Manager	\$139.6	\$135.0	103%	\$136.9	102%
2L	Corporate Affairs Manager	\$137.5	\$135.0	102%	\$136.9	100%
3L	Director Reg & Comm Affairs	\$232.7	\$253.5	92%	\$243.1	96%
1H	Specialist	\$126.8	\$115.6	110%	\$113.9	111%
1H	Specialist	\$130.5	\$115.6	113%	\$113.9	115%
2L	Corporate Affairs Manager	\$150.3	\$135.0	111%	\$136.9	110%
2L	Corporate Affairs Manager	\$134.6	\$135.0	100%	\$136.9	98%
3L	Director Reg & Comm Affairs	\$271.4	\$253.5	107%	\$243.1	112%
1L	Executive Assistant 1L	\$125.7	\$120.2	105%	\$116.4	108%
3L	Project Manager	\$210.7	\$254.1	83%	\$256.7	82%
1H	Supervisor	\$127.4	\$120.0	106%	\$123.1	103%
1H	Supervisor	\$137.6	\$120.0	115%	\$123.1	112%
2H	Manager	\$152.0	\$176.7	86%	\$174.7	87%
2L	Sr Specialist	\$178.7	\$120.0	149%	\$123.1	145%
1H	Supervisor	\$137.8	\$130.0	106%	\$129.2	107%
1H	Supervisor	\$118.1	\$130.0	91%	\$129.2	91%
1H	Supervisor	\$119.5	\$130.0	92%	\$129.2	93%
1H	Supervisor	\$122.0	\$130.0	94%	\$129.2	94%
1H	Supervisor	\$111.9	\$130.0	86%	\$129.2	87%
1H	Supervisor	\$123.1	\$130.0	95%	\$129.2	95%
1H	Supervisor	\$108.0	\$130.0	83%	\$129.2	84%
1H	Supervisor	\$121.2	\$130.0	93%	\$129.2	94%
1H	Supervisor	\$131.0	\$130.0	101%	\$129.2	101%
1H	Supervisor	\$127.7	\$130.0	98%	\$129.2	99%
1H	Supervisor	\$135.1	\$130.0	104%	\$129.2	105%
1H	Supervisor	\$134.8	\$130.0	104%	\$129.2	104%
1H	Supervisor	\$124.9	\$130.0	96%	\$129.2	97%
4L	General Manager	\$358.7	\$350.7	102%	\$358.1	100%
2H	Project Specialist	\$209.3	\$163.9	128%	\$174.3	120%
1H	Operating Supervisor	\$161.3	\$157.3	103%	\$162.0	100%
1H	Operating Supervisor	\$159.7	\$157.3	102%	\$162.0	99%
1H	Operating Supervisor	\$142.7	\$157.3	91%	\$162.0	88%
1H	Operating Supervisor	\$142.3	\$157.3	91%	\$162.0	88%
1H	Operating Supervisor	\$150.2	\$157.3	96%	\$162.0	93%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

*Competitive Positioning of Total Benefits & Compensation*

*- Equals the sum of Total Direct Compensation and the estimated value of employee benefits*

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Operating Supervisor	Field Operations	AFC040M1	Fraud and Revenue Assurance
1H	Operating Supervisor	Field Operations	AFC040M1	Fraud and Revenue Assurance
1H	Operating Supervisor	Field Operations	AFC040M1	Fraud and Revenue Assurance
1H	Operating Supervisor	Field Operations	AFC040P2	Fraud and Revenue Assurance
1H	Supervisor	Field Operations	AMS000M1	Customer Support/Operations
1H	Supervisor	Field Operations	AMS000M1	Customer Support/Operations
1H	Supervisor	Field Operations	AMS000M1	Customer Support/Operations
2H	Manager	Field Operations	AMS000M2	Customer Support/Operations
1H	Specialist	Customer Assistance	AQY010P2	Quality Systems/Customer Satisfaction
1H	Specialist	Customer Assistance	AQY010P2	Quality Systems/Customer Satisfaction
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
2L	Sr Specialist	Customer Assistance	AMS000P3	Customer Support/Operations
3L	Section Manager	Customer Assistance	AMS000M3	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
2L	Sr Specialist	Customer Assistance	AMS000P3	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
2L	Sr Specialist	Customer Assistance	AMS000P3	Customer Support/Operations
3L	Section Manager	Customer Assistance	AMS000M3	Customer Support/Operations
1H	Sr Specialist	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Sr Specialist	Customer Assistance	AMS000P2	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
2L	Sr Specialist	Customer Assistance	AMS000P3	Customer Support/Operations
3L	Section Manager	Customer Assistance	AMS000M3	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
3L	Section Manager	Customer Assistance	AMS000M3	Customer Support/Operations

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	\$151.7	\$157.3	96%	\$162.0	94%
1H	Operating Supervisor	\$157.2	\$157.3	100%	\$162.0	97%
1H	Operating Supervisor	\$162.7	\$157.3	103%	\$162.0	100%
1H	Operating Supervisor	\$161.6	\$93.6	173%	\$97.6	166%
1H	Supervisor	\$132.6	\$120.0	111%	\$123.1	108%
1H	Supervisor	\$133.1	\$120.0	111%	\$123.1	108%
1H	Supervisor	\$140.8	\$120.0	117%	\$123.1	114%
2H	Manager	\$164.3	\$176.7	93%	\$174.7	94%
1H	Specialist	\$134.0	\$112.3	119%	\$112.2	119%
1H	Specialist	\$103.5	\$112.3	92%	\$112.2	92%
1H	Supervisor	\$132.6	\$120.0	111%	\$123.1	108%
1H	Supervisor	\$106.0	\$120.0	88%	\$123.1	86%
1H	Supervisor	\$131.3	\$120.0	109%	\$123.1	107%
1H	Supervisor	\$136.8	\$120.0	114%	\$123.1	111%
1H	Supervisor	\$133.7	\$120.0	111%	\$123.1	109%
1H	Supervisor	\$130.9	\$120.0	109%	\$123.1	106%
1H	Supervisor	\$137.1	\$120.0	114%	\$123.1	111%
1H	Supervisor	\$130.3	\$120.0	109%	\$123.1	106%
2L	Sr Specialist	\$159.8	\$127.6	125%	\$118.8	134%
3L	Section Manager	\$190.8	\$254.1	75%	\$256.7	74%
1H	Supervisor	\$128.6	\$120.0	107%	\$123.1	104%
2L	Sr Specialist	\$163.3	\$127.6	128%	\$118.8	137%
1H	Supervisor	\$131.5	\$120.0	110%	\$123.1	107%
1H	Supervisor	\$122.4	\$120.0	102%	\$123.1	99%
1H	Supervisor	\$124.8	\$120.0	104%	\$123.1	101%
1H	Supervisor	\$130.9	\$120.0	109%	\$123.1	106%
1H	Supervisor	\$146.4	\$120.0	122%	\$123.1	119%
1H	Supervisor	\$134.1	\$120.0	112%	\$123.1	109%
2L	Sr Specialist	\$164.3	\$127.6	129%	\$118.8	138%
3L	Section Manager	\$186.9	\$254.1	74%	\$256.7	73%
1H	Sr Specialist	\$152.8	\$120.0	127%	\$123.1	124%
1H	Sr Specialist	\$173.3	\$91.3	190%	\$93.7	185%
1H	Supervisor	\$153.9	\$120.0	128%	\$123.1	125%
1H	Supervisor	\$124.8	\$120.0	104%	\$123.1	101%
1H	Supervisor	\$127.4	\$120.0	106%	\$123.1	103%
1H	Supervisor	\$137.6	\$120.0	115%	\$123.1	112%
1H	Supervisor	\$149.8	\$120.0	125%	\$123.1	122%
1H	Supervisor	\$160.0	\$120.0	133%	\$123.1	130%
2L	Sr Specialist	\$198.7	\$127.6	156%	\$118.8	167%
3L	Section Manager	\$210.6	\$254.1	83%	\$256.7	82%
1H	Supervisor	\$115.2	\$120.0	96%	\$123.1	94%
1H	Supervisor	\$114.2	\$120.0	95%	\$123.1	93%
1H	Supervisor	\$146.8	\$120.0	122%	\$123.1	119%
1H	Supervisor	\$114.2	\$120.0	95%	\$123.1	93%
1H	Supervisor	\$104.0	\$120.0	87%	\$123.1	85%
1H	Supervisor	\$114.2	\$120.0	95%	\$123.1	93%
1H	Supervisor	\$117.6	\$120.0	98%	\$123.1	96%
1H	Supervisor	\$131.0	\$120.0	109%	\$123.1	106%
1H	Supervisor	\$130.1	\$120.0	108%	\$123.1	106%
3L	Section Manager	\$168.2	\$254.1	66%	\$256.7	65%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Supervisor	Customer Assistance	AFC010M1	Credit
1H	Supervisor	Customer Assistance	AFC010M1	Credit
1H	Supervisor	Customer Assistance	AFC010M1	Credit
2H	Manager	Customer Assistance	AFC010M2	Credit
1H	Specialist	Customer Assistance	AMS000P2	Customer Support/Operations
1H	Specialist	Customer Assistance	AMS000P2	Customer Support/Operations
1H	Specialist	Customer Assistance	AMS000P2	Customer Support/Operations
1H	Specialist	Customer Assistance	AMS000P2	Customer Support/Operations
2H	Manager	Customer Assistance	AMS000M2	Customer Support/Operations
2L	Sr Specialist	Customer Assistance	AMS000P3	Customer Support/Operations
2L	Sr Specialist	Customer Assistance	AMS000P3	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
1H	Supervisor	Customer Assistance	AMS000M1	Customer Support/Operations
2L	Sr Specialist	Customer Assistance	AMS000P3	Customer Support/Operations
3L	Section Manager	Customer Assistance	AMS000M3	Customer Support/Operations
2L	Sr Specialist	Customer Assistance	AIT040P3	Network Control/Administration
2L	Sr Specialist	Customer Assistance	AIT040P3	Network Control/Administration
2L	Sr Specialist	Customer Assistance	AIT040P3	Network Control/Administration
2L	Sr Specialist	Customer Assistance	AIT040P3	Network Control/Administration
2L	Sr Specialist	Customer Assistance	AIT040P3	Network Control/Administration
2L	Sr Specialist	Customer Assistance	AIT040P3	Network Control/Administration
2L	Sr Specialist	Customer Assistance	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Customer Assistance	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Customer Assistance	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Customer Assistance	AIT040P3	Network Control/Administration
1H	Supervisor	Customer Assistance	AMS020M1	Customer Contact Center
1H	Supervisor	Customer Assistance	AMS020M1	Customer Contact Center
1H	Supervisor	Customer Assistance	AMS020M1	Customer Contact Center
1H	Supervisor	Customer Assistance	AMS020M1	Customer Contact Center
1H	Supervisor	Customer Assistance	AMS020M1	Customer Contact Center
3L	Section Manager	Customer Assistance	AMS020M3	Customer Contact Center
2H	Manager	Strategic Applications	AFC010M2	Credit
2L	Sr Analyst	Strategic Applications	AFC010P3	Credit
2L	Sr Specialist	Strategic Applications	AFC010P3	Credit
3L	Section Manager	Strategic Applications	AFC010M3	Credit
2H	Project Specialist	Strategic Applications	AMS026M2	Customer Contact Center Process Improvement
1H	System Analyst	Strategic Applications	AMS000P2	Customer Support/Operations
1H	System Analyst	Strategic Applications	AMS000P2	Customer Support/Operations
2L	Sr System Analyst	Strategic Applications	AMS000P3	Customer Support/Operations
2L	Sr System Analyst	Strategic Applications	AMS000P3	Customer Support/Operations
2L	Sr System Analyst	Strategic Applications	AMS000P3	Customer Support/Operations
2L	Sr System Analyst	Strategic Applications	AMS000P3	Customer Support/Operations

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	\$130.6	\$119.4	109%	\$123.4	106%
1H	Supervisor	\$135.1	\$119.4	113%	\$123.4	109%
1H	Supervisor	\$134.5	\$119.4	113%	\$123.4	109%
2H	Manager	\$158.7	\$176.6	90%	\$186.9	85%
1H	Specialist	\$137.0	\$91.3	150%	\$93.7	146%
1H	Specialist	\$119.3	\$91.3	131%	\$93.7	127%
1H	Specialist	\$140.9	\$91.3	154%	\$93.7	150%
1H	Specialist	\$114.5	\$91.3	125%	\$93.7	122%
2H	Manager	\$201.7	\$176.7	114%	\$174.7	115%
2L	Sr Specialist	\$165.7	\$127.6	130%	\$118.8	139%
2L	Sr Specialist	\$142.3	\$127.6	112%	\$118.8	120%
1H	Supervisor	\$108.9	\$120.0	91%	\$123.1	88%
1H	Supervisor	\$128.1	\$120.0	107%	\$123.1	104%
1H	Supervisor	\$108.9	\$120.0	91%	\$123.1	88%
1H	Supervisor	\$108.3	\$120.0	90%	\$123.1	88%
1H	Supervisor	\$108.9	\$120.0	91%	\$123.1	88%
1H	Supervisor	\$106.0	\$120.0	88%	\$123.1	86%
1H	Supervisor	\$127.3	\$120.0	106%	\$123.1	103%
1H	Supervisor	\$106.0	\$120.0	88%	\$123.1	86%
1H	Supervisor	\$126.9	\$120.0	106%	\$123.1	103%
1H	Supervisor	\$106.0	\$120.0	88%	\$123.1	86%
2L	Sr Specialist	\$152.8	\$127.6	120%	\$118.8	129%
3L	Section Manager	\$217.0	\$254.1	85%	\$256.7	85%
2L	Sr Specialist	\$125.4	\$150.6	83%	\$144.3	87%
2L	Sr Specialist	\$160.5	\$150.6	107%	\$144.3	111%
2L	Sr Specialist	\$121.8	\$150.6	81%	\$144.3	84%
2L	Sr Specialist	\$115.2	\$150.6	77%	\$144.3	80%
2L	Sr Specialist	\$133.3	\$150.6	89%	\$144.3	92%
2L	Sr Specialist	\$132.5	\$150.6	88%	\$144.3	92%
2L	Sr Specialist	\$129.6	\$150.6	86%	\$144.3	90%
2L	Sr System Analyst	\$140.9	\$150.6	94%	\$144.3	98%
2L	Sr System Analyst	\$142.2	\$150.6	94%	\$144.3	99%
2L	Sr System Analyst	\$158.0	\$150.6	105%	\$144.3	109%
1H	Supervisor	\$131.0	\$111.5	118%	\$113.9	115%
1H	Supervisor	\$104.8	\$111.5	94%	\$113.9	92%
1H	Supervisor	\$128.5	\$111.5	115%	\$113.9	113%
1H	Supervisor	\$119.4	\$111.5	107%	\$113.9	105%
1H	Supervisor	\$130.8	\$111.5	117%	\$113.9	115%
3L	Section Manager	\$206.9	\$254.2	81%	\$254.1	81%
2H	Manager	\$202.6	\$176.6	115%	\$186.9	108%
2L	Sr Analyst	\$167.8	\$119.8	140%	\$121.0	139%
2L	Sr Specialist	\$151.6	\$119.8	127%	\$121.0	125%
3L	Section Manager	\$215.2	\$233.3	92%	\$236.2	91%
2H	Project Specialist	\$167.7	\$163.9	102%	\$174.3	96%
1H	System Analyst	\$110.8	\$91.3	121%	\$93.7	118%
1H	System Analyst	\$122.8	\$91.3	134%	\$93.7	131%
2L	Sr System Analyst	\$163.2	\$127.6	128%	\$118.8	137%
2L	Sr System Analyst	\$147.3	\$127.6	115%	\$118.8	124%
2L	Sr System Analyst	\$160.8	\$127.6	126%	\$118.8	135%
2L	Sr System Analyst	\$154.6	\$127.6	121%	\$118.8	130%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr System Analyst	Strategic Applications	AMS000P3	Customer Support/Operations
2L	Sr System Analyst	Strategic Applications	AMS000P3	Customer Support/Operations
2L	Sr System Analyst	Strategic Applications	AMS000P3	Customer Support/Operations
2L	Sr System Analyst	Strategic Applications	AMS000P3	Customer Support/Operations
2L	Sr System Analyst	Strategic Applications	AMS000P3	Customer Support/Operations
3L	Technical Specialist	Strategic Applications	AMS000M3	Customer Support/Operations
1H	Sr Specialist	Specialized Activities	AQY010P2	Quality Systems/Customer Satisfaction
1L	Executive Assistant 1L	Off Sr VP Gas Operations	AAS042U4	Secretarial/Executive Administrative Assistance
2H	Manager	Gas Conversion Group	EDE000M2	Energy Efficiency/Conservation
2L	Sr Analyst	Gas Conversion Group	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Gas Conversion Group	EDE000P3	Energy Efficiency/Conservation
2L	Sr Analyst	Gas Conversion Group	EDE000P3	Energy Efficiency/Conservation
2L	Sr Specialist	Gas Conversion Group	EDE000P3	Energy Efficiency/Conservation
3H	Department Manager	Gas Conversion Group	EDE000M3	Energy Efficiency/Conservation
1H	Specialist	Gas Conversion Group	EDE000P2	Energy Efficiency/Conservation
2H	Manager	Gas Conversion Group	EDE000M2	Energy Efficiency/Conservation
3L	Section Manager	Gas Conversion Group	EDE000M3	Energy Efficiency/Conservation
2L	Sr Specialist	Gas Conversion Group	EDE000P3	Energy Efficiency/Conservation
3H	Department Manager	Gas Conversion Group	EDE000M3	Energy Efficiency/Conservation
1H	Specialist	Gas Conversion Group	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Gas Conversion Group	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Gas Conversion Group	EDE000P2	Energy Efficiency/Conservation
1H	Specialist	Gas Conversion Group	EDE000P2	Energy Efficiency/Conservation
2H	Manager	Gas Conversion Group	EDE000M2	Energy Efficiency/Conservation
3L	Project Manager	Gas Conversion Group	EDE000M3	Energy Efficiency/Conservation
2L	Sr Specialist	Compliance & Qual Assessment	EDD080P3	Quality Control/Inspection
2L	Sr Specialist	Compliance & Qual Assessment	EDD080P3	Quality Control/Inspection
2L	Sr Specialist	Compliance & Qual Assessment	EDD080P3	Quality Control/Inspection
2L	Sr Specialist	Compliance & Qual Assessment	EDD080P3	Quality Control/Inspection
2L	Sr Specialist	Compliance & Qual Assessment	EDD080P3	Quality Control/Inspection
2L	Sr Specialist	Compliance & Qual Assessment	EDD080P3	Quality Control/Inspection
2L	Sr Specialist	Compliance & Qual Assessment	EDD080P3	Quality Control/Inspection
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
2L	Field Operations Planner	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Construction Department	EDD050M1	Gas Distribution Construction and/or
2L	Field Operations Planner	Mgo Construction Department	EDD050P3	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Mgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
2L	Field Operations Planner	Mgo Distribution Services	EDD050P3	Gas Distribution Construction and/or
2L	Field Operations Planner	Mgo Distribution Services	EDD050P3	Gas Distribution Construction and/or

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2L	Sr System Analyst	\$143.9	\$127.6	113%	\$118.8	121%
2L	Sr System Analyst	\$136.5	\$127.6	107%	\$118.8	115%
2L	Sr System Analyst	\$204.2	\$127.6	160%	\$118.8	172%
2L	Sr System Analyst	\$135.2	\$127.6	106%	\$118.8	114%
2L	Sr System Analyst	\$132.1	\$127.6	104%	\$118.8	111%
3L	Technical Specialist	\$240.4	\$254.1	95%	\$256.7	94%
1H	Sr Specialist	\$137.6	\$112.3	122%	\$112.2	123%
1L	Executive Assistant 1L	\$113.8	\$120.2	95%	\$116.4	98%
2H	Manager	\$157.3	\$226.4	70%	\$228.7	69%
2L	Sr Analyst	\$143.8	\$135.7	106%	\$143.7	100%
2L	Sr Specialist	\$136.2	\$135.7	100%	\$143.7	95%
2L	Sr Analyst	\$186.3	\$135.7	137%	\$143.7	130%
2L	Sr Specialist	\$198.7	\$135.7	146%	\$143.7	138%
3H	Department Manager	\$260.2	\$324.2	80%	\$310.4	84%
1H	Specialist	\$113.0	\$116.7	97%	\$117.6	96%
2H	Manager	\$180.9	\$226.4	80%	\$228.7	79%
3L	Section Manager	\$259.7	\$324.2	80%	\$310.4	84%
2L	Sr Specialist	\$152.3	\$135.7	112%	\$143.7	106%
3H	Department Manager	\$267.6	\$324.2	83%	\$310.4	86%
1H	Specialist	\$105.3	\$116.7	90%	\$117.6	89%
1H	Specialist	\$132.9	\$116.7	114%	\$117.6	113%
1H	Specialist	\$102.5	\$116.7	88%	\$117.6	87%
1H	Specialist	\$103.9	\$116.7	89%	\$117.6	88%
2H	Manager	\$185.7	\$226.4	82%	\$228.7	81%
3L	Project Manager	\$227.8	\$324.2	70%	\$310.4	73%
2L	Sr Specialist	\$184.3	\$156.6	118%	\$160.4	115%
2L	Sr Specialist	\$175.1	\$156.6	112%	\$160.4	109%
2L	Sr Specialist	\$186.4	\$156.6	119%	\$160.4	116%
2L	Sr Specialist	\$170.2	\$156.6	109%	\$160.4	106%
2L	Sr Specialist	\$141.7	\$156.6	90%	\$160.4	88%
2L	Sr Specialist	\$155.2	\$156.6	99%	\$160.4	97%
2L	Sr Specialist	\$151.2	\$156.6	97%	\$160.4	94%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$157.7	\$154.7	102%	\$157.5	100%
1H	Operating Supervisor	\$145.9	\$154.7	94%	\$157.5	93%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
2L	Field Operations Planner	\$173.1	\$154.7	112%	\$157.5	110%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$151.3	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$145.3	\$154.7	94%	\$157.5	92%
1H	Operating Supervisor	\$155.6	\$154.7	101%	\$157.5	99%
1H	Operating Supervisor	\$146.0	\$154.7	94%	\$157.5	93%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$140.6	\$154.7	91%	\$157.5	89%
1H	Operating Supervisor	\$159.8	\$154.7	103%	\$157.5	101%
2L	Field Operations Planner	\$202.6	\$133.7	152%	\$145.7	139%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
2L	Field Operations Planner	\$172.7	\$133.7	129%	\$145.7	119%
2L	Field Operations Planner	\$173.5	\$133.7	130%	\$145.7	119%





## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	\$152.8	\$154.7	99%	\$157.5	97%
1H	Operating Supervisor	\$160.8	\$154.7	104%	\$157.5	102%
1H	Operating Supervisor	\$126.2	\$154.7	82%	\$157.5	80%
1H	Operating Supervisor	\$153.3	\$154.7	99%	\$157.5	97%
1H	Operating Supervisor	\$154.1	\$154.7	100%	\$157.5	98%
1H	Operating Supervisor	\$124.8	\$154.7	81%	\$157.5	79%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$153.4	\$154.7	99%	\$157.5	97%
1H	Operating Supervisor	\$155.6	\$154.7	101%	\$157.5	99%
1H	Operating Supervisor	\$152.4	\$154.7	98%	\$157.5	97%
2L	Field Operations Planner	\$192.9	\$154.7	125%	\$157.5	122%
2L	Field Operations Planner	\$172.3	\$133.7	129%	\$145.7	118%
2L	Field Operations Planner	\$182.8	\$133.7	137%	\$145.7	125%
2L	Program & Project Planner	\$174.2	\$133.7	130%	\$145.7	120%
2L	Program & Project Planner	\$125.5	\$133.7	94%	\$145.7	86%
2L	Sr Specialist	\$132.0	\$133.7	99%	\$145.7	91%
2L	Sr Specialist	\$174.5	\$133.7	131%	\$145.7	120%
2L	Work Organizer	\$177.5	\$133.7	133%	\$145.7	122%
2L	Work Organizer	\$161.3	\$133.7	121%	\$145.7	111%
2L	Work Organizer	\$165.1	\$133.7	124%	\$145.7	113%
2L	Work Organizer	\$186.7	\$133.7	140%	\$145.7	128%
2L	Work Organizer	\$135.7	\$133.7	102%	\$145.7	93%
2L	Work Organizer	\$172.1	\$133.7	129%	\$145.7	118%
2L	Work Organizer	\$136.3	\$133.7	102%	\$145.7	94%
2L	Work Organizer	\$181.6	\$133.7	136%	\$145.7	125%
2L	Work Organizer	\$181.6	\$133.7	136%	\$145.7	125%
1H	Supervisor	\$125.5	\$154.7	81%	\$157.5	80%
2H	Manager	\$167.2	\$211.0	79%	\$206.9	81%
1H	Supervisor	\$122.0	\$154.7	79%	\$157.5	77%
2H	Manager	\$159.8	\$211.0	76%	\$206.9	77%
1H	Supervisor	\$121.6	\$154.7	79%	\$157.5	77%
2H	Manager	\$150.7	\$211.0	71%	\$206.9	73%
2L	Sr Specialist	\$125.3	\$154.7	81%	\$157.5	80%
2L	Sr Specialist	\$166.5	\$133.7	125%	\$145.7	114%
2L	Sr Specialist	\$181.6	\$133.7	136%	\$145.7	125%
2L	Sr Specialist	\$166.5	\$133.7	125%	\$145.7	114%
1H	Supervisor	\$110.8	\$154.7	72%	\$157.5	70%
2H	Manager	\$155.6	\$211.0	74%	\$206.9	75%
1H	Operating Supervisor	\$144.3	\$154.7	93%	\$157.5	92%
1H	Operating Supervisor	\$135.7	\$154.7	88%	\$157.5	86%
1H	Operating Supervisor	\$142.2	\$154.7	92%	\$157.5	90%
1H	Operating Supervisor	\$151.4	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$157.0	\$154.7	101%	\$157.5	100%
1H	Operating Supervisor	\$151.9	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$151.9	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$160.3	\$154.7	104%	\$157.5	102%
1H	Operating Supervisor	\$157.2	\$154.7	102%	\$157.5	100%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:						
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2L	Field Operations Planner	\$173.3	\$133.7	130%	\$145.7	119%
2L	Field Operations Planner	\$171.3	\$133.7	128%	\$145.7	118%
2L	Field Operations Planner	\$169.0	\$133.7	126%	\$145.7	116%
1H	Operating Supervisor	\$152.7	\$154.7	99%	\$157.5	97%
1H	Operating Supervisor	\$144.3	\$154.7	93%	\$157.5	92%
1H	Operating Supervisor	\$126.2	\$154.7	82%	\$157.5	80%
1H	Operating Supervisor	\$150.1	\$154.7	97%	\$157.5	95%
2L	Field Operations Planner	\$172.2	\$133.7	129%	\$145.7	118%
1H	Operating Supervisor	\$115.6	\$154.7	75%	\$157.5	73%
1H	Operating Supervisor	\$142.8	\$154.7	92%	\$157.5	91%
1H	Operating Supervisor	\$162.6	\$154.7	105%	\$157.5	103%
1H	Operating Supervisor	\$145.5	\$154.7	94%	\$157.5	92%
1H	Operating Supervisor	\$128.0	\$154.7	83%	\$157.5	81%
2L	Field Operations Planner	\$179.9	\$154.7	116%	\$157.5	114%
2L	Field Operations Planner	\$173.5	\$141.1	123%	\$144.1	120%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$155.6	\$154.7	101%	\$157.5	99%
1H	Operating Supervisor	\$155.4	\$154.7	100%	\$157.5	99%
1H	Operating Supervisor	\$125.5	\$154.7	81%	\$157.5	80%
2L	Field Operations Planner	\$177.1	\$133.7	132%	\$145.7	122%
1H	Operating Supervisor	\$130.9	\$154.7	85%	\$157.5	83%
1H	Operating Supervisor	\$147.9	\$154.7	96%	\$157.5	94%
1H	Operating Supervisor	\$155.6	\$154.7	101%	\$157.5	99%
1H	Operating Supervisor	\$152.9	\$154.7	99%	\$157.5	97%
1H	Operating Supervisor	\$156.1	\$154.7	101%	\$157.5	99%
1H	Operating Supervisor	\$155.6	\$154.7	101%	\$157.5	99%
1H	Operating Supervisor	\$152.7	\$154.7	99%	\$157.5	97%
2L	Field Operations Planner	\$175.5	\$133.7	131%	\$145.7	120%
1H	Operating Supervisor	\$152.3	\$154.7	98%	\$157.5	97%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$152.5	\$154.7	99%	\$157.5	97%
1H	Operating Supervisor	\$153.9	\$154.7	99%	\$157.5	98%
1H	Operating Supervisor	\$155.7	\$154.7	101%	\$157.5	99%
1H	Operating Supervisor	\$151.8	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$154.1	\$154.7	100%	\$157.5	98%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$161.9	\$154.7	105%	\$157.5	103%
2L	Field Operations Planner	\$175.7	\$154.7	114%	\$157.5	112%
2L	Field Operations Planner	\$191.1	\$133.7	143%	\$145.7	131%
1H	Operating Supervisor	\$143.8	\$154.7	93%	\$157.5	91%
1H	Operating Supervisor	\$137.6	\$154.7	89%	\$157.5	87%
1H	Operating Supervisor	\$128.4	\$154.7	83%	\$157.5	82%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$166.3	\$154.7	107%	\$157.5	106%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$151.3	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$133.9	\$154.7	87%	\$157.5	85%
1H	Operating Supervisor	\$152.7	\$154.7	99%	\$157.5	97%
1H	Operating Supervisor	\$155.4	\$154.7	100%	\$157.5	99%
2L	Field Operations Planner	\$174.4	\$133.7	130%	\$145.7	120%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
2L	Field Operations Planner	Wgo Construction Department	EDD050P3	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Construction Department	EDD050M1	Gas Distribution Construction and/or
2L	Field Operations Planner	Wgo Construction Department	EDD050P3	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
2L	Field Operations Planner	Wgo Distribution Services	EDD050M1	Gas Distribution Construction and/or
2L	Field Operations Planner	Wgo Distribution Services	EDD050P3	Gas Distribution Construction and/or
2L	Field Operations Planner	Wgo Distribution Services	EDD050P3	Gas Distribution Construction and/or
1H	Operating Supervisor	Gas Emergency Response Center	EDD050M1	Gas Distribution Construction and/or
2H	Manager	Gas Emergency Response Center	EDD050M2	Gas Distribution Construction and/or
2L	Field Operations Planner	Gas Emergency Response Center	EDD050P3	Gas Distribution Construction and/or
2L	Field Operations Planner	Gas Emergency Response Center	EDD050P3	Gas Distribution Construction and/or
2L	Operating General	Gas Emergency Response Center	EDD050M1	Gas Distribution Construction and/or
2L	Operating General	Gas Emergency Response Center	EDD050M1	Gas Distribution Construction and/or
2L	Operating General	Gas Emergency Response Center	EDD050M1	Gas Distribution Construction and/or
2L	Operating General	Gas Emergency Response Center	EDD050M1	Gas Distribution Construction and/or
2L	Operating General	Gas Emergency Response Center	EDD050M1	Gas Distribution Construction and/or
2L	Operating General	Gas Emergency Response Center	EDD050M1	Gas Distribution Construction and/or
2L	Operating General	Gas Emergency Response Center	EDD050M1	Gas Distribution Construction and/or
2H	Manager	Gas Technology Operations	EDD050M2	Gas Distribution Construction and/or
2H	Manager	Gas Technology Operations	EDD050M2	Gas Distribution Construction and/or
2H	Project Specialist	Gas Technology Operations	EDD050M2	Gas Distribution Construction and/or
2L	Field Operations Planner	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Analyst	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Analyst	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Analyst	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Analyst	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Analyst	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Analyst	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Specialist	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Specialist	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Specialist	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	\$157.9	\$154.7	102%	\$157.5	100%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$106.6	\$154.7	69%	\$157.5	68%
1H	Operating Supervisor	\$131.5	\$154.7	85%	\$157.5	83%
1H	Operating Supervisor	\$155.6	\$154.7	101%	\$157.5	99%
2L	Field Operations Planner	\$178.2	\$133.7	133%	\$145.7	122%
1H	Operating Supervisor	\$149.6	\$154.7	97%	\$157.5	95%
1H	Operating Supervisor	\$153.3	\$154.7	99%	\$157.5	97%
1H	Operating Supervisor	\$155.1	\$154.7	100%	\$157.5	98%
1H	Operating Supervisor	\$151.4	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$116.4	\$154.7	75%	\$157.5	74%
2L	Field Operations Planner	\$169.4	\$133.7	127%	\$145.7	116%
1H	Operating Supervisor	\$151.7	\$154.7	98%	\$157.5	96%
1H	Operating Supervisor	\$152.2	\$154.7	98%	\$157.5	97%
1H	Operating Supervisor	\$147.4	\$154.7	95%	\$157.5	94%
1H	Operating Supervisor	\$168.0	\$154.7	109%	\$157.5	107%
1H	Operating Supervisor	\$155.4	\$154.7	100%	\$157.5	99%
1H	Operating Supervisor	\$158.9	\$154.7	103%	\$157.5	101%
1H	Operating Supervisor	\$160.9	\$154.7	104%	\$157.5	102%
1H	Operating Supervisor	\$174.6	\$154.7	113%	\$157.5	111%
1H	Operating Supervisor	\$155.6	\$154.7	101%	\$157.5	99%
1H	Operating Supervisor	\$152.2	\$154.7	98%	\$157.5	97%
1H	Operating Supervisor	\$155.6	\$154.7	101%	\$157.5	99%
2L	Field Operations Planner	\$185.0	\$154.7	120%	\$157.5	117%
2L	Field Operations Planner	\$191.2	\$133.7	143%	\$145.7	131%
2L	Field Operations Planner	\$171.4	\$133.7	128%	\$145.7	118%
1H	Operating Supervisor	\$140.6	\$154.7	91%	\$157.5	89%
2H	Manager	\$230.2	\$211.0	109%	\$206.9	111%
2L	Field Operations Planner	\$192.3	\$133.7	144%	\$145.7	132%
2L	Field Operations Planner	\$162.7	\$133.7	122%	\$145.7	112%
2L	Operating General Supervisor	\$168.2	\$154.7	109%	\$157.5	107%
2L	Operating General Supervisor	\$198.7	\$154.7	128%	\$157.5	126%
2L	Operating General Supervisor	\$166.9	\$154.7	108%	\$157.5	106%
2L	Operating General Supervisor	\$168.4	\$154.7	109%	\$157.5	107%
2L	Operating General Supervisor	\$176.7	\$154.7	114%	\$157.5	112%
2L	Operating General Supervisor	\$178.3	\$154.7	115%	\$157.5	113%
2L	Operating General Supervisor	\$178.1	\$154.7	115%	\$157.5	113%
2H	Manager	\$179.0	\$211.0	85%	\$206.9	87%
2H	Manager	\$165.1	\$211.0	78%	\$206.9	80%
2H	Project Specialist	\$166.9	\$211.0	79%	\$206.9	81%
2L	Field Operations Planner	\$172.4	\$133.7	129%	\$145.7	118%
2L	Sr Analyst	\$136.3	\$133.7	102%	\$145.7	94%
2L	Sr Analyst	\$115.7	\$133.7	87%	\$145.7	79%
2L	Sr Analyst	\$120.3	\$133.7	90%	\$145.7	83%
2L	Sr Analyst	\$125.2	\$133.7	94%	\$145.7	86%
2L	Sr Analyst	\$134.1	\$133.7	100%	\$145.7	92%
2L	Sr Analyst	\$138.7	\$133.7	104%	\$145.7	95%
2L	Sr Specialist	\$152.5	\$133.7	114%	\$145.7	105%
2L	Sr Specialist	\$162.9	\$133.7	122%	\$145.7	112%
2L	Sr Specialist	\$166.4	\$133.7	124%	\$145.7	114%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr Specialist	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Sr Specialist	Gas Technology Operations	EDD050P3	Gas Distribution Construction and/or
2L	Engineer	Gas Engineering	EDD050M1	Gas Distribution Construction and/or
2L	Sr Analyst	Gas Engineering	EDD050P3	Gas Distribution Construction and/or
1H	Operating Supervisor	Gas Technical Ops	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Gas Technical Ops	EDD050M1	Gas Distribution Construction and/or
1H	Operating Supervisor	Gas Technical Ops	EDD050M1	Gas Distribution Construction and/or
2L	Engineer	Gas Technical Ops	EDD050P3	Gas Distribution Construction and/or
2L	Field Operations Planner	Gas Technical Ops	EDD050P3	Gas Distribution Construction and/or
2L	Field Operations Planner	Gas Technical Ops	EDD080P3	Quality Control/Inspection
2H	Sr Engineer	Civil/Mechanical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
3L	Technical Expert	Civil/Mechanical Engineering	AZE000M3	Engineering Generalist/Multidiscipline
4H	Chief Engineer	Civil/Mechanical Engineering	AZE000M4	Engineering Generalist/Multidiscipline
1H	Engineer	Civil/Mechanical Engineering	AZE000P2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Civil/Mechanical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Civil/Mechanical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Civil/Mechanical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Civil/Mechanical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Civil/Mechanical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Civil/Mechanical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2L	Sr Specialist	Civil/Mechanical Engineering	AZE000P3	Engineering Generalist/Multidiscipline
3L	Section Manager	Civil/Mechanical Engineering	AZE000M3	Engineering Generalist/Multidiscipline
2H	Sr Architect	Civil/Mechanical Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Architect	Civil/Mechanical Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Architect	Civil/Mechanical Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Engineer	Civil/Mechanical Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Engineer	Civil/Mechanical Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Engineer	Civil/Mechanical Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Engineer	Civil/Mechanical Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Engineer	Civil/Mechanical Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Engineer	Civil/Mechanical Engineering	AZE170P4	Structural/Facilities Engineering
2L	Engineer	Civil/Mechanical Engineering	AZE170P3	Structural/Facilities Engineering
2L	Engineer	Civil/Mechanical Engineering	AZE170P3	Structural/Facilities Engineering
1H	Associate Engineer A	Electrical Engineering	AZE000P2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Electrical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Electrical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Electrical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2L	Engineer	Electrical Engineering	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Electrical Engineering	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Electrical Engineering	AZE000P3	Engineering Generalist/Multidiscipline
3L	Section Manager	Electrical Engineering	AZE000M3	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Electrical Engineering	AZE000P2	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Electrical Engineering	AZE000P2	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Electrical Engineering	AZE000P2	Engineering Generalist/Multidiscipline
1H	Specialist	Electrical Engineering	AZE000P2	Engineering Generalist/Multidiscipline
2H	Manager	Electrical Engineering	AZE000M2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Electrical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Electrical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Electrical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2L	Engineer	Electrical Engineering	AZE000P3	Engineering Generalist/Multidiscipline

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2L	Sr Specialist	\$166.9	\$133.7	125%	\$145.7	115%
2L	Sr Specialist	\$129.1	\$133.7	97%	\$145.7	89%
2L	Engineer	\$154.9	\$154.7	100%	\$157.5	98%
2L	Sr Analyst	\$178.6	\$133.7	134%	\$145.7	123%
1H	Operating Supervisor	\$152.7	\$154.7	99%	\$157.5	97%
1H	Operating Supervisor	\$153.6	\$154.7	99%	\$157.5	98%
1H	Operating Supervisor	\$153.6	\$154.7	99%	\$157.5	98%
2L	Engineer	\$163.6	\$133.7	122%	\$145.7	112%
2L	Field Operations Planner	\$160.8	\$133.7	120%	\$145.7	110%
2L	Field Operations Planner	\$177.5	\$156.6	113%	\$160.4	111%
2H	Sr Engineer	\$181.7	\$176.6	103%	\$178.4	102%
3L	Technical Expert	\$259.1	\$253.9	102%	\$260.1	100%
4H	Chief Engineer	\$406.3	\$350.7	116%	\$328.8	124%
1H	Engineer	\$123.3	\$117.7	105%	\$118.4	104%
2H	Sr Engineer	\$168.1	\$176.6	95%	\$178.4	94%
2H	Sr Engineer	\$191.6	\$176.6	108%	\$178.4	107%
2H	Sr Engineer	\$206.0	\$176.6	117%	\$178.4	115%
2H	Sr Engineer	\$158.8	\$176.6	90%	\$178.4	89%
2H	Sr Engineer	\$141.7	\$176.6	80%	\$178.4	79%
2H	Sr Engineer	\$162.5	\$176.6	92%	\$178.4	91%
2L	Sr Specialist	\$130.3	\$146.9	89%	\$145.0	90%
3L	Section Manager	\$244.1	\$253.9	96%	\$260.1	94%
2H	Sr Architect	\$201.7	\$176.8	114%	\$174.4	116%
2H	Sr Architect	\$178.5	\$176.8	101%	\$174.4	102%
2H	Sr Architect	\$162.3	\$176.8	92%	\$174.4	93%
2H	Sr Engineer	\$167.7	\$176.8	95%	\$174.4	96%
2H	Sr Engineer	\$174.6	\$176.8	99%	\$174.4	100%
2H	Sr Engineer	\$186.2	\$176.8	105%	\$174.4	107%
2H	Sr Engineer	\$173.8	\$176.8	98%	\$174.4	100%
2H	Sr Engineer	\$176.5	\$176.8	100%	\$174.4	101%
2H	Sr Engineer	\$179.7	\$176.8	102%	\$174.4	103%
2L	Engineer	\$131.3	\$151.1	87%	\$147.7	89%
2L	Engineer	\$159.2	\$151.1	105%	\$147.7	108%
1H	Associate Engineer A	\$111.5	\$117.7	95%	\$118.4	94%
2H	Sr Engineer	\$180.1	\$176.6	102%	\$178.4	101%
2H	Sr Engineer	\$170.3	\$176.6	96%	\$178.4	95%
2H	Sr Engineer	\$209.0	\$176.6	118%	\$178.4	117%
2L	Engineer	\$162.6	\$146.9	111%	\$145.0	112%
2L	Engineer	\$123.8	\$146.9	84%	\$145.0	85%
2L	Engineer	\$136.6	\$146.9	93%	\$145.0	94%
3L	Section Manager	\$234.2	\$253.9	92%	\$260.1	90%
1H	Associate Engineer A	\$108.1	\$117.7	92%	\$118.4	91%
1H	Associate Engineer A	\$113.0	\$117.7	96%	\$118.4	95%
1H	Associate Engineer A	\$165.7	\$117.7	141%	\$118.4	140%
1H	Specialist	\$110.5	\$117.7	94%	\$118.4	93%
2H	Manager	\$155.3	\$197.8	79%	\$199.2	78%
2H	Sr Engineer	\$181.1	\$176.6	103%	\$178.4	102%
2H	Sr Engineer	\$159.5	\$176.6	90%	\$178.4	89%
2H	Sr Engineer	\$180.7	\$176.6	102%	\$178.4	101%
2L	Engineer	\$169.8	\$146.9	116%	\$145.0	117%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Engineer	Electrical Engineering	AZE000P3	Engineering Generalist/Multidiscipline
3L	Section Manager	Electrical Engineering	AZE000M3	Engineering Generalist/Multidiscipline
4H	Chief Engineer	Electrical Engineering	AZE000M4	Engineering Generalist/Multidiscipline
1H	Specialist	Electrical Engineering	AZE000P2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Electrical Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2L	Engineer	Electrical Engineering	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Electrical Engineering	AZE000P3	Engineering Generalist/Multidiscipline
3L	Section Manager	Electrical Engineering	AZE000M3	Engineering Generalist/Multidiscipline
4H	Chief Engineer	Project Support	AZE000M4	Engineering Generalist/Multidiscipline
1H	Specialist	Project Support	AZE000P2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Project Support	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Project Support	AZE000P4	Engineering Generalist/Multidiscipline
2L	Engineer	Project Support	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Project Support	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Project Support	AZE000P3	Engineering Generalist/Multidiscipline
2L	Sr Specialist	Project Support	AZE000P3	Engineering Generalist/Multidiscipline
3H	Department Manager	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
3L	Project Engineer	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
3L	Project Engineer	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
3L	Project Engineer	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
3L	Project Engineer	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
3L	Project Engineer	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
3L	Project Engineer	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
3L	Project Engineer	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
3L	Project Engineer	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Project Support	AZE000M2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Project Support	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Project Support	AZE000P4	Engineering Generalist/Multidiscipline
2L	Engineer	Project Support	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Project Support	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Project Support	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Project Support	AZE000P3	Engineering Generalist/Multidiscipline
3L	Section Manager	Project Support	AZE000M3	Engineering Generalist/Multidiscipline
2H	Project Specialist	QA Engineering & Prog Support	AZE120P4	Environmental Engineering
2H	Sr Financial Analyst	QA Engineering & Prog Support	AZE120M2	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
1H	Specialist	QA Engineering & Prog Support	AZE120P2	Environmental Engineering
1H	Specialist	QA Engineering & Prog Support	AZE120P2	Environmental Engineering
2H	Sr Engineer	QA Engineering & Prog Support	AZE120P4	Environmental Engineering
2L	Engineer	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Engineer	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
1H	Specialist	QA Engineering & Prog Support	AZE120P2	Environmental Engineering



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Engineer	\$121.1	\$146.9	82%	\$145.0	83%
3L	Section Manager	\$219.1	\$253.9	86%	\$260.1	84%
4H	Chief Engineer	\$349.3	\$350.7	100%	\$328.8	106%
1H	Specialist	\$107.8	\$117.7	92%	\$118.4	91%
2H	Sr Engineer	\$188.3	\$176.6	107%	\$178.4	106%
2L	Engineer	\$179.4	\$146.9	122%	\$145.0	124%
2L	Engineer	\$136.7	\$146.9	93%	\$145.0	94%
3L	Section Manager	\$219.9	\$253.9	87%	\$260.1	85%
4H	Chief Engineer	\$360.5	\$350.7	103%	\$328.8	110%
1H	Specialist	\$122.7	\$117.7	104%	\$118.4	104%
2H	Sr Engineer	\$170.0	\$176.6	96%	\$178.4	95%
2H	Sr Engineer	\$163.9	\$176.6	93%	\$178.4	92%
2L	Engineer	\$136.8	\$146.9	93%	\$145.0	94%
2L	Engineer	\$135.0	\$146.9	92%	\$145.0	93%
2L	Engineer	\$174.7	\$146.9	119%	\$145.0	120%
2L	Sr Specialist	\$180.0	\$146.9	123%	\$145.0	124%
3H	Department Manager	\$249.1	\$253.9	98%	\$260.1	96%
3L	Project Engineer	\$211.8	\$253.9	83%	\$260.1	81%
3L	Project Engineer	\$211.7	\$253.9	83%	\$260.1	81%
3L	Project Engineer	\$199.6	\$253.9	79%	\$260.1	77%
3L	Project Engineer	\$172.9	\$253.9	68%	\$260.1	66%
3L	Project Engineer	\$244.4	\$253.9	96%	\$260.1	94%
3L	Project Engineer	\$227.1	\$253.9	89%	\$260.1	87%
3L	Project Engineer	\$184.9	\$253.9	73%	\$260.1	71%
3L	Project Engineer	\$255.5	\$253.9	101%	\$260.1	98%
2H	Sr Engineer	\$168.5	\$197.8	85%	\$199.2	85%
2H	Sr Engineer	\$169.6	\$176.6	96%	\$178.4	95%
2H	Sr Engineer	\$170.9	\$176.6	97%	\$178.4	96%
2L	Engineer	\$149.9	\$146.9	102%	\$145.0	103%
2L	Engineer	\$136.8	\$146.9	93%	\$145.0	94%
2L	Engineer	\$144.3	\$146.9	98%	\$145.0	99%
2L	Engineer	\$117.6	\$146.9	80%	\$145.0	81%
3L	Section Manager	\$204.5	\$253.9	81%	\$260.1	79%
2H	Project Specialist	\$166.5	\$175.1	95%	\$184.3	90%
2H	Sr Financial Analyst	\$187.5	\$206.6	91%	\$193.6	97%
2L	Sr Specialist	\$164.7	\$149.4	110%	\$157.3	105%
2L	Sr Specialist	\$173.5	\$149.4	116%	\$157.3	110%
2L	Sr Specialist	\$125.7	\$149.4	84%	\$157.3	80%
2L	Sr Specialist	\$165.1	\$149.4	111%	\$157.3	105%
2L	Sr Specialist	\$147.5	\$149.4	99%	\$157.3	94%
2L	Sr Specialist	\$138.7	\$149.4	93%	\$157.3	88%
1H	Specialist	\$139.6	\$116.4	120%	\$115.8	121%
1H	Specialist	\$140.4	\$116.4	121%	\$115.8	121%
2H	Sr Engineer	\$178.4	\$175.1	102%	\$184.3	97%
2L	Engineer	\$158.8	\$149.4	106%	\$157.3	101%
2L	Engineer	\$157.6	\$149.4	105%	\$157.3	100%
2L	Sr Specialist	\$164.7	\$149.4	110%	\$157.3	105%
2L	Sr Specialist	\$147.9	\$149.4	99%	\$157.3	94%
2L	Sr Specialist	\$168.5	\$149.4	113%	\$157.3	107%
1H	Specialist	\$118.5	\$116.4	102%	\$115.8	102%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Specialist	QA Engineering & Prog Support	AZE120P2	Environmental Engineering
1H	System Analyst	QA Engineering & Prog Support	AZE120P2	Environmental Engineering
2H	Manager	QA Engineering & Prog Support	AZE120M2	Environmental Engineering
2H	Sr Engineering Scheduler	QA Engineering & Prog Support	AZE120P4	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr Specialist	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr System Analyst	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr System Analyst	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
2L	Sr System Analyst	QA Engineering & Prog Support	AZE120P3	Environmental Engineering
1H	Associate Engineer A	Equipment & Field Engineering	AZE000P2	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Equipment & Field Engineering	AZE000P2	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Equipment & Field Engineering	AZE000P2	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Equipment & Field Engineering	AZE000P2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2L	Engineer	Equipment & Field Engineering	AZE000P3	Engineering Generalist/Multidiscipline
3L	Section Manager	Equipment & Field Engineering	AZE000M3	Engineering Generalist/Multidiscipline
3L	Technical Specialist	Equipment & Field Engineering	AZE000M3	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Equipment & Field Engineering	AZE000P2	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Equipment & Field Engineering	AZE000P2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000M2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2L	Engineer	Equipment & Field Engineering	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Equipment & Field Engineering	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Equipment & Field Engineering	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Equipment & Field Engineering	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Equipment & Field Engineering	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Equipment & Field Engineering	AZE000P3	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Equipment & Field Engineering	AZE000P2	Engineering Generalist/Multidiscipline
1H	Associate Engineer A	Equipment & Field Engineering	AZE000P2	Engineering Generalist/Multidiscipline
1H	Specialist	Equipment & Field Engineering	AZE000P2	Engineering Generalist/Multidiscipline
2H	Project Specialist	Equipment & Field Engineering	AZE000M2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000M2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000M2	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE000P4	Engineering Generalist/Multidiscipline
2L	Engineer	Equipment & Field Engineering	AZE000P3	Engineering Generalist/Multidiscipline
2L	Engineer	Equipment & Field Engineering	AZE000P3	Engineering Generalist/Multidiscipline
3L	Section Manager	Equipment & Field Engineering	AZE000M3	Engineering Generalist/Multidiscipline
2H	Sr Engineer	Equipment & Field Engineering	AZE170P4	Structural/Facilities Engineering

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
1H	Specialist	\$114.7	\$116.4	98%	\$115.8	99%
1H	System Analyst	\$116.9	\$116.4	100%	\$115.8	101%
2H	Manager	\$144.9	\$206.6	70%	\$193.6	75%
2H	Sr Engineering Scheduler	\$167.0	\$175.1	95%	\$184.3	91%
2L	Sr Specialist	\$168.1	\$149.4	113%	\$157.3	107%
2L	Sr Specialist	\$124.4	\$149.4	83%	\$157.3	79%
2L	Sr System Analyst	\$148.0	\$149.4	99%	\$157.3	94%
2L	Sr System Analyst	\$148.0	\$149.4	99%	\$157.3	94%
2L	Sr System Analyst	\$148.6	\$149.4	99%	\$157.3	94%
1H	Associate Engineer A	\$119.1	\$117.7	101%	\$118.4	101%
1H	Associate Engineer A	\$106.2	\$117.7	90%	\$118.4	90%
1H	Associate Engineer A	\$124.3	\$117.7	106%	\$118.4	105%
1H	Associate Engineer A	\$129.7	\$117.7	110%	\$118.4	110%
2H	Sr Engineer	\$177.9	\$176.6	101%	\$178.4	100%
2H	Sr Engineer	\$179.2	\$176.6	101%	\$178.4	100%
2H	Sr Engineer	\$167.0	\$176.6	95%	\$178.4	94%
2H	Sr Engineer	\$171.8	\$176.6	97%	\$178.4	96%
2L	Engineer	\$169.0	\$146.9	115%	\$145.0	116%
3L	Section Manager	\$214.5	\$253.9	84%	\$260.1	82%
3L	Technical Specialist	\$239.8	\$253.9	94%	\$260.1	92%
1H	Associate Engineer A	\$129.7	\$117.7	110%	\$118.4	110%
1H	Associate Engineer A	\$136.4	\$117.7	116%	\$118.4	115%
2H	Sr Engineer	\$152.3	\$197.8	77%	\$199.2	76%
2H	Sr Engineer	\$185.2	\$176.6	105%	\$178.4	104%
2H	Sr Engineer	\$148.4	\$176.6	84%	\$178.4	83%
2H	Sr Engineer	\$181.8	\$176.6	103%	\$178.4	102%
2H	Sr Engineer	\$177.9	\$176.6	101%	\$178.4	100%
2H	Sr Engineer	\$165.8	\$176.6	94%	\$178.4	93%
2H	Sr Engineer	\$162.4	\$176.6	92%	\$178.4	91%
2H	Sr Engineer	\$162.3	\$176.6	92%	\$178.4	91%
2L	Engineer	\$147.4	\$146.9	100%	\$145.0	102%
2L	Engineer	\$131.0	\$146.9	89%	\$145.0	90%
2L	Engineer	\$139.3	\$146.9	95%	\$145.0	96%
2L	Engineer	\$144.8	\$146.9	99%	\$145.0	100%
2L	Engineer	\$142.7	\$146.9	97%	\$145.0	98%
2L	Engineer	\$148.6	\$146.9	101%	\$145.0	102%
1H	Associate Engineer A	\$124.8	\$117.7	106%	\$118.4	105%
1H	Associate Engineer A	\$119.7	\$117.7	102%	\$118.4	101%
1H	Specialist	\$103.7	\$117.7	88%	\$118.4	88%
2H	Project Specialist	\$210.6	\$197.8	106%	\$199.2	106%
2H	Sr Engineer	\$162.1	\$197.8	82%	\$199.2	81%
2H	Sr Engineer	\$162.4	\$197.8	82%	\$199.2	81%
2H	Sr Engineer	\$151.0	\$176.6	85%	\$178.4	85%
2H	Sr Engineer	\$152.4	\$176.6	86%	\$178.4	85%
2H	Sr Engineer	\$177.1	\$176.6	100%	\$178.4	99%
2H	Sr Engineer	\$177.5	\$176.6	100%	\$178.4	100%
2L	Engineer	\$145.9	\$146.9	99%	\$145.0	101%
2L	Engineer	\$141.2	\$146.9	96%	\$145.0	97%
3L	Section Manager	\$209.1	\$253.9	82%	\$260.1	80%
2H	Sr Engineer	\$176.9	\$176.8	100%	\$174.4	101%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Sr Engineer	Equipment & Field Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Engineer	Equipment & Field Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Engineer	Equipment & Field Engineering	AZE170P4	Structural/Facilities Engineering
2H	Sr Engineer	Equipment & Field Engineering	AZE170P4	Structural/Facilities Engineering
2L	Engineer	Equipment & Field Engineering	AZE170P3	Structural/Facilities Engineering
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
2L	Sr Specialist	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
2L	Sr Specialist	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
2L	Sr Specialist	Construction Mgmt Gas	EDD050P3	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
1H	Chief Construction	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
2L	Sr Specialist	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
2L	Sr Specialist	Construction Mgmt Gas	EDD050M1	Gas Distribution Construction and/or
2H	Project Specialist	Construction Mgmt Gas	EDD050M2	Gas Distribution Construction and/or
2L	Sr Specialist	Construction Mgmt Gas	EDD050P3	Gas Distribution Construction and/or
1H	Supervisor	Construction Services	ASC020M1	Materials Management
1H	Supervisor	Construction Services	ASC020M1	Materials Management
1H	Supervisor	Construction Services	ASC020M1	Materials Management
1H	Supervisor	Construction Services	ASC020M1	Materials Management
1H	Supervisor	Construction Services	ASC020M1	Materials Management
1H	Supervisor	Construction Services	ASC020M1	Materials Management
1H	Supervisor	Construction Services	ASC020M1	Materials Management
2L	Field Operations Planner	Construction Services	ASC020P3	Materials Management
2L	Field Operations Planner	Construction Services	ASC020P3	Materials Management
2L	Field Operations Planner	Construction Services	ASC020P3	Materials Management
2L	Field Operations Planner	Construction Services	ASC020P3	Materials Management
3L	Construction Manager	Construction Services	ASC020M3	Materials Management
1H	Supervisor	Construction Services	EDD050M1	Gas Distribution Construction and/or
1H	Supervisor	Construction Services	EDD050M1	Gas Distribution Construction and/or
1H	Supervisor	Construction Services	EDD050M1	Gas Distribution Construction and/or
1H	Supervisor	Construction Services	EDD050M1	Gas Distribution Construction and/or
2L	Field Operations Planner	Construction Services	EDD050P3	Gas Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Engineer	\$174.7	\$176.8	99%	\$174.4	100%
2H	Sr Engineer	\$150.1	\$176.8	85%	\$174.4	86%
2H	Sr Engineer	\$175.4	\$176.8	99%	\$174.4	101%
2H	Sr Engineer	\$173.5	\$176.8	98%	\$174.4	100%
2L	Engineer	\$146.9	\$151.1	97%	\$147.7	99%
1H	Chief Construction Inspector	\$117.2	\$154.7	76%	\$157.5	74%
1H	Chief Construction Inspector	\$146.3	\$154.7	95%	\$157.5	93%
1H	Chief Construction Inspector	\$174.1	\$154.7	112%	\$157.5	111%
1H	Chief Construction Inspector	\$159.8	\$154.7	103%	\$157.5	101%
1H	Chief Construction Inspector	\$139.9	\$154.7	90%	\$157.5	89%
1H	Chief Construction Inspector	\$153.3	\$154.7	99%	\$157.5	97%
2L	Sr Specialist	\$194.1	\$154.7	125%	\$157.5	123%
1H	Chief Construction Inspector	\$117.5	\$154.7	76%	\$157.5	75%
1H	Chief Construction Inspector	\$159.5	\$154.7	103%	\$157.5	101%
1H	Chief Construction Inspector	\$151.7	\$154.7	98%	\$157.5	96%
1H	Chief Construction Inspector	\$142.8	\$154.7	92%	\$157.5	91%
1H	Chief Construction Inspector	\$165.9	\$154.7	107%	\$157.5	105%
2L	Sr Specialist	\$188.5	\$154.7	122%	\$157.5	120%
1H	Chief Construction Inspector	\$152.8	\$154.7	99%	\$157.5	97%
1H	Chief Construction Inspector	\$152.4	\$154.7	98%	\$157.5	97%
1H	Chief Construction Inspector	\$133.1	\$154.7	86%	\$157.5	85%
2L	Sr Specialist	\$179.1	\$133.7	134%	\$145.7	123%
1H	Chief Construction Inspector	\$140.8	\$154.7	91%	\$157.5	89%
1H	Chief Construction Inspector	\$150.1	\$154.7	97%	\$157.5	95%
1H	Chief Construction Inspector	\$154.9	\$154.7	100%	\$157.5	98%
1H	Chief Construction Inspector	\$158.7	\$154.7	103%	\$157.5	101%
2L	Sr Specialist	\$173.9	\$154.7	112%	\$157.5	110%
2L	Sr Specialist	\$180.8	\$154.7	117%	\$157.5	115%
2H	Project Specialist	\$212.1	\$211.0	101%	\$206.9	103%
2L	Sr Specialist	\$175.9	\$133.7	132%	\$145.7	121%
1H	Supervisor	\$159.8	\$131.9	121%	\$128.8	124%
1H	Supervisor	\$151.0	\$131.9	114%	\$128.8	117%
1H	Supervisor	\$148.3	\$131.9	112%	\$128.8	115%
1H	Supervisor	\$145.2	\$131.9	110%	\$128.8	113%
1H	Supervisor	\$145.1	\$131.9	110%	\$128.8	113%
1H	Supervisor	\$139.4	\$131.9	106%	\$128.8	108%
1H	Supervisor	\$128.7	\$96.2	134%	\$96.9	133%
2L	Field Operations Planner	\$166.5	\$126.1	132%	\$128.4	130%
2L	Field Operations Planner	\$171.2	\$126.1	136%	\$128.4	133%
2L	Field Operations Planner	\$165.8	\$126.1	131%	\$128.4	129%
2L	Field Operations Planner	\$175.4	\$126.1	139%	\$128.4	137%
3L	Construction Manager	\$226.4	\$233.8	97%	\$222.9	102%
1H	Supervisor	\$148.7	\$154.7	96%	\$157.5	94%
1H	Supervisor	\$145.1	\$154.7	94%	\$157.5	92%
1H	Supervisor	\$154.1	\$154.7	100%	\$157.5	98%
1H	Supervisor	\$154.3	\$154.7	100%	\$157.5	98%
2L	Field Operations Planner	\$188.3	\$133.7	141%	\$145.7	129%
1H	Supervisor	\$147.4	\$161.6	91%	\$165.3	89%
1H	Supervisor	\$155.0	\$161.6	96%	\$165.3	94%
1H	Supervisor	\$155.8	\$161.6	96%	\$165.3	94%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Construction Services	EDD020M1	Electric Distribution Construction and/or
2L	Field Operations Planner	Construction Services	EDD020P3	Electric Distribution Construction and/or
2L	Field Operations Planner	Construction Services	EDD020P3	Electric Distribution Construction and/or
2L	Field Operations Planner	Construction Services	EDD020P3	Electric Distribution Construction and/or
2L	Field Operations Planner	Construction Services	EDD020P3	Electric Distribution Construction and/or
2L	Field Operations Planner	Construction Services	EDD020P3	Electric Distribution Construction and/or
2L	Field Operations Planner	Construction Services	EDD020P3	Electric Distribution Construction and/or
3L	Construction Manager	Construction Services	EDD020M3	Electric Distribution Construction and/or
3L	Construction Manager	Construction Services	EDD020M3	Electric Distribution Construction and/or
1H	Specialist	Construction Business Services	ARE040P2	Land/Right-of-Way
2H	Manager	Construction Business Services	ARE040M2	Land/Right-of-Way
2L	Sr Specialist	Construction Business Services	ARE040P3	Land/Right-of-Way
2L	Sr Specialist	Construction Business Services	ARE040P3	Land/Right-of-Way
2L	Sr Specialist	Construction Business Services	ARE040P3	Land/Right-of-Way
2L	Sr Specialist	Construction Business Services	ARE040P3	Land/Right-of-Way
2L	Sr Specialist	Construction Business Services	ARE040P3	Land/Right-of-Way
1H	Specialist	Construction Business Services	ALS020P2	Contract Administration
1H	Specialist	Construction Business Services	ALS020P2	Contract Administration
1H	Specialist	Construction Business Services	ALS020P2	Contract Administration
1H	Specialist	Construction Business Services	ALS020P2	Contract Administration
2L	Sr Specialist	Construction Business Services	ALS020M1	Contract Administration
2L	Sr Specialist	Construction Business Services	ALS020P3	Contract Administration
3L	Section Manager	Construction Business Services	ALS020M3	Contract Administration
1H	System Analyst	Construction Business Services	AID020P2	Business Systems Analysis
1H	System Analyst	Construction Business Services	AID020P2	Business Systems Analysis
2H	Systems Specialist	Construction Business Services	AID020P4	Business Systems Analysis
2L	Sr Analyst	Construction Business Services	AID020P3	Business Systems Analysis
2L	Sr Specialist	Construction Business Services	AID020P3	Business Systems Analysis
2L	Sr Specialist	Construction Business Services	AID020P3	Business Systems Analysis
2L	Sr Specialist	Construction Business Services	AID020P3	Business Systems Analysis
2L	Sr Specialist	Construction Business Services	AID020P3	Business Systems Analysis
2L	Sr Specialist	Construction Business Services	AID020P3	Business Systems Analysis
2L	Sr Specialist	Construction Business Services	AID020P3	Business Systems Analysis
3L	Section Manager	Construction Business Services	AID020M3	Business Systems Analysis
2L	Sr Specialist	Construction Business Services	AHR100P3	Labor Relations
2L	Sr Specialist	Construction Business Services	AHR100P3	Labor Relations
3L	Section Manager	Construction Business Services	AHR100M3	Labor Relations
2H	Sr Engineer	System Operation Department	ETO000P4	Electric Transmission Operations
2L	Engineer	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Engineer	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Sr Specialist	System Operation Department	ETO000P3	Electric Transmission Operations
3L	Section Manager	System Operation Department	ETO000M3	Electric Transmission Operations
2H	Sr Planning Analyst	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Sr Planning Analyst	System Operation Department	ETO000P4	Electric Transmission Operations

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	\$148.6	\$161.6	92%	\$165.3	90%
1H	Supervisor	\$148.0	\$161.6	92%	\$165.3	90%
1H	Supervisor	\$162.8	\$161.6	101%	\$165.3	98%
1H	Supervisor	\$145.6	\$161.6	90%	\$165.3	88%
1H	Supervisor	\$152.1	\$161.6	94%	\$165.3	92%
1H	Supervisor	\$141.8	\$161.6	88%	\$165.3	86%
1H	Supervisor	\$148.6	\$161.6	92%	\$165.3	90%
1H	Supervisor	\$145.6	\$161.6	90%	\$165.3	88%
1H	Supervisor	\$161.2	\$161.6	100%	\$165.3	98%
2L	Field Operations Planner	\$200.3	\$144.4	139%	\$148.7	135%
2L	Field Operations Planner	\$138.7	\$144.4	96%	\$148.7	93%
2L	Field Operations Planner	\$178.1	\$144.4	123%	\$148.7	120%
2L	Field Operations Planner	\$192.6	\$144.4	133%	\$148.7	130%
2L	Field Operations Planner	\$171.7	\$144.4	119%	\$148.7	115%
2L	Field Operations Planner	\$191.8	\$144.4	133%	\$148.7	129%
3L	Construction Manager	\$255.9	\$272.7	94%	\$291.6	88%
3L	Construction Manager	\$201.7	\$272.7	74%	\$291.6	69%
1H	Specialist	\$105.3	\$105.4	100%	\$109.1	97%
2H	Manager	\$196.9	\$201.0	98%	\$193.3	102%
2L	Sr Specialist	\$180.5	\$134.2	134%	\$132.6	136%
2L	Sr Specialist	\$133.9	\$134.2	100%	\$132.6	101%
2L	Sr Specialist	\$156.0	\$134.2	116%	\$132.6	118%
2L	Sr Specialist	\$167.4	\$134.2	125%	\$132.6	126%
2L	Sr Specialist	\$139.6	\$134.2	104%	\$132.6	105%
1H	Specialist	\$111.5	\$100.9	111%	\$104.6	107%
1H	Specialist	\$141.2	\$100.9	140%	\$104.6	135%
1H	Specialist	\$107.9	\$100.9	107%	\$104.6	103%
1H	Specialist	\$99.5	\$100.9	99%	\$104.6	95%
2L	Sr Specialist	\$133.6	\$134.1	100%	\$141.9	94%
2L	Sr Specialist	\$127.6	\$127.7	100%	\$130.8	98%
3L	Section Manager	\$226.9	\$239.5	95%	\$242.8	93%
1H	System Analyst	\$102.6	\$109.9	93%	\$112.3	91%
1H	System Analyst	\$108.8	\$109.9	99%	\$112.3	97%
2H	Systems Specialist	\$182.0	\$162.2	112%	\$171.5	106%
2L	Sr Analyst	\$167.7	\$140.0	120%	\$143.3	117%
2L	Sr Specialist	\$149.9	\$140.0	107%	\$143.3	105%
2L	Sr Specialist	\$167.5	\$140.0	120%	\$143.3	117%
2L	Sr Specialist	\$171.1	\$140.0	122%	\$143.3	119%
2L	Sr Specialist	\$134.4	\$140.0	96%	\$143.3	94%
3L	Section Manager	\$250.4	\$256.5	98%	\$269.6	93%
2L	Sr Specialist	\$159.4	\$154.2	103%	\$157.3	101%
2L	Sr Specialist	\$121.8	\$154.2	79%	\$157.3	77%
3L	Section Manager	\$221.9	\$289.0	77%	\$291.7	76%
2H	Sr Engineer	\$198.2	\$189.4	105%	\$192.0	103%
2L	Engineer	\$161.8	\$156.2	104%	\$158.4	102%
2L	Engineer	\$152.8	\$156.2	98%	\$158.4	96%
2L	Sr Specialist	\$156.8	\$156.2	100%	\$158.4	99%
3L	Section Manager	\$218.7	\$292.9	75%	\$295.8	74%
2H	Sr Planning Analyst	\$192.7	\$189.4	102%	\$192.0	100%
2H	Sr Planning Analyst	\$173.5	\$189.4	92%	\$192.0	90%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

*Competitive Positioning of Total Benefits & Compensation*

*- Equals the sum of Total Direct Compensation and the estimated value of employee benefits*

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Sr Planning Analyst	System Operation Department	ETO000P4	Electric Transmission Operations
2L	District Operator	System Operation Department	ETO000P3	Electric Transmission Operations
2L	District Operator	System Operation Department	ETO000P3	Electric Transmission Operations
3L	Section Manager	System Operation Department	ETO000M3	Electric Transmission Operations
2H	Manager	System Operation Department	ETO000M2	Electric Transmission Operations
2H	Sr Engineer	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Sr Engineer	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Sr Engineer	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Sr Engineer	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Systems Specialist	System Operation Department	ETO000M2	Electric Transmission Operations
2H	Systems Specialist	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Systems Specialist	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Systems Specialist	System Operation Department	ETO000P4	Electric Transmission Operations
2L	Sr System Analyst	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Sr System Analyst	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Sr System Analyst	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Sr System Analyst	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Sr System Analyst	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Sr System Analyst	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Technical Supervisor	System Operation Department	ETO000M1	Electric Transmission Operations
3H	Department Manager	System Operation Department	ETO000M3	Electric Transmission Operations
3L	Systems Manager	System Operation Department	ETO000M3	Electric Transmission Operations
3L	Systems Manager	System Operation Department	ETO000M3	Electric Transmission Operations
4H	General Manager Central	System Operation Department	ETO000M4	Electric Transmission Operations
2H	Project Specialist	System Operation Department	ETO000M2	Electric Transmission Operations
2H	Project Specialist	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Senior Energy Dispatcher	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Senior Energy Dispatcher	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Senior Energy Dispatcher	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Senior Energy Dispatcher	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Senior Energy Dispatcher	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Senior Energy Dispatcher	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Senior Energy Dispatcher	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Senior Energy Dispatcher	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Transmission Operator	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Transmission Operator	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Transmission Operator	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Transmission Operator	System Operation Department	ETO000P4	Electric Transmission Operations
2H	Transmission Operator	System Operation Department	ETO000P4	Electric Transmission Operations
2L	Energy Dispatcher	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Energy Dispatcher	System Operation Department	ETO000P3	Electric Transmission Operations
2L	Energy Dispatcher	System Operation Department	ETO000P3	Electric Transmission Operations
3L	Assoc Chief System	System Operation Department	ETO000M3	Electric Transmission Operations
3L	Energy Manager	System Operation Department	ETO000M3	Electric Transmission Operations
3L	Sr System Operator	System Operation Department	ETO000M3	Electric Transmission Operations
3L	Sr System Operator	System Operation Department	ETO000M3	Electric Transmission Operations
3L	Sr System Operator	System Operation Department	ETO000M3	Electric Transmission Operations
3L	Sr System Operator	System Operation Department	ETO000M3	Electric Transmission Operations



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2H	Sr Planning Analyst	\$198.3	\$189.4	105%	\$192.0	103%
2L	District Operator	\$165.0	\$156.2	106%	\$158.4	104%
2L	District Operator	\$191.3	\$156.2	122%	\$158.4	121%
3L	Section Manager	\$243.3	\$292.9	83%	\$295.8	82%
2H	Manager	\$189.1	\$230.6	82%	\$234.6	81%
2H	Sr Engineer	\$169.0	\$189.4	89%	\$192.0	88%
2H	Sr Engineer	\$183.5	\$189.4	97%	\$192.0	96%
2H	Sr Engineer	\$198.1	\$189.4	105%	\$192.0	103%
2H	Sr Engineer	\$216.8	\$189.4	114%	\$192.0	113%
2H	Systems Specialist	\$169.2	\$230.6	73%	\$234.6	72%
2H	Systems Specialist	\$153.7	\$189.4	81%	\$192.0	80%
2H	Systems Specialist	\$147.1	\$189.4	78%	\$192.0	77%
2H	Systems Specialist	\$192.0	\$189.4	101%	\$192.0	100%
2L	Sr System Analyst	\$152.6	\$156.2	98%	\$158.4	96%
2L	Sr System Analyst	\$154.6	\$156.2	99%	\$158.4	98%
2L	Sr System Analyst	\$147.6	\$156.2	95%	\$158.4	93%
2L	Sr System Analyst	\$152.2	\$156.2	97%	\$158.4	96%
2L	Sr System Analyst	\$165.1	\$156.2	106%	\$158.4	104%
2L	Sr System Analyst	\$160.4	\$156.2	103%	\$158.4	101%
2L	Sr System Analyst	\$149.5	\$156.2	96%	\$158.4	94%
2L	Technical Supervisor	\$191.3	\$207.9	92%	\$210.7	91%
3H	Department Manager	\$301.9	\$292.9	103%	\$295.8	102%
3L	Systems Manager	\$234.7	\$292.9	80%	\$295.8	79%
3L	Systems Manager	\$278.9	\$292.9	95%	\$295.8	94%
4H	General Manager Central Ops	\$340.0	\$422.7	80%	\$440.1	77%
2H	Project Specialist	\$212.6	\$230.6	92%	\$234.6	91%
2H	Project Specialist	\$150.5	\$189.4	79%	\$192.0	78%
2H	Senior Energy Dispatcher	\$186.6	\$189.4	99%	\$192.0	97%
2H	Senior Energy Dispatcher	\$185.5	\$189.4	98%	\$192.0	97%
2H	Senior Energy Dispatcher	\$185.6	\$189.4	98%	\$192.0	97%
2H	Senior Energy Dispatcher	\$190.6	\$189.4	101%	\$192.0	99%
2H	Senior Energy Dispatcher	\$191.3	\$189.4	101%	\$192.0	100%
2H	Senior Energy Dispatcher	\$185.7	\$189.4	98%	\$192.0	97%
2H	Senior Energy Dispatcher	\$192.4	\$189.4	102%	\$192.0	100%
2H	Senior Energy Dispatcher	\$186.3	\$189.4	98%	\$192.0	97%
2H	Transmission Operator	\$186.3	\$189.4	98%	\$192.0	97%
2H	Transmission Operator	\$186.0	\$189.4	98%	\$192.0	97%
2H	Transmission Operator	\$186.1	\$189.4	98%	\$192.0	97%
2H	Transmission Operator	\$188.9	\$189.4	100%	\$192.0	98%
2H	Transmission Operator	\$186.4	\$189.4	98%	\$192.0	97%
2H	Transmission Operator	\$185.5	\$189.4	98%	\$192.0	97%
2L	Energy Dispatcher	\$175.2	\$156.2	112%	\$158.4	111%
2L	Energy Dispatcher	\$181.3	\$156.2	116%	\$158.4	114%
2L	Energy Dispatcher	\$166.9	\$156.2	107%	\$158.4	105%
3L	Assoc Chief System Operator	\$261.8	\$292.9	89%	\$295.8	89%
3L	Energy Manager	\$217.3	\$292.9	74%	\$295.8	73%
3L	Sr System Operator	\$238.0	\$292.9	81%	\$295.8	80%
3L	Sr System Operator	\$232.7	\$292.9	79%	\$295.8	79%
3L	Sr System Operator	\$253.1	\$292.9	86%	\$295.8	86%
3L	Sr System Operator	\$222.2	\$292.9	76%	\$295.8	75%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:						
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Sr System Operator	\$220.6	\$292.9	75%	\$295.8	75%
3L	Sr System Operator	\$248.3	\$292.9	85%	\$295.8	84%
3L	Sr System Operator	\$234.4	\$292.9	80%	\$295.8	79%
3L	Sr System Operator	\$242.2	\$292.9	83%	\$295.8	82%
3L	Sr System Operator	\$230.8	\$292.9	79%	\$295.8	78%
3L	System Operator	\$197.4	\$292.9	67%	\$295.8	67%
3L	System Operator	\$218.9	\$292.9	75%	\$295.8	74%
3L	System Operator	\$211.9	\$292.9	72%	\$295.8	72%
3L	System Operator	\$220.2	\$292.9	75%	\$295.8	74%
3L	System Operator	\$226.4	\$292.9	77%	\$295.8	77%
3L	System Operator	\$214.6	\$292.9	73%	\$295.8	73%
4L	Chief System Operator	\$300.2	\$422.7	71%	\$440.1	68%
2H	Sr District Operator	\$203.9	\$230.6	88%	\$234.6	87%
2H	Sr District Operator	\$192.8	\$230.6	84%	\$234.6	82%
2H	Sr District Operator	\$186.0	\$189.4	98%	\$192.0	97%
2H	Sr District Operator	\$189.9	\$189.4	100%	\$192.0	99%
2H	Sr District Operator	\$214.8	\$189.4	113%	\$192.0	112%
2H	Sr District Operator	\$187.3	\$189.4	99%	\$192.0	98%
2H	Sr District Operator	\$186.5	\$189.4	98%	\$192.0	97%
2H	Sr District Operator	\$209.0	\$189.4	110%	\$192.0	109%
2H	Sr District Operator	\$185.1	\$189.4	98%	\$192.0	96%
2H	Sr District Operator	\$195.8	\$189.4	103%	\$192.0	102%
2H	Sr District Operator	\$194.1	\$189.4	102%	\$192.0	101%
2H	Sr District Operator	\$189.7	\$189.4	100%	\$192.0	99%
2H	Sr District Operator	\$214.3	\$189.4	113%	\$192.0	112%
2H	Sr District Operator	\$190.2	\$189.4	100%	\$192.0	99%
2H	Sr District Operator	\$185.2	\$189.4	98%	\$192.0	96%
2L	District Operator	\$182.6	\$156.2	117%	\$158.4	115%
2L	District Operator	\$181.3	\$156.2	116%	\$158.4	114%
2L	District Operator	\$181.3	\$156.2	116%	\$158.4	114%
2L	District Operator	\$148.7	\$156.2	95%	\$158.4	94%
2L	District Operator	\$142.4	\$156.2	91%	\$158.4	90%
2L	District Operator	\$174.2	\$156.2	112%	\$158.4	110%
2L	District Operator	\$169.8	\$156.2	109%	\$158.4	107%
2L	District Operator	\$182.9	\$156.2	117%	\$158.4	115%
2L	District Operator	\$184.8	\$156.2	118%	\$158.4	117%
2L	District Operator	\$181.4	\$156.2	116%	\$158.4	115%
2L	District Operator	\$183.1	\$156.2	117%	\$158.4	116%
2L	District Operator	\$181.4	\$156.2	116%	\$158.4	115%
2L	District Operator	\$181.9	\$156.2	116%	\$158.4	115%
2L	District Operator	\$181.3	\$156.2	116%	\$158.4	114%
2L	District Operator	\$149.5	\$156.2	96%	\$158.4	94%
2L	District Operator	\$163.0	\$156.2	104%	\$158.4	103%
2L	District Operator	\$192.0	\$156.2	123%	\$158.4	121%
2L	District Operator	\$184.6	\$156.2	118%	\$158.4	117%
2L	District Operator	\$169.1	\$156.2	108%	\$158.4	107%
2L	District Operator	\$167.6	\$156.2	107%	\$158.4	106%
2L	District Operator	\$176.9	\$156.2	113%	\$158.4	112%
2L	District Operator	\$186.0	\$156.2	119%	\$158.4	117%
2L	District Operator	\$181.3	\$156.2	116%	\$158.4	114%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
3L	Assoc Chief District	System Operation Department	ETO000M3	Electric Transmission Operations
3L	Assoc Chief District	System Operation Department	ETO000M3	Electric Transmission Operations
3L	Assoc Chief District	System Operation Department	ETO000M3	Electric Transmission Operations
4L	Chief District Operator	System Operation Department	ETO000M4	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
2H	Project Specialist	Transmission Operations	ETO000M2	Electric Transmission Operations
2L	Sr Specialist	Transmission Operations	ETO000P3	Electric Transmission Operations
2L	Sr Specialist	Transmission Operations	ETO000P3	Electric Transmission Operations
2L	Sr Specialist	Transmission Operations	ETO000P3	Electric Transmission Operations
3L	Section Manager	Transmission Operations	ETO000M3	Electric Transmission Operations
2H	Project Specialist	Transmission Operations	ETO000M2	Electric Transmission Operations
3L	Project Manager	Transmission Operations	ETO000M3	Electric Transmission Operations
3L	Project Manager	Transmission Operations	ETO000M3	Electric Transmission Operations
3L	Project Manager	Transmission Operations	ETO000M3	Electric Transmission Operations
4H	General Manager Central	Transmission Operations	ETO000M4	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
1H	Supervisor	Transmission Operations	ETO000M1	Electric Transmission Operations
2L	Field Operations Planner	Transmission Operations	ETO000P3	Electric Transmission Operations
2L	Sr Specialist	Transmission Operations	ETO000M1	Electric Transmission Operations
2L	Sr Specialist	Transmission Operations	ETO000M1	Electric Transmission Operations
2L	Sr Specialist	Transmission Operations	ETO000P3	Electric Transmission Operations
2L	Sr Specialist	Transmission Operations	ETO000P3	Electric Transmission Operations
2L	Sr Specialist	Transmission Operations	ETO000P3	Electric Transmission Operations
3L	Section Manager	Transmission Operations	ETO000M3	Electric Transmission Operations
1L	Executive Assistant 1L	Off Sr VP Central Ops	AAS042U4	Secretarial/Executive Administrative Assistance
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
3L	Section Manager	Steam Distribution	EGF040M3	Fossil Power Operations
1H	Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:					
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.					

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
3L	Assoc Chief District Operator	\$226.3	\$292.9	77%	\$295.8	77%
3L	Assoc Chief District Operator	\$229.1	\$292.9	78%	\$295.8	77%
3L	Assoc Chief District Operator	\$234.3	\$292.9	80%	\$295.8	79%
4L	Chief District Operator	\$319.7	\$422.7	76%	\$440.1	73%
1H	Supervisor	\$167.3	\$207.9	80%	\$210.7	79%
1H	Supervisor	\$167.4	\$207.9	81%	\$210.7	79%
1H	Supervisor	\$173.4	\$207.9	83%	\$210.7	82%
1H	Supervisor	\$168.9	\$207.9	81%	\$210.7	80%
1H	Supervisor	\$156.9	\$207.9	75%	\$210.7	74%
1H	Supervisor	\$165.3	\$207.9	80%	\$210.7	78%
1H	Supervisor	\$167.8	\$207.9	81%	\$210.7	80%
1H	Supervisor	\$165.5	\$207.9	80%	\$210.7	79%
1H	Supervisor	\$169.2	\$207.9	81%	\$210.7	80%
1H	Supervisor	\$163.0	\$207.9	78%	\$210.7	77%
2H	Project Specialist	\$195.6	\$230.6	85%	\$234.6	83%
2L	Sr Specialist	\$196.7	\$156.2	126%	\$158.4	124%
2L	Sr Specialist	\$181.2	\$156.2	116%	\$158.4	114%
2L	Sr Specialist	\$199.5	\$156.2	128%	\$158.4	126%
3L	Section Manager	\$234.3	\$292.9	80%	\$295.8	79%
2H	Project Specialist	\$185.5	\$230.6	80%	\$234.6	79%
3L	Project Manager	\$282.3	\$292.9	96%	\$295.8	95%
3L	Project Manager	\$202.0	\$292.9	69%	\$295.8	68%
3L	Project Manager	\$266.8	\$292.9	91%	\$295.8	90%
4H	General Manager Central Ops	\$383.5	\$422.7	91%	\$440.1	87%
1H	Supervisor	\$167.1	\$207.9	80%	\$210.7	79%
1H	Supervisor	\$176.2	\$207.9	85%	\$210.7	84%
1H	Supervisor	\$166.0	\$207.9	80%	\$210.7	79%
1H	Supervisor	\$133.7	\$207.9	64%	\$210.7	63%
1H	Supervisor	\$156.7	\$207.9	75%	\$210.7	74%
1H	Supervisor	\$170.3	\$207.9	82%	\$210.7	81%
2L	Field Operations Planner	\$190.6	\$156.2	122%	\$158.4	120%
2L	Sr Specialist	\$187.8	\$207.9	90%	\$210.7	89%
2L	Sr Specialist	\$167.6	\$207.9	81%	\$210.7	80%
2L	Sr Specialist	\$179.4	\$156.2	115%	\$158.4	113%
2L	Sr Specialist	\$187.2	\$156.2	120%	\$158.4	118%
2L	Sr Specialist	\$198.1	\$156.2	127%	\$158.4	125%
3L	Section Manager	\$227.1	\$292.9	78%	\$295.8	77%
1L	Executive Assistant 1L	\$144.6	\$120.2	120%	\$116.4	124%
1H	Operating Supervisor	\$146.3	\$170.9	86%	\$169.7	86%
1H	Operating Supervisor	\$117.8	\$170.9	69%	\$169.7	69%
1H	Operating Supervisor	\$145.6	\$170.9	85%	\$169.7	86%
1H	Operating Supervisor	\$161.7	\$170.9	95%	\$169.7	95%
1H	Operating Supervisor	\$147.5	\$170.9	86%	\$169.7	87%
1H	Operating Supervisor	\$165.2	\$170.9	97%	\$169.7	97%
1H	Operating Supervisor	\$152.7	\$170.9	89%	\$169.7	90%
1H	Operating Supervisor	\$145.6	\$170.9	85%	\$169.7	86%
1H	Operating Supervisor	\$154.9	\$170.9	91%	\$169.7	91%
1H	Operating Supervisor	\$165.2	\$170.9	97%	\$169.7	97%
3L	Section Manager	\$231.6	\$258.0	90%	\$251.1	92%
1H	Supervisor	\$123.4	\$170.9	72%	\$169.7	73%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Manager	Steam Distribution	EGF040M2	Fossil Power Operations
1H	Operating Supervisor	Steam Distribution	EGF040M1	Fossil Power Operations
3L	Section Manager	Steam Distribution	EGF000M3	Fossil Power Generation
3L	Project Manager	Steam Distribution	EGF000M3	Fossil Power Generation
4H	General Manager Central	Steam Distribution	EGF000M4	Fossil Power Generation
1H	Operating Supervisor	59th Street Station	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	59th Street Station	EGF040M1	Fossil Power Operations
2L	Operations Trainer	59th Street Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	59th Street Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	59th Street Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	59th Street Station	EGF040M1	Fossil Power Operations
3H	Operations Manager	59th Street Station	EGF040M3	Fossil Power Operations
3L	Project Manager	59th Street Station	EGF040M3	Fossil Power Operations
1H	Maintenance Supervisor	59th Street Station	EGF030M1	Fossil Power Maintenance
1H	Maintenance Supervisor	59th Street Station	EGF030M1	Fossil Power Maintenance
1H	Maintenance Supervisor	59th Street Station	EGF030M1	Fossil Power Maintenance
1H	Maintenance Supervisor	59th Street Station	EGF030M1	Fossil Power Maintenance
2L	Administrator	59th Street Station	EGF030M1	Fossil Power Maintenance
3L	Maintenance Manager	59th Street Station	EGF030M3	Fossil Power Maintenance
1H	Supervisor	59th Street Station	EGF040M1	Fossil Power Operations
1H	Supervisor	59th Street Station	EGF040M1	Fossil Power Operations
3L	Technical Manager	59th Street Station	EGF040M3	Fossil Power Operations
1H	Operating Supervisor	East River Station	EGF040M1	Fossil Power Operations
1H	Operating Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Operations Trainer	East River Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	East River Station	EGF040M1	Fossil Power Operations
3H	Operations Manager	East River Station	EGF040M3	Fossil Power Operations
3L	Project Manager	East River Station	EGF040M3	Fossil Power Operations
1H	Operating Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	East River Station	EGF040M1	Fossil Power Operations
3H	Operations Manager	East River Station	EGF040M3	Fossil Power Operations
1H	Maintenance Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
1H	Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
1H	Maintenance Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
1H	Maintenance Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
1H	Maintenance Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
1H	Maintenance Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
1H	Specialist	East River Station	EGF030M1	Fossil Power Maintenance
1H	Specialist	East River Station	EGF030M1	Fossil Power Maintenance
1H	Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
1H	Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
1H	Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
1H	Supervisor	East River Station	EGF030M1	Fossil Power Maintenance
2L	Administrator	East River Station	EGF030M1	Fossil Power Maintenance
3L	Maintenance Manager	East River Station	EGF030M3	Fossil Power Maintenance

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	\$179.1	\$207.5	86%	\$208.7	86%
1H	Operating Supervisor	\$156.6	\$170.9	92%	\$169.7	92%
3L	Section Manager	\$211.5	\$271.8	78%	\$270.5	78%
3L	Project Manager	\$209.6	\$271.8	77%	\$270.5	77%
4H	General Manager Central Ops	\$329.7	\$404.1	82%	\$388.8	85%
1H	Operating Supervisor	\$151.4	\$170.9	89%	\$169.7	89%
1H	Operating Supervisor	\$138.8	\$170.9	81%	\$169.7	82%
2L	Operations Trainer	\$182.7	\$170.9	107%	\$169.7	108%
2L	Shift Supervisor	\$170.3	\$170.9	100%	\$169.7	100%
2L	Shift Supervisor	\$172.8	\$170.9	101%	\$169.7	102%
2L	Shift Supervisor	\$177.7	\$170.9	104%	\$169.7	105%
3H	Operations Manager	\$229.0	\$258.0	89%	\$251.1	91%
3L	Project Manager	\$187.6	\$258.0	73%	\$251.1	75%
1H	Maintenance Supervisor	\$130.7	\$169.3	77%	\$169.6	77%
1H	Maintenance Supervisor	\$162.1	\$169.3	96%	\$169.6	96%
1H	Maintenance Supervisor	\$161.6	\$169.3	95%	\$169.6	95%
1H	Maintenance Supervisor	\$157.7	\$169.3	93%	\$169.6	93%
2L	Administrator	\$204.1	\$169.3	121%	\$169.6	120%
3L	Maintenance Manager	\$203.5	\$235.2	87%	\$234.5	87%
1H	Supervisor	\$149.8	\$170.9	88%	\$169.7	88%
1H	Supervisor	\$157.0	\$170.9	92%	\$169.7	93%
3L	Technical Manager	\$225.6	\$258.0	87%	\$251.1	90%
1H	Operating Supervisor	\$152.9	\$170.9	89%	\$169.7	90%
1H	Operating Supervisor	\$155.5	\$170.9	91%	\$169.7	92%
2L	Operations Trainer	\$187.5	\$170.9	110%	\$169.7	111%
2L	Shift Supervisor	\$167.4	\$170.9	98%	\$169.7	99%
2L	Shift Supervisor	\$172.8	\$170.9	101%	\$169.7	102%
2L	Shift Supervisor	\$165.4	\$170.9	97%	\$169.7	98%
2L	Shift Supervisor	\$168.8	\$170.9	99%	\$169.7	99%
2L	Shift Supervisor	\$178.3	\$170.9	104%	\$169.7	105%
3H	Operations Manager	\$234.3	\$258.0	91%	\$251.1	93%
3L	Project Manager	\$231.4	\$258.0	90%	\$251.1	92%
1H	Operating Supervisor	\$140.7	\$170.9	82%	\$169.7	83%
2L	Shift Supervisor	\$172.6	\$170.9	101%	\$169.7	102%
2L	Shift Supervisor	\$186.8	\$170.9	109%	\$169.7	110%
2L	Shift Supervisor	\$169.4	\$170.9	99%	\$169.7	100%
3H	Operations Manager	\$260.5	\$258.0	101%	\$251.1	104%
1H	Maintenance Supervisor	\$148.5	\$169.3	88%	\$169.6	88%
1H	Supervisor	\$157.6	\$169.3	93%	\$169.6	93%
1H	Maintenance Supervisor	\$159.1	\$169.3	94%	\$169.6	94%
1H	Maintenance Supervisor	\$146.9	\$169.3	87%	\$169.6	87%
1H	Maintenance Supervisor	\$145.6	\$169.3	86%	\$169.6	86%
1H	Maintenance Supervisor	\$159.6	\$169.3	94%	\$169.6	94%
1H	Specialist	\$121.9	\$169.3	72%	\$169.6	72%
1H	Specialist	\$117.8	\$169.3	70%	\$169.6	70%
1H	Supervisor	\$159.8	\$169.3	94%	\$169.6	94%
1H	Supervisor	\$176.0	\$169.3	104%	\$169.6	104%
1H	Supervisor	\$173.4	\$169.3	102%	\$169.6	102%
2L	Administrator	\$200.2	\$169.3	118%	\$169.6	118%
3L	Maintenance Manager	\$236.3	\$235.2	100%	\$234.5	101%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Supervisor	East River Station	EGF040M1	Fossil Power Operations
1H	Supervisor	East River Station	EGF040M1	Fossil Power Operations
1H	Supervisor	East River Station	EGF040M1	Fossil Power Operations
2H	Manager	East River Station	EGF040M2	Fossil Power Operations
2L	Technical Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Technical Supervisor	East River Station	EGF040M1	Fossil Power Operations
2L	Technical Supervisor	East River Station	EGF040M1	Fossil Power Operations
3L	Technical Manager	East River Station	EGF040M3	Fossil Power Operations
2H	Manager	74th Street Station	EGF040M2	Fossil Power Operations
2L	Operations Trainer	74th Street Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
2L	Shift Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
3H	Operations Manager	74th Street Station	EGF040M3	Fossil Power Operations
1H	Specialist	74th Street Station	EGF040M1	Fossil Power Operations
3L	Project Manager	74th Street Station	EGF030M3	Fossil Power Maintenance
2L	Technical Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
2L	Technical Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
3L	Technical Manager	74th Street Station	EGF040M3	Fossil Power Operations
1H	Maintenance Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
1H	Maintenance Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
1H	Maintenance Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
2L	Administrator	74th Street Station	EGF040M1	Fossil Power Operations
2L	Administrator	74th Street Station	EGF040M1	Fossil Power Operations
3L	Maintenance Manager	74th Street Station	EGF040M3	Fossil Power Operations
1H	Supervisor	74th Street Station	EGF040M1	Fossil Power Operations
3L	Section Manager	Steam Services	EGF040M3	Fossil Power Operations
3L	Section Manager	Steam Services	EGF040M3	Fossil Power Operations
2L	Scientist	Steam Services	EGF040M1	Fossil Power Operations
3L	Section Manager	Steam Services	EGF040M3	Fossil Power Operations
2H	Manager	Steam Services	EGF040M2	Fossil Power Operations
2H	Manager	Steam Services	EGF040M2	Fossil Power Operations
2H	Manager	Steam Services	EGF040M2	Fossil Power Operations
3L	Section Manager	Steam Services	EGF040M3	Fossil Power Operations
3L	Section Manager	Steam Services	EGF040M3	Fossil Power Operations
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
1H	Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2H	Manager	Protective Systems Testing	EDD030M2	Electric Distribution/Substation Equipment
2H	Manager	Protective Systems Testing	EDD030M2	Electric Distribution/Substation Equipment



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	\$156.4	\$170.9	92%	\$169.7	92%
1H	Supervisor	\$135.1	\$170.9	79%	\$169.7	80%
1H	Supervisor	\$154.8	\$170.9	91%	\$169.7	91%
2H	Manager	\$182.8	\$207.5	88%	\$208.7	88%
2L	Technical Supervisor	\$182.8	\$170.9	107%	\$169.7	108%
2L	Technical Supervisor	\$173.6	\$170.9	102%	\$169.7	102%
2L	Technical Supervisor	\$143.8	\$170.9	84%	\$169.7	85%
3L	Technical Manager	\$216.2	\$258.0	84%	\$251.1	86%
2H	Manager	\$227.8	\$207.5	110%	\$208.7	109%
2L	Operations Trainer	\$178.3	\$170.9	104%	\$169.7	105%
2L	Shift Supervisor	\$167.9	\$170.9	98%	\$169.7	99%
2L	Shift Supervisor	\$189.5	\$170.9	111%	\$169.7	112%
2L	Shift Supervisor	\$173.2	\$170.9	101%	\$169.7	102%
2L	Shift Supervisor	\$178.7	\$170.9	105%	\$169.7	105%
2L	Shift Supervisor	\$163.7	\$170.9	96%	\$169.7	96%
2L	Shift Supervisor	\$170.8	\$170.9	100%	\$169.7	101%
3H	Operations Manager	\$261.3	\$258.0	101%	\$251.1	104%
1H	Specialist	\$128.1	\$170.9	75%	\$169.7	75%
3L	Project Manager	\$247.5	\$235.2	105%	\$234.5	106%
2L	Technical Supervisor	\$168.7	\$170.9	99%	\$169.7	99%
2L	Technical Supervisor	\$203.8	\$170.9	119%	\$169.7	120%
3L	Technical Manager	\$234.0	\$258.0	91%	\$251.1	93%
1H	Maintenance Supervisor	\$153.4	\$170.9	90%	\$169.7	90%
1H	Maintenance Supervisor	\$161.3	\$170.9	94%	\$169.7	95%
1H	Maintenance Supervisor	\$153.0	\$170.9	90%	\$169.7	90%
2L	Administrator	\$204.1	\$170.9	119%	\$169.7	120%
2L	Administrator	\$180.4	\$170.9	106%	\$169.7	106%
3L	Maintenance Manager	\$213.3	\$258.0	83%	\$251.1	85%
1H	Supervisor	\$150.8	\$170.9	88%	\$169.7	89%
3L	Section Manager	\$193.8	\$258.0	75%	\$251.1	77%
3L	Section Manager	\$228.8	\$258.0	89%	\$251.1	91%
2L	Scientist	\$127.4	\$170.9	75%	\$169.7	75%
3L	Section Manager	\$222.6	\$258.0	86%	\$251.1	89%
2H	Manager	\$180.0	\$207.5	87%	\$208.7	86%
2H	Manager	\$162.6	\$207.5	78%	\$208.7	78%
2H	Manager	\$141.0	\$207.5	68%	\$208.7	68%
3L	Section Manager	\$202.4	\$258.0	78%	\$251.1	81%
3L	Section Manager	\$229.6	\$258.0	89%	\$251.1	91%
2L	Technical Supervisor	\$184.2	\$167.2	110%	\$170.7	108%
2L	Technical Supervisor	\$198.3	\$167.2	119%	\$170.7	116%
2L	Technical Supervisor	\$181.9	\$167.2	109%	\$170.7	107%
2L	Technical Supervisor	\$176.9	\$167.2	106%	\$170.7	104%
1H	Supervisor	\$126.9	\$167.2	76%	\$170.7	74%
2L	Technical Supervisor	\$182.4	\$167.2	109%	\$170.7	107%
2L	Technical Supervisor	\$192.6	\$167.2	115%	\$170.7	113%
2L	Technical Supervisor	\$181.9	\$167.2	109%	\$170.7	107%
2L	Technical Supervisor	\$188.0	\$167.2	112%	\$170.7	110%
2L	Technical Supervisor	\$194.1	\$167.2	116%	\$170.7	114%
2H	Manager	\$150.8	\$231.4	65%	\$226.0	67%
2H	Manager	\$173.6	\$231.4	75%	\$226.0	77%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Project Specialist	Protective Systems Testing	EDD030M2	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
2L	Technical Supervisor	Protective Systems Testing	EDD030M1	Electric Distribution/Substation Equipment
1H	Supervisor	Bklyn/Queens/SI Substation Ops	ALS020M1	Contract Administration
1H	Supervisor	Bklyn/Queens/SI Substation Ops	ALS020M1	Contract Administration
1H	Supervisor	Bklyn/Queens/SI Substation Ops	ALS020M1	Contract Administration
1H	Supervisor	Bklyn/Queens/SI Substation Ops	ALS020M1	Contract Administration
1H	Supervisor	Bklyn/Queens/SI Substation Ops	ALS020M1	Contract Administration
1H	Supervisor	Bklyn/Queens/SI Substation Ops	ALS020M1	Contract Administration
1H	Supervisor	Bklyn/Queens/SI Substation Ops	ALS020M1	Contract Administration
1H	Supervisor	Bklyn/Queens/SI Substation Ops	ALS020M1	Contract Administration
2L	Field Operations Planner	Bklyn/Queens/SI Substation Ops	ALS020P3	Contract Administration
2L	Field Operations Planner	Bklyn/Queens/SI Substation Ops	ALS020P3	Contract Administration
3L	Area Manager	Bklyn/Queens/SI Substation Ops	ALS020M3	Contract Administration
2L	Operations Trainer	Bklyn/Queens/SI Substation Ops	EDD010P3	Electric Distribution Systems Operations
2L	Sr Specialist	Bklyn/Queens/SI Substation Ops	EDD010P3	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
2L	Field Operations Planner	Bklyn/Queens/SI Substation Ops	EDD010P3	Electric Distribution Systems Operations
2L	Field Operations Planner	Bklyn/Queens/SI Substation Ops	EDD010P3	Electric Distribution Systems Operations
3L	Area Manager	Bklyn/Queens/SI Substation Ops	EDD010M3	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
2L	Field Operations Planner	Bklyn/Queens/SI Substation Ops	EDD010P3	Electric Distribution Systems Operations
2L	Field Operations Planner	Bklyn/Queens/SI Substation Ops	EDD010P3	Electric Distribution Systems Operations
3L	Area Manager	Bklyn/Queens/SI Substation Ops	EDD010M3	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Bklyn/Queens/SI Substation Ops	EDD010M1	Electric Distribution Systems Operations
2L	Sr Specialist	Bklyn/Queens/SI Substation Ops	EDD010P3	Electric Distribution Systems Operations
3L	Area Manager	Bklyn/Queens/SI Substation Ops	EDD010M3	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010P2	Electric Distribution Systems Operations
2L	Field Operations Planner	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	\$193.2	\$231.4	84%	\$226.0	85%
2L	Technical Supervisor	\$169.1	\$167.2	101%	\$170.7	99%
2L	Technical Supervisor	\$164.6	\$167.2	98%	\$170.7	96%
2L	Technical Supervisor	\$195.1	\$167.2	117%	\$170.7	114%
2L	Technical Supervisor	\$191.9	\$167.2	115%	\$170.7	112%
2L	Technical Supervisor	\$181.9	\$167.2	109%	\$170.7	107%
2L	Technical Supervisor	\$192.4	\$167.2	115%	\$170.7	113%
2L	Technical Supervisor	\$192.9	\$167.2	115%	\$170.7	113%
2L	Technical Supervisor	\$181.9	\$167.2	109%	\$170.7	107%
1H	Supervisor	\$151.1	\$134.1	113%	\$141.9	107%
1H	Supervisor	\$168.4	\$134.1	126%	\$141.9	119%
1H	Supervisor	\$150.8	\$134.1	112%	\$141.9	106%
1H	Supervisor	\$151.1	\$134.1	113%	\$141.9	107%
1H	Supervisor	\$154.5	\$134.1	115%	\$141.9	109%
1H	Supervisor	\$163.5	\$134.1	122%	\$141.9	115%
1H	Supervisor	\$152.8	\$134.1	114%	\$141.9	108%
1H	Supervisor	\$117.0	\$134.1	87%	\$141.9	82%
2L	Field Operations Planner	\$176.1	\$127.7	138%	\$130.8	135%
2L	Field Operations Planner	\$178.5	\$127.7	140%	\$130.8	136%
3L	Area Manager	\$216.6	\$239.5	90%	\$242.8	89%
2L	Operations Trainer	\$177.0	\$141.1	125%	\$147.7	120%
2L	Sr Specialist	\$183.8	\$141.1	130%	\$147.7	125%
1H	Supervisor	\$152.8	\$163.2	94%	\$166.1	92%
1H	Supervisor	\$152.1	\$163.2	93%	\$166.1	92%
1H	Supervisor	\$160.1	\$163.2	98%	\$166.1	96%
1H	Supervisor	\$157.0	\$163.2	96%	\$166.1	95%
1H	Supervisor	\$154.9	\$163.2	95%	\$166.1	93%
1H	Supervisor	\$161.3	\$163.2	99%	\$166.1	97%
2L	Field Operations Planner	\$195.6	\$141.1	139%	\$147.7	132%
2L	Field Operations Planner	\$191.5	\$141.1	136%	\$147.7	130%
3L	Area Manager	\$275.3	\$283.6	97%	\$281.8	98%
1H	Supervisor	\$151.9	\$163.2	93%	\$166.1	91%
1H	Supervisor	\$163.9	\$163.2	100%	\$166.1	99%
1H	Supervisor	\$162.2	\$163.2	99%	\$166.1	98%
2L	Field Operations Planner	\$183.9	\$141.1	130%	\$147.7	125%
2L	Field Operations Planner	\$196.2	\$141.1	139%	\$147.7	133%
3L	Area Manager	\$232.8	\$283.6	82%	\$281.8	83%
1H	Supervisor	\$158.7	\$163.2	97%	\$166.1	96%
1H	Supervisor	\$152.2	\$163.2	93%	\$166.1	92%
1H	Supervisor	\$151.9	\$163.2	93%	\$166.1	91%
1H	Supervisor	\$156.0	\$163.2	96%	\$166.1	94%
2L	Sr Specialist	\$184.7	\$141.1	131%	\$147.7	125%
3L	Area Manager	\$228.7	\$283.6	81%	\$281.8	81%
1H	Supervisor	\$156.4	\$163.2	96%	\$166.1	94%
1H	Supervisor	\$159.2	\$163.2	98%	\$166.1	96%
1H	Supervisor	\$152.2	\$163.2	93%	\$166.1	92%
1H	Supervisor	\$152.2	\$163.2	93%	\$166.1	92%
1H	Supervisor	\$160.2	\$163.2	98%	\$166.1	96%
1H	Supervisor	\$154.9	\$124.3	125%	\$132.5	117%
2L	Field Operations Planner	\$176.9	\$163.2	108%	\$166.1	107%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Field Operations Planner	Westchester/Bronx Subst Ops	EDD010P3	Electric Distribution Systems Operations
3L	Area Manager	Westchester/Bronx Subst Ops	EDD010M3	Electric Distribution Systems Operations
4H	General Manager Central	Westchester/Bronx Subst Ops	EDD000M4	Energy Delivery/Distribution
1H	Supervisor	Westchester/Bronx Subst Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Westchester/Bronx Subst Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Westchester/Bronx Subst Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Westchester/Bronx Subst Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Westchester/Bronx Subst Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Westchester/Bronx Subst Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Westchester/Bronx Subst Ops	EDD020M1	Electric Distribution Construction and/or
2L	Field Operations Planner	Westchester/Bronx Subst Ops	EDD020P3	Electric Distribution Construction and/or
2L	Field Operations Planner	Westchester/Bronx Subst Ops	EDD020P3	Electric Distribution Construction and/or
2L	Field Operations Planner	Westchester/Bronx Subst Ops	EDD020P3	Electric Distribution Construction and/or
3L	Area Manager	Westchester/Bronx Subst Ops	EDD020M3	Electric Distribution Construction and/or
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
2L	Field Operations Planner	Westchester/Bronx Subst Ops	EDD010P3	Electric Distribution Systems Operations
2L	Field Operations Planner	Westchester/Bronx Subst Ops	EDD010P3	Electric Distribution Systems Operations
3L	Area Manager	Westchester/Bronx Subst Ops	EDD010M3	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	ALS020M1	Contract Administration
1H	Supervisor	Westchester/Bronx Subst Ops	ALS020M1	Contract Administration
1H	Supervisor	Westchester/Bronx Subst Ops	ALS020M1	Contract Administration
1H	Supervisor	Westchester/Bronx Subst Ops	ALS020M1	Contract Administration
1H	Supervisor	Westchester/Bronx Subst Ops	ALS020M1	Contract Administration
1H	Supervisor	Westchester/Bronx Subst Ops	ALS020M1	Contract Administration
1H	Supervisor	Westchester/Bronx Subst Ops	ALS020M1	Contract Administration
1H	Supervisor	Westchester/Bronx Subst Ops	ALS020M1	Contract Administration
1H	Supervisor	Westchester/Bronx Subst Ops	ALS020M1	Contract Administration
2L	Field Operations Planner	Westchester/Bronx Subst Ops	ALS020P3	Contract Administration
2L	Field Operations Planner	Westchester/Bronx Subst Ops	ALS020P3	Contract Administration
3L	Area Manager	Westchester/Bronx Subst Ops	ALS020M3	Contract Administration
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
1H	Supervisor	Westchester/Bronx Subst Ops	EDD010M1	Electric Distribution Systems Operations
2L	Field Operations Planner	Westchester/Bronx Subst Ops	EDD010P3	Electric Distribution Systems Operations
2L	Field Operations Planner	Westchester/Bronx Subst Ops	EDD010P3	Electric Distribution Systems Operations
3L	Area Manager	Westchester/Bronx Subst Ops	EDD010M3	Electric Distribution Systems Operations
1H	Supervisor	Manhattan Substation Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Manhattan Substation Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Manhattan Substation Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Manhattan Substation Ops	EDD020M1	Electric Distribution Construction and/or
1H	Supervisor	Manhattan Substation Ops	EDD020M1	Electric Distribution Construction and/or
2L	Field Operations Planner	Manhattan Substation Ops	EDD020P3	Electric Distribution Construction and/or
2L	Field Operations Planner	Manhattan Substation Ops	EDD020P3	Electric Distribution Construction and/or
3L	Area Manager	Manhattan Substation Ops	EDD020M3	Electric Distribution Construction and/or

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2L	Field Operations Planner	\$181.7	\$141.1	129%	\$147.7	123%
3L	Area Manager	\$231.6	\$283.6	82%	\$281.8	82%
4H	General Manager Central Ops	\$310.8	\$389.4	80%	\$370.2	84%
1H	Supervisor	\$157.9	\$161.6	98%	\$165.3	96%
1H	Supervisor	\$157.2	\$161.6	97%	\$165.3	95%
1H	Supervisor	\$152.6	\$161.6	94%	\$165.3	92%
1H	Supervisor	\$156.0	\$161.6	97%	\$165.3	94%
1H	Supervisor	\$153.5	\$161.6	95%	\$165.3	93%
1H	Supervisor	\$166.5	\$161.6	103%	\$165.3	101%
1H	Supervisor	\$154.0	\$161.6	95%	\$165.3	93%
2L	Field Operations Planner	\$193.5	\$144.4	134%	\$148.7	130%
2L	Field Operations Planner	\$169.0	\$144.4	117%	\$148.7	114%
2L	Field Operations Planner	\$170.3	\$144.4	118%	\$148.7	115%
3L	Area Manager	\$259.5	\$272.7	95%	\$291.6	89%
1H	Supervisor	\$120.6	\$163.2	74%	\$166.1	73%
1H	Supervisor	\$157.0	\$163.2	96%	\$166.1	95%
1H	Supervisor	\$159.5	\$163.2	98%	\$166.1	96%
1H	Supervisor	\$152.9	\$163.2	94%	\$166.1	92%
1H	Supervisor	\$152.7	\$163.2	94%	\$166.1	92%
2L	Field Operations Planner	\$192.5	\$141.1	136%	\$147.7	130%
2L	Field Operations Planner	\$178.3	\$141.1	126%	\$147.7	121%
3L	Area Manager	\$268.0	\$283.6	94%	\$281.8	95%
1H	Supervisor	\$152.3	\$134.1	114%	\$141.9	107%
1H	Supervisor	\$155.5	\$134.1	116%	\$141.9	110%
1H	Supervisor	\$157.6	\$134.1	118%	\$141.9	111%
1H	Supervisor	\$151.1	\$134.1	113%	\$141.9	107%
1H	Supervisor	\$161.6	\$134.1	121%	\$141.9	114%
1H	Supervisor	\$151.1	\$134.1	113%	\$141.9	107%
1H	Supervisor	\$154.5	\$134.1	115%	\$141.9	109%
1H	Supervisor	\$155.9	\$134.1	116%	\$141.9	110%
2L	Field Operations Planner	\$188.0	\$127.7	147%	\$130.8	144%
2L	Field Operations Planner	\$198.7	\$127.7	156%	\$130.8	152%
3L	Area Manager	\$211.4	\$239.5	88%	\$242.8	87%
1H	Supervisor	\$154.0	\$163.2	94%	\$166.1	93%
1H	Supervisor	\$156.8	\$163.2	96%	\$166.1	94%
1H	Supervisor	\$153.4	\$163.2	94%	\$166.1	92%
1H	Supervisor	\$152.9	\$163.2	94%	\$166.1	92%
1H	Supervisor	\$152.3	\$163.2	93%	\$166.1	92%
1H	Supervisor	\$159.2	\$163.2	98%	\$166.1	96%
2L	Field Operations Planner	\$196.2	\$141.1	139%	\$147.7	133%
2L	Field Operations Planner	\$199.3	\$141.1	141%	\$147.7	135%
3L	Area Manager	\$230.3	\$283.6	81%	\$281.8	82%
1H	Supervisor	\$165.4	\$161.6	102%	\$165.3	100%
1H	Supervisor	\$159.7	\$161.6	99%	\$165.3	97%
1H	Supervisor	\$159.6	\$161.6	99%	\$165.3	97%
1H	Supervisor	\$160.5	\$161.6	99%	\$165.3	97%
1H	Supervisor	\$151.9	\$161.6	94%	\$165.3	92%
2L	Field Operations Planner	\$186.6	\$144.4	129%	\$148.7	125%
2L	Field Operations Planner	\$190.0	\$144.4	132%	\$148.7	128%
3L	Area Manager	\$194.8	\$272.7	71%	\$291.6	67%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
4H	General Manager Central Ops	\$371.1	\$389.4	95%	\$370.2	100%
1H	Supervisor	\$152.2	\$163.2	93%	\$166.1	92%
1H	Supervisor	\$157.4	\$163.2	96%	\$166.1	95%
1H	Supervisor	\$155.5	\$163.2	95%	\$166.1	94%
1H	Supervisor	\$152.2	\$163.2	93%	\$166.1	92%
2L	Field Operations Planner	\$173.7	\$141.1	123%	\$147.7	118%
2L	Field Operations Planner	\$186.2	\$141.1	132%	\$147.7	126%
2L	Field Operations Planner	\$194.1	\$141.1	138%	\$147.7	131%
3L	Area Manager	\$236.7	\$283.6	83%	\$281.8	84%
1H	Supervisor	\$153.2	\$163.2	94%	\$166.1	92%
1H	Supervisor	\$153.4	\$163.2	94%	\$166.1	92%
1H	Supervisor	\$152.8	\$163.2	94%	\$166.1	92%
1H	Supervisor	\$157.2	\$163.2	96%	\$166.1	95%
1H	Supervisor	\$152.2	\$163.2	93%	\$166.1	92%
1H	Supervisor	\$167.1	\$163.2	102%	\$166.1	101%
2L	Field Operations Planner	\$183.1	\$163.2	112%	\$166.1	110%
2L	Field Operations Planner	\$192.0	\$141.1	136%	\$147.7	130%
3L	Area Manager	\$231.8	\$283.6	82%	\$281.8	82%
1H	Supervisor	\$152.2	\$134.1	114%	\$141.9	107%
1H	Supervisor	\$166.9	\$134.1	124%	\$141.9	118%
1H	Supervisor	\$164.2	\$134.1	122%	\$141.9	116%
1H	Supervisor	\$155.5	\$134.1	116%	\$141.9	110%
2L	Field Operations Planner	\$195.2	\$127.7	153%	\$130.8	149%
2L	Field Operations Planner	\$181.6	\$127.7	142%	\$130.8	139%
3L	Area Manager	\$211.4	\$239.5	88%	\$242.8	87%
1H	Supervisor	\$156.4	\$124.3	126%	\$132.5	118%
1H	Supervisor	\$169.9	\$124.3	137%	\$132.5	128%
1H	Supervisor	\$150.7	\$124.3	121%	\$132.5	114%
1H	Supervisor	\$159.3	\$124.3	128%	\$132.5	120%
1H	Supervisor	\$168.5	\$124.3	136%	\$132.5	127%
1H	Supervisor	\$161.2	\$124.3	130%	\$132.5	122%
1H	Supervisor	\$153.1	\$124.3	123%	\$132.5	116%
1H	Supervisor	\$167.4	\$124.3	135%	\$132.5	126%
1H	Supervisor	\$159.7	\$124.3	129%	\$132.5	121%
2H	Manager	\$185.2	\$210.6	88%	\$216.5	86%
2H	Manager	\$187.4	\$210.6	89%	\$216.5	87%
2H	Manager	\$185.2	\$210.6	88%	\$216.5	86%
2H	Manager	\$185.2	\$210.6	88%	\$216.5	86%
2H	Manager	\$201.7	\$210.6	96%	\$216.5	93%
2H	Manager	\$186.4	\$210.6	89%	\$216.5	86%
2H	Manager	\$190.1	\$210.6	90%	\$216.5	88%
2H	Manager	\$196.3	\$210.6	93%	\$216.5	91%
2H	Manager	\$190.7	\$210.6	91%	\$216.5	88%
2H	Manager	\$187.5	\$210.6	89%	\$216.5	87%
2H	Sr Engineer	\$210.0	\$158.8	132%	\$165.7	127%
2L	Shift Supervisor	\$170.8	\$163.2	105%	\$166.1	103%
2L	Shift Supervisor	\$167.6	\$163.2	103%	\$166.1	101%
2L	Shift Supervisor	\$167.4	\$163.2	103%	\$166.1	101%
2L	Shift Supervisor	\$175.1	\$163.2	107%	\$166.1	105%
2L	Shift Supervisor	\$169.4	\$163.2	104%	\$166.1	102%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Shift Supervisor	Manhattan Substation Ops	EDD010M1	Electric Distribution Systems Operations
2L	Shift Supervisor	Manhattan Substation Ops	EDD010M1	Electric Distribution Systems Operations
2L	Shift Supervisor	Manhattan Substation Ops	EDD010P3	Electric Distribution Systems Operations
2L	Shift Supervisor	Manhattan Substation Ops	EDD010P3	Electric Distribution Systems Operations
2L	Shift Supervisor	Manhattan Substation Ops	EDD010P3	Electric Distribution Systems Operations
2L	Shift Supervisor	Manhattan Substation Ops	EDD010P3	Electric Distribution Systems Operations
3L	Section Manager	Manhattan Substation Ops	EDD010M3	Electric Distribution Systems Operations
1H	Specialist	Substation Operations Planning	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Substation Operations Planning	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Substation Operations Planning	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Substation Operations Planning	EDD000P2	Energy Delivery/Distribution
1H	Specialist	Substation Operations Planning	EDD000P2	Energy Delivery/Distribution
2H	Manager	Substation Operations Planning	EDD000M2	Energy Delivery/Distribution
2L	Sr Specialist	Substation Operations Planning	EDD000M1	Energy Delivery/Distribution
2L	Sr Specialist	Substation Operations Planning	EDD000M1	Energy Delivery/Distribution
3L	Section Manager	Substation Operations Planning	EDD000M3	Energy Delivery/Distribution
3L	Project Manager	Substation Operations Planning	EDD000M3	Energy Delivery/Distribution
3L	Project Manager	Substation Operations Planning	EDD000M3	Energy Delivery/Distribution
3L	Project Manager	Substation Operations Planning	EDD000M3	Energy Delivery/Distribution
3L	Project Manager	Substation Operations Planning	EDD000M3	Energy Delivery/Distribution
3L	Project Manager	Substation Operations Planning	EDD000M3	Energy Delivery/Distribution
3L	Project Manager	Substation Operations Planning	EDD000M3	Energy Delivery/Distribution
3L	Project Manager	Substation Operations Planning	EDD000M3	Energy Delivery/Distribution
4L	General Manager	Substation Operations Planning	EDD000M4	Energy Delivery/Distribution
2H	Sr Planning Analyst	Substation Operations Planning	EDD000M2	Energy Delivery/Distribution
3L	Section Manager	Substation Operations Planning	EDD000M3	Energy Delivery/Distribution
2L	Senior Executive Assistant	Office of President	AAS042U4	Secretarial/Executive Administrative Assistance
2H	Sr Planning Analyst	Electricity Supply	EMT000P4	Energy Trading Generalist/Multidiscipline
2H	Sr Planning Analyst	Electricity Supply	EMT000P4	Energy Trading Generalist/Multidiscipline
2H	Sr Planning Analyst	Electricity Supply	EMT000P4	Energy Trading Generalist/Multidiscipline
4L	Director	Resource Planning	AEM000M4	Data Analytics/Business Intelligence and Data
1H	Analyst	Resource Planning	AEM000P2	Data Analytics/Business Intelligence and Data
2H	Sr Engineer	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
3L	Section Manager	Resource Planning	AEM000M3	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	AEM000P4	Data Analytics/Business Intelligence and Data
3L	Section Manager	Resource Planning	AEM000M3	Data Analytics/Business Intelligence and Data
2H	Sr Planning Analyst	Resource Planning	EML010P4	Energy Marketing and Trading Financial Analysis
2H	Sr Planning Analyst	Resource Planning	EML010P4	Energy Marketing and Trading Financial Analysis
2H	Sr Planning Analyst	Resource Planning	EML010P4	Energy Marketing and Trading Financial Analysis
2H	Sr Planning Analyst	Resource Planning	EML010P4	Energy Marketing and Trading Financial Analysis



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2L	Shift Supervisor	\$168.8	\$163.2	103%	\$166.1	102%
2L	Shift Supervisor	\$184.4	\$163.2	113%	\$166.1	111%
2L	Shift Supervisor	\$170.4	\$141.1	121%	\$147.7	115%
2L	Shift Supervisor	\$166.7	\$141.1	118%	\$147.7	113%
2L	Shift Supervisor	\$166.7	\$141.1	118%	\$147.7	113%
2L	Shift Supervisor	\$168.8	\$141.1	120%	\$147.7	114%
3L	Section Manager	\$257.1	\$283.6	91%	\$281.8	91%
1H	Specialist	\$135.1	\$121.7	111%	\$118.8	114%
1H	Specialist	\$157.2	\$121.7	129%	\$118.8	132%
1H	Specialist	\$115.2	\$121.7	95%	\$118.8	97%
1H	Specialist	\$162.2	\$121.7	133%	\$118.8	137%
1H	Specialist	\$161.2	\$121.7	132%	\$118.8	136%
1H	Specialist	\$159.1	\$121.7	131%	\$118.8	134%
2H	Manager	\$206.4	\$201.1	103%	\$208.6	99%
2L	Sr Specialist	\$203.2	\$160.0	127%	\$159.5	127%
2L	Sr Specialist	\$167.3	\$160.0	105%	\$159.5	105%
3L	Section Manager	\$241.1	\$264.1	91%	\$259.9	93%
3L	Project Manager	\$242.9	\$264.1	92%	\$259.9	93%
3L	Project Manager	\$207.7	\$264.1	79%	\$259.9	80%
3L	Project Manager	\$231.5	\$264.1	88%	\$259.9	89%
3L	Project Manager	\$187.5	\$264.1	71%	\$259.9	72%
3L	Project Manager	\$208.3	\$264.1	79%	\$259.9	80%
3L	Project Manager	\$242.4	\$264.1	92%	\$259.9	93%
3L	Project Manager	\$255.6	\$264.1	97%	\$259.9	98%
4L	General Manager	\$302.8	\$389.4	78%	\$370.2	82%
2H	Sr Planning Analyst	\$178.4	\$201.1	89%	\$208.6	86%
3L	Section Manager	\$233.1	\$264.1	88%	\$259.9	90%
2L	Senior Executive Assistant	\$169.1	\$120.2	141%	\$116.4	145%
2H	Sr Planning Analyst	\$179.1	\$249.3	72%	\$236.6	76%
2H	Sr Planning Analyst	\$177.5	\$249.3	71%	\$236.6	75%
2H	Sr Planning Analyst	\$171.2	\$249.3	69%	\$236.6	72%
4L	Director	\$324.7	\$362.0	90%	\$420.5	77%
1H	Analyst	\$100.1	\$119.6	84%	\$119.5	84%
2H	Sr Engineer	\$157.6	\$189.4	83%	\$192.3	82%
2H	Sr Planning Analyst	\$201.9	\$189.4	107%	\$192.3	105%
2H	Sr Planning Analyst	\$162.6	\$189.4	86%	\$192.3	85%
2H	Sr Planning Analyst	\$135.0	\$189.4	71%	\$192.3	70%
2H	Sr Planning Analyst	\$133.5	\$189.4	70%	\$192.3	69%
3L	Section Manager	\$220.1	\$294.1	75%	\$292.1	75%
2H	Sr Planning Analyst	\$140.5	\$189.4	74%	\$192.3	73%
2H	Sr Planning Analyst	\$141.8	\$189.4	75%	\$192.3	74%
2H	Sr Planning Analyst	\$144.6	\$189.4	76%	\$192.3	75%
2H	Sr Planning Analyst	\$150.2	\$189.4	79%	\$192.3	78%
2H	Sr Planning Analyst	\$156.4	\$189.4	83%	\$192.3	81%
2H	Sr Planning Analyst	\$146.8	\$189.4	78%	\$192.3	76%
3L	Section Manager	\$238.6	\$294.1	81%	\$292.1	82%
2H	Sr Planning Analyst	\$149.3	\$193.4	77%	\$195.5	76%
2H	Sr Planning Analyst	\$143.3	\$193.4	74%	\$195.5	73%
2H	Sr Planning Analyst	\$143.9	\$193.4	74%	\$195.5	74%
2H	Sr Planning Analyst	\$156.8	\$193.4	81%	\$195.5	80%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Sr Planning Analyst	Resource Planning	EML010P4	Energy Marketing and Trading Financial Analysis
2L	Sr Analyst	Resource Planning	EML010P3	Energy Marketing and Trading Financial Analysis
2L	Sr Analyst	Resource Planning	EML010P3	Energy Marketing and Trading Financial Analysis
2H	Manager	Gas Supply	ETG020M2	Gas Supply
2L	Sr Analyst	Gas Supply	ETG020P3	Gas Supply
2L	Sr Analyst	Gas Supply	ETG020P3	Gas Supply
2L	Sr Analyst	Gas Supply	ETG020P3	Gas Supply
1L	Executive Assistant 1L	Off Sr VP Corporate Shared Svc	AAS042U4	Secretarial/Executive Administrative Assistance
2H	Project Specialist	Information Security	AID040P4	Systems Software Development
2H	Systems Specialist	Information Security	AID040P4	Systems Software Development
1H	System Analyst	Information Security	AIT070P2	IS and Cyber Security
1H	System Analyst	Information Security	AIT070P2	IS and Cyber Security
1H	System Analyst	Information Security	AIT070P2	IS and Cyber Security
1H	System Analyst	Information Security	AIT070P2	IS and Cyber Security
1H	System Analyst	Information Security	AIT070P2	IS and Cyber Security
1L	Computer Analyst	Information Security	AIT070P1	IS and Cyber Security
1L	Computer Analyst	Information Security	AIT070P1	IS and Cyber Security
2H	Systems Specialist	Information Security	AIT070M2	IS and Cyber Security
2L	Sr System Analyst	Information Security	AIT070P3	IS and Cyber Security
2L	Sr System Analyst	Information Security	AIT070P3	IS and Cyber Security
2L	Sr System Analyst	Information Security	AIT070P3	IS and Cyber Security
2L	Sr System Analyst	Information Security	AIT070P3	IS and Cyber Security
2L	Sr System Analyst	Information Security	AIT070P3	IS and Cyber Security
2L	Sr System Analyst	Information Security	AIT070P3	IS and Cyber Security
2L	Sr System Analyst	Information Security	AIT070P3	IS and Cyber Security
3L	IT Architect	Information Security	AIT070M3	IS and Cyber Security
3L	Systems Manager	Information Security	AIT070M3	IS and Cyber Security
3L	Systems Manager	Information Security	AIT070M3	IS and Cyber Security
4L	Director	Information Security	AIT070M4	IS and Cyber Security
2H	Systems Specialist	Office of the CIO	AIT000P4	IT Administration Generalist/Multidiscipline
3L	Systems Manager	Office of the CIO	AIT000M3	IT Administration Generalist/Multidiscipline
1H	System Analyst	Office of the CIO	AIT000P2	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	Office of the CIO	AIT000P3	IT Administration Generalist/Multidiscipline
3H	Department Manager	Office of the CIO	AIT000M3	IT Administration Generalist/Multidiscipline
3L	Systems Manager	Office of the CIO	AIT000M3	IT Administration Generalist/Multidiscipline
3L	Technical Specialist	Office of the CIO	AIT000M3	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	Office of the CIO	AIT000P4	IT Administration Generalist/Multidiscipline
2L	Sr Specialist	Office of the CIO	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr Specialist	Office of the CIO	AIT000P3	IT Administration Generalist/Multidiscipline
3L	Project Manager	Office of the CIO	AIT000M3	IT Administration Generalist/Multidiscipline
4H	Director +	Office of the CIO	AIT000M4	IT Administration Generalist/Multidiscipline
4L	Project Manager	Office of the CIO	AIT000M4	IT Administration Generalist/Multidiscipline
2L	Sr Specialist	Office of the CIO	AID030P3	IT Architecture (Systems Design)
2L	Sr System Analyst	Office of the CIO	AID030P3	IT Architecture (Systems Design)
3H	Department Manager	Office of the CIO	AID030M3	IT Architecture (Systems Design)
3L	IT Architect	Office of the CIO	AID030M3	IT Architecture (Systems Design)
3L	IT Architect	Office of the CIO	AID030M3	IT Architecture (Systems Design)
3L	IT Architect	Office of the CIO	AID030M3	IT Architecture (Systems Design)
3L	Systems Manager	Office of the CIO	AID030M3	IT Architecture (Systems Design)
1H	System Analyst	Info Technology Planning	AID090P2	Network Planning and Implementation
2H	Systems Specialist	Info Technology Planning	AID090M2	Network Planning and Implementation

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2H	Sr Planning Analyst	\$139.2	\$193.4	72%	\$195.5	71%
2L	Sr Analyst	\$169.8	\$161.0	105%	\$171.2	99%
2L	Sr Analyst	\$183.8	\$161.0	114%	\$171.2	107%
2H	Manager	\$200.1	\$246.0	81%	\$248.0	81%
2L	Sr Analyst	\$149.7	\$162.8	92%	\$160.9	93%
2L	Sr Analyst	\$155.7	\$162.8	96%	\$160.9	97%
2L	Sr Analyst	\$119.1	\$162.8	73%	\$160.9	74%
1L	Executive Assistant 1L	\$120.9	\$120.2	101%	\$116.4	104%
2H	Project Specialist	\$176.5	\$187.6	94%	\$180.4	98%
2H	Systems Specialist	\$145.5	\$187.6	78%	\$180.4	81%
1H	System Analyst	\$97.4	\$109.4	89%	\$111.6	87%
1H	System Analyst	\$100.1	\$109.4	91%	\$111.6	90%
1H	System Analyst	\$109.6	\$109.4	100%	\$111.6	98%
1H	System Analyst	\$105.4	\$109.4	96%	\$111.6	95%
1H	System Analyst	\$100.5	\$109.4	92%	\$111.6	90%
1L	Computer Analyst	\$91.7	\$91.6	100%	\$95.6	96%
1L	Computer Analyst	\$91.2	\$91.6	100%	\$95.6	95%
2H	Systems Specialist	\$224.6	\$210.7	107%	\$210.4	107%
2L	Sr System Analyst	\$168.7	\$139.8	121%	\$145.2	116%
2L	Sr System Analyst	\$141.7	\$139.8	101%	\$145.2	98%
2L	Sr System Analyst	\$165.2	\$139.8	118%	\$145.2	114%
2L	Sr System Analyst	\$163.2	\$139.8	117%	\$145.2	112%
2L	Sr System Analyst	\$155.8	\$139.8	111%	\$145.2	107%
2L	Sr System Analyst	\$170.1	\$139.8	122%	\$145.2	117%
3L	IT Architect	\$229.6	\$278.7	82%	\$295.2	78%
3L	Systems Manager	\$215.5	\$278.7	77%	\$295.2	73%
3L	Systems Manager	\$236.6	\$278.7	85%	\$295.2	80%
4L	Director	\$324.4	\$352.2	92%	\$346.9	94%
2H	Systems Specialist	\$159.1	\$172.5	92%	\$176.8	90%
3L	Systems Manager	\$240.7	\$259.0	93%	\$265.0	91%
1H	System Analyst	\$106.1	\$116.0	92%	\$113.8	93%
2L	Sr System Analyst	\$171.9	\$140.2	123%	\$136.5	126%
3H	Department Manager	\$284.2	\$259.0	110%	\$265.0	107%
3L	Systems Manager	\$225.5	\$259.0	87%	\$265.0	85%
3L	Technical Specialist	\$270.0	\$259.0	104%	\$265.0	102%
2H	Systems Specialist	\$147.0	\$172.5	85%	\$176.8	83%
2L	Sr Specialist	\$142.5	\$140.2	102%	\$136.5	104%
2L	Sr Specialist	\$139.8	\$140.2	100%	\$136.5	102%
3L	Project Manager	\$187.1	\$259.0	72%	\$265.0	71%
4H	Director +	\$463.0	\$350.5	132%	\$357.9	129%
4L	Project Manager	\$304.7	\$350.5	87%	\$357.9	85%
2L	Sr Specialist	\$185.7	\$160.1	116%	\$160.9	115%
2L	Sr System Analyst	\$122.8	\$160.1	77%	\$160.9	76%
3H	Department Manager	\$307.1	\$287.2	107%	\$294.3	104%
3L	IT Architect	\$266.4	\$287.2	93%	\$294.3	91%
3L	IT Architect	\$272.0	\$287.2	95%	\$294.3	92%
3L	IT Architect	\$221.4	\$287.2	77%	\$294.3	75%
3L	Systems Manager	\$222.9	\$287.2	78%	\$294.3	76%
1H	System Analyst	\$149.1	\$123.9	120%	\$128.3	116%
2H	Systems Specialist	\$219.0	\$232.5	94%	\$220.9	99%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Systems Specialist	Info Technology Planning	AID090P4	Network Planning and Implementation
2H	Systems Specialist	Info Technology Planning	AID090P4	Network Planning and Implementation
2H	Systems Specialist	Info Technology Planning	AID090P4	Network Planning and Implementation
2H	Systems Specialist	Info Technology Planning	AID090P4	Network Planning and Implementation
2H	Systems Specialist	Info Technology Planning	AID090P4	Network Planning and Implementation
2H	Systems Specialist	Info Technology Planning	AID090P4	Network Planning and Implementation
2L	Sr System Analyst	Info Technology Planning	AID090P3	Network Planning and Implementation
2L	Sr System Analyst	Info Technology Planning	AID090P3	Network Planning and Implementation
2L	Sr System Analyst	Info Technology Planning	AID090P3	Network Planning and Implementation
2L	Sr System Analyst	Info Technology Planning	AID090P3	Network Planning and Implementation
2H	Project Specialist	Info Technology Planning	AID030M2	IT Architecture (Systems Design)
2H	Project Specialist	Info Technology Planning	AID030P4	IT Architecture (Systems Design)
2H	Systems Specialist	Info Technology Planning	AID030M2	IT Architecture (Systems Design)
2H	Systems Specialist	Info Technology Planning	AID030P4	IT Architecture (Systems Design)
2H	Systems Specialist	Info Technology Planning	AID030P4	IT Architecture (Systems Design)
2H	Systems Specialist	Info Technology Planning	AID030P4	IT Architecture (Systems Design)
2H	Systems Specialist	Info Technology Planning	AID030P4	IT Architecture (Systems Design)
2H	Systems Specialist	Info Technology Planning	AID030P4	IT Architecture (Systems Design)
2H	Systems Specialist	Info Technology Planning	AID030P4	IT Architecture (Systems Design)
2L	Sr System Analyst	Info Technology Planning	AID030P3	IT Architecture (Systems Design)
2L	Sr System Analyst	Info Technology Planning	AID030P3	IT Architecture (Systems Design)
2L	Sr System Analyst	Info Technology Planning	AID030P3	IT Architecture (Systems Design)
2L	Sr System Analyst	Info Technology Planning	AID030P3	IT Architecture (Systems Design)
3H	Department Manager	Info Technology Planning	AID030M3	IT Architecture (Systems Design)
3L	IT Architect	Info Technology Planning	AID030M3	IT Architecture (Systems Design)
3L	Systems Manager	Info Technology Planning	AID030M3	IT Architecture (Systems Design)
3L	Technical Specialist	Info Technology Planning	AID030M3	IT Architecture (Systems Design)
3L	Technical Specialist	Info Technology Planning	AID030M3	IT Architecture (Systems Design)
3L	Technical Specialist	Info Technology Planning	AID030M3	IT Architecture (Systems Design)
3L	Technical Specialist	Info Technology Planning	AID030M3	IT Architecture (Systems Design)
3L	Technical Specialist	Info Technology Planning	AID030M3	IT Architecture (Systems Design)
1L	Associate Analyst	Info Technology Planning	AIT000P1	IT Administration Generalist/Multidiscipline
1L	Associate Analyst	Info Technology Planning	AIT000P1	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	Info Technology Planning	AIT000P4	IT Administration Generalist/Multidiscipline
2L	Sr Analyst	Info Technology Planning	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr Analyst	Info Technology Planning	AIT000P3	IT Administration Generalist/Multidiscipline
3L	Section Manager	Info Technology Planning	AIT000M3	IT Administration Generalist/Multidiscipline
3L	Technical Specialist	Info Technology Planning	AIT000M3	IT Administration Generalist/Multidiscipline
2H	Manager	Info Technology Planning	AID110M2	IS and Cyber Security Development
2H	Systems Specialist	Business Systems Delivery	AID010M2	Application Development
4H	Director- Info. Technology	Business Systems Delivery	AID010M4	Application Development
1H	System Analyst	Technology Operations	AIT010P2	Computer Systems Administration
1H	System Analyst	Technology Operations	AIT010P2	Computer Systems Administration
1H	System Analyst	Technology Operations	AIT010P2	Computer Systems Administration
1H	System Analyst	Technology Operations	AIT010P2	Computer Systems Administration
2H	Project Specialist	Technology Operations	AIT010M2	Computer Systems Administration
2H	Project Specialist	Technology Operations	AIT010M2	Computer Systems Administration
2H	Project Specialist	Technology Operations	AIT010M2	Computer Systems Administration
2H	Systems Specialist	Technology Operations	AIT010P4	Computer Systems Administration
2L	Sr System Analyst	Technology Operations	AIT010P3	Computer Systems Administration
2L	Sr System Analyst	Technology Operations	AIT010P3	Computer Systems Administration

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	\$194.4	\$183.9	106%	\$202.4	96%
2H	Systems Specialist	\$179.6	\$183.9	98%	\$202.4	89%
2H	Systems Specialist	\$178.2	\$183.9	97%	\$202.4	88%
2H	Systems Specialist	\$199.6	\$183.9	109%	\$202.4	99%
2H	Systems Specialist	\$163.4	\$183.9	89%	\$202.4	81%
2H	Systems Specialist	\$152.5	\$183.9	83%	\$202.4	75%
2L	Sr System Analyst	\$152.2	\$150.5	101%	\$155.5	98%
2L	Sr System Analyst	\$158.3	\$150.5	105%	\$155.5	102%
2L	Sr System Analyst	\$160.7	\$150.5	107%	\$155.5	103%
2L	Sr System Analyst	\$148.7	\$150.5	99%	\$155.5	96%
2H	Project Specialist	\$169.8	\$229.0	74%	\$217.2	78%
2H	Project Specialist	\$179.5	\$197.6	91%	\$194.8	92%
2H	Systems Specialist	\$177.3	\$229.0	77%	\$217.2	82%
2H	Systems Specialist	\$171.8	\$197.6	87%	\$194.8	88%
2H	Systems Specialist	\$162.4	\$197.6	82%	\$194.8	83%
2H	Systems Specialist	\$164.8	\$197.6	83%	\$194.8	85%
2H	Systems Specialist	\$229.7	\$197.6	116%	\$194.8	118%
2H	Systems Specialist	\$206.1	\$197.6	104%	\$194.8	106%
2H	Systems Specialist	\$137.4	\$197.6	70%	\$194.8	71%
2L	Sr System Analyst	\$124.1	\$160.1	78%	\$160.9	77%
2L	Sr System Analyst	\$123.8	\$160.1	77%	\$160.9	77%
2L	Sr System Analyst	\$117.3	\$160.1	73%	\$160.9	73%
2L	Sr System Analyst	\$145.9	\$160.1	91%	\$160.9	91%
3H	Department Manager	\$274.6	\$287.2	96%	\$294.3	93%
3L	IT Architect	\$258.7	\$287.2	90%	\$294.3	88%
3L	Systems Manager	\$242.7	\$287.2	84%	\$294.3	82%
3L	Technical Specialist	\$272.0	\$287.2	95%	\$294.3	92%
3L	Technical Specialist	\$272.0	\$287.2	95%	\$294.3	92%
3L	Technical Specialist	\$249.5	\$287.2	87%	\$294.3	85%
3L	Technical Specialist	\$239.0	\$287.2	83%	\$294.3	81%
1L	Associate Analyst	\$97.6	\$86.5	113%	\$89.5	109%
1L	Associate Analyst	\$114.0	\$86.5	132%	\$89.5	127%
2H	Systems Specialist	\$170.5	\$172.5	99%	\$176.8	96%
2L	Sr Analyst	\$126.2	\$140.2	90%	\$136.5	92%
2L	Sr Analyst	\$142.5	\$140.2	102%	\$136.5	104%
3L	Section Manager	\$263.0	\$259.0	102%	\$265.0	99%
3L	Technical Specialist	\$259.2	\$259.0	100%	\$265.0	98%
2H	Manager	\$186.2	\$229.7	81%	\$222.0	84%
2H	Systems Specialist	\$213.6	\$204.1	105%	\$209.3	102%
4H	Director- Info. Technology	\$393.5	\$323.2	122%	\$343.9	114%
1H	System Analyst	\$120.6	\$112.8	107%	\$120.9	100%
1H	System Analyst	\$132.5	\$112.8	117%	\$120.9	110%
1H	System Analyst	\$129.4	\$112.8	115%	\$120.9	107%
1H	System Analyst	\$126.2	\$112.8	112%	\$120.9	104%
2H	Project Specialist	\$169.7	\$205.1	83%	\$213.8	79%
2H	Project Specialist	\$161.3	\$205.1	79%	\$213.8	75%
2H	Project Specialist	\$156.4	\$205.1	76%	\$213.8	73%
2H	Systems Specialist	\$166.2	\$179.5	93%	\$177.5	94%
2L	Sr System Analyst	\$145.8	\$138.6	105%	\$145.1	100%
2L	Sr System Analyst	\$162.5	\$138.6	117%	\$145.1	112%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:						
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	\$148.1	\$138.6	107%	\$145.1	102%
2L	Sr System Analyst	\$161.6	\$138.6	117%	\$145.1	111%
2L	Sr System Analyst	\$144.4	\$138.6	104%	\$145.1	100%
2L	Sr System Analyst	\$143.7	\$138.6	104%	\$145.1	99%
2L	Sr System Analyst	\$140.7	\$138.6	102%	\$145.1	97%
3L	Systems Manager	\$250.5	\$276.2	91%	\$281.3	89%
2H	Systems Specialist	\$171.0	\$157.5	109%	\$166.5	103%
2H	Systems Specialist	\$191.2	\$157.5	121%	\$166.5	115%
2H	Systems Specialist	\$191.7	\$157.5	122%	\$166.5	115%
2H	Systems Specialist	\$194.3	\$157.5	123%	\$166.5	117%
2H	Systems Specialist	\$185.5	\$157.5	118%	\$166.5	111%
2H	Systems Specialist	\$133.1	\$197.6	67%	\$194.8	68%
2H	Systems Specialist	\$211.0	\$197.6	107%	\$194.8	108%
2H	Systems Specialist	\$204.8	\$197.6	104%	\$194.8	105%
2H	Systems Specialist	\$194.8	\$197.6	99%	\$194.8	100%
2H	Systems Specialist	\$211.2	\$197.6	107%	\$194.8	108%
2H	Systems Specialist	\$222.2	\$197.6	112%	\$194.8	114%
2H	Systems Specialist	\$191.3	\$197.6	97%	\$194.8	98%
3L	Systems Manager	\$269.6	\$287.2	94%	\$294.3	92%
3L	Technical Specialist	\$268.0	\$287.2	93%	\$294.3	91%
2H	Systems Specialist	\$223.6	\$229.0	98%	\$217.2	103%
2H	Systems Specialist	\$149.6	\$229.0	65%	\$217.2	69%
2H	Systems Specialist	\$154.3	\$197.6	78%	\$194.8	79%
2H	Systems Specialist	\$156.5	\$197.6	79%	\$194.8	80%
2H	Systems Specialist	\$189.0	\$197.6	96%	\$194.8	97%
2H	Systems Specialist	\$187.8	\$197.6	95%	\$194.8	96%
2L	Sr System Analyst	\$127.6	\$160.1	80%	\$160.9	79%
2L	Sr System Analyst	\$165.3	\$160.1	103%	\$160.9	103%
2L	Sr System Analyst	\$159.5	\$160.1	100%	\$160.9	99%
2L	Sr System Analyst	\$133.7	\$160.1	84%	\$160.9	83%
3H	Department Manager	\$288.2	\$287.2	100%	\$294.3	98%
3L	Systems Manager	\$239.1	\$287.2	83%	\$294.3	81%
4L	Director	\$301.6	\$368.6	82%	\$363.7	83%
1H	Specialist	\$100.5	\$111.1	90%	\$111.4	90%
1H	Specialist	\$106.3	\$111.1	96%	\$111.4	95%
1H	Specialist	\$119.6	\$111.1	108%	\$111.4	107%
1H	Specialist	\$114.9	\$111.1	103%	\$111.4	103%
1H	Specialist	\$101.0	\$111.1	91%	\$111.4	91%
1H	System Analyst	\$105.2	\$111.1	95%	\$111.4	94%
1H	System Analyst	\$117.9	\$111.1	106%	\$111.4	106%
1H	System Analyst	\$106.3	\$111.1	96%	\$111.4	95%
1H	System Analyst	\$106.0	\$111.1	95%	\$111.4	95%
1H	System Analyst	\$106.3	\$111.1	96%	\$111.4	95%
1H	System Analyst	\$119.4	\$111.1	107%	\$111.4	107%
2H	Manager	\$131.0	\$196.6	67%	\$185.6	71%
2H	Manager	\$133.0	\$196.6	68%	\$185.6	72%
2H	Manager	\$133.0	\$196.6	68%	\$185.6	72%
2H	Manager	\$136.7	\$196.6	70%	\$185.6	74%
2H	Manager	\$136.7	\$196.6	70%	\$185.6	74%
2H	Manager	\$150.9	\$196.6	77%	\$185.6	81%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Systems Specialist	Network Operations Services	AIT040P4	Network Control/Administration
2H	Systems Specialist	Network Operations Services	AIT040P4	Network Control/Administration
2L	Sr Specialist	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr Specialist	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Network Operations Services	AIT040P3	Network Control/Administration
2L	Sr System Analyst	Network Operations Services	AIT040P3	Network Control/Administration
1H	System Analyst	Network Operations Services	AIT020P2	IT Help Desk Support
1H	System Analyst	Network Operations Services	AIT020P2	IT Help Desk Support
1H	System Analyst	Network Operations Services	AIT020P2	IT Help Desk Support
1H	System Analyst	Network Operations Services	AIT020P2	IT Help Desk Support
2H	Project Specialist	Network Operations Services	AIT020P4	IT Help Desk Support
2H	Systems Specialist	Network Operations Services	AIT020M2	IT Help Desk Support
2L	Sr System Analyst	Network Operations Services	AIT020P3	IT Help Desk Support
2L	Sr System Analyst	Network Operations Services	AIT020P3	IT Help Desk Support
3L	Systems Manager	Network Operations Services	AIT020M3	IT Help Desk Support
2H	Project Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
3L	IT Architect	IT BSD Electric Ops	AIT000M3	IT Administration Generalist/Multidiscipline
4L	Director	IT BSD Electric Ops	AIT000M4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
3L	Systems Manager	IT BSD Electric Ops	AIT000M3	IT Administration Generalist/Multidiscipline
3L	Technical Specialist	IT BSD Electric Ops	AIT000M3	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000M2	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000M2	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
3L	Systems Manager	IT BSD Electric Ops	AIT000M3	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
3L	Systems Manager	IT BSD Electric Ops	AIT000M3	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2H	Systems Specialist	IT BSD Electric Ops	AIT000P4	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
2L	Sr System Analyst	IT BSD Electric Ops	AIT000P3	IT Administration Generalist/Multidiscipline
3L	Systems Manager	IT BSD Electric Ops	AIT000M3	IT Administration Generalist/Multidiscipline



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	\$162.7	\$174.5	93%	\$176.1	92%
2H	Systems Specialist	\$195.4	\$174.5	112%	\$176.1	111%
2L	Sr Specialist	\$125.9	\$150.6	84%	\$144.3	87%
2L	Sr Specialist	\$120.0	\$150.6	80%	\$144.3	83%
2L	Sr System Analyst	\$125.4	\$150.6	83%	\$144.3	87%
2L	Sr System Analyst	\$146.6	\$150.6	97%	\$144.3	102%
2L	Sr System Analyst	\$134.1	\$150.6	89%	\$144.3	93%
2L	Sr System Analyst	\$131.2	\$150.6	87%	\$144.3	91%
2L	Sr System Analyst	\$116.2	\$150.6	77%	\$144.3	81%
2L	Sr System Analyst	\$153.6	\$150.6	102%	\$144.3	106%
2L	Sr System Analyst	\$123.4	\$150.6	82%	\$144.3	86%
2L	Sr System Analyst	\$184.8	\$150.6	123%	\$144.3	128%
2L	Sr System Analyst	\$152.6	\$150.6	101%	\$144.3	106%
2L	Sr System Analyst	\$143.6	\$150.6	95%	\$144.3	100%
1H	System Analyst	\$101.8	\$105.2	97%	\$102.1	100%
1H	System Analyst	\$122.4	\$105.2	116%	\$102.1	120%
1H	System Analyst	\$106.8	\$105.2	102%	\$102.1	105%
1H	System Analyst	\$102.8	\$105.2	98%	\$102.1	101%
2H	Project Specialist	\$129.4	\$157.5	82%	\$166.5	78%
2H	Systems Specialist	\$178.6	\$170.2	105%	\$188.5	95%
2L	Sr System Analyst	\$131.7	\$108.7	121%	\$120.5	109%
2L	Sr System Analyst	\$183.4	\$108.7	169%	\$120.5	152%
3L	Systems Manager	\$222.5	\$279.7	80%	\$273.5	81%
2H	Project Specialist	\$181.8	\$172.5	105%	\$176.8	103%
3L	IT Architect	\$239.2	\$259.0	92%	\$265.0	90%
4L	Director	\$358.6	\$350.5	102%	\$357.9	100%
2H	Systems Specialist	\$193.4	\$172.5	112%	\$176.8	109%
2H	Systems Specialist	\$197.3	\$172.5	114%	\$176.8	112%
2H	Systems Specialist	\$178.0	\$172.5	103%	\$176.8	101%
2L	Sr System Analyst	\$164.0	\$140.2	117%	\$136.5	120%
2L	Sr System Analyst	\$157.2	\$140.2	112%	\$136.5	115%
2L	Sr System Analyst	\$164.5	\$140.2	117%	\$136.5	121%
2L	Sr System Analyst	\$147.6	\$140.2	105%	\$136.5	108%
3L	Systems Manager	\$267.3	\$259.0	103%	\$265.0	101%
3L	Technical Specialist	\$246.0	\$259.0	95%	\$265.0	93%
2H	Systems Specialist	\$172.3	\$193.8	89%	\$200.4	86%
2H	Systems Specialist	\$158.9	\$193.8	82%	\$200.4	79%
2H	Systems Specialist	\$169.7	\$172.5	98%	\$176.8	96%
2H	Systems Specialist	\$177.0	\$172.5	103%	\$176.8	100%
2L	Sr System Analyst	\$149.1	\$140.2	106%	\$136.5	109%
2L	Sr System Analyst	\$146.1	\$140.2	104%	\$136.5	107%
2L	Sr System Analyst	\$163.1	\$140.2	116%	\$136.5	120%
3L	Systems Manager	\$246.9	\$259.0	95%	\$265.0	93%
2H	Systems Specialist	\$174.7	\$172.5	101%	\$176.8	99%
2H	Systems Specialist	\$205.1	\$172.5	119%	\$176.8	116%
2H	Systems Specialist	\$178.1	\$172.5	103%	\$176.8	101%
2H	Systems Specialist	\$155.9	\$172.5	90%	\$176.8	88%
2L	Sr System Analyst	\$159.8	\$140.2	114%	\$136.5	117%
2L	Sr System Analyst	\$163.9	\$140.2	117%	\$136.5	120%
3L	Systems Manager	\$244.1	\$259.0	94%	\$265.0	92%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	\$167.7	\$172.5	97%	\$176.8	95%
2H	Systems Specialist	\$138.0	\$172.5	80%	\$176.8	78%
2L	Sr System Analyst	\$164.6	\$140.2	117%	\$136.5	121%
2L	Sr System Analyst	\$126.9	\$140.2	91%	\$136.5	93%
2L	Sr System Analyst	\$159.7	\$140.2	114%	\$136.5	117%
2L	Sr System Analyst	\$135.1	\$140.2	96%	\$136.5	99%
2L	Sr System Analyst	\$138.7	\$140.2	99%	\$136.5	102%
2L	Sr System Analyst	\$141.8	\$140.2	101%	\$136.5	104%
3L	Systems Manager	\$223.5	\$259.0	86%	\$265.0	84%
2H	Systems Specialist	\$161.1	\$193.8	83%	\$200.4	80%
2H	Systems Specialist	\$177.4	\$172.5	103%	\$176.8	100%
2H	Systems Specialist	\$155.0	\$172.5	90%	\$176.8	88%
2H	Systems Specialist	\$191.3	\$172.5	111%	\$176.8	108%
2L	Sr System Analyst	\$135.6	\$140.2	97%	\$136.5	99%
3L	Systems Manager	\$253.3	\$259.0	98%	\$265.0	96%
1H	System Analyst	\$107.3	\$116.0	93%	\$113.8	94%
1H	System Analyst	\$106.9	\$116.0	92%	\$113.8	94%
2H	Systems Specialist	\$178.3	\$193.8	92%	\$200.4	89%
2H	Systems Specialist	\$175.2	\$172.5	102%	\$176.8	99%
2H	Systems Specialist	\$195.3	\$172.5	113%	\$176.8	110%
2H	Systems Specialist	\$163.2	\$172.5	95%	\$176.8	92%
2H	Systems Specialist	\$167.7	\$172.5	97%	\$176.8	95%
2H	Systems Specialist	\$173.2	\$172.5	100%	\$176.8	98%
2H	Systems Specialist	\$209.9	\$172.5	122%	\$176.8	119%
2H	Systems Specialist	\$205.4	\$172.5	119%	\$176.8	116%
2H	Systems Specialist	\$162.7	\$172.5	94%	\$176.8	92%
2H	Systems Specialist	\$146.1	\$172.5	85%	\$176.8	83%
2H	Systems Specialist	\$183.6	\$172.5	106%	\$176.8	104%
2H	Systems Specialist	\$191.3	\$172.5	111%	\$176.8	108%
2H	Systems Specialist	\$173.5	\$172.5	101%	\$176.8	98%
2H	Systems Specialist	\$153.8	\$172.5	89%	\$176.8	87%
2H	Systems Specialist	\$181.2	\$172.5	105%	\$176.8	102%
2H	Systems Specialist	\$191.9	\$172.5	111%	\$176.8	109%
2H	Systems Specialist	\$155.5	\$172.5	90%	\$176.8	88%
2L	Sr System Analyst	\$168.5	\$140.2	120%	\$136.5	123%
2L	Sr System Analyst	\$165.1	\$140.2	118%	\$136.5	121%
2L	Sr System Analyst	\$171.1	\$140.2	122%	\$136.5	125%
2L	Sr System Analyst	\$173.4	\$140.2	124%	\$136.5	127%
2L	Sr System Analyst	\$153.8	\$140.2	110%	\$136.5	113%
2L	Sr System Analyst	\$167.1	\$140.2	119%	\$136.5	122%
2L	Sr System Analyst	\$145.8	\$140.2	104%	\$136.5	107%
2L	Sr System Analyst	\$147.4	\$140.2	105%	\$136.5	108%
2L	Sr System Analyst	\$144.0	\$140.2	103%	\$136.5	106%
2L	Sr System Analyst	\$186.4	\$140.2	133%	\$136.5	137%
2L	Sr System Analyst	\$156.7	\$140.2	112%	\$136.5	115%
2L	Sr System Analyst	\$171.8	\$140.2	123%	\$136.5	126%
2L	Sr System Analyst	\$156.6	\$140.2	112%	\$136.5	115%
2L	Sr System Analyst	\$139.9	\$140.2	100%	\$136.5	102%
2L	Sr System Analyst	\$154.6	\$140.2	110%	\$136.5	113%
2L	Sr System Analyst	\$169.3	\$140.2	121%	\$136.5	124%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	\$164.0	\$140.2	117%	\$136.5	120%
2L	Sr System Analyst	\$170.3	\$140.2	122%	\$136.5	125%
2L	Sr System Analyst	\$167.5	\$140.2	119%	\$136.5	123%
2L	Sr System Analyst	\$171.2	\$140.2	122%	\$136.5	125%
2L	Sr System Analyst	\$165.0	\$140.2	118%	\$136.5	121%
2L	Sr System Analyst	\$168.5	\$140.2	120%	\$136.5	123%
3L	IT Architect	\$209.4	\$259.0	81%	\$265.0	79%
3L	Systems Manager	\$235.8	\$259.0	91%	\$265.0	89%
3L	Systems Manager	\$266.8	\$259.0	103%	\$265.0	101%
3L	Systems Manager	\$262.2	\$259.0	101%	\$265.0	99%
3L	Systems Manager	\$239.6	\$259.0	93%	\$265.0	90%
3L	Systems Manager	\$214.2	\$259.0	83%	\$265.0	81%
3L	Systems Manager	\$235.8	\$259.0	91%	\$265.0	89%
3L	Technical Specialist	\$251.1	\$259.0	97%	\$265.0	95%
3L	Technical Specialist	\$239.9	\$259.0	93%	\$265.0	91%
4L	Director	\$361.0	\$350.5	103%	\$357.9	101%
2H	Systems Specialist	\$189.0	\$172.5	110%	\$176.8	107%
2H	Systems Specialist	\$209.2	\$172.5	121%	\$176.8	118%
2L	Sr System Analyst	\$157.4	\$140.2	112%	\$136.5	115%
2L	Sr System Analyst	\$183.8	\$140.2	131%	\$136.5	135%
2L	Sr System Analyst	\$131.3	\$140.2	94%	\$136.5	96%
3L	Systems Manager	\$214.2	\$259.0	83%	\$265.0	81%
2H	Project Specialist	\$154.5	\$172.5	90%	\$176.8	87%
2H	Systems Specialist	\$183.5	\$172.5	106%	\$176.8	104%
2H	Systems Specialist	\$186.7	\$197.6	94%	\$194.8	96%
2H	Systems Specialist	\$209.4	\$197.6	106%	\$194.8	107%
2L	Sr System Analyst	\$175.2	\$160.1	109%	\$160.9	109%
3H	Department Manager	\$297.6	\$287.2	104%	\$294.3	101%
3L	Technical Specialist	\$251.3	\$287.2	88%	\$294.3	85%
2H	Systems Specialist	\$205.4	\$172.5	119%	\$176.8	116%
2H	Systems Specialist	\$185.9	\$172.5	108%	\$176.8	105%
2H	Systems Specialist	\$226.8	\$172.5	131%	\$176.8	128%
2H	Systems Specialist	\$150.5	\$172.5	87%	\$176.8	85%
2L	Sr System Analyst	\$137.3	\$140.2	98%	\$136.5	101%
2L	Sr System Analyst	\$135.5	\$140.2	97%	\$136.5	99%
3L	Systems Manager	\$266.4	\$259.0	103%	\$265.0	101%
1H	System Analyst	\$123.1	\$116.0	106%	\$113.8	108%
1H	System Analyst	\$168.0	\$116.0	145%	\$113.8	148%
2H	Systems Specialist	\$179.8	\$193.8	93%	\$200.4	90%
2H	Systems Specialist	\$194.9	\$193.8	101%	\$200.4	97%
2L	Sr System Analyst	\$162.3	\$140.2	116%	\$136.5	119%
2L	Sr System Analyst	\$150.9	\$140.2	108%	\$136.5	111%
3L	Systems Manager	\$215.4	\$259.0	83%	\$265.0	81%
2H	Systems Specialist	\$179.8	\$172.5	104%	\$176.8	102%
2H	Systems Specialist	\$168.6	\$172.5	98%	\$176.8	95%
2L	Sr System Analyst	\$160.0	\$140.2	114%	\$136.5	117%
2L	Sr System Analyst	\$148.0	\$140.2	106%	\$136.5	108%
2L	Sr System Analyst	\$165.4	\$140.2	118%	\$136.5	121%
2L	Sr System Analyst	\$176.5	\$140.2	126%	\$136.5	129%
2L	Sr System Analyst	\$165.9	\$140.2	118%	\$136.5	122%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	\$238.7	\$259.0	92%	\$265.0	90%
2H	Systems Specialist	\$181.1	\$172.5	105%	\$176.8	102%
2H	Systems Specialist	\$176.6	\$172.5	102%	\$176.8	100%
2L	Sr System Analyst	\$156.8	\$140.2	112%	\$136.5	115%
3L	Systems Manager	\$246.8	\$259.0	95%	\$265.0	93%
2H	Systems Specialist	\$166.8	\$172.5	97%	\$176.8	94%
2H	Systems Specialist	\$190.7	\$172.5	111%	\$176.8	108%
2L	Sr System Analyst	\$146.3	\$140.2	104%	\$136.5	107%
2L	Sr System Analyst	\$147.5	\$140.2	105%	\$136.5	108%
2L	Sr System Analyst	\$188.8	\$140.2	135%	\$136.5	138%
3L	Systems Manager	\$250.8	\$259.0	97%	\$265.0	95%
2H	Systems Specialist	\$192.0	\$172.5	111%	\$176.8	109%
2L	Sr System Analyst	\$147.5	\$140.2	105%	\$136.5	108%
3L	Systems Manager	\$233.8	\$259.0	90%	\$265.0	88%
4L	Director	\$304.9	\$350.5	87%	\$357.9	85%
2H	Systems Specialist	\$188.5	\$172.5	109%	\$176.8	107%
3L	IT Architect	\$243.7	\$259.0	94%	\$265.0	92%
4L	Director	\$343.3	\$350.5	98%	\$357.9	96%
2H	Systems Specialist	\$206.2	\$172.5	120%	\$176.8	117%
2H	Systems Specialist	\$165.7	\$172.5	96%	\$176.8	94%
3H	Department Manager	\$272.1	\$259.0	105%	\$265.0	103%
3L	Systems Manager	\$231.0	\$259.0	89%	\$265.0	87%
3L	Systems Manager	\$231.2	\$259.0	89%	\$265.0	87%
1L	Computer Analyst	\$89.1	\$86.5	103%	\$89.5	100%
1L	Computer Analyst	\$99.9	\$86.5	115%	\$89.5	112%
2H	Systems Specialist	\$189.2	\$193.8	98%	\$200.4	94%
2H	Systems Specialist	\$188.8	\$172.5	109%	\$176.8	107%
2L	Sr System Analyst	\$128.0	\$140.2	91%	\$136.5	94%
2L	Sr System Analyst	\$147.6	\$140.2	105%	\$136.5	108%
2L	Sr System Analyst	\$143.3	\$140.2	102%	\$136.5	105%
3L	Systems Manager	\$261.7	\$259.0	101%	\$265.0	99%
2H	Systems Specialist	\$153.4	\$172.5	89%	\$176.8	87%
2H	Systems Specialist	\$202.8	\$172.5	118%	\$176.8	115%
2L	Sr System Analyst	\$144.3	\$140.2	103%	\$136.5	106%
2L	Sr System Analyst	\$158.7	\$140.2	113%	\$136.5	116%
2L	Sr System Analyst	\$178.1	\$140.2	127%	\$136.5	131%
3L	Systems Manager	\$242.2	\$259.0	94%	\$265.0	91%
2H	Systems Specialist	\$167.0	\$193.8	86%	\$200.4	83%
2H	Systems Specialist	\$159.7	\$172.5	93%	\$176.8	90%
2L	Sr System Analyst	\$165.4	\$140.2	118%	\$136.5	121%
2L	Sr System Analyst	\$139.7	\$140.2	100%	\$136.5	102%
3L	Systems Manager	\$221.3	\$259.0	85%	\$265.0	84%
2H	Systems Specialist	\$185.3	\$193.8	96%	\$200.4	92%
2H	Systems Specialist	\$153.1	\$172.5	89%	\$176.8	87%
2L	Sr Analyst	\$153.2	\$140.2	109%	\$136.5	112%
2L	Sr System Analyst	\$132.6	\$140.2	95%	\$136.5	97%
2L	Sr System Analyst	\$151.0	\$140.2	108%	\$136.5	111%
2L	Sr System Analyst	\$140.1	\$140.2	100%	\$136.5	103%
3L	Systems Manager	\$237.4	\$259.0	92%	\$265.0	90%
2H	Project Specialist	\$159.5	\$166.2	96%	\$167.9	95%





## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	\$194.1	\$166.2	117%	\$167.9	116%
2L	Sr Specialist	\$143.5	\$130.9	110%	\$136.1	105%
3L	Section Manager	\$226.1	\$252.5	90%	\$256.1	88%
3L	Section Manager	\$215.3	\$252.5	85%	\$256.1	84%
4L	Director	\$389.3	\$321.4	121%	\$333.8	117%
1H	Specialist	\$146.2	\$100.4	146%	\$104.4	140%
2H	Project Specialist	\$193.0	\$159.0	121%	\$169.7	114%
2H	Project Specialist	\$143.1	\$159.0	90%	\$169.7	84%
2H	Project Specialist	\$188.6	\$159.0	119%	\$169.7	111%
2H	Project Specialist	\$144.1	\$159.0	91%	\$169.7	85%
2H	Project Specialist	\$201.5	\$159.0	127%	\$169.7	119%
2L	Sr Specialist	\$170.2	\$132.0	129%	\$137.0	124%
2L	Sr Specialist	\$155.4	\$132.0	118%	\$137.0	113%
2L	Sr Specialist	\$122.7	\$132.0	93%	\$137.0	90%
2L	Sr Specialist	\$158.3	\$132.0	120%	\$137.0	116%
2L	Sr Specialist	\$176.0	\$132.0	133%	\$137.0	129%
2L	Sr Specialist	\$150.1	\$132.0	114%	\$137.0	110%
3H	Department Manager	\$261.6	\$265.1	99%	\$290.3	90%
3L	Section Manager	\$220.5	\$265.1	83%	\$290.3	76%
3L	Section Manager	\$265.6	\$265.1	100%	\$290.3	91%
3L	Section Manager	\$257.1	\$265.1	97%	\$290.3	89%
4L	Director	\$400.6	\$353.6	113%	\$345.6	116%
2H	Project Specialist	\$155.6	\$194.3	80%	\$194.1	80%
2L	Sr Specialist	\$124.1	\$142.9	87%	\$136.9	91%
2L	Sr Specialist	\$124.4	\$142.9	87%	\$136.9	91%
2L	Sr Specialist	\$126.9	\$142.9	89%	\$136.9	93%
1H	Specialist	\$100.1	\$106.9	94%	\$110.1	91%
1H	Specialist	\$110.4	\$106.9	103%	\$110.1	100%
1H	Specialist	\$115.9	\$106.9	108%	\$110.1	105%
1H	Specialist	\$112.2	\$106.9	105%	\$110.1	102%
1H	Specialist	\$98.4	\$106.9	92%	\$110.1	89%
1L	Associate Specialist	\$97.2	\$84.2	115%	\$89.7	108%
2H	Manager	\$168.4	\$177.4	95%	\$182.6	92%
2H	Manager	\$151.7	\$177.4	86%	\$182.6	83%
2H	Manager	\$211.8	\$177.4	119%	\$182.6	116%
2H	Manager	\$158.0	\$177.4	89%	\$182.6	87%
2H	Manager	\$154.8	\$177.4	87%	\$182.6	85%
2H	Manager	\$150.3	\$177.4	85%	\$182.6	82%
2H	Manager	\$183.6	\$177.4	104%	\$182.6	101%
2H	Manager	\$145.6	\$177.4	82%	\$182.6	80%
2H	Project Specialist	\$195.2	\$172.1	113%	\$173.3	113%
2L	Sr Specialist	\$128.6	\$133.6	96%	\$136.2	94%
2L	Sr Specialist	\$118.1	\$133.6	88%	\$136.2	87%
2L	Sr Specialist	\$172.7	\$133.6	129%	\$136.2	127%
2L	Sr Specialist	\$138.9	\$133.6	104%	\$136.2	102%
2L	Sr Specialist	\$124.7	\$133.6	93%	\$136.2	92%
2L	Sr Specialist	\$145.1	\$133.6	109%	\$136.2	107%
2L	Sr Specialist	\$135.6	\$133.6	101%	\$136.2	100%
2L	Sr Specialist	\$127.7	\$133.6	96%	\$136.2	94%
2L	Sr Specialist	\$144.1	\$133.6	108%	\$136.2	106%



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	\$133.7	\$133.6	100%	\$136.2	98%
2L	Sr Specialist	\$172.5	\$133.6	129%	\$136.2	127%
2L	Sr Specialist	\$127.4	\$133.6	95%	\$136.2	94%
2L	Sr Specialist	\$136.2	\$133.6	102%	\$136.2	100%
2L	Sr Specialist	\$161.7	\$133.6	121%	\$136.2	119%
2L	Sr Specialist	\$143.4	\$133.6	107%	\$136.2	105%
3H	Department Manager	\$253.2	\$245.0	103%	\$251.0	101%
3L	Section Manager	\$211.1	\$245.0	86%	\$251.0	84%
2H	Labor Relations Admin	\$191.9	\$175.5	109%	\$175.9	109%
2H	Labor Relations Admin	\$199.8	\$175.5	114%	\$175.9	114%
2H	Labor Relations Admin	\$226.1	\$175.5	129%	\$175.9	129%
3H	Department Manager	\$265.7	\$289.0	92%	\$291.7	91%
4L	Director	\$354.3	\$355.3	100%	\$364.7	97%
2L	Sr Specialist	\$132.4	\$129.7	102%	\$130.5	101%
2L	Sr Specialist	\$138.4	\$129.7	107%	\$130.5	106%
2L	Sr Specialist	\$160.6	\$129.7	124%	\$130.5	123%
3L	Section Manager	\$176.4	\$237.7	74%	\$241.7	73%
1H	Sr Specialist	\$116.2	\$97.0	120%	\$96.6	120%
2L	Service Center Supervisor	\$160.0	\$134.8	119%	\$135.6	118%
3L	Section Manager	\$249.7	\$218.1	114%	\$235.2	106%
2H	Project Specialist	\$211.3	\$193.9	109%	\$200.3	105%
2L	Sr Specialist	\$177.4	\$138.0	128%	\$136.3	130%
2L	Sr Specialist	\$198.1	\$138.0	144%	\$136.3	145%
2L	Sr Specialist	\$178.7	\$138.0	129%	\$136.3	131%
2L	Sr Specialist	\$166.1	\$138.0	120%	\$136.3	122%
3L	Section Manager	\$240.4	\$255.2	94%	\$267.6	90%
2H	Project Specialist	\$154.8	\$168.4	92%	\$173.7	89%
1H	Instructor	\$149.8	\$111.7	134%	\$116.3	129%
1H	Instructor	\$136.8	\$111.7	122%	\$116.3	118%
1H	Instructor	\$153.1	\$111.7	137%	\$116.3	132%
1H	Instructor	\$137.2	\$111.7	123%	\$116.3	118%
1H	Instructor	\$152.8	\$111.7	137%	\$116.3	131%
1H	Instructor	\$131.9	\$111.7	118%	\$116.3	113%
1H	Instructor	\$113.3	\$111.7	101%	\$116.3	97%
1H	Instructor	\$151.2	\$111.7	135%	\$116.3	130%
1H	Instructor	\$130.0	\$111.7	116%	\$116.3	112%
1H	Instructor	\$134.2	\$111.7	120%	\$116.3	115%
1H	Instructor	\$163.0	\$111.7	146%	\$116.3	140%
2H	Project Specialist	\$185.6	\$149.0	125%	\$158.5	117%
2H	Project Specialist	\$166.4	\$149.0	112%	\$158.5	105%
2L	Sr Instructor	\$161.8	\$135.5	119%	\$139.4	116%
2L	Sr Instructor	\$165.6	\$135.5	122%	\$139.4	119%
1H	Instructor	\$167.1	\$111.7	150%	\$116.3	144%
1H	Instructor	\$157.3	\$111.7	141%	\$116.3	135%
1H	Instructor	\$158.0	\$111.7	141%	\$116.3	136%
1H	Instructor	\$134.9	\$111.7	121%	\$116.3	116%
1H	Instructor	\$158.2	\$111.7	142%	\$116.3	136%
1H	Instructor	\$160.6	\$111.7	144%	\$116.3	138%
1H	Instructor	\$169.3	\$111.7	152%	\$116.3	146%
1H	Instructor	\$164.8	\$111.7	148%	\$116.3	142%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Instructor	The Learning Center	AHR134P2	Technical Training
2H	Manager	The Learning Center	AHR134M2	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
3L	Section Manager	The Learning Center	AHR134M3	Technical Training
4H	Director +	The Learning Center	AHR130M4	Employee Development/Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
3L	Section Manager	The Learning Center	AHR134M3	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
2H	Manager	The Learning Center	AHR134M2	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
3L	Section Manager	The Learning Center	AHR134M3	Technical Training
2L	Sr Specialist	The Learning Center	AHR138P3	E-Learning Development
2L	Sr Specialist	The Learning Center	AHR138P3	E-Learning Development
2L	Sr Specialist	The Learning Center	AHR138P3	E-Learning Development
2L	Sr Specialist	The Learning Center	AHR138P3	E-Learning Development
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
1H	Instructor	The Learning Center	AHR134P2	Technical Training
2H	Sr Engineer	The Learning Center	AHR134P4	Technical Training
2H	Sr Engineer	The Learning Center	AHR134P4	Technical Training
2H	Sr Instructor	The Learning Center	AHR134P4	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning:  
Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
1H	Instructor	\$144.5	\$111.7	129%	\$116.3	124%
2H	Manager	\$186.5	\$182.5	102%	\$184.5	101%
2L	Sr Instructor	\$193.8	\$135.5	143%	\$139.4	139%
2L	Sr Instructor	\$178.0	\$135.5	131%	\$139.4	128%
2L	Sr Instructor	\$192.3	\$135.5	142%	\$139.4	138%
2L	Sr Instructor	\$189.3	\$135.5	140%	\$139.4	136%
2L	Sr Instructor	\$174.3	\$135.5	129%	\$139.4	125%
2L	Sr Instructor	\$175.6	\$135.5	130%	\$139.4	126%
2L	Sr Instructor	\$179.7	\$135.5	133%	\$139.4	129%
2L	Sr Instructor	\$192.1	\$135.5	142%	\$139.4	138%
2L	Sr Instructor	\$180.1	\$135.5	133%	\$139.4	129%
2L	Sr Instructor	\$175.9	\$135.5	130%	\$139.4	126%
3L	Section Manager	\$230.3	\$234.6	98%	\$246.9	93%
4H	Director +	\$381.7	\$308.2	124%	\$323.3	118%
1H	Instructor	\$116.7	\$111.7	104%	\$116.3	100%
1H	Instructor	\$127.1	\$111.7	114%	\$116.3	109%
1H	Instructor	\$139.7	\$111.7	125%	\$116.3	120%
2L	Sr Instructor	\$161.8	\$135.5	119%	\$139.4	116%
2L	Sr Instructor	\$170.3	\$135.5	126%	\$139.4	122%
2L	Sr Instructor	\$159.0	\$135.5	117%	\$139.4	114%
2L	Sr Instructor	\$138.8	\$135.5	102%	\$139.4	100%
3L	Section Manager	\$211.9	\$234.6	90%	\$246.9	86%
1H	Instructor	\$137.6	\$111.7	123%	\$116.3	118%
1H	Instructor	\$152.9	\$111.7	137%	\$116.3	131%
1H	Instructor	\$145.1	\$111.7	130%	\$116.3	125%
2L	Sr Instructor	\$169.1	\$135.5	125%	\$139.4	121%
1H	Instructor	\$140.1	\$111.7	125%	\$116.3	120%
1H	Instructor	\$110.0	\$111.7	98%	\$116.3	95%
1H	Instructor	\$123.5	\$111.7	111%	\$116.3	106%
1H	Instructor	\$118.5	\$111.7	106%	\$116.3	102%
1H	Instructor	\$101.0	\$111.7	90%	\$116.3	87%
1H	Instructor	\$101.0	\$111.7	90%	\$116.3	87%
1H	Instructor	\$123.1	\$111.7	110%	\$116.3	106%
2H	Manager	\$190.7	\$182.5	105%	\$184.5	103%
2L	Sr Instructor	\$156.1	\$135.5	115%	\$139.4	112%
3L	Section Manager	\$217.5	\$234.6	93%	\$246.9	88%
2L	Sr Specialist	\$146.1	\$122.0	120%	\$121.4	120%
2L	Sr Specialist	\$158.3	\$122.0	130%	\$121.4	130%
2L	Sr Specialist	\$141.5	\$122.0	116%	\$121.4	117%
2L	Sr Specialist	\$159.8	\$122.0	131%	\$121.4	132%
1H	Instructor	\$137.1	\$111.7	123%	\$116.3	118%
1H	Instructor	\$122.4	\$111.7	110%	\$116.3	105%
1H	Instructor	\$176.2	\$111.7	158%	\$116.3	151%
1H	Instructor	\$159.2	\$111.7	143%	\$116.3	137%
1H	Instructor	\$145.2	\$111.7	130%	\$116.3	125%
2H	Sr Engineer	\$168.1	\$149.0	113%	\$158.5	106%
2H	Sr Engineer	\$183.2	\$149.0	123%	\$158.5	116%
2H	Sr Instructor	\$184.4	\$149.0	124%	\$158.5	116%
2L	Sr Instructor	\$160.7	\$135.5	119%	\$139.4	115%
2L	Sr Instructor	\$162.9	\$135.5	120%	\$139.4	117%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
2L	Sr Instructor	The Learning Center	AHR134P3	Technical Training
3L	Section Manager	The Learning Center	AHR134M3	Technical Training
2L	Sr Specialist	Talent Management	AHR120P3	Organization Development
2L	Sr Specialist	Talent Management	AHR120P3	Organization Development
2L	Sr Specialist	Talent Management	AHR120P3	Organization Development
2L	Sr Specialist	Talent Management	AHR120P3	Organization Development
2L	Sr Specialist	Talent Management	AHR120P3	Organization Development
2L	Sr Specialist	Talent Management	AHR120P3	Organization Development
3L	Section Manager	Talent Management	AHR120M3	Organization Development
1H	Specialist	Talent Management	AHR140P2	Recruitment Generalist/Multidiscipline
1L	Associate Specialist	Talent Management	AHR140P1	Recruitment Generalist/Multidiscipline
2H	Manager	Talent Management	AHR140M2	Recruitment Generalist/Multidiscipline
2H	Project Specialist	Talent Management	AHR140P4	Recruitment Generalist/Multidiscipline
2H	Project Specialist	Talent Management	AHR140P4	Recruitment Generalist/Multidiscipline
2L	Sr Specialist	Talent Management	AHR140P3	Recruitment Generalist/Multidiscipline
2L	Sr Specialist	Talent Management	AHR140P3	Recruitment Generalist/Multidiscipline
2L	Sr Specialist	Talent Management	AHR140P3	Recruitment Generalist/Multidiscipline
3L	Section Manager	Talent Management	AHR140M3	Recruitment Generalist/Multidiscipline
4L	Director	Procurement Operations	ASC060M4	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Procurement Operations	ASC025P3	Inventory Control
2L	Sr Specialist	Procurement Operations	ASC025P3	Inventory Control
2L	Sr Specialist	Procurement Operations	ASC025P3	Inventory Control
2L	Sr Specialist	Procurement Operations	ASC025P3	Inventory Control
3L	Section Manager	Procurement Operations	ASC025M3	Inventory Control
1H	Procurement Specialist	Procurement Operations	ASC060P2	Purchasing Generalist/Multidiscipline
1H	Procurement Specialist	Procurement Operations	ASC060P2	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Procurement Operations	ASC060M1	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Procurement Operations	ASC060P3	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Procurement Operations	ASC060P3	Purchasing Generalist/Multidiscipline
3L	Section Manager	Procurement Operations	ASC060M3	Purchasing Generalist/Multidiscipline
1H	Procurement Specialist	Procurement Operations	ASC060P2	Purchasing Generalist/Multidiscipline
1H	Procurement Specialist	Procurement Operations	ASC060P2	Purchasing Generalist/Multidiscipline
1H	Procurement Specialist	Procurement Operations	ASC060P2	Purchasing Generalist/Multidiscipline
1H	Procurement Specialist	Procurement Operations	ASC060P2	Purchasing Generalist/Multidiscipline
1H	Procurement Specialist	Procurement Operations	ASC060P2	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Procurement Operations	ASC060P3	Purchasing Generalist/Multidiscipline
3L	Section Manager	Procurement Operations	ASC060M3	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060P3	Purchasing Generalist/Multidiscipline
3L	Director	Strategic Procure Initiatives	ASC060M4	Purchasing Generalist/Multidiscipline
4L	Director	Strategic Procure Initiatives	ASC060M4	Purchasing Generalist/Multidiscipline
1H	Procurement Specialist	Strategic Procure Initiatives	ASC060P2	Purchasing Generalist/Multidiscipline
2H	Manager	Strategic Procure Initiatives	ASC060M2	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060P3	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060P3	Purchasing Generalist/Multidiscipline

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Instructor	\$161.7	\$135.5	119%	\$139.4	116%
2L	Sr Instructor	\$177.0	\$135.5	131%	\$139.4	127%
2L	Sr Instructor	\$181.6	\$135.5	134%	\$139.4	130%
2L	Sr Instructor	\$155.6	\$135.5	115%	\$139.4	112%
2L	Sr Instructor	\$169.1	\$135.5	125%	\$139.4	121%
2L	Sr Instructor	\$191.3	\$135.5	141%	\$139.4	137%
2L	Sr Instructor	\$183.4	\$135.5	135%	\$139.4	132%
3L	Section Manager	\$264.5	\$234.6	113%	\$246.9	107%
2L	Sr Specialist	\$128.7	\$134.5	96%	\$132.8	97%
2L	Sr Specialist	\$159.6	\$134.5	119%	\$132.8	120%
2L	Sr Specialist	\$160.6	\$134.5	119%	\$132.8	121%
2L	Sr Specialist	\$164.3	\$134.5	122%	\$132.8	124%
2L	Sr Specialist	\$165.7	\$134.5	123%	\$132.8	125%
2L	Sr Specialist	\$148.9	\$134.5	111%	\$132.8	112%
3L	Section Manager	\$203.4	\$250.9	81%	\$259.3	78%
1H	Specialist	\$135.5	\$105.8	128%	\$107.8	126%
1L	Associate Specialist	\$100.6	\$88.6	114%	\$88.3	114%
2H	Manager	\$155.5	\$182.5	85%	\$180.4	86%
2H	Project Specialist	\$148.8	\$165.0	90%	\$170.6	87%
2H	Project Specialist	\$160.5	\$165.0	97%	\$170.6	94%
2L	Sr Specialist	\$174.3	\$132.5	132%	\$132.7	131%
2L	Sr Specialist	\$148.6	\$132.5	112%	\$132.7	112%
2L	Sr Specialist	\$145.9	\$132.5	110%	\$132.7	110%
3L	Section Manager	\$258.2	\$242.9	106%	\$249.2	104%
4L	Director	\$322.8	\$355.6	91%	\$347.9	93%
2L	Sr Procurement Specialist	\$146.2	\$123.2	119%	\$126.7	115%
2L	Sr Specialist	\$146.7	\$123.2	119%	\$126.7	116%
2L	Sr Specialist	\$123.9	\$123.2	101%	\$126.7	98%
2L	Sr Specialist	\$131.2	\$123.2	106%	\$126.7	104%
3L	Section Manager	\$199.2	\$234.7	85%	\$223.5	89%
1H	Procurement Specialist	\$106.4	\$107.5	99%	\$105.4	101%
1H	Procurement Specialist	\$116.7	\$107.5	109%	\$105.4	111%
2L	Sr Procurement Specialist	\$124.8	\$151.7	82%	\$146.9	85%
2L	Sr Procurement Specialist	\$146.8	\$132.1	111%	\$135.4	108%
2L	Sr Procurement Specialist	\$141.3	\$132.1	107%	\$135.4	104%
3L	Section Manager	\$181.4	\$253.6	72%	\$258.9	70%
1H	Procurement Specialist	\$106.4	\$107.5	99%	\$105.4	101%
1H	Procurement Specialist	\$114.5	\$107.5	107%	\$105.4	109%
1H	Procurement Specialist	\$121.7	\$107.5	113%	\$105.4	115%
1H	Procurement Specialist	\$128.8	\$107.5	120%	\$105.4	122%
1H	Procurement Specialist	\$109.8	\$107.5	102%	\$105.4	104%
2L	Sr Procurement Specialist	\$159.6	\$132.1	121%	\$135.4	118%
3L	Section Manager	\$174.6	\$253.6	69%	\$258.9	67%
2L	Sr Procurement Specialist	\$135.7	\$132.1	103%	\$135.4	100%
3L	Director	\$235.6	\$355.6	66%	\$347.9	68%
4L	Director	\$380.3	\$355.6	107%	\$347.9	109%
1H	Procurement Specialist	\$105.9	\$107.5	99%	\$105.4	100%
2H	Manager	\$151.3	\$195.4	77%	\$192.2	79%
2L	Sr Procurement Specialist	\$133.1	\$132.1	101%	\$135.4	98%
2L	Sr Procurement Specialist	\$142.5	\$132.1	108%	\$135.4	105%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060P3	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060P3	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060P3	Purchasing Generalist/Multidiscipline
3L	Section Manager	Strategic Procure Initiatives	ASC060M3	Purchasing Generalist/Multidiscipline
1H	Procurement Specialist	Strategic Procure Initiatives	ASC060P2	Purchasing Generalist/Multidiscipline
1H	Procurement Specialist	Strategic Procure Initiatives	ASC060P2	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060M1	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060M1	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060P3	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC060P3	Purchasing Generalist/Multidiscipline
3L	Section Manager	Strategic Procure Initiatives	ASC060M3	Purchasing Generalist/Multidiscipline
1H	Specialist	Strategic Procure Initiatives	ASC060P2	Purchasing Generalist/Multidiscipline
1H	Specialist	Strategic Procure Initiatives	ASC060P2	Purchasing Generalist/Multidiscipline
1H	Specialist	Strategic Procure Initiatives	ASC060P2	Purchasing Generalist/Multidiscipline
3L	Section Manager	Strategic Procure Initiatives	ASC060M3	Purchasing Generalist/Multidiscipline
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC070P3	Goods Purchasing
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC070P3	Goods Purchasing
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC070P3	Goods Purchasing
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC070P3	Goods Purchasing
2L	Sr Procurement Specialist	Strategic Procure Initiatives	ASC070P3	Goods Purchasing
2L	Sr Specialist	Strategic Procure Initiatives	ASC070P3	Goods Purchasing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Operating Supervisor	Stores Operations	ASC040M1	Warehousing
1H	Specialist	Operations Services	ARE020P2	Facilities Management
2L	Sr Specialist	Operations Services	ARE020M1	Facilities Management
2L	Sr Specialist	Operations Services	ARE020P3	Facilities Management
2L	Sr Specialist	Operations Services	ARE020P3	Facilities Management
2L	Sr Specialist	Operations Services	ARE020P3	Facilities Management
3L	Section Manager	Operations Services	ARE020M3	Facilities Management
1H	Operating Supervisor	Astoria Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Astoria Operations	AAT010M1	Vehicle Fleet Management
1H	Supervisor	Astoria Operations	AAT010M1	Vehicle Fleet Management
2L	Sr Specialist	Astoria Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Astoria Operations	ARE000M1	Real Estate and Facilities
1H	Operating Supervisor	Astoria Operations	ARE000M1	Real Estate and Facilities



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Procurement Specialist	\$139.1	\$132.1	105%	\$135.4	103%
2L	Sr Procurement Specialist	\$146.2	\$132.1	111%	\$135.4	108%
2L	Sr Procurement Specialist	\$133.8	\$132.1	101%	\$135.4	99%
3L	Section Manager	\$205.2	\$253.6	81%	\$258.9	79%
1H	Procurement Specialist	\$113.1	\$107.5	105%	\$105.4	107%
1H	Procurement Specialist	\$101.1	\$107.5	94%	\$105.4	96%
2L	Sr Procurement Specialist	\$129.9	\$151.7	86%	\$146.9	88%
2L	Sr Procurement Specialist	\$141.2	\$151.7	93%	\$146.9	96%
2L	Sr Procurement Specialist	\$166.6	\$132.1	126%	\$135.4	123%
2L	Sr Procurement Specialist	\$141.7	\$132.1	107%	\$135.4	105%
3L	Section Manager	\$218.2	\$253.6	86%	\$258.9	84%
1H	Specialist	\$113.2	\$107.5	105%	\$105.4	107%
1H	Specialist	\$100.8	\$107.5	94%	\$105.4	96%
1H	Specialist	\$135.9	\$107.5	126%	\$105.4	129%
3L	Section Manager	\$221.4	\$253.6	87%	\$258.9	86%
2L	Sr Procurement Specialist	\$126.8	\$120.5	105%	\$123.9	102%
2L	Sr Procurement Specialist	\$146.6	\$120.5	122%	\$123.9	118%
2L	Sr Procurement Specialist	\$139.7	\$120.5	116%	\$123.9	113%
2L	Sr Procurement Specialist	\$146.9	\$120.5	122%	\$123.9	119%
2L	Sr Procurement Specialist	\$130.9	\$120.5	109%	\$123.9	106%
2L	Sr Procurement Specialist	\$125.6	\$120.5	104%	\$123.9	101%
2L	Sr Specialist	\$138.9	\$120.5	115%	\$123.9	112%
1H	Operating Supervisor	\$156.3	\$134.7	116%	\$132.0	118%
1H	Operating Supervisor	\$149.4	\$134.7	111%	\$132.0	113%
1H	Operating Supervisor	\$160.4	\$134.7	119%	\$132.0	122%
1H	Operating Supervisor	\$154.3	\$134.7	115%	\$132.0	117%
1H	Operating Supervisor	\$138.5	\$134.7	103%	\$132.0	105%
1H	Operating Supervisor	\$135.4	\$134.7	101%	\$132.0	103%
1H	Operating Supervisor	\$159.8	\$134.7	119%	\$132.0	121%
1H	Operating Supervisor	\$115.4	\$134.7	86%	\$132.0	87%
1H	Operating Supervisor	\$145.2	\$134.7	108%	\$132.0	110%
1H	Operating Supervisor	\$138.5	\$134.7	103%	\$132.0	105%
1H	Operating Supervisor	\$156.3	\$134.7	116%	\$132.0	118%
1H	Operating Supervisor	\$156.3	\$134.7	116%	\$132.0	118%
1H	Operating Supervisor	\$121.7	\$134.7	90%	\$132.0	92%
1H	Operating Supervisor	\$145.7	\$134.7	108%	\$132.0	110%
1H	Operating Supervisor	\$138.5	\$134.7	103%	\$132.0	105%
1H	Operating Supervisor	\$144.6	\$134.7	107%	\$132.0	110%
1H	Specialist	\$112.3	\$106.9	105%	\$111.0	101%
2L	Sr Specialist	\$153.1	\$142.0	108%	\$141.9	108%
2L	Sr Specialist	\$141.3	\$130.9	108%	\$135.8	104%
2L	Sr Specialist	\$141.4	\$130.9	108%	\$135.8	104%
2L	Sr Specialist	\$132.6	\$130.9	101%	\$135.8	98%
3L	Section Manager	\$186.3	\$253.9	73%	\$246.7	76%
1H	Operating Supervisor	\$157.5	\$139.8	113%	\$136.2	116%
1H	Operating Supervisor	\$157.8	\$139.8	113%	\$136.2	116%
1H	Supervisor	\$154.7	\$139.8	111%	\$136.2	114%
2L	Sr Specialist	\$178.4	\$139.8	128%	\$136.2	131%
1H	Operating Supervisor	\$161.9	\$136.4	119%	\$140.9	115%
1H	Operating Supervisor	\$131.9	\$136.4	97%	\$140.9	94%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2L	Technical Supervisor	Astoria Operations	ARE000M1	Real Estate and Facilities
3L	Section Manager	Astoria Operations	ARE000M3	Real Estate and Facilities
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
3L	Section Manager	Transportation Operations	AAT010M3	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
2L	Sr Specialist	Transportation Operations	AAT010M1	Vehicle Fleet Management
3L	Section Manager	Transportation Operations	AAT010M3	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
2L	Sr Specialist	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
1H	Operating Supervisor	Transportation Operations	AAT010M1	Vehicle Fleet Management
2L	Sr Specialist	Transportation Operations	AAT010M1	Vehicle Fleet Management
3L	Section Manager	Transportation Operations	AAT010M3	Vehicle Fleet Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
2L	Operating General	Facilities Operation & Maint	ARE020M1	Facilities Management
3L	Section Manager	Facilities Operation & Maint	ARE020M3	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
2H	Project Specialist	Facilities Operation & Maint	ARE020P4	Facilities Management
3L	Section Manager	Facilities Operation & Maint	ARE020M3	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
2H	Sr Planning Analyst	Facilities Operation & Maint	ARE020M2	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
3L	Section Manager	Facilities Operation & Maint	ARE020M3	Facilities Management
4L	General Manager	Facilities Operation & Maint	ARE020M4	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
2H	Manager	Facilities Operation & Maint	ARE020M2	Facilities Management
2L	Shift Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
2L	Shift Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Operation & Maint	ARE020M1	Facilities Management

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Technical Supervisor	\$174.2	\$136.4	128%	\$140.9	124%
3L	Section Manager	\$235.9	\$252.2	94%	\$251.7	94%
1H	Operating Supervisor	\$128.3	\$139.8	92%	\$136.2	94%
1H	Operating Supervisor	\$131.6	\$139.8	94%	\$136.2	97%
1H	Operating Supervisor	\$151.8	\$139.8	109%	\$136.2	111%
1H	Operating Supervisor	\$141.2	\$139.8	101%	\$136.2	104%
1H	Operating Supervisor	\$159.7	\$139.8	114%	\$136.2	117%
1H	Operating Supervisor	\$159.3	\$139.8	114%	\$136.2	117%
1H	Operating Supervisor	\$156.0	\$139.8	112%	\$136.2	115%
1H	Operating Supervisor	\$148.6	\$139.8	106%	\$136.2	109%
1H	Operating Supervisor	\$150.0	\$139.8	107%	\$136.2	110%
1H	Operating Supervisor	\$150.9	\$139.8	108%	\$136.2	111%
3L	Section Manager	\$221.4	\$264.9	84%	\$264.5	84%
1H	Operating Supervisor	\$150.8	\$139.8	108%	\$136.2	111%
1H	Operating Supervisor	\$152.7	\$139.8	109%	\$136.2	112%
2L	Sr Specialist	\$177.8	\$139.8	127%	\$136.2	131%
3L	Section Manager	\$233.6	\$264.9	88%	\$264.5	88%
1H	Operating Supervisor	\$131.4	\$139.8	94%	\$136.2	96%
2L	Sr Specialist	\$170.2	\$139.8	122%	\$136.2	125%
1H	Operating Supervisor	\$146.8	\$139.8	105%	\$136.2	108%
1H	Operating Supervisor	\$130.0	\$139.8	93%	\$136.2	95%
1H	Operating Supervisor	\$145.0	\$139.8	104%	\$136.2	106%
1H	Operating Supervisor	\$145.0	\$139.8	104%	\$136.2	106%
1H	Operating Supervisor	\$145.9	\$139.8	104%	\$136.2	107%
1H	Operating Supervisor	\$137.9	\$139.8	99%	\$136.2	101%
2L	Sr Specialist	\$188.1	\$139.8	135%	\$136.2	138%
3L	Section Manager	\$220.2	\$264.9	83%	\$264.5	83%
1H	Operating Supervisor	\$150.4	\$142.0	106%	\$141.9	106%
2L	Operating General Supervisor	\$180.5	\$142.0	127%	\$141.9	127%
3L	Section Manager	\$215.7	\$253.9	85%	\$246.7	87%
1H	Operating Supervisor	\$142.5	\$142.0	100%	\$141.9	100%
1H	Operating Supervisor	\$144.7	\$142.0	102%	\$141.9	102%
2H	Project Specialist	\$174.3	\$164.7	106%	\$173.3	101%
3L	Section Manager	\$235.5	\$253.9	93%	\$246.7	95%
1H	Operating Supervisor	\$172.1	\$142.0	121%	\$141.9	121%
1H	Operating Supervisor	\$145.2	\$142.0	102%	\$141.9	102%
1H	Operating Supervisor	\$157.2	\$142.0	111%	\$141.9	111%
1H	Operating Supervisor	\$144.7	\$142.0	102%	\$141.9	102%
2H	Sr Planning Analyst	\$206.3	\$187.3	110%	\$188.4	110%
1H	Operating Supervisor	\$145.2	\$142.0	102%	\$141.9	102%
1H	Operating Supervisor	\$138.2	\$142.0	97%	\$141.9	97%
1H	Operating Supervisor	\$140.5	\$142.0	99%	\$141.9	99%
3L	Section Manager	\$211.1	\$253.9	83%	\$246.7	86%
4L	General Manager	\$334.8	\$325.4	103%	\$333.4	100%
1H	Operating Supervisor	\$145.5	\$142.0	102%	\$141.9	103%
2H	Manager	\$197.7	\$187.3	106%	\$188.4	105%
2L	Shift Supervisor	\$161.5	\$142.0	114%	\$141.9	114%
2L	Shift Supervisor	\$164.9	\$142.0	116%	\$141.9	116%
1H	Operating Supervisor	\$143.1	\$142.0	101%	\$141.9	101%
1H	Operating Supervisor	\$147.1	\$142.0	104%	\$141.9	104%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
2H	Manager	Facilities Operation & Maint	ARE020M2	Facilities Management
3L	Section Manager	Facilities Operation & Maint	ARE020M3	Facilities Management
1H	Analyst	Real Estate	ARE010P2	Real Estate/Property Management
1H	Analyst	Real Estate	ARE010P2	Real Estate/Property Management
2L	Sr Analyst	Real Estate	ARE010P3	Real Estate/Property Management
2L	Sr Analyst	Real Estate	ARE010P3	Real Estate/Property Management
3L	Project Manager	Real Estate	ARE010M3	Real Estate/Property Management
3L	Section Manager	Real Estate	ARE010M3	Real Estate/Property Management
2H	Sr Planning Analyst	Facilities Management	ARE020M2	Facilities Management
2H	Sr Planning Analyst	Facilities Management	ARE020P4	Facilities Management
2H	Sr Planning Analyst	Facilities Management	ARE020P4	Facilities Management
2H	Sr Planning Analyst	Facilities Management	ARE020P4	Facilities Management
2L	Operating General	Facilities Management	ARE020M1	Facilities Management
2L	Sr Analyst	Facilities Management	ARE020P3	Facilities Management
2L	Sr Analyst	Facilities Management	ARE020P3	Facilities Management
3L	Project Manager	Facilities Management	ARE020M3	Facilities Management
3L	Section Manager	Facilities Management	ARE020M3	Facilities Management
4L	General Manager	Facilities Management	ARE020M4	Facilities Management
1H	Specialist	Facilities Management	APM020P2	Facilities Construction Project Management
2H	Manager	Facilities Management	APM020M2	Facilities Construction Project Management
2L	Sr Specialist	Facilities Management	APM020P3	Facilities Construction Project Management
1H	Operating Supervisor	Facilities Management	APM020P2	Facilities Construction Project Management
1H	Operating Supervisor	Facilities Management	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Management	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Management	ARE020M1	Facilities Management
1H	Operating Supervisor	Facilities Management	ARE020M1	Facilities Management
2L	Shift Supervisor	Facilities Management	ARE020M1	Facilities Management
2L	Shift Supervisor	Facilities Management	ARE020M1	Facilities Management
2L	Shift Supervisor	Facilities Management	ARE020M1	Facilities Management
2L	Shift Supervisor	Facilities Management	ARE020M1	Facilities Management
2L	Shift Supervisor	Facilities Management	ARE020M1	Facilities Management
2L	Sr Specialist	Facilities Management	ARE020M1	Facilities Management
2L	Sr Specialist	Facilities Management	ARE020P3	Facilities Management
3L	Section Manager	Facilities Management	ARE020M3	Facilities Management
2H	Sr Architect	Facilities Management	APM020P4	Facilities Construction Project Management
2H	Sr Architect	Facilities Management	APM020P4	Facilities Construction Project Management
2H	Sr Architect	Facilities Management	APM020P4	Facilities Construction Project Management
2H	Sr Architect	Facilities Management	APM020P4	Facilities Construction Project Management
2H	Sr Engineer	Facilities Management	APM020P4	Facilities Construction Project Management
2H	Sr Engineer	Facilities Management	APM020P4	Facilities Construction Project Management
2H	Sr Planning Analyst	Facilities Management	APM020M2	Facilities Construction Project Management
2H	Sr Planning Analyst	Facilities Management	APM020P4	Facilities Construction Project Management
2L	Architect	Facilities Management	APM020P3	Facilities Construction Project Management
2L	Sr Analyst	Facilities Management	APM020P3	Facilities Construction Project Management
3L	Section Manager	Facilities Management	APM020M3	Facilities Construction Project Management
1H	Specialist	Corporate Security	AAY000P2	Security Generalist/Multidiscipline
1H	Specialist	Corporate Security	AAY000P2	Security Generalist/Multidiscipline
1H	Specialist	Corporate Security	AAY000P2	Security Generalist/Multidiscipline
1H	Specialist	Corporate Security	AAY000P2	Security Generalist/Multidiscipline
1H	Specialist	Corporate Security	AAY000P2	Security Generalist/Multidiscipline

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
2H	Manager	\$161.2	\$187.3	86%	\$188.4	86%
3L	Section Manager	\$219.0	\$253.9	86%	\$246.7	89%
1H	Analyst	\$146.0	\$111.5	131%	\$109.8	133%
1H	Analyst	\$125.9	\$111.5	113%	\$109.8	115%
2L	Sr Analyst	\$142.0	\$138.8	102%	\$147.8	96%
2L	Sr Analyst	\$141.4	\$138.8	102%	\$147.8	96%
3L	Project Manager	\$231.9	\$242.4	96%	\$255.7	91%
3L	Section Manager	\$227.1	\$242.4	94%	\$255.7	89%
2H	Sr Planning Analyst	\$157.6	\$187.3	84%	\$188.4	84%
2H	Sr Planning Analyst	\$160.5	\$164.7	97%	\$173.3	93%
2H	Sr Planning Analyst	\$157.5	\$164.7	96%	\$173.3	91%
2H	Sr Planning Analyst	\$162.3	\$164.7	99%	\$173.3	94%
2L	Operating General Supervisor	\$188.1	\$142.0	132%	\$141.9	133%
2L	Sr Analyst	\$171.1	\$130.9	131%	\$135.8	126%
2L	Sr Analyst	\$143.6	\$130.9	110%	\$135.8	106%
3L	Project Manager	\$233.8	\$253.9	92%	\$246.7	95%
3L	Section Manager	\$219.9	\$253.9	87%	\$246.7	89%
4L	General Manager	\$321.4	\$325.4	99%	\$333.4	96%
1H	Specialist	\$157.7	\$119.2	132%	\$118.4	133%
2H	Manager	\$201.7	\$193.5	104%	\$191.0	106%
2L	Sr Specialist	\$169.5	\$143.0	119%	\$142.8	119%
1H	Operating Supervisor	\$119.9	\$119.2	101%	\$118.4	101%
1H	Operating Supervisor	\$146.3	\$142.0	103%	\$141.9	103%
1H	Operating Supervisor	\$144.5	\$142.0	102%	\$141.9	102%
1H	Operating Supervisor	\$144.8	\$142.0	102%	\$141.9	102%
1H	Operating Supervisor	\$143.8	\$142.0	101%	\$141.9	101%
2L	Shift Supervisor	\$151.4	\$142.0	107%	\$141.9	107%
2L	Shift Supervisor	\$144.5	\$142.0	102%	\$141.9	102%
2L	Shift Supervisor	\$163.6	\$142.0	115%	\$141.9	115%
2L	Shift Supervisor	\$179.5	\$142.0	126%	\$141.9	126%
2L	Shift Supervisor	\$185.3	\$142.0	131%	\$141.9	131%
2L	Sr Specialist	\$183.7	\$142.0	129%	\$141.9	129%
2L	Sr Specialist	\$148.9	\$130.9	114%	\$135.8	110%
3L	Section Manager	\$232.4	\$253.9	92%	\$246.7	94%
2H	Sr Architect	\$168.8	\$183.3	92%	\$191.5	88%
2H	Sr Architect	\$189.1	\$183.3	103%	\$191.5	99%
2H	Sr Architect	\$202.1	\$183.3	110%	\$191.5	106%
2H	Sr Architect	\$209.7	\$183.3	114%	\$191.5	109%
2H	Sr Engineer	\$178.4	\$183.3	97%	\$191.5	93%
2H	Sr Engineer	\$172.8	\$183.3	94%	\$191.5	90%
2H	Sr Planning Analyst	\$163.2	\$193.5	84%	\$191.0	85%
2H	Sr Planning Analyst	\$165.6	\$183.3	90%	\$191.5	86%
2L	Architect	\$129.5	\$143.0	91%	\$142.8	91%
2L	Sr Analyst	\$167.5	\$143.0	117%	\$142.8	117%
3L	Section Manager	\$230.6	\$260.9	88%	\$263.7	87%
1H	Specialist	\$116.8	\$99.9	117%	\$98.7	118%
1H	Specialist	\$114.4	\$99.9	115%	\$98.7	116%
1H	Specialist	\$112.7	\$99.9	113%	\$98.7	114%
1H	Specialist	\$120.5	\$99.9	121%	\$98.7	122%
1H	Specialist	\$132.6	\$99.9	133%	\$98.7	134%

# Total Benefits & Compensation Results

## Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Band	Title	Department	Survey Benchmark Code and Functional Area	
1H	Specialist	Corporate Security	AAAY000P2	Security Generalist/Multidiscipline
1H	Specialist	Corporate Security	AAAY000P2	Security Generalist/Multidiscipline
2H	Manager	Corporate Security	AAAY000M2	Security Generalist/Multidiscipline
2H	Manager	Corporate Security	AAAY000M2	Security Generalist/Multidiscipline
2H	Manager	Corporate Security	AAAY000M2	Security Generalist/Multidiscipline
2H	Manager	Corporate Security	AAAY000M2	Security Generalist/Multidiscipline
2H	Manager	Corporate Security	AAAY000M2	Security Generalist/Multidiscipline
2H	Manager	Corporate Security	AAAY000M2	Security Generalist/Multidiscipline
2H	Systems Specialist	Corporate Security	AAAY000P4	Security Generalist/Multidiscipline
2H	Systems Specialist	Corporate Security	AAAY000P4	Security Generalist/Multidiscipline
2H	Systems Specialist	Corporate Security	AAAY000P4	Security Generalist/Multidiscipline
2H	Systems Specialist	Corporate Security	AAAY000P4	Security Generalist/Multidiscipline
2H	Systems Specialist	Corporate Security	AAAY000P4	Security Generalist/Multidiscipline
2H	Systems Specialist	Corporate Security	AAAY000P4	Security Generalist/Multidiscipline
2H	Systems Specialist	Corporate Security	AAAY000P4	Security Generalist/Multidiscipline
2L	Sr Analyst	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000M1	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
2L	Sr Specialist	Corporate Security	AAAY000P3	Security Generalist/Multidiscipline
3H	Department Manager	Corporate Security	AAAY000M3	Security Generalist/Multidiscipline
3L	Section Manager	Corporate Security	AAAY000M3	Security Generalist/Multidiscipline
3L	Section Manager	Corporate Security	AAAY000M3	Security Generalist/Multidiscipline
3L	Technical Specialist	Corporate Security	AAAY000M3	Security Generalist/Multidiscipline
4L	Director	Corporate Security	AAAY000M4	Security Generalist/Multidiscipline
2H	Project Specialist	Support Services& Preparedness	AAAY010P4	Business Continuation
2L	Sr Specialist	Support Services& Preparedness	AAAY010P3	Business Continuation
2L	Sr Specialist	Support Services& Preparedness	AAAY010P3	Business Continuation
2H	Project Specialist	Support Services& Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Support Services& Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Support Services& Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Support Services& Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Support Services& Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Support Services& Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Support Services& Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Utility Shared Serv Qual Assur	AAAY010P4	Business Continuation
2H	Project Specialist	Utility Shared Serv Qual Assur	AAAY010P4	Business Continuation
2H	Project Specialist	Strat Plan and Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Strat Plan and Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Strat Plan and Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Strat Plan and Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Strat Plan and Preparedness	AAAY010P4	Business Continuation
2H	Project Specialist	Strat Plan and Preparedness	AAAY010P4	Business Continuation
2L	Sr Specialist	Strat Plan and Preparedness	AAAY010P3	Business Continuation
2L	Sr Specialist	Strat Plan and Preparedness	AAAY010P3	Business Continuation
2H	Project Specialist	Strat Plan and Preparedness	AAAY010P4	Business Continuation

## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Overall Positioning: Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.						
Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	\$133.1	\$99.9	133%	\$98.7	135%
1H	Specialist	\$110.7	\$99.9	111%	\$98.7	112%
2H	Manager	\$143.8	\$182.2	79%	\$185.9	77%
2H	Manager	\$159.9	\$182.2	88%	\$185.9	86%
2H	Manager	\$143.8	\$182.2	79%	\$185.9	77%
2H	Manager	\$158.1	\$182.2	87%	\$185.9	85%
2H	Manager	\$141.8	\$182.2	78%	\$185.9	76%
2H	Systems Specialist	\$136.4	\$150.7	91%	\$155.2	88%
2H	Systems Specialist	\$160.1	\$150.7	106%	\$155.2	103%
2H	Systems Specialist	\$133.3	\$150.7	88%	\$155.2	86%
2H	Systems Specialist	\$135.7	\$150.7	90%	\$155.2	87%
2H	Systems Specialist	\$130.6	\$150.7	87%	\$155.2	84%
2H	Systems Specialist	\$147.8	\$150.7	98%	\$155.2	95%
2H	Systems Specialist	\$165.2	\$150.7	110%	\$155.2	106%
2L	Sr Analyst	\$132.6	\$124.4	107%	\$124.0	107%
2L	Sr Specialist	\$125.4	\$136.7	92%	\$134.0	94%
2L	Sr Specialist	\$115.1	\$124.4	93%	\$124.0	93%
2L	Sr Specialist	\$133.9	\$124.4	108%	\$124.0	108%
2L	Sr Specialist	\$129.7	\$124.4	104%	\$124.0	105%
2L	Sr Specialist	\$172.1	\$124.4	138%	\$124.0	139%
2L	Sr Specialist	\$129.8	\$124.4	104%	\$124.0	105%
2L	Sr Specialist	\$131.2	\$124.4	105%	\$124.0	106%
2L	Sr Specialist	\$130.1	\$124.4	105%	\$124.0	105%
2L	Sr Specialist	\$136.4	\$124.4	110%	\$124.0	110%
2L	Sr Specialist	\$132.9	\$124.4	107%	\$124.0	107%
2L	Sr Specialist	\$132.3	\$124.4	106%	\$124.0	107%
3H	Department Manager	\$210.8	\$229.3	92%	\$231.1	91%
3L	Section Manager	\$173.4	\$229.3	76%	\$231.1	75%
3L	Section Manager	\$192.4	\$229.3	84%	\$231.1	83%
3L	Technical Specialist	\$262.3	\$229.3	114%	\$231.1	113%
4L	Director	\$396.3	\$328.4	121%	\$348.5	114%
2H	Project Specialist	\$206.6	\$189.8	109%	\$182.6	113%
2L	Sr Specialist	\$176.2	\$141.1	125%	\$144.1	122%
2L	Sr Specialist	\$175.0	\$141.1	124%	\$144.1	121%
2H	Project Specialist	\$198.4	\$189.8	105%	\$182.6	109%
2H	Project Specialist	\$151.7	\$189.8	80%	\$182.6	83%
2H	Project Specialist	\$135.7	\$189.8	71%	\$182.6	74%
2H	Project Specialist	\$145.7	\$189.8	77%	\$182.6	80%
2H	Project Specialist	\$200.4	\$189.8	106%	\$182.6	110%
2H	Project Specialist	\$209.5	\$189.8	110%	\$182.6	115%
2H	Project Specialist	\$162.4	\$189.8	86%	\$182.6	89%
2H	Project Specialist	\$173.2	\$189.8	91%	\$182.6	95%
2H	Project Specialist	\$188.4	\$189.8	99%	\$182.6	103%
2H	Project Specialist	\$173.5	\$189.8	91%	\$182.6	95%
2H	Project Specialist	\$166.9	\$189.8	88%	\$182.6	91%
2H	Project Specialist	\$152.7	\$189.8	80%	\$182.6	84%
2H	Project Specialist	\$187.0	\$189.8	99%	\$182.6	102%
2L	Sr Specialist	\$158.0	\$141.1	112%	\$144.1	110%
2L	Sr Specialist	\$138.7	\$141.1	98%	\$144.1	96%
2H	Project Specialist	\$196.3	\$189.8	103%	\$182.6	107%

## Total Benefits & Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

*Competitive Positioning of Total Benefits & Compensation*

*- Equals the sum of Total Direct Compensation and the estimated value of employee benefits*

Band	Title	Department	Survey Benchmark Code and Functional Area	
1L	Executive Assistant 1L	Off Sr VP Utility Shared Svcs	AAS042U4	Secretarial/Executive Administrative Assistance



## Total Benefits & Compensation

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

*Competitive Positioning of Total Benefits & Compensation*

*- Equals the sum of Total Direct Compensation and the estimated value of employee benefits*

Overall Positioning:  
 Detail below reflects only those incumbents with a defined benchmark with available survey data, adjusted for geography. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
1L	Executive Assistant 1L	\$154.6	\$120.2	129%	\$116.4	133%

## Summary of Results Competitive Analysis

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

#### Summary of Results

Summary of Results	CECONY	External Market - Blended Peer Group			
		50th Percentile	+/- 50th Percentile	Average	+/- Average
Base Salary	\$123.3	\$122.9	100.3%	\$123.9	99.5%
Total Cash Compensation <sup>1</sup>	\$134.6	\$139.0	96.8%	\$140.8	95.6%
Total Direct Compensation <sup>2</sup>	\$135.8	\$142.5	95.3%	\$144.7	93.8%
Total Benefit Value <sup>3</sup>	\$36.3	\$31.9	,	\$32.1	112.9%
Total Benefits and Compensation <sup>4</sup>	\$172.0	\$174.4	98.6%	\$176.9	97.3%

*Note: The pay levels for CECONY and the External Market Data reflect the average values across all employees across all grade levels and their corresponding market data. Market data has been adjusted for geographic location based on function. Roles specific to the Utility industry were adjusted by 18.1%, while all others were adjusted by 10.5%.*

<sup>1</sup> Total Cash Compensation is the sum of Base Salary and the value of short-term variable pay, if received at targeted levels.

<sup>2</sup> Total Direct Compensation is the sum of Total Cash Compensation and the estimated value of long-term equity grants.

<sup>3</sup> Total Benefit Value is based on the current plan offerings at CECONY.

<sup>4</sup> Total Benefits and Compensation is the sum of Total Direct Compensation and the estimated value of employee benefits

## Annual Variable Performance-based Pay Comparisons

**CECONY Annual Variable Performance-based Compensation  
as a percentage of Base Salary by Pay Band**

CECONY		External Market - Blended Peer Group		
Band / Grade <sup>1</sup>	Short-Term Variable Pay	25th Percentile	50th Percentile	75th Percentile
4H / 66	25%	20%	30%	36%
4L / 65	21%	15%	21%	30%
3H / 64	15%	12%	16%	25%
3L / 63	15%	10%	15%	20%
2H / 62	9%	8%	12%	15%
2L / 61	7%	7%	10%	15%
1H / 60	6%	5%	10%	14%
1L	6%	6%	9%	12%

<sup>1</sup>Legal function band/grade structure follows all other employees, but is internally denoted from 66 to 60 as opposed to 4H to 1L.

2016 Key Indicators and Index Components		2018 Key Indicators and Category		
KPI #		KPI#	Description of new measures	
<b>1</b>	<b>Safety Index (minimum 7 of 8, including Injury/Illness)</b>		<b>Employee and Public Safety</b>	
	a. Injury/illness Incidence Rate	1	SAME	
	b. Significant High Hazard Injuries	2	SAME	
	c. Public Safety - Related Equipment Failures	3	SAME	
	d. Contractor OSHA Incidence Rate		Eliminated at Company Level	
	e. Motor Vehicle Collisions	4	SAME	
	f. System Safety - Operating Errors	5	SAME	
	g. Promote Collaboration on Safety Improvement		Eliminated at Company Level	
	h. Job Site Safety Exchanges		Eliminated at Company Level	
<b>2</b>	<b>Environmental Index (minimum 7 of 8)</b>		<b>Environment and Sustainability</b>	
	a. Spill Notifications	6	SAME	
	b. Reduce Dielectric Fluid Released to the Environment	7	SAME	
	c. Opacity Occurrences not to exceed NYCDEP Standards		Eliminated at Company Level	
	d. Reduce SF <sub>6</sub> Gas Emissions	8	SAME	
	e. Notices of Violations for NOx RACT Permit Conditions		Eliminated at Company Level	
	f. Wastewater Discharge Non-Compliance Reports		Eliminated at Company Level	
	g. Customer Emissions Reductions (Through Energy Efficiency MWh Reductions)	9	SAME	
	h. Customer Emissions Reductions (Through Oil-to-Gas Conversions)	10	SAME	
<b>3</b>	<b>Employee Development Index (minimum 5 of 6)</b>			
	a. Utilize Succession Plans to Fill Key Positions		Eliminated at Company Level	
	b. Close internal EEO cases within 45 calendar days			
	c. Employees Passing Written Promotional Exam Upon Completion of Career Path Training			
	d. Measure eLearning Usage			
	g. Completion of Leadership Training			
	h. Time to Fill - From Approval of Requisition to Candidate Acceptance with an Established Start Date			
4	Electric Network System Availability			Eliminated at Company Level
5	Electric Non-Network System Availability			Eliminated at Company Level
<b>6</b>	<b>Electric Reliability Performance Measure (must meet all 4)</b>		<b>Operational Excellence</b>	
	a. Network Outage Duration	12	Included with RPM	
	b. Network Outages Per 1000 Customers	12	Included with RPM	
	c. SAIFI (Interruption Rate) System Non-Network	12	Included with RPM	
	d. CAIDI (Duration in Hrs) System Non-Network	12	Included with RPM	
7	Respond to Gas Odor Complaints within 30 minutes	12	Included with RPM	
8	Total Gas Leak - Year-End Inventory	12	Included with RPM	
9	Steam Operation within normal pressure		11 Steam System Reliability (merged)	
10	Production Forced Outages			
11	PSC Complaints	12	Included with RPM	
12	Representative Calls (Answered within 30 seconds)	12	Included with RPM	
13	Customer Satisfaction Surveys	12	Included with RPM	
		13	Gas Made Safe Time A leak is made safe when positive physical action is taken and the treat to life and property is eliminated.	
		14	Workable Gas Leak Inventory Workable leaks are those that pose the most risk to public safety, and which are required to be repaired within a prescribed time frame.	
		15	Cyber Security No cyber intrusions, no loss of data in high value networks, and no violations of NERC Critical Infrastructure Protection Standards. No reportable Personally Identifiable Information (PII) or Personal Health Information (PHI) as a result of cyber intrusion.	
		16	Physical Security No intrusions of Critical Areas at critical locations within a Tier 1 Facility.	
<b>14</b>	<b>Storm Index (minimum 4 of 5)</b>			
	1. Vegetation Management		Eliminated at Company Level	
	2. Filing of Storm Plans to PSC			
	3. Conduct Annual Storm Exercises			
	4. Performance on Con Edison Storm Scorecard			
	5. No Penalties Incurred Directly Related to Storm Response			
			<b>Customer Experience</b>	
		17	Customer Project Completion Dates Percentage of customer project completion dates completed by the commitment date.	
		18	First call Resolution Percentage of customer calls handled by agents only and resolved on the initial contact.	
		19	Estimated Time for Restoration (ETR) Percentage of Electric Operations ETRs met.	
		20	Customer Appointments Percentage of customer appointments that are kept (measured across electric, gas, steam and Field Operations).	

**2016 Key Indicators with 2017 Data  
 CECONY**

**December 2017**

**Performance Measures  
 CECONY**

**December 2017**

KEY INDICATORS	Unit of Measure	2017 Year - End Actual	2017 Year - End Target	2017 Target	Year - End Status Indicator	% Earned		Comments
1 Safety Index	Percent	75.0%	87.5%	≥87.5%	↓			
2 Environmental Index	Percent	75.0%	87.5%	≥87.5%	↓			
3 Employee Development Index	Percent	83.3%	83.3%	≥83.3%	↑			
4 Electric Network System Availability	Percent	99.999%	99.999%	≥99.999%	↑			
5 Electric Non-Network System Availability	Percent	99.99%	99.99%	≥99.99%	↑			
6 Electric Reliability Performance Measure *	Number	0	0	0	↑			
7 Respond to Gas Odor Complaints within 30 minutes *	Percent	89.9%	75.0%	≥75.0%	↑			
8 Total Gas Leak - Year-End Inventory *	Percent	280	600	≤600	↑			
9 Steam Operation within normal pressure	Percent	100.00%	99.77%	≥99.77%	↑			
10 Production Forced Outages	Percent	0.9%	4.0%	≤4.0%	↑			
11 PSC Complaints *	Rate per 100,000 Customers	1.5	2.1	≤2.1	↑			
12 Representative Calls (Answered within 30 seconds) *	Percent	67.1%	66.0%	≥66.0%	↑			
13 Customer Satisfaction Surveys *	Number - Score	91.0	87.1	≥87.1	↑			
14 Storm Index	Percent	100.0%	80.0%	≥80.0%	↑			
						<b>53.5%</b>		<b>53.5%</b>

( \* ) Potential PSC Penalties

## CECONY

### Safety Index (2016 KPIs)

December - 17

	Unit of Measure	Year - End YTD		2017 Target	Year - End Status
		Actual	Target		
<b>Safety Index</b>	<b>Percent</b>	<b>75.0%</b>	<b>≥ 87.5%</b>	<b>≥ 87.5%</b>	<b>↓</b>
OSHA Injury/Illness Incidence Rate *	Rate	1.17	1.20	< 1.20	↑
Significant High-Hazard Injuries	Number of Injuries	2	0	0.00	↓
Public Safety - Related Equipment Failures	Number of Equipment Failures	185	170	< 170	↓
Contractor OSHA Incidence Rate	Rate	1.13	1.20	<1.20	↑
Motor Vehicle Collisions	Number of Collisions	298	310	< 310	↑
System Safety - Operating Errors	Number of Errors	52	74	< 74	↑
Promote Collaboration on Safety Improvement	Number	24	23	> 23	↑
Job Site Safety Exchanges	Number of Safety Exchanges	36,270	25,783	> 25,783	↑

# CECONY

## Employee Development Index, Electric Reliability Performance Measure (2016 KPIs) December - 17










Employee Development Index	Unit of Measure	Year - End 0		2017 Target	Year - End Status
		Actual	Target		
<b><i>Employee Development Index</i></b>	<b><i>Percent</i></b>	<b><i>83.3%</i></b>	<b><i>≥ 83.3%</i></b>	<b><i>≥ 83.3%</i></b>	<b><i>↑</i></b>
Utilize Succession Plans to Fill Key Positions	Percent	92.0%	75%	≥75%	↑
Close Internal EEO cases within 60 business days	Percent	99.0%	95%	≥95%	↑
Employees Passing Written Promotional Exam Upon Completion of Career Path Training	Percent	95.0%	90%	≥90%	↑
Measure eLearning Usage	Number	239,266	261,000	≥261,000	↓
Completion of Leadership Training	Number	8909	5000	≥5,000	↑
Time to Fill - From Approval of Requisition to Candidate Acceptance with an Established Start Date	Number of Days	78	90	≤90	↑

Electric Reliability Performance Measure	Unit of Measure	Year - End 0		2017 Target	Year - End Status
		Actual	Target		
<b><i>Electric Reliability Performance Measure</i></b>	<b><i>Number</i></b>	<b><i>0</i></b>	<b><i>0</i></b>	<b><i>0</i></b>	<b><i>↑</i></b>
Network Outage Duration	Number	4.61	4.70	≤ 4.70	↑
Network Outages per 1,000 Customers	Number	2.3	2.5	≤ 2.5	↑
SAIFI (Interruption Rate) System Non-Network	Number	357	495	≤ 495	↑
CAIDI (Duration in Hours) System Non-Network	Number	1.93	2.04	≤ 2.04	↑

# CECONY

## Environmental Index (2016 KPIs)

December - 17

	Unit of Measure	Year - End	YTD	2017 Target	Year - End Status
		Actual	Target		
<b><i>Environmental Index</i></b>	<b><i>Percent</i></b>	<b><i>75.0%</i></b>	<b><i>≥ 87.5%</i></b>	<b><i>≥ 87.5%</i></b>	
Spill Notifications	Number of Late Notifications	4	9	< 9	
Reduce Dielectric Fluid Released to the Environment	Gallons of Dielectric Fluid	30,998	22,000	< 22,000	
Opacity Occurrences not to exceed NYCDEP Standards	Number of Occurrences	18	54	<54	
Reduce SF <sub>6</sub> Gas Emissions	Pounds of Gas Emitted	8,015	10,000	< 10,000	
Notices of Violations for NOx RACT Permit Conditions	Number	0	0	0	
Wastewater Discharge Non-Compliance Reports	Number of Occurrences	2	7	<7	
Customer Emissions Reductions (Through Energy Efficiency MWh Reductions)	Number of MWhs Reduced	359,759	198,000	>198,000	
Customer Emissions Reductions (Through Oil-to-Gas Conversions)	Number of Conversions	244	468	> 468	



**CECONY**  
**Storm Index (2016 KPIs)**  
 December - 17

	Unit of Measure	Year - End			2017 Target	Year - End Status
		Actual	Target	YTD Planned Milestone		
<b>Storm Index *</b>	<b>Percent</b>	<b>100%</b>	<b>≥ 80.0%</b>		<b>≥ 80.0%</b>	<b>↑</b>
1. Vegetation Management	Miles of Tree Trimming	1,293	1,232		≥ 90% of 1,369 Miles (or 1,232 Miles)	↑
2. Filing of Storm Plans to PSC	Date	02/28/17	12/31/17		Plans Filed within PSC Timeframe	↑
3. Conduct Annual Storm Exercises	Number of Emergency Response Storm / Heat Related Drills	6	6		≥ 6	↑
4. Performance on Con Edison Storm Scorecard - Average of all scores - If not used, it is a Passing Score	Number - Score	100	80		≥ 80 of 100	↑
5. No Penalties Incurred Directly Related to Storm Response *	Number of Penalties	0	0		0	↑

\* No Penalties Incurred Directly Related to Storm Response must be met to achieve this KPI.

**2016 Key Indicators with 2018 Data  
 CECONY**

Performance Measures CECONY							
December 2018							
KEY INDICATORS	Unit of Measure	2018 YTD Actual	2018 YTD Target	2017 Target	Status Indicator	% Earned	
Safety Index	Percent	62.5%	87.5%	≥87.5%	↓		OSHA missed the year-end target and it is a leading indicator, so we missed this KPI. And SHHI missed the year-end target also, so we have missed the Index.
Environmental Index	Percent	87.5%	87.5%	≥87.5%	↑		Dielectric Fluid missed the YTD and Year-End targets, but we can miss one KPI and still make the Index.
Employee Development Index	Percent	66.7%	83.3%	≥83.3%	↓		We missed Measure eLearning Usage and Time to Fill, so we missed the Index target
Electric Network System Availability	Percent	99.999%	99.999%	≥99.999%	↑		
Electric Non-Network System Availability	Percent	99.99%	99.99%	≥99.99%	↑		
Electric Reliability Performance Measure *	Number	0	0	0	↑		
Respond to Gas Odor Complaints within 30 minutes *	Percent	91.9%	75.0%	≥75.0%	↑		
Total Gas Leak - Year-End Inventory *	Percent	250	550	≤550	↑		
Steam Operation within normal pressure	Percent	99.97%	99.82%	≥99.82%	↑		
Production Forced Outages	Percent	6.3%	3.6%	≤3.6%	↓		Missed the target
PSC Complaints *	Rate per 100,000 Customers	1.8	2.1	≤2.1	↑		
Representative Calls (Answered within 30 seconds) *	Percent	67.7%	66.0%	≥66.0%	↑		
Customer Satisfaction Surveys *	Number - Score	90.2	87.1	≥87.1	↑		
Storm Index	Percent	100.0%	80.0%	≥80.0%	↑		
						50.0%	50.0%

(\*) Potential PSC Penalties

(\*\*) Adjusted to exclude Indian Point Contingency and REV projects and will be adjusted for any budget variance due to the number of Oil-to-Gas Conversions.

**CECONY**  
**Safety Index (2016 KPIs)**  
 December - 18

	Unit of Measure	Year - End	YTD	2018 Target	Year to Date Status	Year End Projection
		Actual	Target			
<b>Safety Index</b>	<b>Percent</b>	<b>62.5%</b>	<b>≥ 87.5%</b>	<b>≥ 87.5%</b>	<b>↓</b>	<b>↓</b>
OSHA Injury/Illness Incidence Rate *	Rate	1.32	1.10	< 1.10	↓	↓
Significant High-Hazard Injuries	Number of Injuries	2	0	0.00	↓	↓
Public Safety - Related Equipment Failures	Number of Equipment Failures	171	170	< 170	↓	↓
Contractor OSHA Incidence Rate	Rate	0.94	1.10	<1.10	↑	↑
Motor Vehicle Collisions	Number of Collisions	286	299	< 299	↑	↑
System Safety - Operating Errors	Number of Errors	54	67	< 67	↑	↑
Promote Collaboration on Safety Improvement	Number	24	23	> 23	↑	↑
Job Site Safety Exchanges	Number of Safety Exchanges	34,807	25,783	> 25,783	↑	↑

## CECONY

### Employee Development Index, Electric Reliability Performance Measure (2016 KPIs) December - 18

Employee Development Index	Unit of Measure	Year - End 0		2018 Target	Year to Date Status	Year End Projection
		Actual	Target			
<b><i>Employee Development Index</i></b>	<b><i>Percent</i></b>	<b><i>66.7%</i></b>	<b><i>≥ 83.3%</i></b>	<b><i>≥ 83.3%</i></b>	<b>↓</b>	<b>↓</b>
Utilize Succession Plans to Fill Key Positions	Percent	76.0%	75%	≥75%	↑	↑
Close Internal EEO cases within 45 Calendar days	Percent	92.0%	85%	≥85%	↑	↑
Employees Passing Written Promotional Exam Upon Completion of Career Path Training	Percent	94.0%	90%	≥90%	↑	↑
Measure eLearning Usage	Number	218,363	225,000	≥225,000	↓	↓
Completion of Leadership Training	Number	6688	5000	≥5,000	↑	↑
Time to Fill - From Approval of Requisition to Candidate Acceptance with an Established Start Date	Number of Days	84	75	≤75	↓	↓

Electric Reliability Performance Measure	Unit of Measure	Year - End 0		2018 Target	Year to Date Status	Year End Projection
		Actual	Target			
<b><i>Electric Reliability Performance Measure</i></b>	<b><i>Number</i></b>	<b><i>0</i></b>	<b><i>0</i></b>	<b><i>0</i></b>	<b>↑</b>	<b>↑</b>
Network Outage Duration	Number	4.64	4.70	≤ 4.70	↑	↑
Network Outages per 1,000 Customers	Number	2.4	2.5	≤ 2.5	↑	↑
SAIFI (Interruption Rate) System Non-Network	Number	398	495	≤ 495	↑	↑
CAIDI (Duration in Hours) System Non-Network	Number	1.99	2.04	≤ 2.04	↑	↑

**CECONY**  
**Environmental Index (2016 KPIs)**  
 December - 18

	Unit of Measure	Year - End	YTD	2018 Target	Year to Date Status	Year End Projection
		Actual	Target			
<b>Environmental Index</b>	<b>Percent</b>	<b>87.5%</b>	<b>≥ 87.5%</b>	<b>≥ 87.5%</b>	<b>↑</b>	<b>↑</b>
Spill Notifications	Number of Late Notifications	3	9	< 9	↑	↑
Reduce Dielectric Fluid Released to the Environment	Gallons of Dielectric Fluid	40,822	22,000	< 22,000	↓	↓
Opacity Occurrences not to exceed NYCDEP Standards	Number of Occurrences	37	45	<45	↑	↑
Reduce SF <sub>6</sub> Gas Emissions	Pounds of Gas Emitted	7,218	9,000	< 9,000	↑	↑
Notices of Violations for NOx RACT Permit Conditions	Number	0	0	0	↑	↑
Wastewater Discharge Non-Compliance Reports	Number of Occurrences	2	5	<5	↑	↑
Customer Emissions Reductions (Through Energy Efficiency MWh Reductions)	Number of MWhs Reduced	394,348	270,000	>270,000	↑	↑
Customer Emissions Reductions (Through Oil-to-Gas Conversions)	Number of Conversions	189	105	> 105	↑	↑

**CECONY**  
**Storm Index (2016 KPIs)**  
 December - 18

	Unit of Measure	Year - End			2018 Target	Year to Date Status	Year End Projection
		Actual	Target	YTD Planned Milestone			
<b>Storm Index *</b>	<b>Percent</b>	<b>100%</b>	<b>≥ 80.0%</b>		<b>≥ 80.0%</b>	↑	↑
1. Vegetation Management	Miles of Tree Trimming	1,413	1,263		≥ 90% of 1,403 Miles (or 1,263 Miles)	↑	↑
2. Filing of Storm Plans to PSC	Date	4/11/18	12/31/18		Plans Filed within PSC Timeframe	↑	↑
3. Conduct Annual Storm Exercises	Number of Emergency Response Storm / Heat Related Drills	6	6		≥ 6	↑	↑
4. Performance on Con Edison Storm Scorecard - Average of all scores - If not used, it is a Passing Score	Number - Score	95	80		≥ 80 of 100	↑	↑
5. No Penalties Incurred Directly Related to Storm Response *	Number of Penalties	0	0		0	↑	↑

\* No Penalties Incurred Directly Related to Storm Response must be met to achieve this KPI.

Exhibit\_\_\_(CBP-09)

\*Will be distributed pursuant to a protective order

CONFIDENTIAL



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# **MANAGEMENT VARIABLE PAY PROGRAM**

**Effective January 1, 2017**

**For Con Edison Company of New  
York, Inc. Management Employees**



## CECONY MANAGEMENT VARIABLE PAY PROGRAM

This document describes the Management Variable Pay (MVP) Program for Consolidated Edison Company of New York, Inc. (CECONY or the Company) non-officer management employees. The MVP is not subject to the Employee Retirement Income Security Act of 1974 and is not prefunded. For purposes of this program, CEO shall mean the Chief Executive Officer of CECONY.

### **OBJECTIVE**

The objective of the MVP Program is to enhance corporate results by aligning performance at all non-officer levels of management employees with the Company's business strategy, performance, and cost management initiatives. The MVP Program is an annual "pay for performance" compensation program based on achieving a mix of company, department, and individual performance criteria. Payout of awards is linked to achieving performance criteria and financial targets that promote safe and reliable operations, better customer service, environmental excellence, public safety, and effective cost management.

In the event that the Consolidated Edison, Inc. dividend is reduced, no payout will be made under the MVP Program; *provided, however*, that the CEO shall have the discretion to consider extraordinary or unforeseen circumstances in determining an MVP award payout. The CEO shall retain discretion to increase or decrease the total amount of MVP awards paid for any performance period.

The determination of a MVP award is based on a two-step process. The first step measures **Company Performance**. The second step applies Department Objectives and individual performance to determine the **Overall Individual Result** for an Eligible Employee. An example of the full calculation is provided in Exhibit 1.

### **COMPANY PERFORMANCE**

Each year, the Board of Trustees approves financial and operational performance criteria for the Company. A sliding scale of 0% to 120% is applied to each component based on actual outcomes. Achievement above or below the Target determines the payout percentage for each component. The result for each component listed below and the weightings determine the **Company Performance** for the MVP.

1. *Key Performance Indicators (KPI)* shall mean quantifiable measurements of operational performance.
2. *Operating Budget* shall mean the portion of the CECONY O&M Budget that comprises departmental expenses, including "Interference" and

“Uncollectible” expenses. The Operating Budget does not include corporate expenses such as employee benefits, damages and lawsuits, rental fees (transformer vault rental), and external audit fees.

3. *Adjusted Capital Budget* shall mean the capital expenditures for a given year. The Adjusted Capital Budget may exclude certain expenditures as determined and approved by the Board of Trustees.
  - *Modifier* shall mean the factor used to adjust the Operating and Capital Budget results. The factor shall be based on the actual results achieved for a select group of programs or projects (i.e. units of work completed, cost per unit of work, schedule met, or budgeted costs). The modifier provides an incentive to complete planned work in a cost-efficient manner.
4. *Adjusted Net Income* shall mean net income from Ongoing Operations for CECONY, which includes income from CECONY operations after subtracting all expenses incurred by CECONY, including federal and state income taxes. Adjusted Net Income shall not include extraordinary non-recurring items identified by the Company after the target is established such as the Electric, Gas, and Steam Rate Plan changes. Adjusted Net Income shall be net of the reserve established for the total MVP award at the year-end closing and shall not be weather normalized.

If the Company achieves the target performance criteria for each of the four measures, the Company Performance will equal 100%. See Exhibit 2 for scaling.

### **TARGET AWARD**

The target percentage for each Band that is applied to the base salary as of December 31 of each performance period is listed below. The target percentage is multiplied by the Company performance to determine the *Adjusted Target Percent*.

<b><u>Employee Salary Band Levels</u></b>	<b><u>Target Percentage</u></b>
AL/H and EP	5%
1L/H and 60	6%
2L and 61	7%
2H and 62	9%
3L/H and 63-64	15%
4L and 65	21%
4H and 66	25%

**INDIVIDUAL RESULTS**

For each Eligible Employee, 60% of his or her award is targeted based on achieving specific department objectives, and the remaining 40% target is based on individual performance.

<b><u>Overall Individual Result</u></b>	<b><u>Target</u></b>
Department O&M Budget	20%
Department Key Performance Indicators	<u>40%</u>
Department Objectives	60%
Individual Performance	<u>40%</u>
	100%

To determine the payout percent earned during a given performance period for the 60% related to department objectives, a sliding scale of 0% to 100% is applied to the Department Budget and Department Key Performance Indicators percentages based on the level of achievement against the target.

In the event that an Eligible Employee does not have Department objectives, that employee will be measured using the Department objectives for the next highest level reporting to the same Senior Vice President. If these Department Objectives are not applicable for the Eligible Employee, then the Company performance results, described above, shall be used for the Department Objectives.

The individual performance component is targeted at 40% of the award with a sliding scale ranging between 0% and 150% applied to this component resulting in awards of 0% to 60%. Managers should use the Individual Performance component of the MVP to recognize differences in performance and adjust the 40% target payout accordingly.

- A Senior Vice President shall have discretion to increase the amount of the individual component above the 150% guideline.
- The individual performance component should be evaluated according to the standards used for performance reviews, as described in the Management Performance Review Guide.

The total MVP award to any individual will consist of his or her individual performance percentage, plus his or her Department Objectives percentage, multiplied by the Adjusted Target Percent for his or her Band.

## **GENERAL RULES**

### ***Defined Terms***

- *Covered Employee* shall mean each management employee, other than an officer, on the active management payroll of the Company for part of or the full duration of the January 1 to December 31 performance period, including an employee in any of the following categories: Assistant Bands, Entry Professional Band, Bands 1 L/H through 4 L/H, and Bands 60 through 66.
- *Eligible Employee* shall mean only a Covered Employee who, during the performance period for which an award will be granted, is deemed eligible. A Covered Employee deemed ineligible during a performance review period will not qualify for an award under the MVP Program.
- *Active Employee* shall mean an Eligible Employee on the active management payroll. An Eligible Employee must be an Active Employee on the January 31 following the end of an applicable performance period to receive his or her MVP Program award for the preceding performance period.
- *Department* shall mean all of the organizations reporting to a General Manager, Director, or any other employee who reports directly to an officer.

### ***Promotions and Job Changes***

For an Eligible Employee who is promoted or otherwise changes jobs during the given performance period, the following guidelines shall apply:

- The Eligible Employee's band and salary on December 31 shall be used to calculate his or her MVP award. For part-time Eligible Employees, the award will be based on their annual part-time band and base salary as of December 31, exclusive of overtime payments.
- If an Eligible Employee is transferred or promoted to a new Department prior to October 1, the 60% weighting for Department Objectives will be based on the Eligible Employee's new Department.
  - Example: Mary works in Transmission Planning until September 1 when she takes a position in EH&S. The 60% portion of her award related to Department Objectives will be calculated using the Department Objectives of her new Department within EH&S.

- If an Eligible Employee is transferred or promoted to a new Department on or after October 1, the 60% weighting for Department Objectives will be based on the Eligible Employee's former Department.
  - Example: Mary works in Transmission Planning until October 15 when she takes a position with EH&S. The 60% portion of her award related to Department Objectives will be calculated using the Department Objectives applicable to her former Department in Transmission Planning.

***Partial Year, Leave of Absence, Separation from Service***

- Eligible Employees hired into management or promoted from a union position into a management position during a given performance period will be eligible for a pro-rated award. The pro-rated award will reflect actual service during the performance period based on date of hire or promotion.
- Eligible Employees transferring between affiliates during the performance period will receive an award based on his or her salary, band and organizational results of their employer on December 31.
- Eligible Employees who are on an approved leave of absence, including military leave, FMLA and short-term disability (STD), are considered on active payroll and eligible to receive an award.
- An employee on long-term disability (LTD) is considered inactive for the purpose of this Program. An employee on LTD must return to active status by January 31 following the end of the applicable performance period to receive a pro-rated award for the period of their active service during that performance period.
- Eligible Employees who incur a separation from service for any reason (including retirement) prior to January 31 following the end of an applicable performance period shall forfeit any award payment.
- MVP awards are included in the calculation of an employee's pension benefit.

**The MVP Program will be reviewed periodically by HR Compensation to ensure that the various components continue to support the Company's compensation philosophy.**

**EXHIBIT 1**  
**Example of MVP Award Calculation**

<b>COMPANY RESULTS</b>	<b>Measure Company Performance (See Exhibit 2 for scaling)</b>					
	<b><u>Metric</u></b>	<b><u>Achievement</u></b>	<b><u>Payout</u></b>	<b><u>Modifier</u></b>	<b><u>Weighting</u></b>	<b><u>Result</u></b>
	Key Performance Indicators (KPI's)	18/20	110%		50%	55.0%
	Operating Budget (O&M)	100%	100%	120%	15%	18.0%
	O&M Modifier	12/12				
	Adjusted Capital Budget	103%	80%	100%	15%	12.0%
	Capital Modifier	22/24				
	Adj. Net Income	107.5%	115%		20%	<u>23.0%</u>
	<b>Company Performance</b>					<b>108.0%</b>
	<b>Adjust Target Percentage for Company Performance</b>					
<b><u>Band</u></b>	<b><u>Target %</u></b>	<b><u>Company Performance</u></b>			<b><u>Adjusted Target %</u></b>	
AL/H and EP	5%	108.0%			5.4%	
1L/ H and 60	6%	108.0%			6.5%	
2L and 61	7%	108.0%			7.6%	
2H and 62	9%	108.0%			9.7%	
3L/H and 63-64	15%	108.0%			16.2%	
4L and 65	21%	108.0%			22.7%	
4H and 66	25%	108.0%			27.0%	

<b>INDIVIDUAL RESULTS</b>	<b>Determine Overall Individual Result</b>				
	<b><u>Metric</u></b>	<b><u>Achievement *</u></b>	<b><u>Payout</u></b>	<b><u>Weighting</u></b>	<b><u>Result</u></b>
	Department O&M Budget	95%	90%	20%	18.0%
	Department KPI's	75%	95%	<u>40%</u>	<u>38.0%</u>
	<b>Department Objectives</b>			60%	56.0%
	Individual Performance		100%	40%	<u>40.0%</u>
	<b>Overall Individual Result</b>				<b>96.0%</b>
* Achievement metric will differ for each department					

<b>INDIVIDUAL RESULTS</b>	<b>Calculate MVP Award - EXAMPLE: Band 2H/Salary of \$88,200</b>				
	Overall Individual Result		96.0%		
	Adjusted Target %	x	<u>9.7%</u>		
	MVP Payout %	=	9.3%		
	Base Annual Salary	x	<u>\$ 88,200</u>		
	MVP Award (rounded)	=	\$ 8,218		

**EXHIBIT 2**  
**Company Results**

**Key Performance Indicators (50%)**

**Performance Results**

Achievement	Payout Relative to Target	Weighted Result
20	120%	60.0%
19	115%	57.5%
18	110%	55.0%
17	105%	52.5%
<b>16 (Target)</b>	<b>100%</b>	<b>50.0%</b>
15	95%	47.5%
14	90%	45.0%
13	85%	42.5%
12	0%	0.0%

**Net Income (20%)**

**Performance Results**

Achievement	Payout Relative to Target *	Weighted Result
110%	120%	24%
107.5%	115%	23%
105%	110%	22%
102.5%	105%	21%
<b>100% (Target)</b>	<b>100%</b>	<b>20%</b>
97.5%	75%	15%
95%	50%	10%
92.5%	25%	5%
90% or less	0%	0%

\* Payout interpolated for actual results.

**Operating Budget and Modifier (15%)**

*Payout percentage will be calculated by multiplying: Weighting x Weighting Results x Modifier*

*Payout will not exceed maximum of 18%*

**Adjusted Capital Budget and Modifier (15%)**

**Performance Results □**

Achievement	Payout Relative to Target *	Weighted Result
≤ 97%	120%	18.0%
98%	110%	16.5%
99%		15%
<b>100% (Target)</b>	<b>100%</b>	<b>15%</b>
101%		15%
102%	90%	13.5%
103%	80%	12.0%
104%	70%	10.5%
105%	60%	9.0%
106%	50%	7.5%
110%	10%	1.5%
≥111%	0%	0.0%

\* Payout interpolated for actual results.

**Performance Results □**

Achievement	Payout Relative to Target *	Weighted Result
≤ 97%	120%	18.0%
98%	110%	16.5%
99%		15%
<b>100% (Target)</b>	<b>100%</b>	<b>15%</b>
101%		15%
102%	90%	13.5%
103%	80%	12.0%
104%	70%	10.5%
105%	60%	9.0%
106%	50%	7.5%
110%	10%	1.5%
≥111%	0%	0.0%

\* Payout interpolated for actual results.

Achieve	Modifier
12	120%
11.5	115%
11	110%
<b>10.5 (Target)</b>	<b>100%</b>
10	97%
9.5	93%
9	90%
8.5	85%
8 or less	80%

Achieve	Modifier
24	120%
23.5	115%
23	110%
22.5	105%
<b>22 (Target)</b>	<b>100%</b>
21.5	95%
21	90%
20.5	85%
20 or less	80%

\*\* Based on 1/2 point for completing 90% of stated work and 1/2 point for not exceeding 110% of stated cost.

The O&M modifier will contain 12 programs that represent a cross section of the major organizations

The O&M modifier should represent more than 20% of the budget

The Capital modifier will contain 25 programs / projects that represent a cross section of the major organizations

The Capital modifier should represent more than 20% of the budget

**CECONY Operational Performance**

	<b>CECONY Key Performance Indicators</b>	<b>Unit of Measure</b>	<b>2018 Target</b>
	<b>Employee and Public Safety</b>		
1	Injury/Illness Incidence Rate	Rate	≤ 1.1
2	Significant High Hazard Injuries	Number	0
3	Public Safety Related Equipment Failures	Number	≤ 170
4	Motor Vehicle Collisions	Number	≤ 299
5	Operating Errors	Number	≤ 67
	<b>Environment and Sustainability</b>		
6	Dielectric Fluid released to the Environment	Gallons	≤ 22,000
7	Late Spill Notifications	Number	≤ 9
8	SF6 Gas Emissions	Pounds	≤ 9,000
9	Customer Emissions (Through Energy Efficiency MWh Reductions)	Number of MWhs	270,000
10	Customer Emissions (Through Oil-to-Gas conversions)	Number of Customers	≥ 105
	<b>Operational Excellence</b>		
11	Steam System Reliability	Number	2
12	Reliability Performance Measures	Number	0
13	Gas Made Safe Time	Percent	≥ 82%
14	Workable Gas Leak Inventory	Number	≤ 20
15	Cyber Security	Number	0
16	Physical Security	Number	0
	<b>Customer Experience</b>		
17	Customer Project Completion Dates	Percent	≥ 90%
18	First Call Resolution	Percent	≥ 83.0%
19	Estimated Time for Restoration - (ETR)	Percent	≥ 57%
20	Customer Appointments	Percent	≥ 95%



**CECONY CAPITAL BUDGET MODIFIERS  
 2018 PROJECTS AND TARGETS**

Projects	Description	Modifier Targets	
		Milestones	Expenditures NOT greater than
1 WMS Phase-II	Complete BUILD Phase	December 31, 2018	\$ 20,898,130
2 Electric Operations Mobility Project (IT Agile Hub)	Deliver a mobile app	December 31, 2018	\$ 4,400,000
3 Penn NW – New Fdrs for Hudson Yards	Install 2006 trench feet of conduit. Install 75 sections of cable. Install 2 breaker positions.	December 31, 2018	\$ 6,229,300
4 AMI	Begin implementation of Conservation Voltage Optimization on Staten Island by end of 2018	December 31, 2018	\$ 220,000,135
5 BQDM non wire solutions (Brownsville DESS)	Final completion, expected project closeout, all previous punchlist items and landscaping tasks completed	December 31, 2018	\$ 4,399,230
6 Outage Management System (OMS) Enhancements (Phase III)	Complete testing of NMS2.3 and move into production environment by June 1st	December 31, 2018	\$ 2,748,790
7 Relay modifications	Complete 2 full relay upgrades by June; and the 3rd full relay upgrade by year end of 2018.	December 31, 2018	\$ 7,700,000
8 Transformer replacement program	Complete two Transformer replacements by June, and start two transformer replacements by year end 2018.	December 31, 2018	\$ 34,727,465
9 E13 Street Substations Storm Hardening	Begin outage on final PASS Unit #3	December 31, 2018	\$ 41,250,000
10 Rainey to Corona	Significantly complete 4 construction packages.	December 31, 2018	\$ 84,265,390
11 E 60th St Station - Water Treatment Upgrade	Delivery of successfully factory acceptance tested reverse-osmosis and ultra-filtration equipment skids for the 60th St new water treatment system by 10/31/2018	December 31, 2018	\$ 2,915,000
12 Regulator replacements	Complete regulator stations GR-032, GR-084, GR-706, and GR-708	December 31, 2018	\$ 21,464,300
13 36" gas transmission main - Bronx Border to White Plains	Install 3,000 feet of 36" Gas Transmission piping	December 31, 2018	\$ 32,896,387
14 Gas work and asset management	Completion of Phase 1 Build	December 31, 2018	\$ 45,492,297
15 4 Irving Place restacking	Substantially complete Base Build Contract by 08/01/18 for 14th floor restacking.	December 31, 2018	\$ 40,150,000
16 Physical Security	Substantially complete the physical security upgrade for Knollwood Gate Station, The Learning Center, East 63rd Street Substation, and Astoria East / North Queens SS.	December 31, 2018	\$ 19,033,073
17 Enterprise Security Software Suite	Complete rebadging of all active employees by the end of 2018	December 31, 2018	\$ 5,052,510
18 Cyber security	Deploy 2 IronNet sensors that will allow data to be reviewed for anomalies	December 31, 2018	\$ 2,054,250
19 Digital Customer Experience	Native App Release ; Commercial MVP Defined; Commercial MVP implemented; 90% onboarding/lockout complete	December 31, 2018	\$ 11,093,500

Each Capital Project is composed of 2 targets, a milestone and expenditure each one achieved is worth 0.5 .

**CECONY CAPITAL BUDGET MODIFIERS  
2018 PROGRAMS AND TARGETS**

Programs	Description	Modifier Targets	
		Units greater than or equal to	Unit Cost NOT greater than
20 Unit Substation Transformer Replacement	Transformer installed	2	\$ 880,000
21 New Business - UG Service Cable Installations (retail)	Services installed	2,389	\$ 20,501
22 Shuntflo Meter Conversion Program- Meter Install	Conversions completed	76	\$ 25,025
23 Pipe enhancement	Trench feet	7,560	\$ 6,160
24 Accelerated main replacement programs (GD-4, GD-11, and GD-29)	Feet replaced	384,694	\$ 778
25 New Business services	Services installed	1,512	\$ 27,073

Each Capital Program is composed of 2 targets, units and unit cost each one achieved is worth 0.5 .

**CECONY OPERATING BUDGET MODIFIERS  
2018 PROGRAMS AND TARGETS**

Programs	Description of unit	Units greater than or equal to	Unit Cost not to exceed
1	Tree trimming Miles of trees trimmed	1,263	\$ 7,813
2	Inspection & testing of underground transformers & devices Number of inspections	2,416	\$ 2,024
3	UG SIP Repairs Units (number of defect repairs).	16,200	\$ 1,095
4	Underground facility inspection Program Number of targeted inspections by Company & Contractors.	11,700	\$ 551
5	Inspection, preventative & corrective maintenance Composite of: Read & Adjust, Patrols (Aerial, Spring & Fall), Inspections (Manhole, Rainey Tunnel), Vent Chamber Cleaning, Tree Trimming (Mechanical & Herbicide), Code Work, TLM Operation Drills, Conductor Repairs-Insulator & Cotter Key	3,033	\$ 617
6	Preventative maintenance - calibrations, trip tests, DME verification & adequacy tests Relays checked for proper AC input (calibrations and load readings), proper DC output (trip checks), proper channel performance, proper alarming function and DME checks	1,708	\$ 2,317
7	Preventative maintenance - circuit breakers & transformers Composite of preventive maintenance of station equipment on circuit breakers (diagnostic testing, cap bank breakers and ground & test devices) and transformers (load tap changers, circuit switchers and auto ground switches)	800	\$ 3,743
8	Preventative maintenance - generation Composite of predictive maintenance, regulator valves, instruments & controls, and batteries	3,952	\$ 462
9	Field operations inspections Composite index of PSC mandated inspections	13,403	\$ 192
10	Leak repairs Number of repairs	8,584	\$ 5,355
11	Corrosion work orders Completed corrosion work orders	1,080	\$ 2,842
12	Meter reading Number of meters read	42,433,271	\$ 0.67

⌘M Program is composed of 2 targets, a unit amount and unit cost each one achieved is worth 0.5 .

**Officer Census**

**Consolidated Edison of New York (CECONY)  
 2018 Competitive Analysis - Officers**

<i>Census File</i>	<i>Benchmark Data Availability</i>	<i>Position Matching</i>	
<i>Job Title</i>	<i>Benchmark Data Availability</i>	<i>Benchmark Code</i>	<i>Benchmark Title</i>
Chief Executive Officer	Benchmark Data Available	AAA000-EX	Chief Executive Officer
Vice President, System & Transmission Operations	Benchmark Data Available	ETO000-EX	Top Transmission System Executive
Vice President, Human Resources	Benchmark Data Available	AHR000-EX	Top Human Resources Executive
Senior Vice President, Central Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ECG000-EX	Top Power Generation and Delivery Executive
Vice President, Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AXE569-EX	Top Gas Engineering Executive
Vice President, Central Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE501-EX	Top Power Engineering Executive
Vice President, Construction	Benchmark Data Available	AZC500-EX	Top Power Construction Executive
Vice President & CIO	Benchmark Data Available	AIC000-EX	Chief Information Officer
Senior Vice President, Customer Operations	Benchmark Data Available	AMS000-EX	Top Customer Service / Operations Executive
President, CECONY	Benchmark Data Available	AAA020-EX	Chief Operating Officer
VP & General Auditor	Benchmark Data Available	AFU010-EX	Top Internal Audit Executive
Vice President, Brooklyn & Queens	Benchmark Data Available	EDD010-EX	Top Power Distribution Systems Executive
Vice President, Substation Operations	Benchmark Data Available	ETO000-EX	Top Transmission System Executive
Vice President, Supply Chain	Benchmark Data Available	ASC000-EX	Top Supply Chain Executive

## Officer Census

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis - Officers

Census File	Benchmark Data Availability	Benchmark Description
<b>Chief Executive Officer</b>	Benchmark Data Available	Manages the profitability and growth of the organization; Accountable to the Board of Directors for all activities of the organization; Directs the organization in establishing long-range plans, strategy and policy.
<b>Vice President, System &amp; Transmission Operations</b>	Benchmark Data Available	Is responsible for overall planning, operations and control of transmission systems; Directs maintenance, protection and control of all transmission lines and facilities; Responsible for construction of transmission lines and substations; Voltage levels in the operations managed by this position are typically above 34.5 KV; May be responsible for interconnection with other utilities; May be the head of a separate transmission business unit with profit-and-loss responsibility.
<b>Vice President, Human Resources</b>	Benchmark Data Available	Has primary responsibility for designing, developing and implementing all human resource policies and programs, including recruitment, training, compensation, performance management, labor relations, if applicable; For noncorporate positions, this position is typically responsible for the execution and administration of human resource programs within a segment of the organization; In highly-decentralized organizations, responsibilities could also include policy design and implementation at the segment level.
<b>Senior Vice President, Central Operations</b>	Insufficient Benchmark Data (Less than 5 comparator matches)	Is the highest-level operations executive responsible for generation, transmission and substations; Responsible for all engineering, construction or construction project management, maintenance and operations, and all levels of electrical system planning; May be responsible for environmental science/affairs and fuel procurement; This position is not responsible for division/district operations; In companies that have both fossil and nuclear power plants, this position is responsible for both.
<b>Vice President, Gas Engineering</b>	Insufficient Benchmark Data (Less than 5 comparator matches)	Has primary responsibility for the engineering and technical requirements of gas transmission (pipelines) and distribution systems; Typical responsibilities include design engineering and related construction of new and major overhaul projects; May be responsible for environmental affairs.
<b>Vice President, Central Engineering</b>	Insufficient Benchmark Data (Less than 5 comparator matches)	Has primary responsibility for the engineering and technical requirements of the power production and/or delivery system; Typical responsibilities include system expansion planning, design engineering, and related construction of new and retrofit projects for power plants and for electrical systems, including transmission lines, bulk substations, system protection and relaying; May be responsible for environmental affairs.
<b>Vice President, Construction</b>	Benchmark Data Available	Has primary responsibility for the construction activities associated with new and existing electric-generating transmission and distribution systems and/or gas pipeline and distribution systems; Develops schedules and budgets and monitors construction progress to ensure that work is completed according to specifications.
<b>Vice President &amp; CIO</b>	Benchmark Data Available	Establishes the strategic direction of the organization's information technology resources; Identifies changes in computer technology and communicates these changes to senior management; Provides support to information users and determines information needs throughout the organization; Identifies systems software and hardware necessary for the successful implementation of information systems; Coordinates through subordinate staff the operations of the technology functions on a day-to-day basis.
<b>Senior Vice President, Customer Operations</b>	Benchmark Data Available	Has primary responsibility for designing, developing and implementing the customer relations programs of the organization; Maintains high levels of customer service and satisfaction; Oversees and directs customer service operations to ensure that claims, inquiries and complaints are handled fairly and effectively; Establishes customer service policies and procedures, in accordance with any relevant regulations; Typically has responsibility for all aspects of post-sales service and support, including contact/call center management.
<b>President, CECONY</b>	Benchmark Data Available	Under the direction of the Chief Executive Officer, typically has primary responsibility for the profitability of the organization; Corporate staff functions (e.g., legal, employee relations, finance) may report to this position.
<b>VP &amp; General Auditor</b>	Benchmark Data Available	Has primary responsibility for designing, developing and implementing the organization's audit program for accounting and control systems.
<b>Vice President, Brooklyn &amp; Queens</b>	Benchmark Data Available	Is responsible for overall planning, operations and control of electric distribution systems; Directs the maintenance, protection and improvement of all distribution lines and facilities; Voltage levels in the operations managed by this position are typically below 34.5 KV.
<b>Vice President, Substation Operations</b>	Benchmark Data Available	Is responsible for overall planning, operations and control of transmission systems; Directs maintenance, protection and control of all transmission lines and facilities; Responsible for construction of transmission lines and substations; Voltage levels in the operations managed by this position are typically above 34.5 KV; May be responsible for interconnection with other utilities; May be the head of a separate transmission business unit with profit-and-loss responsibility.
<b>Vice President, Supply Chain</b>	Benchmark Data Available	Has primary responsibility for developing and executing supply chain strategies and capabilities; Establishes and manages functional, cross-regional and cross-business unit teams to design and implement end-to-end supply chain capabilities based on business plans and objectives, new product introduction or business opportunities; Coordinates supply, manufacturing and delivery systems to ensure the optimization of customer service, low inventories, low cost, superior quality, reduced cycle time and order delivery.

## Officer Census

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis - Officers

Census File		Position Matching	
Job Title	Benchmark Data Availability	Benchmark Code	Benchmark Title
Senior Vice President & CFO	Benchmark Data Available	AFA000-EX	Chief Financial Officer / Top Financial Officer
Senior Vice President, Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAB502-EX	Top Gas Utility Executive
Vice President, Gas Operations	Benchmark Data Available	ECG000-EX	Top Gas Operations Executive
Vice President, Learning & Inclusion	Benchmark Data Available	AHR125-EX	Top Talent Management
SVP, Corporate Shared Services	Benchmark Data Available	AGA020-EX	Top Administrative Executive (Major Functions)
Senior Vice President, Customer Energy Solutions	Insufficient Benchmark Data (Less than 5 comparator matches)	EDC000-EX	Top Distribution and Customer Service Executive
Vice President, Energy Management	Insufficient Benchmark Data (Less than 5 comparator matches)	EEP000-EX	Top Power Procurement Executive
Vice President, Government, Regional and Community Affairs	Benchmark Data Available	ACA070-EX	Top Government Relations Executive
Vice President, Tax	Benchmark Data Available	AFT050-EX	Top Tax Executive
Vice President, Engineering & Planning	Benchmark Data Available	AZE000-EX	Top Engineering Executive
Vice President, Regulatory Services	Benchmark Data Available	ACA050-EX	Top Regulatory Affairs and Compliance Executive
SVP & General Counsel	Benchmark Data Available	ALG000-EX	Top Legal Executive
VP & Controller	Benchmark Data Available	AFB000-EX	Financial Controller
Vice President, Energy Policy and Regulatory Affairs	Benchmark Data Available	ACA050-EX	Top Regulatory Affairs and Compliance Executive
Vice President, Strategic Planning	Benchmark Data Available	ACD010-EX	Top Strategic Planning Executive

**Officer Census**

**Consolidated Edison of New York (CECONY)  
 2018 Competitive Analysis - Officers**

<i>Census File</i>		
<b>Job Title</b>	<b>Benchmark Data Availability</b>	<b>Benchmark Description</b>
<b>Senior Vice President &amp; CFO</b>	Benchmark Data Available	Establishes, implements, and maintains the financial plans and policies of the organization, including fiscal controls, prep interpretation of financial reports, and safeguarding of the organization's assets; Develops and maintains overall account and controls; Establishes and maintains good corporate relations with the investment and banking communities; Assists planning and advises management on financial affairs; May manage one or more significant staff functions, but primary management of the organization's finances.
<b>Senior Vice President, Gas Operations</b>	Insufficient Benchmark Data (Less than 5 comparator matches)	Has primary responsibility for the overall profitability and management of a regulated gas utility business; The utility must regulated and provide natural gas service to retail customers within its service area; Gas utility activities include supply, d customer service and marketing; This position may also be responsible for staff functions related to the gas utility.
<b>Vice President, Gas Operations</b>	Benchmark Data Available	Is responsible for planning and directing all activities related to natural gas; Responsibilities include gas supply, storage, distribution, engineering, construction, maintenance, utilization and other general operating services such as meter shop transportation
<b>Vice President, Learning &amp; Inclusion</b>	Benchmark Data Available	Has primary responsibility for the organization's workforce planning; Defines the organization's talent needs based upon future business objectives; Assesses talent supply (internally and externally), defines critical gaps and develops integrate strategies to close the gaps; May be responsible for performance management, employee development and succession
<b>SVP, Corporate Shared Services</b>	Benchmark Data Available	Has primary responsibility for the administration of two or more major staff functions such as Finance, Government Relations, Legal, Human Resources or Information Technology; May be responsible for other staff functions; Executives primarily responsible for finance with one of the above major functions reporting to him/her should be matched as the CF Financial Executive.
<b>Senior Vice President, Customer Energy Solutions</b>	Insufficient Benchmark Data (Less than 5 comparator matches)	Is responsible for planning and directing all company activities related to customer service (e.g., billing, customer inquiries, accounting, meter reading, credit and collections), energy utilization/marketing (e.g., industrial, commercial, and residential services, area development, load management) and division operations (e.g., field customer service, field marketing/energy line construction and maintenance, community relations); May be the head of a separate distribution business unit and responsible for overall planning, operation and control of distribution systems.
<b>Vice President, Energy Management</b>	Insufficient Benchmark Data (Less than 5 comparator matches)	Has primary responsibility for supply contract evaluation, negotiation and performance monitoring, and capacity planning long-term, reliable power supplies at least cost
<b>Vice President, Government, Regional and Community Affairs</b>	Benchmark Data Available	Has primary responsibility for representing the organization in legislative and regulatory matters with national, regional and local governments and quasi-government agencies by providing policy direction, coordinating operating unit government affairs and lobbying for the organization's interests
<b>Vice President, Tax</b>	Benchmark Data Available	Has primary responsibility for setting the organization's tax policy and compliance with all federal, state/region/province, and applicable foreign tax laws and regulations; Directs the preparation and filing of tax returns; Conducts tax research programs to ascertain the optimal tax minimization strategy for the organization.
<b>Vice President, Engineering &amp; Planning</b>	Benchmark Data Available	Has primary responsibility for the engineering aspects of the organization's operations; Responsibilities typically include design, planning, process engineering, maintenance and application of automation and advanced technology, and engineering work related to new product development.
<b>Vice President, Regulatory Services</b>	Benchmark Data Available	Has primary responsibility for managing the relationship with regulatory commissions/authorities and ensuring that the procedures of the organization comply with all applicable laws and regulations; Oversees the review and interpretation of laws and regulations, which potentially affect the organization's business practices, and coordinates the development or modification of policies, procedures, contracts and agreements to ensure compliance.
<b>SVP &amp; General Counsel</b>	Benchmark Data Available	Serves as chief legal adviser and counsels management on the legal implications of all organization activities and provides legal services as required in legal proceedings; Keeps abreast of legislative and administrative regulatory developments; Coordinates services of outside counsel as required to complement available internal legal resources.
<b>VP &amp; Controller</b>	Benchmark Data Available	Has primary responsibility for management of the organization's accounting function; Maintains all accounting records (general ledger, property, cost, etc.), designs and implements budgetary and other systems for internal control, and prepares financial reports for management and shareholders.
<b>Vice President, Energy Policy and Regulatory Affairs</b>	Benchmark Data Available	Has primary responsibility for managing the relationship with regulatory commissions/authorities and ensuring that the procedures of the organization comply with all applicable laws and regulations; Oversees the review and interpretation of laws and regulations, which potentially affect the organization's business practices, and coordinates the development or modification of policies, procedures, contracts and agreements to ensure compliance.
<b>Vice President, Strategic Planning</b>	Benchmark Data Available	Has primary responsibility for developing and securing approval for the organization's strategic plan, typically including external scans, analyses of organizational positioning and other studies to ensure the continued successful growth of the organization.

## Officer Census

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis - Officers

Census File	Benchmark Data Availability	Position Matching	
		Benchmark Code	Benchmark Title
Vice President, Staten Island & Electric Services	Benchmark Data Available	EDD010-EX	Top Power Distribution Systems Executive
Vice President, Bronx & Westchester	Benchmark Data Available	EDD010-EX	Top Power Distribution Systems Executive
Senior Vice President, Corporate Affairs	Benchmark Data Available	ACA000-EX	Top Corporate Affairs Executive
VP & Treasurer	Benchmark Data Available	AFT030-EX	Treasurer
Vice President, Business Finance	Benchmark Data Available	AFT040-EX	Top Corporate / Financial Planning Executive
Vice President, Steam Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	EEP000-EX	Top Power Procurement Executive
Vice President & Corp Secretary	Benchmark Data Available	ALG005-EX	Corporate / Company Secretary
Senior Vice President, Electric Operations	Benchmark Data Available	AAB501-EX	Single Profit Center Head (Regulated)
Vice President, Environment, Health, & Safety	Benchmark Data Available	ACA060-EX	Top Environmental Affairs and Compliance Executive
SVP, Utility Shared Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AGA040-EX	Top Shared Services Executive
Vice President, Manhattan	Benchmark Data Available	EDD010-EX	Top Power Distribution Systems Executive
Vice President, Facilities & Field Services	Non-Benchmark Job	--	--
Vice President, Emergency Preparedness	Non-Benchmark Job	--	--
VP & Chief Ethics & Compl Officer	Benchmark Data Available	ALG075-EX	Top Organizational Compliance Executive



**Officer Census**

**Consolidated Edison of New York (CECONY)  
 2018 Competitive Analysis - Officers**

Census File		
Job Title	Benchmark Data Availability	Benchmark Description
<b>Vice President, Staten Island &amp; Electric Services</b>	Benchmark Data Available	Is responsible for overall planning, operations and control of electric distribution systems; Directs the maintenance, protection and improvement of all distribution lines and facilities; Voltage levels in the operations managed by this position are typically 138KV and below
<b>Vice President, Bronx &amp; Westchester</b>	Benchmark Data Available	Is responsible for overall planning, operations and control of electric distribution systems; Directs the maintenance, protection and improvement of all distribution lines and facilities; Voltage levels in the operations managed by this position are typically 138KV and below
<b>Senior Vice President, Corporate Affairs</b>	Benchmark Data Available	Has primary responsibility for designing, developing and implementing policies and programs to enhance the public reputation of the organization, direct the development and management of an integrated communications function (internally and externally) and represent the organization in legislative and regulatory matters; May be responsible for community relations.
<b>VP &amp; Treasurer</b>	Benchmark Data Available	Has primary responsibility for managing the treasury and banking activities of the organization; Responsible for the care and protection of the organization's cash and other financial assets and for banking operations and relationships; Determines the amount and sources of funds required to meet outstanding and planned commitments; May have responsibility for insurance/risk management activities.
<b>Vice President, Business Finance</b>	Benchmark Data Available	Has primary responsibility for developing the organization's short- and long-term financial plans and identifying financial opportunities to improve the organization's profitability.
<b>Vice President, Steam Operations</b>	Insufficient Benchmark Data (Less than 5 comparator matches)	Has primary responsibility for supply contract evaluation, negotiation and performance monitoring, and capacity planning for long-term, reliable power supplies at least cost
<b>Vice President &amp; Corp Secretary</b>	Benchmark Data Available	Has primary responsibility for preparing and maintaining official corporate notices, records and actions of the Board of Directors ensuring compliance with statutory reporting requirements; Arranges Board of Directors meetings, provides minutes of the meetings and communicates with stockholders with regard to general corporate policy and annual meetings; May be responsible for monitoring and developing procedures set in place by the Board of Directors/executive team regarding corporate governance and following developments affecting corporate governance and making recommendations to the Board on development of business opportunities
<b>Senior Vice President, Electric Operations</b>	Benchmark Data Available	Has primary responsibility for the overall profitability of a single regulated organization unit such as a subsidiary utility pre-geographical profit center head; Responsibilities typically include transmission, distribution, customer service and marketing Executives with responsibility for only one segment of the overall operation, such as transmission and distribution, should be as the top executive for that segment (i.e., Top Transmission and Distribution Systems Executive, Top Power Generation Executive, Top Sales, Marketing and Customer Service Executive)
<b>Vice President, Environment, Health, &amp; Safety</b>	Benchmark Data Available	Has primary responsibility for developing the organization's positions on environmental policy issues regarding the impact of the organization's operations on water, air and land quality; Responsible for establishing organization-wide policies and programs to comply with regulations and ensure overall compliance at all sites.
<b>SVP, Utility Shared Services</b>	Insufficient Benchmark Data (Less than 5 comparator matches)	Has primary responsibility for two or more functions (e.g., Human Resources, Information Technology) that provide centralized services to multiple business units in a shared services environment; Sets operational strategy for the functions and is responsible for policy interpretation and administration
<b>Vice President, Manhattan</b>	Benchmark Data Available	Is responsible for overall planning, operations and control of electric distribution systems; Directs the maintenance, protection and improvement of all distribution lines and facilities; Voltage levels in the operations managed by this position are typically 138KV and below
<b>Vice President, Facilities &amp; Field Services</b>	Non-Benchmark Job	--
<b>Vice President, Emergency Preparedness</b>	Non-Benchmark Job	--
<b>VP &amp; Chief Ethics &amp; Compl Officer</b>	Benchmark Data Available	Has primary responsibility for ensuring that the organization's operations are conducted in compliance with ethical business organization policies and legal requirements; Develops and implements organization policies and procedures intended to prevent unethical and illegal conduct; Monitors and reviews activities of business units to ensure compliance with organization policies

## Officer Census

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis - Officers

<i>Census File</i>		<i>Position Matching</i>	
Job Title	Benchmark Data Availability	Benchmark Code	Benchmark Title
Vice President, Legal Services	Benchmark Data Available	ALG002-EX	Deputy General Counsel

**Officer Census**

**Consolidated Edison of New York (CECONY)  
 2018 Competitive Analysis - Officers**

<i>Census File</i>		
Job Title	Benchmark Data Availability	Benchmark Description
Vice President, Legal Services	Benchmark Data Available	Reports directly to the Top Legal Executive, shares responsibility for managing the corporate legal function; Provides adv counsel regarding legal matters and ensures implementation of the Top Legal Executive's policies and procedures; This single incumbent position, but in large legal departments there may be multiple incumbents at this level; This position is t found in smaller legal departments.

## Total Benefits and Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis - Officers

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Title	Benchmark	CECONY	50th Percentile	+/-	Average	+/-		
		Overall Positioning - Average of rows below:		\$1,164.1	\$1,167.0	99.7%	\$1,329.4	87.6%
Detail below reflects only those incumbents with a defined benchmark with available survey data.								
President & CEO	AAA000-EX	Chief Executive Officer	\$9,199.4	\$9,240.1	99.6%	\$9,676.3	95.1%	
Vice President, System & Transmission Operations	ETO000-EX	Top Transmission System Executive	\$622.2	\$677.0	91.9%	\$705.3	88.2%	
Vice President, Human Resources	AHR000-EX	Top Human Resources Executive	\$685.3	\$1,199.7	57.1%	\$1,411.3	48.6%	
Vice President, Construction	AZC500-EX	Top Power Construction Executive	\$693.3	\$665.9	104.1%	\$642.4	107.9%	
Vice President & CIO	AIC000-EX	Chief Information Officer	\$720.9	\$983.7	73.3%	\$1,387.8	51.9%	
Senior Vice President, Customer Operations	AMS000-EX	Top Customer Service / Operations Executive	\$1,224.8	\$668.5	183.2%	\$801.8	152.8%	
President, CECONY	AAA020-EX	Chief Operating Officer	\$2,840.9	\$2,420.9	117.3%	\$2,910.2	97.6%	
VP & General Auditor	AFU010-EX	Top Internal Audit Executive	\$679.7	\$610.3	111.4%	\$699.7	97.2%	
Vice President, Brooklyn & Queens	EDD010-EX	Regional/Division Executive	\$646.7	\$522.8	123.7%	\$569.1	113.6%	
Vice President, Substation Operations	ETO000-EX	Top Transmission System Executive	\$638.6	\$677.0	94.3%	\$705.3	90.5%	
Vice President, Supply Chain	ASC000-EX	Top Supply Chain Executive	\$674.2	\$739.1	91.2%	\$914.8	73.7%	
Senior Vice President & CFO	AFA000-EX	Chief Financial Officer / Top Financial Officer	\$2,912.8	\$2,567.6	113.4%	\$3,190.8	91.3%	
Vice President, Gas Operations	ECG000-EX	Top Gas Operations Executive	\$625.1	\$578.3	108.1%	\$639.3	97.8%	
Vice President, Learning & Inclusion	AHR125-EX	Top Talent Management	\$636.9	\$650.8	97.9%	\$716.7	88.9%	
SVP, Corporate Shared Services	AGA020-EX	Top Administrative Executive (Major Functions)	\$929.9	\$1,880.9	49.4%	\$2,335.9	39.8%	
Vice President, Government, Regional and Community Affairs	ACA070-EX	Top Government Relations Executive	\$713.2	\$744.3	95.8%	\$949.9	75.1%	
Vice President, Tax	AFT050-EX	Top Tax Executive	\$749.6	\$762.8	98.3%	\$935.2	80.1%	
Vice President, Engineering & Planning	AZE000-EX	Top Engineering Executive	\$700.8	\$602.8	116.3%	\$658.9	106.4%	
Vice President, Regulatory Services	ACA050-EX	Top Regulatory Affairs and Compliance Executive	\$706.1	\$1,043.0	67.7%	\$1,034.4	68.3%	
SVP & General Counsel	ALG000-EX	Top Legal Executive	\$2,142.3	\$1,868.4	114.7%	\$2,279.8	94.0%	
VP & Controller	AFB000-EX	Financial Controller	\$751.6	\$892.1	84.2%	\$1,017.5	73.9%	
Vice President, Energy Policy and Regulatory Affairs	ACA050-EX	Top Regulatory Affairs and Compliance Executive	\$730.9	\$1,043.0	70.1%	\$1,034.4	70.7%	
Vice President, Strategic Planning	ACD010-EX	Top Strategic Planning Executive	\$801.3	\$780.0	102.7%	\$969.0	82.7%	
Vice President, Staten Island & Electric Services	EDD010-EX	Regional/Division Executive	\$599.2	\$522.8	114.6%	\$569.1	105.3%	
Vice President, Bronx & Westchester	EDD010-EX	Regional/Division Executive	\$641.2	\$522.8	122.6%	\$569.1	112.7%	

## Total Benefits and Compensation Results

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis - Officers

Competitive Positioning of Total Benefits & Compensation

- Equals the sum of Total Direct Compensation and the estimated value of employee benefits

Title	Benchmark	CECONY	50th Percentile	+/-	Average	+/-		
		Overall Positioning - Average of rows below:		\$1,164.1	\$1,167.0	99.7%	\$1,329.4	87.6%
Detail below reflects only those incumbents with a defined benchmark with available survey data.								
Senior Vice President, Corporate Affairs	ACA000-EX	Top Corporate Affairs Executive	\$1,444.3	\$1,162.5	124.2%	\$1,343.6	107.5%	
VP & Treasurer	AFT030-EX	Treasurer	\$696.0	\$782.4	89.0%	\$880.1	79.1%	
Vice President, Business Finance	AFT040-EX	Top Corporate / Financial Planning Executive	\$778.8	\$740.1	105.2%	\$867.1	89.8%	
Vice President & Corp Secretary	ALG005-EX	Corporate / Company Secretary	\$645.2	\$712.4	90.6%	\$766.1	84.2%	
Senior Vice President, Electric Operations	AAB501-EX	Single Profit Center Head (Regulated)	\$1,051.7	\$880.2	119.5%	\$1,211.1	86.8%	
Vice President, Environment, Health, & Safety	ACA060-EX	Top Environmental Affairs and Compliance Executive	\$635.4	\$620.0	102.5%	\$597.4	106.4%	
Vice President, Manhattan	EDD010-EX	Regional/Division Executive	\$635.6	\$522.8	121.6%	\$569.1	111.7%	
VP & Chief Ethics & Compl Officer	ALG075-EX	Top Organizational Compliance Executive	\$706.3	\$524.7	134.6%	\$698.3	101.1%	
Vice President, Legal Services	ALG002-EX	Deputy General Counsel	\$718.9	\$869.7	82.7%	\$944.6	76.1%	

## Summary of Results Officers

### Consolidated Edison of New York (CECONY) 2018 Competitive Analysis - Officers

#### Summary of Results

Summary of Results	CECONY	External Market - Blended Peer Group			
		50th Percentile	+/- 50th Percentile	Average	+/- Average
Base Salary	\$363.0	\$350.7	103.5%	\$368.2	98.6%
Total Cash Compensation <sup>1</sup>	\$555.9	\$562.6	98.8%	\$614.5	90.5%
Total Direct Compensation <sup>2</sup>	\$1,025.0	\$1,068.7	95.9%	\$1,224.6	83.7%
Total Benefit Value <sup>3</sup>	\$139.1	\$98.3	141.5%	\$104.9	132.7%
Total Benefits and Compensation <sup>4</sup>	\$1,164.1	\$1,167.0	99.7%	\$1,329.4	87.6%

**Note:** The pay levels for CECONY and the External Market Data reflect the **average** values across all Officers and their corresponding market data.

<sup>1</sup> Total Cash Compensation is the sum of Base Salary and the value of short-term variable pay, if received at targeted levels.

<sup>2</sup> Total Direct Compensation is the sum of Total Cash Compensation and the estimated value of long-term equity grants.

<sup>3</sup> Total Benefit Value is based on the current plan offerings at CECONY.

<sup>4</sup> Total Benefits and Compensation is the sum of Total Direct Compensation and the estimated value of employee benefits

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
**ADMINISTRATIVE AND GENERAL EXPENSES - MAJOR ACCOUNT GROUP 49**  
**EMPLOYEE WELFARE EXPENSES - PSC ACCOUNT 926.2**  
**ELECTRIC**

LINE NO.	12 MONTHS ENDED 09/30/2018 ACTUAL	NORMALIZATION	PROGRAM CHANGE	ESCALATION	12 MONTHS ENDING 12/31/2020 RATE YEAR	LINE NO.
1. Thrift Savings Plan	\$30,016,468	\$0	\$4,704,597	\$2,100,384 [N]	\$36,821,448	1.
2. Group Life Insurance	3,224,628	560,238	0	264,941 [O]	4,049,807	2.
3. Military Duty Allowance	146,312	0	79,928	10,242 [L]	236,482	3.
4. Restaurants & Newsstands	0	0	0	0 [M]	0	4.
5. Stock Purchase Plan	4,611,949	0	0	337,800 [A]	4,949,749	5.
6. Stock Option/Restricted Stock Adm	36,365	0	0	1,924 [M]	38,289	6.
7. Deferred Income Plan	0	0	0	0 [P]	0	7.
8. Tuition Aid	5,921,041	0	0	313,223 [M]	6,234,264	8.
9. Occupational Supplement	736,785	0	0	38,976 [D]	775,761	9.
10. Company Clubs	4,375	0	0	0 [M]	4,375	10.
11. Employee Publications & Communications	89,360	0	0	4,727 [C]	94,087	11.
12. Scholarship for Employees' Children	178,426	0	0	9,439 [M]	187,864	12.
13. Child Care & Elder Care Consulting Serv.	147,994	55,950	0	(48,120) [F]	155,823	13.
14. Financial Counseling Service	398,885	0	0	21,101 [J]	419,986	14.
15. Consulting Services	960,545	0	0	50,813 [E]	1,011,358	15.
16. Occupational Accidental Death	0	0	0	0 [M]	0	16.
17. Work Home Wellness Program	2,102,534	0	0	111,224 [G]	2,213,758	17.
18. World Trade Center	51,073	0	0	2,702 [I]	53,775	;18.
19. Service Awards	443,980	18,646	0	24,473 [B]	487,100	;19.
20. LOV/Team Awards	175,551	0	0	9,287 [D]	184,837	;20.
21. Sub-Total	<u>49,246,271</u>	<u>634,834</u>	<u>4,784,525</u>	<u>3,253,134</u>	<u>57,918,763</u>	21
<b>Health Insurance</b>						
22. Dental	8,690,124	0	0	937,471	9,627,595	22.
23. Prescription Drug Plan	19,557,354	0	0	4,117,298	23,674,653	23.
24. Hospital & Medical Insurance	187,416,016	416,681	0	24,863,306	212,696,004	24.
25. Employee Deductions	(42,660,609)	0	0	(4,229,213)	(46,889,823)	25.
26. Sub-Total	<u>173,002,886</u>	<u>416,681</u>	<u>0</u>	<u>25,688,863</u>	<u>199,108,430</u>	26.
27. Total Employee Welfare Expenses	<u>\$222,249,156</u>	<u>\$1,051,515</u>	<u>\$4,784,525</u>	<u>\$28,941,996</u>	<u>\$257,027,193</u>	27.
28. Capitalization	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	28.
29. Net of Capitalization	<u>\$222,249,156</u>	<u>\$1,051,515</u>	<u>\$4,784,525</u>	<u>\$28,941,996 [Q]</u>	<u>\$257,027,193</u>	29.

[A] to [J] Labor escalation estimate 7.00%; non-labor escalation 5.29%  
[L] Escalation is based on labor factor estimate of 7.00%  
[M] Escalation is based on non labor factor of 5.29%  
[N] Escalation-labor estimate 7.00%; non-labor escalation 5.29%; employee contributions/match  
[O] Normalization reflects 5 yr average dividend  
[P] Refer to Accounting Panel's testimony  
[Q] Does not include fringe benefits for of new hires; see testimony of Accounting Panel

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
**SUMMARY OF HEALTH INSURANCE COSTS**  
**ELECTRIC CASE**  
**RATE YEAR FORECAST**  
**TWELVE MONTHS ENDING DECEMBER 31, 2020**

DENTAL - MET LIFE & ASO		\$ 9,627,595
PRESCRIPTION DRUG - CAREMARK	23,674,653	
RETIRED KEY OFFICERS' PRESCRIPTION DRUG	0	
TOTAL PRESCRIPTION DRUG	<u>23,674,653</u>	23,674,653
HOSPITAL/MEDICAL - CIGNA	182,797,194	
RETIRED OFFICERS' MEDICAL - CIGNA	0	
HMO - AETNA/U.S. HEALTHCARE	12,806,583	
HMO - HIP	10,922,258	
HMO - MVP	2,469,502	
VISION - COMPREHENSIVE VISION	322,232	
MANAGEMENT SHORT & LONG TERM DISABILITY	2,238,274	
WEEKLY LONG TERM DISABILITY	973,855	
FLEXIBLE BENEFITS ADMINISTRATION	142,281	
PRINTING & MAILING OF HEALTH PLANS	23,823	
TOTAL HOSPITAL & MEDICAL		<u>212,696,004</u>
<b>TOTAL GROSS HEALTH INSURANCE COSTS</b>		245,998,252
HEALTH CARE REFORM FEES		234,508
EMPLOYEE DEDUCTIONS		(46,889,823)
<b>TOTAL NET HEALTH INSURANCE COSTS</b>		<u><u>\$199,342,937</u></u>



**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
**ADMINISTRATIVE AND GENERAL EXPENSES - MAJOR ACCOUNT GROUP 49**  
**EMPLOYEE WELFARE EXPENSES - PSC ACCOUNT 926.2**  
**GAS**

LINE NO.	12 MONTHS ENDED 09/30/2018 ACTUAL	NORMALIZATION	PROGRAM CHANGE	ESCALATION	12 MONTHS ENDING 12/31/2020 RATE YEAR	LINE NO.
1. Thrift Savings Plan	\$6,169,622	\$0	\$966,989	\$431,715 [N]	\$7,568,326	1.
2. Group Life Insurance	662,794	115,152	0	54,456 [O]	832,402	2.
3. Military Duty Allowance	30,073	0	16,429	2,105 [L]	48,607	3.
4. Restaurants & Newsstands	0	0	0	0 [M]	0	4.
5. Stock Purchase Plan	947,946	0	0	69,432 [A]	1,017,377	5.
6. Stock Option/Restricted Stock Adm	7,475	0	0	395 [M]	7,870	6.
7. Deferred Income Plan	0	0	0	0 [P]	0	7.
8. Tuition Aid	1,217,018	0	0	64,380 [M]	1,281,398	8.
9. Occupational Supplement	151,440	0	0	8,011 [D]	159,451	9.
10. Company Clubs	899	0	0	0 [M]	899	10.
11. Employee Publications & Communications	18,367	0	0	972 [C]	19,339	11.
12. Scholarship for Employees' Children	36,674	0	0	1,940 [M]	38,614	12.
13. Child Care & Elder Care Consulting Serv.	30,419	11,500	0	(9,891) [F]	32,028	13.
14. Financial Counseling Service	81,987	0	0	4,337 [J]	86,324	14.
15. Consulting Services	197,432	0	0	10,444 [E]	207,876	15.
16. Occupational Accidental Death	0	0	0	0 [M]	0	16.
17. Work Home Wellness Program	432,157	0	0	22,861 [G]	455,019	17.
18. World Trade Center	10,498	0	0	555 [I]	11,053	;18.
19. Service Awards	91,256	3,833	0	5,030 [B]	100,119	;19.
20. LOV/Team Awards	36,083	0	0	1,909 [D]	37,992	;20.
21. Sub-Total	<u>10,122,139</u>	<u>130,484</u>	<u>983,417</u>	<u>668,653</u>	<u>11,904,694</u>	21
<b>Health Insurance</b>						
22. Dental	1,786,179	0	0	192,689	1,978,868	22.
23. Prescription Drug Plan	4,019,843	0	0	846,275	4,866,117	23.
24. Hospital & Medical Insurance	38,521,720	85,645	0	5,110,435	43,717,800	24.
25. Employee Deductions	(8,768,514)	0	0	(869,278)	(9,637,792)	25.
26. Sub-Total	<u>35,559,227</u>	<u>85,645</u>	<u>0</u>	<u>5,280,121</u>	<u>40,924,993</u>	26.
27. Total Employee Welfare Expenses	<u>\$45,681,367</u>	<u>\$216,130</u>	<u>\$983,417</u>	<u>\$5,948,774</u>	<u>\$52,829,687</u>	27.
28. Capitalization	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	28.
29. Net of Capitalization	<u>\$45,681,367</u>	<u>\$216,130</u>	<u>\$983,417</u>	<u>\$5,948,774 [Q]</u>	<u>\$52,829,687</u>	29.

[A] to [J] Labor escalation estimate 7.00%; non-labor escalation 5.29%  
[L] Escalation is based on labor factor estimate of 7.00%  
[M] Escalation is based on non labor factor of 5.29%  
[N] Escalation-labor estimate 7.00%; non-labor escalation 5.29%; employee contributions/match  
[O] Normalization reflects 5 yr average dividend  
[P] Refer to Accounting Panel's testimony  
[Q] Does not include fringe benefits for of new hires; see testimony of Accounting Panel

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
**SUMMARY OF HEALTH INSURANCE COSTS**  
**GAS CASE**  
**RATE YEAR FORECAST**  
**TWELVE MONTHS ENDING DECEMBER 31, 2020**

DENTAL - MET LIFE & ASO		\$ 1,978,868
PRESCRIPTION DRUG - CAREMARK	4,866,117	
RETIRED KEY OFFICERS' PRESCRIPTION DRUG	0	
TOTAL PRESCRIPTION DRUG	<u>4,866,117</u>	4,866,117
HOSPITAL/MEDICAL - CIGNA	37,572,361	
RETIRED OFFICERS' MEDICAL - CIGNA	0	
HMO - AETNA/U.S. HEALTHCARE	2,632,281	
HMO - HIP	2,244,974	
HMO - MVP	507,584	
VISION - COMPREHENSIVE VISION	66,232	
MANAGEMENT SHORT & LONG TERM DISABILITY	460,058	
WEEKLY LONG TERM DISABILITY	200,167	
FLEXIBLE BENEFITS ADMINISTRATION	29,245	
PRINTING & MAILING OF HEALTH PLANS	4,897	
TOTAL HOSPITAL & MEDICAL		<u>43,717,800</u>
<b>TOTAL GROSS HEALTH INSURANCE COSTS</b>		<b>50,562,785</b>
HEALTH CARE REFORM FEES		48,201
EMPLOYEE DEDUCTIONS		(9,637,792)
<b>TOTAL NET HEALTH INSURANCE COSTS</b>		<b><u><u>\$40,973,194</u></u></b>

Site Name	Loc	Street Address	Current and Contemplated Use	DEC Oversight Document	Completed SIR Activities (As of December 31, 2018)
Purdy Street Station	Bx	St. Raymond High School for Boys 2151 St. Raymond Avenue, Bronx, NY	High School	2002 Agreement	Remediation complete; NFA letter issued by DEC; OM&M ongoing.
East 115th Street Works	M	Manhattan Center for Science and Mathematics 260 Pleasant Avenue, New York, NY	High School	2002 Agreement	Remediation complete; NFA letter issued by DEC; OM&M ongoing.
East 11th Street Works	M	Jacob Riis Houses 152 Avenue D, New York, NY	Residential Apartment Complex	2018 Agreement	Investigations completed; Alternative Analysis Report for OU-1 (Jacob Riis Houses) submitted to DEC; remedial planning ongoing for OU-2 (off-site) RAWP for OU-4 (Haven Plaza) submitted to DEC; OU-3 (St. Emeric Church) in BCP with property owner.
East 11th Street Works	M	184 Avenue D, New York, NY	Sewage Pumping Station	2018 Agreement	
East 11th Street Works	M	Haven Plaza 3 188 Avenue C, New York, NY	Residential Apartment Building	2018 Agreement	
East 11th Street Works	M	St. Emeric R.C. Church and School 181 Avenue D, New York, NY	Elementary School and Church	Property Owner BCA	
West 65th Street Works	M	Martin Luther King, Jr. H.S. 120 Amsterdam Ave., New York, NY	High School	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results.
West 65th Street Works	M	Con Edison 130 West End Avenue, 10023	Electric Substation	2002 Agreement	
Mt. Vernon Works	W	342-362 South 8th Avenue Mount Vernon, NY	Residential Apartment Building	2002 Agreement	Remediation complete; DEC issued NFA letter; OM&M ongoing.
Mt. Vernon Works	W	359 South 9th Avenue Mount Vernon, NY	Residential Apartment Building	2002 Agreement	
Mt. Vernon Works	W	351 South 9th Avenue Mount Vernon, NY	Residential Home	2002 Agreement	
Mt. Vernon Works	W	349 South 9th Avenue Mount Vernon, NY	Residential Home	2002 Agreement	
Mt. Vernon Works	W	401 South 9th Avenue Mount Vernon, NY	Residential Apartment Building	2002 Agreement	
Nepperhan Avenue Works	W	NYS DOT Portion of Nepperhan Avenue	Public Street	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results.
Nepperhan Avenue Works	W	City of Yonkers Vacant Land	Vacant Land	2002 Agreement	
Nepperhan Avenue Works	W	Privately-Owned Vacant Land	Vacant Land	2002 Agreement	
Central Avenue Works	W	City of Peekskill 900 Central Avenue Peekskill, NY	Parking Lot	2018 Agreement	Investigation and IRM completed; Site Management Plan conditionally approved pending Deed Restriction.
Central Avenue Works	W	Barham House Apartments 901 Main Street, Peekskill, NY	Apartment Bldg./Health Care Center	2018 Agreement	
East 111th Street Works	M	2153 1st Avenue New York, NY	Residential Apartment Building	2018 Agreement	Investigation completed; remediation required; Alternatives Analysis in progress.
East 111th Street Works	M	2138 1st Avenue New York, NY	Commercial	2018 Agreement	
East 111th Street Works	M	FDR Drive New York, NY	Residential Apartment Building	2018 Agreement	
East 111th Street Works	M	Thomas Jefferson Park 2158 1st Avenue New York, NY	Public Park	2018 Agreement	
East 111th Street Works	M	Con Edison, East 110th Street, New York, NY	Utility Service Center	2018 Agreement	
Roosevelt Street Station	M	One Madison Street New York, NY	Residential Apartment Building	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results
East 21st Street Works	M	Peter Cooper Village 342 1st Avenue, New York, NY	Residential Apartment Building Complex	2002 Agreement and 2018 Agreement	Installation of Recovery Wells Complete, DEC issued NFA for on-site. OM&M ongoing for on-site. Investigation of off-site contamination ongoing.
West 42nd Street Works	M	640 West 42nd Street New York, NY	Residential Apartment Building	Property owner BCA	Remediation of on-site areas completed and DEC has issued Certificate of Completion under BCP; off-site areas covered by VCA - SMP approved by DEC and NFA letter issued. OM&M ongoing.
West 42nd Street Works	M	11th Avenue New York, NY	Redeveloped for Residential Apartment Buildings	2002 Agreement	
East 17th Street Station	M	Stuyvesant Town 492 1st Avenue, New York, NY	Residential Apartment Building Complex	2002 Agreement	Remediation complete; NFA letter issued by DEC; OM&M ongoing.

Site Name	Loc	Street Address	Current and Contemplated Use	DEC Oversight Document	Completed SIR Activities (As of December 31, 2018)
East 19th Street Station	M	Stuyvesant Town 492 1st Avenue, New York, NY	Residential Apartment Building Complex	2002 Agreement	Remediation complete; NFA letter issued by DEC; OM&M ongoing.
Broadway/ Dyckman Street Station	M	12 Dongan Place New York, NY	Residential Apartment Building	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results
Broadway/ Dyckman Street Station	M	4700 Broadway New York, NY	Residential Apartment Building	2002 Agreement	
Broadway/ Dyckman Street Station	M	20 Dongan Place New York, NY	Residential Apartment Building	2002 Agreement	
East 108th Street Station	M	2070 1st Avenue New York, NY	Residential Apartment Building	2018 Agreement	Investigation complete; remediation required; alternative analysis in progress
York Avenue Station	M	425 East 61st Street New York, NY	Commercial Condominium	2018 Agreement	Remedial investigation complete; Site Management Plan and Institutional controls will be developed
York Avenue Station	M	417 East 61st Street New York, NY	Museum	2018 Agreement	
York Avenue Station	M	1129 York Avenue New York, NY	Commercial Storage Building	2018 Agreement	
York Avenue Station	M	1143 York Avenue New York, NY	Residential Apartment Building	2018 Agreement	
York Avenue Station	M	450 East 63rd Street New York, NY	Residential Apartment Building	2018 Agreement	
York Avenue Station	M	504 East 63rd Street New York, NY	University	2018 Agreement	
Hester Street Gas Works	M	180 Centre Street New York, NY	Parking Lot	2018 Agreement	Remedial Investigation complete; Site Management Plan and Institutional Controls will be developed.
Hester Street Gas Works	M	204 Hester Street New York, NY	Parking Lot	2018 Agreement	
Hester Street Gas Works	M	202 Hester Street New York, NY	Residential Apartment Building	2002 Agreement - removed from site	
Hester Street Gas Works	M	200 Hester Street New York, NY	Residential Apartment Building	2002 Agreement - removed from site	
Hester Street Gas Works	M	128 Baxter Street New York, NY	Residential Apartment Building	2002 Agreement - removed from site	
Hester Street Gas Works	M	126 Baxter Street New York, NY	Residential Apartment Building	2002 Agreement - removed from site	
Canal Street Works	M	247 Canal Street New York, NY	Vacant	2002 Agreement	Unable to obtain access from owner; Con Edison performed records review in lieu of investigation; DEC issued a No Further Action letter based on the report.
Canal Street Works	M	243 Canal Street New York, NY	Commercial and Residential	2002 Agreement	
Canal Street Works	M	245 Canal Street New York, NY	Commercial	2002 Agreement	
West 18th Street Gas Works	M	109 10th Avenue New York, NY	High-Rise Commercial Bldg.	2018 Agreement	Remedial investigation conducted on these parcels. RAWP being developed with property owner.
West 18th Street Gas Works	M	111 10th Avenue New York, NY	High-Rise Commercial Bldg.	2018 Agreement	
West 18th Street Gas Works	M	501 West 17th Street New York, NY	Parking Lot being Redeveloped for Residential/Commercial Use	Property Owner BCA	Remediation complete - Certificate of Completion issued by DEC
West 18th Street Gas Works	M	80 11th Avenue New York, NY	Commercial Office Building	Property Owner BCA	Remediation complete - Certificate of Completion issued by DEC
West 18th Street Gas Works	M	511 West 18th Street New York, NY	Commercial truck garage / service Center.	Property Owner BCA	Remediation complete - Certificate of Completion issued by DEC for 131 10th Ave.; DEC issuing Certificate of Completion for 511 West 18th Street.
West 18th Street Gas Works	M	131 10th Avenue New York, NY	Commercial Trucking Facility being Redeveloped for Residential Use	Property Owner BCA	
West 18th Street Gas Works	M	512 West 19th Street New York, NY	Movie Studio and Warehouse	2002 Agreement - removed from site	No contamination found during construction activities. Site closed by DEC
West 18th Street Gas Works	M	516 West 19th Street New York, NY	Commercial Office Building / Art Gallery	2002 Agreement	
West 18th Street Gas Works	M	Marginal Street & 11th Avenue West 16th to West 20th Streets	Highway	2002 Agreement - removed from site	
West 18th Street Gas Works	M	112 11th Avenue New York, NY	NYS Dept. of Correctional Services Prison	2018 Agreement	Remedial investigation completed; SMP being developed with property owner/developer

Site Name	Loc	Street Address	Current and Contemplated Use	DEC Oversight Document	Completed SIR Activities (As of December 31, 2018)
West 18th Street Gas Works	M	524 West 19th Street New York, NY	Redeveloped for Residential and Commercial Use	2002 Agreement	Remediation complete; NFA issued by DEC
West 18th Street Gas Works	M	96 11th Avenue New York, NY	Commercial Office Building	Property Owner BCA	Remediation complete - Certificate of Completion issued by DEC
West 18th Street Gas Works	M	100 11th Avenue New York, NY	Being Redeveloped as Residential Building	2002 Agreement	Remediation complete; NFA issued by DEC
West 18th Street Gas Works	M	442 West 18th Street New York, NY	Commercial Warehouse	2018 Agreement	Remedial investigation conducted. Report Submitted to DEC. RAWP being developed with property owner.
Kingsbridge Station Site	Bx	233 Landing Road Bronx, NY	Commercial	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results .
Kingsbridge Station Site	Bx	Landing Road Park Bronx, NY	Public Park	2002 Agreement	
East 99th Street Works	M	Metropolitan Hospital 1880 First Avenue, New York, NY	Hospital	2018 Agreement	Remedial investigation complete, Alternatives Analysis will be generated based on a supplemental groundwater investigation.
East 99th Street Works	M	Metropolitan Hospital 1880 First Avenue, New York, NY	Hospital	2018 Agreement	
East 32nd Street Station	M	NYU Medical Center 433 East 30th Street, New York, NY	Hospital	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results.
Cedar Street Works	W	47 Cedar Street New Rochelle, NY	Commercial	2018 Agreement	Remedial investigation complete, draft alternatives analysis report submitted to DEC.
Unionport Works	Bx	1066 Zerega Avenue Bronx, NY	Commercial	2018 Agreement	Remedial Investigation complete on and off-site. Decision Document for OU-1 (on-site) issued; remedial planning underway. RAWP being prepared for OU-2 (adjacent off-site property). DEC has determined that no further action is required for OU-3 (off-site sediment).
Ossining Works	W	30 Water Street Ossining, NY	Public Works Yard / Garage	2018 Agreement	Supplemental remedial investigation (SVI sampling at OU-2) and NAPL recovery (at OU-3) are in progress. Off-site areas addressed under property owner BCA and COC issued.
Ossining Works	W	Con Edison Substation Central Avenue, Ossining, NY	Electric Substation	2018 Agreement	
Pemart Avenue Works	W	189 North Water Street Peekskill, NY	Commercial	2018 Agreement	Remedial and supplemental investigations complete. DEC issued Decision Document selecting remedy for both OU-1 (upland) and OU-2 (near shore upland and sediments). Remedial design and planning ongoing for both OU-1 and OU-2.
Pemart Avenue Works	W	199 North Water Street Peekskill, NY	Commercial	2018 Agreement	
Pemart Avenue Works	W	175 North Water Street Peekskill, NY	Natural Gas Regulating Station	2018 Agreement	
Pemart Avenue Works	W	190 North Water Street Peekskill, NY	Commercial	2018 Agreement	
Pemart Avenue Works	W	200 North Water Street Peekskill, NY	Commercial	2018 Agreement	
Pemart Avenue Works	W	Merto-North Tracks Along Western Side of 200 North Water Street Peekskill, NY	Rail Road	2018 Agreement	
Ludlow Street Works	W	162 Downing Street Yonkers, NY	Vacant Land City of Yonkers DPW Yard	Property owner BCA	Site in BCP with potential new property owner.
West 45th Street Gas Works	M	633 West 44th Street New York, NY	Commercial	2018 Agreement	Remedial Action Work Plan for implementation of institutional controls and preparation of Site Management Plan of OU-1 approved by DEC. Decision Document issued by DEC.
West 45th Street Gas Works	M	604 West 44th Street New York, NY	Commercial	2018 Agreement	
West 45th Street Gas Works	M	628 West 45th Street New York, NY	Commercial	2018 Agreement	
West 45th Street Gas Works	M	621 West 45th Street New York, NY	Commercial	2018 Agreement	Revised AAR for OU-2 (Intrepid Museum parking lot) submitted to DEC for review.
West 45th Street Gas Works	M	607 West 45th Street New York, NY	Commercial	2018 Agreement	Remedial Action Work Plan for implementation of institutional controls and preparation

Site Name	Loc	Street Address	Current and Contemplated Use	DEC Oversight Document	Completed SIR Activities (As of December 31, 2018)
West 45th Street Gas Works	M	Portion of Joe DiMaggio Highway between W. 44th & W. 46th Streets	Highway	2018 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results
Cross/Little Water St Holder Station	M	60 Centre Street New York, NY	Courthouse	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results
East 137th Street Station	Bx	Rose Feis Boulevard Bronx, NY 10454	Commercial	2002 Agreement	Site characterization report with conclusion of no MGP impacts on the property approved by DEC in 2011. DEC has issued NFA.
East 137th Street Station	Bx	Rose Feis Boulevard Bronx, NY 10454	Commercial	2002 Agreement	
East 137th Street Station	Bx	900 East 138th Street Bronx, NY	Commercial	2002 Agreement	
East 138th Street Works	Bx	885 East 138th Street Bronx, NY	Factory	2018 Agreement	RAWP for long term site management approved by DEC; Decision Document issued. SMP under review by DEC.
East 138th Street Works	Bx	865 East 138th Street Bronx, NY	Car Repair - Produce Distributor	2018 Agreement	
East 138th Street Works	Bx	850 E. 140th Street Bronx, NY	Commercial Warehouse	2018 Agreement	
East 138th Street Works	Bx	939 East 138th Street Bronx, NY	Fuel Oil Terminal	2018 Agreement	
East 138th Street Works	Bx	295 Locust Ave NY Bronx,	Commercial Warehouse	Property owner BCA	
West 58th Street Station	M	521 West 58th Street New York, NY	New John Jay College Building	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results
West 132nd Street Station	M	2321 Joe DiMaggio Highway New York, NY	Bus Depot	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results
West 132nd Street Station	M	611 West 131st Street New York, NY	Commercial Warehouse	2002 Agreement	
West 132nd Street Station	M	624 West 132nd Street New York, NY	Electric Substation	2002 Agreement	
Zerega Avenue Station	Bx	2383 Blackrock Avenue Bronx, NY	School Bus Terminal	2018 Agreement	AAR submitted to DEC; DEC issued Decision Document with approved remedy.
Zerega Avenue Station	Bx	Watson Avenue Bronx, NY	Electric Substation	2018 Agreement	
East 175th Street Station	Bx	1805 Webster Avenue Bronx, NY	Gas Station	2002 Agreement	Site characterization study completed. DEC issued No Further Action letter based upon investigation results
East 175th Street Station	Bx	1815 Webster Avenue Bronx, NY	Fast Food Restaurant	2002 Agreement	
East 175th Street Station	Bx	1845 Webster Avenue Bronx, NY	Gas Station	2002 Agreement	
286 Water Street Site	M	Manhattan-Side Support Tower of the Brooklyn Bridge	Bridge	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results
Rye Gas Works	W	178 Theodore Fremd Avenue Rye, NY	Utility Service Center	2018 Agreement	Investigation complete; DEC issued a decision with selected remedy, implementation of remedy ongoing.
Farrington Street Gas Works	Q	Downing Street Flushing, NY	Parking/Equipment Laydown	2018 Agreement	Remedial Investigation completed. Remedial Investigation Report approved. Alternative Analysis Report in progress.
Farrington Street Gas Works	Q	133-01 Higinis Street Flushing, NY	Commercial Shopping Center	2018 Agreement	

Site Name	Loc	Street Address	Current and Contemplated Use	DEC Oversight Document	Completed SIR Activities (As of December 31, 2018)
Saw Mill River Station	W	30 Worth Street Yonkers, NY	Utility Service Center	2002 Agreement	No MGP contamination detected at the site and site characterization report approved by DEC. DEC required implementation of Site Management Plan for non-MGP related contaminants. Remediation complete. DEC issued NFA letter. OM&M ongoing.
Greenburgh Station	W	469 Tarrytown Road Greenburgh, NY	Electric Substation	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results
Greenburgh Station	W	525 Tarrytown Road Greenburgh, NY	Automobile Dealer	2002 Agreement	
East 173rd Street Works	Bx	Starlight Park - East 173rd Street and Sheridan Expressway Bronx, NY	Public Park	2002 Agreement	DEC-approved remedy has been implemented and DEC has issued No further action letter for site. OM&M ongoing.
Hunts Point Works	Bx	Hunts Point Avenue Bronx, NY	Wholesale Food Market and Vacant Land	Property Owner BCA and 2018 Agreement	Investigation and remediation of various on-site areas managed by NYC Economic Development Corporation under the City of New York's BCA with DEC; Con Edison is responsible for investigation and remediation, if necessary, of off-site areas under the 2018 Agreement; investigation and remedial planning is ongoing.
Hunts Point Works	Bx	Compressor Station Hunts Point Avenue Bronx, NY	Gas Compressor Station	2002 Agreement	Remediation completed; DEC has issued a No Further Action letter; OM&M ongoing.
East 39th Street Works	M	Robert Moses Park 724 1st Avenue, New York, NY	Public Park	2002 Agreement	Investigation completed; DEC issued No Further Action letter based upon investigation results
East 39th Street Works	M	1st Avenue, New York, NY	Mid-Town Tunnel Vent House	2002 Agreement	
East 39th Street Works	M	708 First Avenue and former Waterside Generating Station	Being Redeveloped for Commercial/Residential Use	2002 Agreement	Remediated by TRC under contract with Con Edison and the developer as part of First Avenue Project. DEC issued NFA.
Pelham Gas Works	W	847 Pelham Parkway Pelham Manor, NY	Commercial Shopping Center	Property owner's VCA for on- site; 2018 Agreement for off- site	The property owner entered into a separate cleanup agreement with DEC. Con Edison completed DEC-approved remedy and NFA letter issued. Con Edison responsible for investigating and remediating, if necessary, off-site areas. Off-site investigation is ongoing.
Pelham Gas Works	Bx	4325 Boston Post Road Bronx, NY	Commercial Shopping Center	Property owner's VCA for on- site; 2018 Agreement for off- site	
Woodworth Ave Works	W	119 Woodworth Avenue Yonkers, NY	Commercial	2018 Agreement	Site characterization study work plan approved by DEC, fieldwork pending access
Woodworth Ave Works	W	115 Woodworth Avenue Yonkers, NY	Commercial	2018 Agreement	
Woodworth Ave Works	W	95 Woodworth Avenue Yonkers, NY	Commercial	2018 Agreement	
Woodworth Ave Works	W	Metro-North Tracks Between Ashburton Avenue and Babcock Place	Industrial	2018 Agreement	
Woodworth Ave Works	W	104 Ashburton Avenue Yonkers, NY	Commercial	Property owner VCA	Investigation/remediation completed by property owner. Additional site characterization required under 2018 Agreement
East 14th Street Works	M	Stuyvesant Town 492 1st Avenue, New York, NY	Residential Apartment Building	2002 Agreement	Investigation and remediation complete. DEC issued NFA letter.
East 14th Street Works	M	East River Steam Station	Industrial	1994 Consent Order, Appendix B	Initial investigations complete. Further investigations required.
East 14th Street Works	M	East 16th Street Service Center	Commercial	1994 Consent Order, Appendix B	

Site Name	Loc	Street Address	Current and Contemplated Use	DEC Oversight Document	Completed SIR Activities (As of December 31, 2018)
East 14th Street Works	M	Ball Field	Recreational	2002 Agreement	Investigation complete. Site closed by DEC.
Astoria Gas Works	Q	31-01 20th Avenue Long Island City, NY	Industrial	RCRA Hazardous Waste Permit	Supplemental Remedial investigation being conducted.
White Plains	W	12 Water Street White Plains, NY	Commercial Office Building	Separate Con Edison VCA	Remediation completed. NFA letter issued by DEC. OM&M on-going.
White Plains	W	9 New Street White Plains, NY	Con Edison Electric Substation	Separate Con Edison VCA	
Farrington Street Holder Station	Q	Farrington Street and 32nd Avenue Flushing, NY	Industrial	Separate Con Edison ACO	Interim remedial measures were completed; post-remediation groundwater monitoring is on-going
Tarrytown	W	129 West Main Street Tarrytown, NY	Mixed Commercial/Residential	Property Owner BCA	Remediation completed; DEC has issued a Certificate of Completion
Tarrytown	W	217 West Main Street Tarrytown, NY	Mixed Commercial/Residential	Property Owner BCA	
Hastings on Hudson Gas Works	W	6-8 Washington Avenue Hastings on Hudson, NY	Residential Apartment Building	2018 Agreement	RAWP approved.
Hastings on Hudson Gas Works	W	10 Washington Avenue Hastings on Hudson, NY	Commercial	2002 Agreement	Remediation completed; DEC has issued an NFA letter. OM&M ongoing.
Hastings on Hudson Gas Works	W	12 Washington Avenue Hastings on Hudson, NY	Commercial/Residential	2002 Agreement	Remediation completed; DEC has issued an NFA letter. OM&M ongoing.



**Consolidated Edison Compny of New York, Inc.**  
**Projection of MGP Site Activities**  
**DATE: October 31, 2018**

Site Name	Current Status	2019				2020	2021
		1Q	2Q	3Q	4Q		
Astoria Gas Works	Remedial Planning for remaining AOCs followed by Remedial Actions at each area (Blue Dog Lake, Purge Oil Pump House, Pipe Yard, MGP AOCs).	RP	RP	RP	RP	RA	RA
	East Yard - Remedial Design and Remedial Action.	RP	RP	RA	RA	OM&M	OM&M
Cedar St Works - New Rochelle	RIR Approved. AAR Submitted to NYSDEC	RP	RP	RP	RP	RP	RA
Central Ave Works - Peekskill	SMP conditionally approved. Deed Restriction pending.	OM&M	OM&M	OM&M	OM&M	OM&M	OM&M
E. 108th Street Station	SRI/PDI Work Plan being developed in support of AAR	RP	RP	RP	RP	RP	RP
E. 111th Street Works	SRI/PDI Work Plan being developed in support of AAR	RP	RP	RP	RP	RP	RP
E. 11th Street Works (OU-1 Jacob Riis)	AAR with DEC for review.	RP	RP	RP	RP	RP	RA
E. 11th Street Works (OU-2 East River)	RI Report approved by DEC. Remedial planning to take place next.	RP	RP	RP	RP	RP	RP
E. 11th Street Works (OU-4 Haven Plaza)	RAWP with DEC for review- long term site management proposed.	RP	RP	RP	RP	RP	OM&M
E. 138th Street Works	Awaiting Decision Document from DEC- RAWP proposed long term site management. Draft SMP submitted to DEC for review.	RP	RP	RP	RP	OM&M	OM&M
E. 21st Street Works (OU-2 & 3)	SRI	RI	RI	RI	RI	RP	RA
E. 99th Street Works	Groundwater assessment completed, additional monitoring wells needed to monitor changes in groundwater flow due to new subway line. Revise AAR after monitoring of new wells has taken place.	RP	RP	RP	RP	RA	OM&M
Farrington Street Holder Station	Continued groundwater monitoring/PRR; remainder of site to be investigated after demolition of old flush truck facility	OM&M	OM&M	OM&M	OM&M	OM&M	OM&M
Farrington Street Gas Works	SRI/PDI being scheduled in support of AAR	RP	RP	RP	RP	RP	RP
Hastings-on-Hudson Gas Works (8 Washington Avenue)	RAWP/RD approved by DEC; access negotiations underway	RP	RP	RA	RA	OM&M	OM&M
Hester Street Gas Works	SMP submitted to DEC; awaiting DEC review. Deed Restriction Pending. Will require PRRs.	OM&M	OM&M	OM&M	OM&M	OM&M	OM&M
Hunts Point Works - Offsite (Groundwater & Sediment)	Remedial planning.	RP	RP	RP	RP	RP	RA
Ossining Works - Ossining	SRI and SVI evaluations underway at OU-2; NAPL Recovery/IRM continuing at OU-3	RI	RI	RI	RI	RP	RP
Pelham Gas Works (off-site)	Additional investigation of off-site impacts required to complete delineation ongoing; off-site property access required to implement field work.	RI	RI	RI	RI	RP	RP
Pemart Ave Works - Peekskill (OU-1 / OU-2)	Remedial planning for both OU-1 and OU-2 with remedial action expected starting 3Q2019.	RP	RP	RP	RA	RA	OM&M
Rye Gas Works - Rye	RA currently underway	RA	RA	RA	RA	OM&M	OM&M
Unionport Works- OU-1	Decision Document issued; MOSF consent order closure complete; RD start pending owner redevelopment plans	RP	RP	RP	RP	RP	RA
Unionport Works- OU-2	AAR submitted to DEC for review.	RP	RP	RP	RP	RP	RA
W. 18th Street Gas Works (Bayview Correction Facility)	SMP being developed	OM&M	OM&M	OM&M	OM&M	OM&M	OM&M
W. 18th Street Gas Works (Block 688/Lot 1001 and 1002)	RAWP being developed	RP	RP	RP	RP	RP	RP
W. 18th Street Gas Works (Block 715/Lot 59: Verizon Bldg)	RAWP being developed	RP	RP	RP	RP	RP	RP
W. 45th Street Gas Works - OU-1	SMP submitted to DEC; awaiting DEC review.	OM&M	OM&M	OM&M	OM&M	OM&M	OM&M
W. 45th Street Gas Works - parking lot (OU-2)	Revised OU-2 AAR sent to DEC; awaiting review	RP	RP	RP	RP	RP	RA
Woodworth Ave Works-Yonkers	Initiation of SC is dependent on pending access agreements.	SC	SC	SC	SC	RI	RI
York Ave Station	SMP submitted to DEC. Surface soil sampling to be completed on Mount Vernon Hotel Museum property pending access agreement. DD to follow.	RA	OM&M	OM&M	OM&M	OM&M	OM&M
Zerega Avenue Station	AAR prepared and submitted to DEC for review; DEC issued fact sheet with agency proposed remedy for public comment.	RP	RP	RP	RP	RP	RA

Site Characterization, from work plan preparation to report approval  
Remedial Investigation, from work plan preparation to report approval  
Remedial Planning, from AAR or RAWP to remedial design and procurement  
Remedial Action, from remediation fieldwork to remediation report approval  
Operation, Maintenance & Monitoring of Engineering Controls  
Property Owner has moved the property into the Brownfields Program

SC
RI
RP
RA
OM&M
BCP

Notes:

- (1). Projections by quarter for 2019 and yearly thereafter.
- (2). Projections represent "best guesses" based on information available at this time and reasonable assumptions.
- (3). Projection of activities beyond Site Characterization provided only for those sites where based on information available at this time, additional work has been determined to be likely warranted.

## Consolidated Edison Company of New York, Inc. 2018 MGP Site Activities and Variation from Projections

Original Status and Projection date of November 8, 2017  
vs. Comparison date of December 31, 2018

Site Name	Status as of December 31, 2018	2018 Projections				Variation From Projection? (Yes or No)	Reason(s) for Difference From Projection
		1Q	2Q	3Q	4Q		
Astoria Gas Works	Supplemental RI field work completed in 3Q 2018.	RI	RI	RI	RP	No	
Cedar St Works - New Rochelle	RIR approved. AAR submitted to DEC.	OM&M	OM&M	OM&M	OM&M	Yes	Final remedy not yet selected. Draft AAR with DEC for review. Site remains in RP status.
Central Ave Works - Peekskill	SMP conditionally approved. Deed restriction pending.	OM&M	OM&M	OM&M	OM&M	No	
E. 108th Street Station	SRI/PDI Work Plan being developed in support of AAR.	RP	RP	RP	RP	No	
E. 111th Street Works	SRI/PDI Work Plan being developed in support of AAR.	RP	RP	RP	RP	No	
E. 115th Street Works - Barrier Wall	NAPL Migration Barrier and SSDS installed; institutional controls established; NFA issued; OM&M on-going.	OM&M	OM&M	OM&M	OM&M	No	
E. 115th Street Works - SSDS	Construction of SSDS complete; institutional controls established; NFA issued; OM&M on-going.	RA	RA	OM&M	OM&M	No	
E. 11th Street Works (OU-1 Jacob Riis)	AAR with DEC for review.	RP	RP	RP	RP	No	
E. 11th Street Works (OU-2 East River)	RI Report approved by DEC. Remedial planning, including supplemental investigations, to take place next.	RP	RP	RP	RP	No	
E. 11th Street Works (OU-3 St Emeric)	DEC issued Decision Document; Site in Brownfield Cleanup Program with property owner.	BCP	BCP	BCP	BCP	No	
E. 11th Street Works (OU-4 Haven Plaza)	RAWP report submitted to DEC for review. Long term site management proposed.	RP	RP	RP	RP	No	
E. 138th Street Works	RAWP for long term site management approved by DEC; Decision Document issued. SMP under review by DEC.	RP	RP	RP	RP	No	
E. 14th Street Works - Generating Station (OU-1)	RI report submitted to DEC.B19	RI	RI	RI	RI	No	
E. 14th Street Works - Ball Fields (OU-2)	Synthetic turf field completed in October 2013	OM&M	OM&M	OM&M	OM&M	No	
E. 14th Street Works - Stuyvesant Town	Decision Document finalized. ISMP in place. Remedial Action Complete. FER and SMP submitted to DEC, not yet approved. Received conditional Site Closure - all conditions met.	RA	RA	RA	OM&M	No	
E. 17th Street Station	Decision Document finalized. ISMP in place. Remedial Action Complete. FER and SMP submitted to DEC, not yet approved. Received conditional Site Closure - all conditions met.	RA	RA	RA	OM&M	No	
E. 19th Street Station	Decision Document finalized. ISMP in place. Remedial Action Complete. FER and SMP submitted to DEC, not yet approved. Received conditional Site Closure - all conditions met.	RA	RA	RA	OM&M	No	
E. 21st Street Works (OU-1 and OU-3)	Decision Document finalized. ISMP in place. Remedial Action Complete. FER and SMP submitted to DEC, not yet approved. Received conditional Site Closure - all conditions met.	RA	RA	RA	OM&M	No	
E. 21st Street Works (OU-2)	SRI Work plan	RP	RP	RP	RP	No	
E. 99th Street Works	Groundwater assessment completed, additional monitoring wells needed to monitor changes in groundwater flow due to new subway line. Revise AAR after monitoring of new wells has taken place.	RI	RI	RI	RP	Yes	Installation of additional wells needed for further investigation delayed due to MTA permitting requirements.
Farrington Street Holder Station	Continued groundwater monitoring. Remainder of site to be investigated after demolition of old flush truck facility.	OM&M	OM&M	OM&M	OM&M	No	
Farrington Street Gas Works	SRI/PDI being scheduled in support of AAR.	RP	RP	RP	RP	No	
Hastings-on-Hudson Gas Works	Remedy at 10-12 Washington Ave. completed; NFA issued; OM&M on-going. Implementation of remedy at 8 Washington Ave. pending access.	RA	RA	OM&M	OM&M	Yes	Access for remedy not granted by 8 Washington Ave. property owner. Status remains in RA as to that portion of the site.
Hester Street Gas Works	SMP submitted to DEC; awaiting DEC review. Deed restriction pending. Will require PRRs.	OM&M	OM&M	OM&M	OM&M	Yes	Decision Document for Site pending release by DEC. NFA not issued as anticipated during 2018.
Hunts Point Works - Discharge pipe (OU-2)	IRM Work Plan approved. Site accepted into State Brownfield Program with property owner.	RA	RA	BCP	BCP	Yes	IRM on hold pending coordination with broader remedy for the site.

Site Name	Status as of December 31, 2018	2018 Projections				Variation From Projection? (Yes or No)	Reason(s) for Difference From Projection
		1Q	2Q	3Q	4Q		
Hunts Point Works - Halleck Street (OU-3)	SC report approved by DEC; Draft AAR submitted to DEC. AAR being revised in response to DEC comments.	BCP	BCP	BCP	BCP	Yes	Site not included in BCP with property owner.
Hunts Point Works - Krasdale (OU-1)	SC completed. Report conditionally approved. Site accepted into State Brownfield Program with property owner.	BCP	BCP	BCP	BCP	No	
Hunts Point Works - MTS (OU-6)	SC report approved. AAR being prepared. Site accepted into State Brownfield Program with property owner.	BCP	BCP	BCP	BCP	No	
Hunts Point Works - National Foods (OU-4)	Site accepted into State Brownfield Program with property owner.	BCP	BCP	BCP	BCP	No	
Hunts Point Works - Offsite (OU-5)	Supplemental RI required for sediments. SRI Work Plan approved by DEC; field work access and schedule ongoing.	RP	RP	RP	RA	Yes	With supplemental RI required, site remains in RP status.
Ludlow Street Works-Yonkers	Revised AAR submitted to DEC, site in Brownfield Cleanup Program with developer purchasing property.	BCP	BCP	BCP	BCP	No	
Mt. Vernon Works - Mt. Vernon	Remediation complete. OMM ongoing. Corrected NFA received	OM&M	OM&M	OM&M	OM&M	No	
Ossining Works - Ossining	SRI and VI evaluations underway at OU-2; NAPL Recovery/IRM continuing at OU-3.	RP	RP	RP	RP	Yes	With ongoing investigations, site remains in RP status.
Pelham Gas Works (off-site)	Additional investigation of off-site impacts required to complete delineation ongoing.	RI	RI	RI	RI	No	
Pelham Gas Works (on-site)	FER/SMP approved by DEC; NFA issued by DEC: ongoing OM&M.	OM&M	OM&M	OM&M	OM&M	No	
Pemart Ave Works - Peekskill (OU-1 / OU-2)	Remedial planning for both OU-1 and OU-2 with remedial action expected to start in 2019.	RP	RP	RP	RA	Yes	Due to delay with access to property for PDI, site remains in RP status.
Purdy Street Station	FER/SMP approved by DEC; NFA issued by DEC: ongoing OM&M.	OM&M	OM&M	OM&M	OM&M	No	
Rye Gas Works - Rye	Remediation on-going.	RP	RP	RA	RA	No	
Saw Mill River Station - Yonkers	SMP approved by DEC. NFA issued by DE; Ongoing OM&M.	OM&M	OM&M	OM&M	OM&M	No	
Unionport Works- OU-1	Decision Document issued; MOSF consent order closure by property owner complete; design for recovery well component of remedy initiated.	RP	RP	RP	RP	No	
Unionport Works- OU-2	AAR submitted to DEC for review.	RP	RP	RP	RP	No	
W. 18th Street Gas Works (site-wide)	109-111 10th Ave. Parcel and Bayview Parcel: RAWP/SMP planning with property owner. Remaining parcels, except for Verizon, closed under VCA.	RP	RP	RP	RA	Yes	Due to coordination with property owners, remedial action not implemented during 2018. Site remains in RP status.
W. 18th Street Gas Works (Verizon Bldg.)	RAWP being developed with property owner	RI	RI	RI	RI	Yes	No additional RI requested by DEC. Site in RP status.
W. 42nd Street Gas Works - offsite	DEC issued Decision Document; SMP approved by DEC. NFA issued. OM&M ongoing.	OM&M	OM&M	OM&M	OM&M	No	
W. 45th Street Gas Works - OU-1	SMP submitted to DEC	OM&M	OM&M	OM&M	OM&M	No	
W. 45th Street Gas Works - parking lot (OU-2)	Revised OU-2 AAR sent to DEC	RP	RP	RP	RP	No	
White Plains - northern holders and 12 Water Street (OU-2)	Continue semi-annual groundwater monitoring.	OM&M	OM&M	OM&M	OM&M	No	
White Plains - St. John's Church (OU-1)	Continue semi-annual groundwater monitoring.	OM&M	OM&M	OM&M	OM&M	No	
Woodworth Ave Works-Yonkers	Initiation of site characterization study pending.	SC	SC	RI	RI	Yes	SC Investigation not completed due to lack of access. Site remains in SC status.
York Ave Station	SM( submitted to DEC. Soil sampling at Mt. Vernon Hotel Museum property pending access agreement. DD to follow.	OM&M	OM&M	OM&M	OM&M	Yes	Additional investigation required. Decision document not issued. Site in RP status.
Zerega Avenue Station	AAR approved by DEC; Decision Document issued by DEC.	RP	RP	RP	RP	No	

Site Characterization, from work plan preparation to report approval  
Remedial Investigation, from work plan preparation to report approval  
Remedial Planning, from AAR or RAWP to remedial design and procurement  
Remedial Action, from remediation fieldwork to remediation report approval  
Operation, Maintenance & Monitoring of Engineering Controls  
Property Owner has moved the property into the Brownfields Program

SC
RI
RP
RA
OM&M
BCP

Site Name	Status as of December 31, 2018	2018 Projections				Variation From Projection? (Yes or No)	Reason(s) for Difference From Projection
		1Q	2Q	3Q	4Q		

Notes:

(1). Projections by quarter for 2018.

(2). Projections represent "best guesses" based on information available at this time and reasonable assumptions.

(3). Projection of activities beyond Site Characterization provided only for those sites where based on information available at this time, additional work has been determined to be likely warranted.

(4) The following sites have received a release from DEC and are no longer listed in this table: W. 65th Street, Nepperhan Ave, W. 42nd Street onsite, Broadway/Dyckman Street, Kingsbridge, W. 58th Street, Tarrytown, Roosevelt Street, Cross/Little Water Street, W. 132nd Street, E. 39th Street, Canal Street, Greenburgh, 286 Water Street, E. 173rd Street, E. 32nd Street, E. 137th Street, E. 175th Street, Kent Avenue, West 18th Street (Edison Properties).

Consolidated Edison Company of New York, Inc.  
SIR Program Cost Projections For The Linking Period and Rate Year (2020)

Site #	Investigation/Remediation Site	4Q18	1Q19	2Q19	3Q19	4Q19	Total Linking Period	Linking Period Projected Activities	1Q20	2Q20	3Q20	4Q20	Total Rate Year	Rate Year Projected Activities
<b>Appendix B Sites</b>														
1	10th – 11th St./37th – 38th Ave., Queens	5	85	5	0	0	95	Conducting supplemental investigation and report preparation	0	0	0	0	0	0 NFA
2	East River Area	38	54	30	30	31	183	Reporting, groundwater monitoring and product recovery.	32	32	30	30	124	Reporting, groundwater monitoring, product recovery, and manhole cleanouts. Prepare remediation report. Address DEC comments on report.
4	12th – 21st St./38th – 41st Ave., Queens	186	85	5	5	5	286	Field investigation. Product recovery.	5	5	5	5	20	Product recovery.
4a	12th St & 41st Ave	3	4	4	3	3	17	OM&M.	3	3	3	3	12	Submit final closure report.
7a	FRD/E71st St. (Pipeline 2)	0	0	0	0	0	0	Site investigation pending fuel oil pipeline closure activities.	0	0	0	0	0	Site investigation pending fuel oil pipeline closure activities.
12	Plymouth Street (near Farragut S/S)	10	10	10	10	10	50	Ongoing product recovery, monitoring and reporting.	0	0	0	0	0	NFA
14	Hudson Ave.	10	5	5	5	5	30	Ongoing groundwater monitoring and reporting.	5	5	5	5	20	Ongoing groundwater monitoring and reporting.
19	W49th St. SS Area (11th Ave.)	0	5	60	10	5	80	Ongoing product recovery. Finalizing investigation work plan.	5	5	4	4	18	Periodic groundwater monitoring.
22	Westchester Ave.	5	40	80	20	10	155	Ongoing planning for SI field work including MTA permitting.	0	0	0	0	0	NFA
23	E 25th St./ FDR	0	0	10	20	0	30	Site investigation pending fuel oil pipeline closure activities	0	0	0	0	0	Site investigation pending fuel oil pipeline closure activities
28	W 54th St./ 11th Ave.	5	50	50	50	50	205	Preparation for site investigation field work.	10	10	10	10	40	Finalize reporting and OM&M.
30	Meeker Ave./Leonard St. & Driggs Ave & Graham	10	0	0	0	0	10	NFA. Well decommissioning.	0	0	0	0	0	NFA
33	79th St./3rd Ave., Brooklyn	10	0	0	0	0	10	NFA. Well decommissioning.	0	0	0	0	0	NFA
39	108th St./64th Rd	10	10	10	10	10	50	Ongoing product recovery & groundwater monitoring.	10	10	10	10	40	Ongoing product recovery & groundwater monitoring.
56	Broadway/131st St - 141st St	0	20	10	180	20	230	Conduct supplemental site investigation	40	0	110	100	250	Revise remedial design. Begin implementation of remedial action work plan.
57	4th Ave. and Garfield St./ 6th street	50	100	40	40	50	280	Implement site investigation.	20	0	0	0	20	OM&M
65	189th St./Webster Ave.	0	0	0	0	15	15	NFA. Well decommissioning.	0	0	0	0	0	NFA
69	Broadway/108th Street-125th Street	0	0	25	25	25	75	Conduct site investigation	5	5	5	5	20	OM&M
71	West 59th Street & 5th Avenue	125	5	15	0	0	145	NFA. Well decommissioning.	0	0	0	0	0	NFA
72	E Broadway E/O Grand Street	5	5	5	5	5	25	Ongoing product recovery.	5	5	5	5	20	Product recovery (assumes manual means) and groundwater sampling and reporting.
73	W 67th Street w/o Broadway	2	2	110	37	0	151	Conduct site investigation	5	5	5	5	20	OM&M
76	E. 6th St./Ave. A	0	0	10	15	0	25	NFA. Well decommissioning.	0	0	0	0	0	NFA
78	11th Ave./W. 29th St.	90	0	0	0	0	90	NFA. Well decommissioning.	0	0	0	0	0	NFA
79	Vernon Blvd/Queens	0	5	0	50	20	75	Developing and implementing site investigation work plan.	50	100	100	50	300	Perform remedial construction and submit remediation report and closure request to the DEC
83	Dunwoodie S/S	3	5	15	4	3	30	Developing site investigation work plan. Ongoing groundwater monitoring, product recovery, and reporting	3	3	3	2	11	OM&M
84	Elmsford S/S	0	0	10	10	0	20	Remedial action report (RAR) submitted to DEC for approval. Revise/finalize RAR pending DEC comments	0	0	0	0	0	Pending DEC response on RAR
Common Expenses		10	10	10	10	10	50	Common program technical expenses	10	10	10	10	40	Common program technical expenses
<b>Subtotal - Appendix B</b>		<b>577</b>	<b>500</b>	<b>519</b>	<b>539</b>	<b>277</b>	<b>2412</b>		<b>208</b>	<b>198</b>	<b>305</b>	<b>244</b>	<b>955</b>	

Consolidated Edison Company of New York, Inc.  
SIR Program Cost Projections For The Linking Period and Rate Year (2020)

Site #	Investigation/Remediation Site	4Q18	1Q19	2Q19	3Q19	4Q19	Total Linking Period	Linking Period Projected Activities	1Q20	2Q20	3Q20	4Q20	Total Rate Year	Rate Year Projected Activities
<b>Superfund Sites</b>														
	Echo Ave.	10	10	0	0	0	20	Finalize SMP. Annual inspection and certification.	0	0	0	10	10	OM&M
	N. 1st St. Terminal	40	20	50	30	20	160	Parcel 2: Well decommissioning. Parcel 3: conduct site investigation	0	0	0	0	0	Parcel 3: OM&M
	Curcio SF Site	0	5	0	0	0	5	OM&M	20	0	10	0	30	OM&M
	Maspeth	10	20	10	40	120	200	OM&M. Prepare and implement remedial design.	2	2	2	2	8	OM&M
	Flushing Creek	100	5	5	5	5	120	Complete Final Engineering Report and Site Management Plan. Post-remediation inspection, O&M and reporting.	5	5	5	5	20	OM&M
	Pure Earth Recycling	1	3	3	3	3	13	Evaluate potential liability.	3	3	3	3	12	Evaluate potential liability.
	Borne Chemical	1	0.5	0	0.5	0	2	PRP Group remediation expenses (Group charges for soil and groundwater remediation, legal and OM&M (groundwater, LNAPL recovery, stormwater management system maintenance) and NJDEP fees and costs)	0	7	1	1	9	PRP Group remediation expenses (Group charges for soil and groundwater remediation, legal and OM&M (groundwater, LNAPL recovery, stormwater management system maintenance) and PRP Group remediation expenses (Group charges for OM&M and Legal)
	Metal Bank	1	11	3	2	2	19	PRP Group remediation expenses (Group charges for OM&M and Legal, including the AMEC litigation and NRD settlement)	1	2	1	1	5	PRP Group remediation expenses (Group charges for OM&M and Legal)
	Cortese Landfill	0	0	0	0	0	0	Operate groundwater treatment system	0	8	0	0	8	Operate groundwater treatment system
	Global Landfill	0	0	0	0	0	0	No assessment for PRP group expenses anticipated	0	0	0	0	0	No assessment for PRP group expenses anticipated
	Gowanus Canal	530	50	476	50	526	1632	Attorneys & consultant fees (\$200K) + interim contribution to remedial design costs (\$1.4M), which contribution is subject to a true-up after the allocation proceeding is completed. Review remedial design, and participate in PRP group. (Note: This estimate is based on outside consultant work, legal work, and costs related to the remedial design and participation in the PRP group. This does not include any response costs. EPA, in its ROD, has estimated that the clean-up will cost \$506 million. At this time, there is insufficient information to determine the actual response costs, Con Edison's potential share of such costs, and the cash flow of such costs. Also note that in 2019 a final allocation on the remedial design costs may be assigned, which could lower or raise the Company's contribution to the remedial design costs.)	50	526	50	214	840	Attorneys & consultant fees (\$200K) + interim contribution to remedial design costs (\$640K), which contribution is subject to a true-up after the allocation proceeding is completed. Review remedial design, and participate in PRP group. (Note: This estimate is based on outside consultant work, legal work, and costs related to the remedial design and participation in the PRP group. This does not include any response costs. EPA, in its ROD, has estimated that the clean-up will cost \$506 million. At this time, there is insufficient information to determine the actual response costs, Con Edison's potential share of such costs, and the cash flow of such costs. Also note that in 2019 a final allocation on the remedial design costs may be assigned, which could lower or raise the Company's contribution to the remedial design costs.)
	Newtown Creek	13	50	50	50	50	213	Evaluate potential liability.	50	50	50	50	200	Evaluate potential liability.
	3rd Ave Yard BCA	50	160	290	130	20	650	Implement onsite RI and reporting. Includes off-site temporary parking site preparations and lease charges.	5	5	5	5	20	OM&M
	<b>Subtotal Superfund</b>	<b>756</b>	<b>334.5</b>	<b>887</b>	<b>311</b>	<b>746</b>	<b>3,034</b>		<b>136</b>	<b>608</b>	<b>127</b>	<b>291</b>	<b>1,162</b>	
<b>Astoria Site</b>														
	Astoria (ICM)	8.3	12	12	12	12	56.3	Remediation ICM	12.5	12.5	12.5	12.5	50	Remediation ICM
	North Storage Yard	2	0	8	6	9	25	OM&M	0	2	6	10	18	OM&M
	East Storage Yard	6	71	25	150	3150	3402	Procurement and the start of the remediation	5850	5350	1825	700	13725	Remediation and remediation reports
	Purged Oil Pump House	0	2	40	12	36	90	Feasibility study; Begin the pre-design WP with Astoria MGP project	85	115	50	25	275	Action work plan and remedial design

Consolidated Edison Company of New York, Inc.  
SIR Program Cost Projections For The Linking Period and Rate Year (2020)

Site #	Investigation/Remediation Site	4Q18	1Q19	2Q19	3Q19	4Q19	Total Linking Period	Linking Period Projected Activities	1Q20	2Q20	3Q20	4Q20	Total Rate Year	Rate Year Projected Activities
	Athletic Fields	0	0	4	4	0	8	OM&M	0	4	5	0	8.5	OM&M
	Well Inventory	0	0	120	30	30	180	Well decommissioning and repairs	0	0	0	0	0	OM&M
	Astoria MGP	50	2	43	75	30	200	Perform feasibility study with POPH, and start the Pre-design Investigation WP	30	15	430	65	540	Pre-Design WP, investigation and report
	Pipe Yard - Targeted ICM	0	0	0	0	87	87	Address future coal tar seeps	0	0	0	87	87	Address future coal tar seeps
	Pipe Yard - Coal Tar Delineation	5.5	71	80	75	21	252.5	PDI	100	250	50	0	400	Remedial Design
	Blue Dog Lake	5	15	80	80	20	200	PDI	100	250	50	0	400	Remedial Design along with Pipe Yard
	<b>Subtotal Astoria Site</b>	<b>77</b>	<b>173</b>	<b>412</b>	<b>444</b>	<b>3,395</b>	<b>4,501</b>		<b>6,178</b>	<b>5,999</b>	<b>2,428</b>	<b>900</b>	<b>15,504</b>	
<b>MGP Sites</b>														
	E. 11 Street Works	5	50	25	720	720	1520	OU-1 indoor air monitoring; ISMP compliance during property owner construction, decision document support; OU-4 SMP	770	770	745	50	2335	OU-1 indoor air monitoring, pre-design investigation, RD preparation; compliance with ISMP during construction

Consolidated Edison Company of New York, Inc.  
SIR Program Cost Projections For The Linking Period and Rate Year (2020)

Site #	Investigation/Remediation Site	4Q18	1Q19	2Q19	3Q19	4Q19	Total Linking Period	Linking Period Projected Activities	1Q20	2Q20	3Q20	4Q20	Total Rate Year	Rate Year Projected Activities
	E. 14th Street Works - (Ballfields)	25	25	25	25	25	125	OM&M	20	20	20	20	80	OM&M
	E.14 St. E.17 St. & E.19th St. (Stuy Town)	500	0	0	0	250	750	OM&M	75	25	25	25	150	OM&M
	E. 21st Street (PCV) and Offsite	1000	100	50	100	100	1350	OM&M and develop offsite supplemental RI	40	40	40	40	160	OM&M
	Rye Gas Works - Rye	1815	1125	50	20	10	3020	Completion of remedial construction; prepare FER & SMP to submit to DEC	0	0	0	60	60	OM&M
	E. 99th Street Works	5	40	0	0	520	565	Install/Sample Wells and Develop AAR. Reimbursement of incremental costs.	10	0	0	20	30	Finalize AAR and Develop PDI WP
	Unionport Works	10	5	5	25	25	70	OU-1: Initiate RD for recovery wells. OU-2: finalize RAWP, prepare SMP	10	75	75	50	210	OU-1: recovery well installation
	Hester Street Gas Works	2	5	5	0	10	22	Complete SMP and institutional controls.	0	0	0	10	10	OM&M
	Ossining Works - Ossining	50	25	25	30	30	160	NAPL recovery, SVI sampling (two properties), RI and NAPL IRM Reports	45	45	45	45	180	NAPL recovery and remedial planning
	E. 108th Street MGP	2.5	9	9	9	9	38.5	GW Sampling/AAR preparation	5	5	5	5	20	Finalize AAR
	E.111th Street MGP	2.5	9	9	9	9	38.5	GW Sampling/AAR preparation	5	5	5	5	20	Finalize AAR
	York Ave Station	4	3	0	0	10	17	Conduct supplemental site investigation. Complete SMP and institutional controls.	0	0	0	10	10	OM&M
	Zerega Avenue Station	15	15	15	50	75	170	Conduct PDI and begin remedial design	50	50	25	25	150	Complete remedial design
	W. 18th Street	50	1735	35	5	5	1830	OM&M and reimbursement of incremental costs	10	10	5	5	30	OM&M
	Pemart Ave Works -Peekskill	100	80	80	90	100	450	OU-1 and OU-2: Complete permitting; finalize design; and contractor procurement for remedy construction.	250	250	1000	1000	2500	OU-1 and OU-2: Remedial Construction.
	Mt. Vernon Works	20	10	10	10	10	60	OM&M	10	10	10	10	40	OM&M
	Central Ave Works (Peekskill)	15	3	5	5	5	33	Finalize SMP and institutional control. OM&M.	5	5	5	5	20	OM&M
	E. 138th Street Works	5	5	50	5	5	70	MW abandonment and OM&M	0	0	0	20	20	OM&M
	Ludlow Street Works - Yonkers	0	0	0	5	5	10	Review workplans and documents associated with transition to Brownfield Cleanup Program by property owner	0	0	5	5	10	Review workplans and documents associated with transition to Brownfield Cleanup Program by property owner
	E. 173rd Street MGP (Starlight Park)	2.5	0	0	2.5	2.5	7.5	OM&M	0	0	0	5	5	OM&M
	Purdy Street Station	20	0	0	0	20	40	OM&M	0	0	0	20	20	OM&M
	W. 42nd Street Gas Works	5	0	0	20	0	25	OM&M	0	0	0	20	20	OM&M
	W. 45th Street Gas Works	0	10	10	25	50	95	Initiation of OU-2 RD. OU-1: OM&M	75	75	25	25	200	Initiation of OU-2 remedial action
	Saw Mill River Station - Yonkers	35	30	30	15	10	120	Management of SMP requirements related to data center installation; OM&M	0	0	0	10	10	OM&M
	Pelham Gas Works - Pelham Manor	530	375	375	300	300	1880	Offsite supplemental RI. Onsite OM&M	300	350	350	300	1300	OM&M
	White Plains MGP	16	15	15	15	15	76	OM&M	0	0	0	60	60	OM&M
	Hunts Point Compressor Station	4	0	0	0	10	14	Annual certification	0	0	0	10	10	Annual Certification
	Hunts Point EDC site and off-site	385	450	200	200	200	1435	Parcel D and F remedy design/Parcel E-OU3 remedy implementation; Meat market investigation; sediment investigation; Halleck St. remedial planning	250	2250	2250	2250	7000	Parcel D and F remedy implementation; and sediment investigation



Consolidated Edison Company of New York, Inc.  
SIR Program Cost Projections For The Linking Period and Rate Year (2020)

Site #	Investigation/Remediation Site	4Q18	1Q19	2Q19	3Q19	4Q19	Total Linking Period	Linking Period Projected Activities	1Q20	2Q20	3Q20	4Q20	Total Rate Year	Rate Year Projected Activities
	Farrington Holder	0	30	170	170	170	540	OM&M; Flush facility construction support; SC/RI WP for old facility area.	50	50	100	25	225	OM&M; Flush facility construction support; SC/RI WP for old facility area.
	Tarrytown	0	0	0	0	0	0	Pending property owner's redevelopment construction.	0	0	0	0	0	Pending property owner's redevelopment construction.
	Cedar St. Works	1	5	5	20	20	51	GW Study/PDI WP and develop AAR	0	15	30	30	75	Remedial Planning
	E. 115th Street MGP	350	29	99	32	15	525	OM&M	25	25	25	25	100	OM&M
	Farrington Street Gas Works	90	25	25	25	25	190	Remedial Planning	25	25	25	25	100	Remedial Planning - RAWP
	Hastings on Hudson MGP	39	100	100	100	124	463	OM&M. Implement remedy at 8 Washington Ave.	26	0	0	0	26	OM&M
	Woodworth Ave. Works - Yonkers	1	15	25	30	20	91	Complete SC and develop RIWP	150	30	10	10	200	Implement RI
	Common Expenses	2	10	10	10	10	42	Common program expenses related to legal expenses and technical meetings	10	10	10	10	40	Common program expenses related to legal expenses and technical meetings
	<b>Subtotal MGP Sites</b>	<b>5,107</b>	<b>4,338</b>	<b>1,462</b>	<b>2,073</b>	<b>2,915</b>	<b>15,894</b>		<b>2,216</b>	<b>4,140</b>	<b>4,835</b>	<b>4,235</b>	<b>15,426</b>	
	<b>Underground Storage Tank (UST) Sites</b>													
	Atlantic Ave	30	0	15	0	15	60	Prepare RAWP to address the UST impacts	0	40	25	15	80	Implement RAWP and OM&M
	Newtown S/S	12	10	10	10	10	52	OM&M	10	10	10	10	40	OM&M
	Super Value	5	5	5	0	0	15	Finalize groundwater monitoring report, pending DEC comments.	2	2	2	2	8	OM&M
	<b>Subtotal UST</b>	<b>47</b>	<b>15</b>	<b>30</b>	<b>10</b>	<b>25</b>	<b>127</b>		<b>12</b>	<b>52</b>	<b>37</b>	<b>27</b>	<b>128</b>	
	<b>Other Sites</b>													
	Dielectric Fluid Spill Sites	5	5	5	5	5	25	Product recovery at 1st Ave. & 110th St.	6	5	5	5	21	OM&M
	132nd St PURS Station	0	0	0	0	0	0		0	0	0	0	0	
	24 Market Street (Ossining S/S)	10	0	0	0	25	35	Prepare post-demo site investigation workplan.	0	0	60	20	80	Conduct site investigation
	800 Central Ave., Peekskill (Peekskill S/S)	2	0	0	0	50	52	Remedial Planning	0	150	100	50	300	Implement remedial action
	3290 Laconia Avenue (Laconia S/S) & Yates Ave.	0	0	0	60	20	80	Preparation of SIWP following the completion of demolition	10	20	50	30	110	Perform post-demo investigation and prepare report. Initiate remedial design and planning
	2502 Tilden Avenue (Tilden Ave. S/S)	0	50	200	150	50	450	Bid project, complete hot spot removal, prepare and submit report, and request closure.	3	3	3	3	12	OM&M
	Richmond Terrace	0	40	40	40	40	160	Conduct supplemental investigation and complete remedial design and procurement.	10	10	0	0	20	Remedial planning
	34 Ainslie Street	10	0	0	0	0	10	NFA. Well decommissioning.	0	0	0	0	0	NFA
	24 St. Casimir Ave., Yonkers (Columbus Ave. S/S)	0	50	100	100	0	250	Implement remedy.	0	0	0	0	0	Site closed
	53 Smith Street (Port Chester S/S)	10	20	100	100	0	230	Implement remedy.	0	0	0	0	0	Site closed
	Kent Avenue	1	1	0	0	0	2	OM&M	0	0	0	0	0	Site anticipated to be sold.
	<b>Subtotal Other Remedial Sites</b>	<b>38</b>	<b>166</b>	<b>445</b>	<b>455</b>	<b>190</b>	<b>1,294</b>		<b>29</b>	<b>188</b>	<b>218</b>	<b>108</b>	<b>543</b>	
	<b>Total Remedial Managed Projects</b>	<b>6,601</b>	<b>5,527</b>	<b>3,755</b>	<b>3,831</b>	<b>7,548</b>	<b>27,261</b>		<b>8,779</b>	<b>11,185</b>	<b>7,950</b>	<b>5,805</b>	<b>33,718</b>	
	<b>Notes</b>	1. All projected activities and costs were based on information available at the time they were developed and on anticipated actions of others such as approval by the DEC, access provided by property owners, and property owners' development plans. The projected activities, schedules and estimated costs presented in my testimony and exhibits concerning the SIR programs are subject to change based upon design and construction-related contingencies, which may include regulatory review, approval schedules, permitting processes, access and cooperation issues with property owners, results of site investigations, unanticipated field conditions and/or force majeure events. Delays in a project may result in acceleration or substitution of other projects.												

Site	Priority*	Site Name	County	Con Ed Facility?	Status (as of 9/30/18)
1	Medium	10th – 11th St./37th – 38th Ave.	Queens	No	Conducting supplemental investigation and preparation of investigation report.
2	**	East River Complex	Manhattan	Partially	Groundwater monitoring, product recovery and DEC reporting.
4	High	12th – 21st St./38th – 41st Ave.	Queens	No	Conducting supplemental investigation and preparation of investigation report.
4a	**	LIC Subway/12th St. & 41st Ave.	Queens	No	Ongoing O&M.
7a	High	Pipeline 2/E71st St.	Manhattan	No	Field investigation pending. Will be addressed in conjunction with fuel oil pipeline closure activities.
12	High	Farragut Substation & Vicinity	Brooklyn	Partially	Ongoing product recovery, monitoring and reporting.
14	**	Hudson Avenue Station	Brooklyn	Yes	Ongoing groundwater monitoring and reporting.
19	Medium	12th Ave./ 40th St - W49th St. Substation	Manhattan	Partially	Ongoing product recovery. Finalizing investigation work plan.
22	Low	Westchester Ave./ St. Ann's Ave.	Bronx	No	Ongoing planning for SI field work including MTA permitting.
23	Medium	E 25th St./ FDR	Manhattan	No	Field investigation pending. Will be addressed in conjunction with fuel oil pipeline closure activities.
28	Medium	W 59th St./ 11th Ave. (West End Ave.)	Manhattan	No	Preparation for site investigation field work.
30	Low	Meeker Avenue/ Leonard Street	Brooklyn	No	Spill closed by DEC. Well abandonment.
33	Low	79th St./ 3rd Avenue	Brooklyn	No	Spill closed by DEC. Well abandonment.
39	Low	108th St./ 64th Rd.	Queens	No	Ongoing product recovery & groundwater monitoring.
56	High	Broadway/141st St./142nd St.	Manhattan	No	Planning to implement remedial action workplan.
57	Medium	4th Ave. and Garfield St./ 6th street	Brooklyn	No	Ongoing planning for SI field work, including MTA permitting.
65	Low	189th St./Webster Ave.	Bronx	No	Spill closed by DEC. Well abandonment.
69	High	Broadway/108th Street-125th Street	Manhattan	No	Conduct site investigation and submit report.
71	Medium	W 59th Street and 5th Avenue	Manhattan	No	Investigation field work complete, investigation report to be submitted to DEC.
72	Medium	E Broadway E/O Grand Street	Manhattan	No	IRM product recovery ongoing.
73	Medium	W 67th Street w/o Broadway	Manhattan	No	Implementing site investigation field work.
76	Low	Ave A and E 6th Street	Manhattan	No	Spill closed by DEC. Well abandonment.
78	Low	11th Avenue and 29th Street	Manhattan	No	Spill closed by DEC. Well abandonment.
79	High	Vernon Boulevard	Queens	No	Developing and implementing site investigation work plan.
83	**	Dunwoodie Substation	Westchester	Yes	Developing site investigation work plan. Ongoing groundwater monitoring, product recovery, and reporting
84	**	Elmsford Substation	Westchester	Yes	Remedial action report submitted to DEC for approval.

\* Per the DEC-approved Site Prioritization Report.

\*\* Not addressed in Site Prioritization Report ("SPR"), since investigation already started or planned at time SPR was developed.

Consolidated Edison Company of New York, Inc.  
Site Investigation and Remediation Expenditures (\$ x 1,000)  
for the Linking Period (October 1, 2018 through December 31, 2019), Rate Year (January 1 through December 31, 2020) and  
Subsequent Twelve Month Periods Beginning January 1 of 2021 Through December 31 of 2022  
Based on November 30, 2018 Cost Projections

	Linking Period	Rate Year	Jan. 1 - Dec. 31, 2021	Jan. 1 - Dec. 31, 2022	Total
MGP	\$ 15,894	\$ 15,426	\$ 38,643	\$ 27,585	\$ 97,548
Superfund	3,034	1,162	872	1,992	7,060
Appendix B	2,412	955	349	287	4,003
Astoria	4,501	15,504	1,334	1,264	22,603
UST	127	128	63	60	378
Other Remediation Sites	1,294	543	90	5	1,932
Total	27,262	33,718	41,351	31,193	133,524

NOTE:

All projected costs were based on information available at the time they were developed and on anticipated actions of others such as approval by the DEC, access provided by property owners, and property owners' development plans. The estimated costs presented in my testimony and exhibits concerning the SIR programs are subject to change based upon design and construction-related contingencies, which may include regulatory review, approval schedules, permitting processes, access and cooperation issues with property owners, results of site investigations, unanticipated field conditions and/or force majeure events. Delays in a project may result in acceleration or substitution of other projects.

Consolidated Edison Company of New York, Inc.  
SIR Cost Projection Additional Information  
Updated as of November 30, 2018

**Site:** Gowanus Canal Superfund Site

- Cost Projection for Linking Period: \$1.63 million
- Cost Projection for Rate Year: \$0.84 million
- Expected Site Investigation and Remediation Activities:

On March 2, 2010, the EPA added the Gowanus Canal in Brooklyn (the “Canal”) to its National Priorities List (“NPL”) of Superfund sites. Before the site was listed, in August 2009, Con Edison received an EPA Notice of Potential Liability and Request for Information regarding its and its predecessors’ operations at three facilities that are located adjacent to or near the 1.8 mile Canal: the Third Avenue Yard, the Gowanus Substation and the Gowanus Gas Turbines Site (which was sold in 1999). In addition to Con Edison, EPA has sent notices of potential liability and requests for information to 38 other parties and has sent requests for information to 71 additional other parties. Since receiving EPA’s notice of potential liability, Con Edison has notified its insurers and has put the buyer of the gas turbines on notice that it intends to seek indemnification for covered environmental claims under the terms of the Company’s agreement of sale.

In September 2013, the EPA issued a Record of Decision (“ROD”) that documented the agency’s final decision on the scope and type of remediation required. EPA selected a remedy for the site that includes dredging and disposal of some contaminated sediments and stabilization and capping of contamination that will not be removed. EPA estimated the cost of the selected remedy to be about \$506.1 million (and indicated the actual cost could be significantly higher).

In 2014, the EPA issued orders to Con Edison and the other PRPs to be jointly and severally responsible for the performance of the remedial design, which is currently estimated to cost approximately \$96.6 million. EPA stated that it expected National Grid to perform the remedial design under the order and for the other PRPs to help fund the work.

Con Edison is currently participating with 20 other PRPs in an allocation process to determine each PRP’s share of the liability for the remedial design costs. During the pendency of this allocation process, Con Edison, together with other PRPs, has provided interim funding for the remedial design subject to reallocation in the allocation proceeding. We currently anticipate that the allocator will make his final determination of each participating PRP’s share of remedial design costs in March 2019. In addition, it is possible that EPA may require the PRPs to initiate certain remedial action work in the upper reach of the Canal starting as early as 2019, for which costs are uncertain at this time. Therefore, Con Edison projects that it will incur costs during the Linking Period and the Rate Year for outside consultant and legal support for the allocation process and for its interim share of the remedial design work expenditures.

Consolidated Edison Company of New York, Inc.  
SIR Cost Projection Additional Information  
Updated as of November 30, 2018

**Site:** Astoria Site

- Cost Projection for Linking Period: \$4.5 million
- Cost Projection for Rate Year: \$15.5 million
- Expected Site Investigation and Remediation Activities:

Information on projected Linking Period and Rate Year work at the Astoria Site is provided below. Background and SIR status information for the Astoria Site are provided in the EH&S Panel's testimony in the "Astoria" section under the "SIR Program" heading. Additional information on projected costs and activities is provided in Exhibit (EHS-4).

The primary SIR costs projected for the Astoria Site during the Linking Period are associated with the feasibility studies for the former MGP operation area and the Purge Oil Pump House area, pre-design investigation at the Pipe Yard and Blue Dog Lake and the East Yard remediation. The primary SIR costs projected for the Astoria site during the Rate Year are associated with the East Yard remediation, remedial design for the Pipe Yard and Blue Dog Lake, and pre-design investigations at the former MGP operation area and the Purge Oil Pumphouse area. Additional projected costs during both the Linking Period and Rate Year are associated with post-remediation operation, maintenance and monitoring in the North Storage Yard, and ongoing interim corrective measures involving gauging and recovery of oil in several wells located at the site.

Remedial design for the East Yard, where new and reconditioned transformers returned from the field are stored by the Company, began in September 2014 and is expected to continue throughout the Linking Period. The primary chemical of concern for the East Yard is PCBs, which, in certain areas, are present at levels exceeding the DEC's industrial use soil cleanup objectives. Remediation will include removal of contaminated soil and overlying asphalt and concrete, backfill with clean soil, and site restoration. This work is currently projected to start during the Rate Year and continue during the following year. The estimated SIR cost for the East Yard remediation is projected to be approximately \$17.4 million based on initial estimates provided by a consultant. Of that amount, it is projected that approximately \$3.4 million would be incurred during the Linking Period and approximately \$13.7 million would be incurred during the Rate Year. The remaining balance of costs for the East Yard project will be incur in the year following rate year.

Consolidated Edison Company of New York, Inc.  
SIR Cost Projection Additional Information  
Updated as of November 30, 2018

**Site:** Pemart Avenue MGP Site

- Cost Projection for Linking Period: \$ 0.45 million
- Cost Projection for Rate Year: \$ 2.5 million
- Expected Remediation Activities:

The Pemart Avenue MGP Site is the location of a former carbureted water gas MGP that Con Edison operated along the former Pemart Avenue (currently North Water Street) and the Hudson River in Peekskill, New York. The site currently consists of five commercially-zoned parcels, one of which is used as a transient lodging center. Most of the former MGP site was sold in 1978 by Con Edison, with a small parcel retained by the Company for use as a natural gas regulator station. Subsequently, the gas regulating functions were relocated to a subsurface vault installed in North Water Street. The former Site is now used for industrial and commercial purposes. It is anticipated that future use of the Site will continue to be for these purposes.

Based on findings during the DEC-approved site characterization study and subsequent remedial investigations, remnant structures and MGP residuals remain in the subsurface at the site and adjoining down gradient areas. These residuals were determined to have impacted soil, groundwater, soil gas and sediments in the near-shore area of Peekskill Bay (Hudson River). In 2013, Con Edison submitted an Alternatives Analysis Report to the DEC. Subsequently, the DEC designated the area east of the Metro North Train Tracks as Operable Unit One (OU-1) and the area west of the train tracks as Operable Unit 2 (OU-2). In a 2014 Decision Document, the DEC selected a remedy that included dredging and capping of affected sediments, installation of a low-permeability barrier wall to prevent future migration of coal tar into the sediments, coal tar recovery, excavation of soil in accessible upgradient areas, and institutional controls. A supplemental investigation (approved by DEC) was conducted in 2018 at OU-1. The findings from this investigation will be presented to DEC and incorporated in the final design that will be submitted to DEC for approval.

The activities associated with the anticipated costs during the Linking Period include:

- Completion of the supplemental investigation for soil, groundwater and sediments at OU-1;
- DEC oversight;
- Pre-design Investigation Report preparation;
- Permitting requirements for OU-1 and OU-2;
- Completion of 100% detailed remedial design (OU-1 and OU-2);
- Procurement of remediation contractors for OU-1 and OU-2; and
- Preparation of construction work plans for OU-1 and OU-2.

The activities associated with the anticipated costs during the Rate Year include:

- Commencement of remedial action of upland area (OU-1); and
- Commencement of remedial action of sediments (OU-2).

Consolidated Edison Company of New York, Inc.  
SIR Cost Projection Additional Information  
Updated as of November 30, 2018

**Site:** Hunts Point MGP Site

- Cost Projection for Linking Period: \$ 1.435 million
- Cost Projection for Rate Year: \$ 7 million
- Expected Site Investigation and Remediation Activities:

Hunts Point MGP Site is the location of an approximately 204-acre former manufactured gas plant that Con Edison operated in the Hunts Point section of the Bronx from 1926 until 1961. In 1968, Con Edison sold the former grounds of the MGP to the City of New York. The City has leased large portions of the site for use as the Hunts Point Cooperative Food Market and is seeking to lease additional sections of the site for similar use. The MGP investigation and remediation activities at the majority of the site are being managed by the City. In March 2000, Con Edison entered into a Memorandum of Agreement (“MOA”) with the City under which it agreed to reimburse the City for up to \$14.217 million of the costs the City incurred implementing DEC-approved MGP investigation and remediation programs for certain parcels of the Hunts Point site under the Voluntary Cleanup Agreements (“VCAs”) the City had entered into with the DEC. In October 2010, Con Edison made its required final payment to the City under the March 2000 MOA. In July 2008, Con Edison and the City entered into a second agreement that addresses MGP contamination on certain portions of the Hunts Point site, including those designated as Parcels D, F, and E-OU3 (the “2008 Agreement”). This agreement was necessary because the City entered into VCAs with the DEC for the investigation and remediation of these additional parcels. In March 2017, Con Edison and the City entered into an agreement for the investigation of the meat market section of the site, which is being conducted by the City (the “Meat Market Agreement”).

Due to the DEC’s termination of the Voluntary Cleanup Program statewide in 2018, the City applied for and was accepted into the New York State Brownfield Cleanup Program to continue the investigation and remediation at the portions of the Hunts Point site addressed under the 2008 Agreement and additional portions of the Hunts Point site. The areas covered under the City’s Brownfield Cleanup Agreements with the DEC (the “BCAs”) include: (i) the NYC Department of Correctional Facilities Prison Barge Parking Lot; (ii) the Krasdale Foods, Sultana and Citarella warehouses and food processing/packing facilities (including Parcel F); (iii) the meat market section of the site; (iv) Parcel D; and (v) Viele Avenue. Con Edison is currently negotiating a new agreement with the City to address the investigation and remediation of MGP contamination required under the BCAs.

In July 2018, Con Edison entered into an Order on Consent and Administrative Settlement with the DEC under which Con Edison is obligated to investigate and, if deemed necessary by the DEC, remediate the off-site portion of the Hunts Point site that is not covered by the City’s BCAs. These areas include off-site groundwater and the sediments in the adjacent Bronx River and East River and Halleck Street.

The cost projections for the Linking Period include: (1) reimbursement of the City’s costs under both the Meat Market Agreement and the 2008 Agreement for the investigation of the meat market parcel, for planning to implement an In-Situ Soil Stabilization (ISS) remedy at Parcels D and F, and for implementation of an excavation remedy at Parcel E-OU3; and (2) Con Edison’s investigation of sediments and development of remedial alternatives for Halleck Street. The cost projections for the Rate Year include activities in connection with implementation of the ISS remedy at Parcels D and F and Con Edison’s development of remedial alternatives for sediments and remedial planning for Halleck Street.

Consolidated Edison Company of New York, Inc.  
SIR Cost Projection Additional Information  
Updated as of November 30, 2018

**Site:** W. 18<sup>th</sup> Street MGP Site

- Cost Projection for Linking Period: \$1.830 million
- Cost Projection for Rate Year: \$30,000
- Expected Site Investigation and Remediation Activities:

The West 18<sup>th</sup> Street MGP Site is the location of a former oven gas MGP that Con Edison operated in the Chelsea section of Manhattan from approximately 1834 until 1912. The site is located along Tenth Avenue and the Hudson River between West 16<sup>th</sup> and West 20<sup>th</sup> Streets, and east of Tenth Avenue between West 17<sup>th</sup> and 18<sup>th</sup> Street. Con Edison has investigated and remediated various portions of the site pursuant to Voluntary Cleanup Agreement Index # D2-0003-02-08, which Con Edison entered into with the DEC on August 15, 2002 (the "VCA"). Over time, certain lots have been removed from the VCA and entered into the New York State Brownfield Cleanup Program ("BCP") by the property owners. In addition, upon the statewide termination of the Voluntary Cleanup Program in 2018, Con Edison entered into an Administrative Order on Consent with the DEC for Con Edison's remaining MGP sites (the "2018 Agreement") and those lots not already closed under the VCA or transferred into the BCP were included in the 2018 Agreement. Exhibit 1 to the EH&S Panel Testimony sets forth the current status of the various parcels associated with the West 18<sup>th</sup> Street MGP Site.

The activities during the Linking Period and the Rate Year are expected to consist of: conducting DEC-approved soil, groundwater and indoor air/soil gas sampling at two parcels (subject to access from the property owner); conducting the DEC-approved remedial investigation associated with impacted groundwater at another parcel (subject to access from the property owner); and reimbursing a property owner for incremental costs associated with remediating MGP-related contamination.



Consolidated Edison Company of New York, Inc.  
SIR Cost Projection Additional Information  
Updated as of November 30, 2018

**Site:** Rye MGP Site

- Cost Projection for Linking Period: \$ 3.02 million
- Cost Projection for Rate Year: \$ 60,000
- Expected Site Investigation and Remediation Activities:

The Rye MGP Site is the location of a former MGP that Con Edison operated in Rye, New York. The site is now occupied by a Con Edison service center. Based upon the results of the Remedial Investigation, Con Edison submitted an Alternative Analysis Report ("AAR") to the DEC for the site in May 2015 which was approved in July 2015. DEC issued a Decision Document ("DD") for the site dated March 23, 2016 requiring excavation of MGP impacted soil and passive DNAPL recovery. Con Edison conducted pre-design investigation activities and design activities at the site in 2016 - 2017. Construction of the remedy was initiated in mid-2018.

During the Linking Period it is expected that the activities at the site will consist of completing construction of the remedy and preparing the Final Engineering Report and Site Management Plan. During the Rate Year it is anticipated that site management activities will take place at the site, including the monitoring and recovery of DNAPL.

Consolidated Edison Company of New York, Inc.  
SIR Cost Projection Additional Information  
Updated as of November 30, 2018

**Site:** E. 21<sup>st</sup> Street MGP Site

- Cost Projection for Linking Period: \$ 1.35 million
- Cost Projection for Rate Year: \$ 0.16 million
- Expected Site Investigation and Remediation Activities:

The E. 21<sup>st</sup> Street MGP Site is the location of a former manufactured gas plant that Con Edison operated in Manhattan. The site is now occupied an apartment complex. Con Edison has completed DEC-approved remedial investigation (“RI”) activities at the site. The site has been divided into the following Operable Units: OU-1 which is the apartment complex property; OU-2 which is the landside waterfront and river sediments; and OU-3 which is the bedrock under the site. Based upon the results of the RI, Con Edison submitted an Alternative Analysis Report (“AAR”) for OU-1 to the DEC for the site in December 2009. In January 2018, DEC issued a Decision Document for OU-1 requiring 15 NAPL recovery wells be installed and a deed restriction be placed on the parcels that make up the Site.

During the Linking Period, the onsite remedial activities (installation of NAPL recovery wells and submission of final project reports) have been completed, and it is anticipated that an offsite supplemental remedial investigation will be conducted. During the Rate Year, it is anticipated that NAPL gauging and recovery activities will take place as well as implementation of institutional controls.

Consolidated Edison Company of New York, Inc.  
SIR Cost Projection Additional Information  
Updated as of November 30, 2018

**Site:** E11th Street MGP Site

- Cost Projection for Linking Period: \$ 1.520 million
- Cost Projection for Rate Year: \$ 2.335 million
- Expected Site Investigation and Remediation Activities:

East 11th Street MGP Site is the location of a former manufactured gas plant that Con Edison and its predecessor companies operated until 1933 along Avenue D and the East River between East 11th and 13th Streets in Manhattan. The site now consists of: (i) five of the eight apartment buildings comprising the NYC Housing Authority's Jacob Riis Houses development and the adjacent NYC Department of Environmental Protection ("DEP") pumping station located at 184 Avenue D, identified as OU-1; (ii) the sections of the East River, East River Park and FDR Drive located between East 11th and 13th Streets, identified as OU-2; (iii) Saint Emeric Church and School located at 181 Avenue D, identified as OU-3 (the property owner has entered into a Brownfield Cleanup Agreement with the DEC to address contamination at OU-3); and (iv) Haven Plaza 3 apartment building and tenant parking garage located at 188 Avenue C, identified as OU-4. Con Edison has investigated and is conducting remedial planning for the site's MGP-related contamination. Based upon the results of the remedial investigation, Con Edison submitted an Alternative Analysis Report for OU-1 and a Remedial Action Work Plan ("RAWP") for OU-4 to the DEC, both of which are under review. Pending the selection and completion of the remedy for OU-1, the DEC has approved an Interim Site Management Plan ("ISMP") for the Jacob Riis Houses section of the site.

During the Linking Period it is expected that the activities will consist of indoor air monitoring at the site; ISMP compliance in connection with potential OU-1 MGP-related subsurface contamination that may be encountered in connection with construction activities planned by NYCHA at the Jacob Riis Houses property; and finalization of the OU-4 RAWP. During the Rate Year, it is anticipated that these same activities will take place, along with the initiation of OU-1 remedial design activities following remedy selection by DEC.

Consolidated Edison Company of New York, Inc.  
SIR Cost Projection Additional Information  
Updated as of November 30, 2018

**Site:** Pelham MGP Site

- Cost Projection for Linking Period: \$ 1.88 million
- Cost Projection for Rate Year: \$ 1.3 million
- Expected Site Investigation and Remediation Activities:

The Site formerly consisted of an oven-gas type and carbureted water gas type manufactured gas plant that was operated by various predecessors of Con Edison until approximately 1951. A liquid petroleum-air gas production plant with petroleum off-loading and storage facilities were operated at the Site by Con Edison until 1968. The Site now consists of retail and commercial stores and surrounding parking areas. The intended future use of the Site will continue to be for retail/commercial use. Remediation of the site began in January 2008 and was substantially completed in August 2009. To better manage groundwater migration and prevent potential free product movement, a DEC-approved corrective action has been implemented for the subsurface Waterloo containment barrier wall running along the western section of the site and adjoining Eastchester Creek. In addition, Con Edison is operating and maintaining the DEC-required hydraulic control, groundwater treatment, coal tar collection, and SSDS systems for the site, and performing monthly system inspections and reporting to the DEC. Con Edison is implementing a DEC-approved remedial investigation for the MGP-contaminated off-site areas.

During the Linking Period the activities will consist of continued operation, maintenance and monitoring of the remedial controls installed as part of site remediation, including the SSDS, groundwater extraction and treatment system, the product extraction and collection system, and institutional controls. In addition, the off-site RI is anticipated to be completed. During the Rate Year, it is anticipated that these same activities take place; along with the initiation of remedial planning for the off-site areas pending DEC review of a submitted RI report.

CONSOLIDATED EDISON  
COMPANY OF NEW YORK, INC.  
2020-2022 EH&S  
CAPITAL SAFETY PROGRAMS/PROJECTS

X	Capital
	O&M

**2020 – Environmental, Health and Safety**

<b>Project/Program Title</b>	Soft Tissue Injury Prevention Sensor Project (STIPP)
<b>Project Manager</b>	Prakash Kothari
<b>Hyperion Project Number</b>	PR.23322604
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	April 2020
<b>Estimated Completion Date</b>	December 2020
<b>Work Plan Category</b>	Strategic

**Work Description:** Material handling-related soft tissue injuries are a significant contributor to the company’s annual injury experience. These ergonomics related injuries include cumulative trauma disease (CTD), musculoskeletal disorder (MSD) or damage to nerves, ligaments, tendons or muscles causing disabling injuries or pain and discomfort of various body parts such as back, neck, thoracic spine, wrist, shoulder, ankle, knee, hip, and upper/lower extremities. The basic event mechanism is overload of one or more body parts either through handling of an overweight load, or by handling an otherwise manageable weight by way of an awkward body posture. The former mechanism can be avoided through assessment of the load before handling, but the latter requires self-awareness on the part of the user. During work, such self-awareness may diminish, leading to increased potential for awkward body positions or postures.

Wearable sensor and interface such as Kinetic REFLEX increase self-awareness by delivering feedback in the form of vibration alert upon detection of at-risk body positions or postures. Initially, the user will wear the device for a week to a month period to create a baseline. Once the baseline is established, the device will detect a high-risk posture and the worker will receive real time feedback in the form of vibration to identify and correct the positioning.

- The project consists of procuring user sensors and interfaces for deployment in organizations associated with injury experience and repetitive/predictable work tasks. Anticipate developing capability to equip and support approximately 500 employees. This technology application adds an immediate and regular oversight mechanism to engage on at risk behavior that might otherwise produce soft tissue injuries. Data will be aggregated and analyzed regularly.
- This project is discretionary, and motivated by analysis of historical injury data.
- Project schedule initiates in early 2020, anticipating continued positive outcomes from current R&D project.

**Justification Summary:** This technology application adds an immediate and regular oversight mechanism to engage the target employees on at risk behavior that might otherwise produce soft

tissue injuries. Return on investment expected to present in terms of injury reductions and associated direct/indirect costs.

**Supplemental Information:** Additional information to reinforce the justification

- **Alternatives:** Existing supervisory oversight and peer to peer coaching are alternatives to this project. However, these mechanisms provide only intermittent feedback for individual employees. Sensor application provides means for constant data analysis, oversight/coaching, increasing the potential to quickly and sustainably change at-risk behaviors through constructive feedback and individualized training.
- **Risk of No Action:** Taking no action leaves the company at risk for an ongoing trend in the referenced injury type, or a trend that improves slowly over time through existing means.
- **Non-financial Benefits:** Primary benefit is injury prevention, with morale improvement also likely due to employee perception of technology as a direct personal benefit.
- **Summary of Financial Benefits (if applicable) and Costs:** Financial benefits driven by cost avoidance attributable to prevented injuries. The company experienced 789 total OSHA Recordable injuries and illnesses from 2015 to 2018. Out of total, the soft tissue injuries or ergonomics related injuries have resulted in 135 recordable injuries in the past four years and have costs the Company significant amount in forms of direct and indirect cost annually. The direct costs to the company for ergonomics-related injuries was \$2.74 million annual average (includes workers' compensation medical costs) from 2012 to 2016. The indirect costs such as lost productivity, worker replacement, investigation time, and administration time can be four to five times the costs of direct costs.
- **Technical Evaluation/Analysis:** R&D has studied the application and viability of wearable sensors/interfaces for preventing injuries. The company deployed 26 Kinetic REFLEX devices as a STIPP pilot program on three workgroups for approximately 3 – 6 month period during November 2016 to February 2018. Three work groups were selected (Construction Services at Van Nest Yard, Astoria Store Operations at Astoria Yard and Store Operations at East 16<sup>th</sup> Street Yard) for the pilot program based on their materials handling and other physically challenging activities. The preliminary data shows that at Van Nest Deployment (10 devices), the wearers on average performed 15 high-risk postures per day during the feedback phase, compared to 28 high-risk postures during baseline period, which is a 45% reduction in high-risk posture behavior. Similarly, 77% reduction and 31% reduction in high-risk posture behavior was observed in the pilot programs at Astoria Yard Deployment (6 devices) and East 16<sup>th</sup> Street Yard Deployment (10 devices) respectively.

Data generated to date has positively indicated potential to prevent injuries through detection of awkward body postures.

- **Project Relationships (if applicable):** Not applicable

- Basis for Estimate: Estimate is based on projected sensor/interface cost for 500 employees plus initial implementation costs and

**Annual Funding Levels (\$000):**

**Historical Elements of Expense**

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year (O&amp;M only)</u></b>	<b><u>Forecast 2018</u></b>
Labor	\$0	\$0	\$0	\$0	\$0	\$0
M&S	\$0	\$0	\$0	\$0	\$0	\$0
A/P	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
Overheads	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>

**Future Elements of Expense**

<b><u>EOE</u></b>	<b><u>Budget 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
Labor		0	0	0	
M&S		600	0	0	
A/P		300	300	300	
Other		0	0	0	
Overheads		0	0	0	
<b>Total</b>		900	300	300	



X	Capital
	O&M

**2020 - Environmental, Health and Safety**

<b>Project/Program Title</b>	Mobile EHS SME on Demand
<b>Project Manager</b>	Pete Cooney
<b>Hyperion Project Number</b>	PR.23322599
<b>Status of Project</b>	New- To be assigned for 2020
<b>Estimated Start Date</b>	2020
<b>Estimated Completion Date</b>	2023
<b>Work Plan Category</b>	Operational Excellence

**Work Description:** Develop a Mobile Environmental, Health & Safety (EHS) Subject Matter Expert (SME) system that utilizes technology to allow field personnel to communicate by use of a personal body camera (visual) and microphone (voice) with EHS SME personnel 24 by 7. The system would also be used to communicate with various commodity Operations SME personnel for complicated work tasks that may require additional or enhance Job Briefings

**Justification Summary:**

Typical overhead work involves working on live cable in various voltage classifications (4 kV, 13 kV, 27 kV) Company procedures govern most of these work tasks but often the choice made by the lineman on the work location dictates the use of rubber blankets and other protective devices that are placed on energized wires.

Typical gas leak repairs also are governed by Company procedures but field decisions are required to be made by the Mechanic at the location and the ability to have an SME review the conditions in real time mitigates risk of serious injury.

The use of body-cams that link to a cloud type environment will allow both control room personnel, field supervisors and EHS personnel to view in real time the work that is being done on energized lines. This body-cam would also have a man down feature for emergency crews that work without a second person. The body-cam would also allow a real time recording to be stored in the cloud environment for lessons learned and teachable moments.

Over the past several years, the Company has experienced a number of High Hazard Injuries. These High Hazard Injuries are often life altering for the individual or individuals involved in the event. These injuries include arc flash burns, gas ignition burns, fractures and other serious life altering injuries. In many cases these individuals are not able to return to work or can no longer perform the tasks and duties that they were trained to perform. Con Edison has implemented a number of safety programs to address these injuries. As the table below demonstrates, Con Edison has seen a substantial reduction in OSHA recordable injuries and illnesses over the past few years, but High Hazard Injuries have remained constant. Con Edison is initiating this program to help reach the Company's goal to reduce the Company's High Hazard Injuries to Zero as well as address OSHA Recordable Injuries and Illnesses

Year	High Hazard Injuries	OSHA Recordable Injuries & Illnesses
2014	2	246
2015	2	243
2016	1	180
2017	2	185
2018	2	182

The Company is planning to pilot, and after review of the results of the pilot, implement the use of hardware (Body Cam) and software to reduce the risk involved in doing certain High Energy tasks.

This pilot program will begin in the first quarter of 2020 as Phase 0. Upon completion of the Phase 0 evaluation, if the Company determines that the initiative is viable it would continue through December 2022. The Phase 0 segment requires partnering with a firm that has developed and deployed body camera hardware and software, bench marking with other utilities, development of a use case for specific software attributes, recommendations on hardware and carrier vendor, development of a cost benefit analysis and preparation of bidding documentation.

Phase 1 of the initiative will utilize body Camera devices on typical and emergency overhead work that involves live work on 120/240 secondary, 4 Kv primary, 13 Kv primary, 27 Kv primary cable and equipment.

This will give commodity and safety SME's the ability to observe crews doing specific tasks in real time to enhance adherence to procedures and specifications. Supervisors will be able to view noncompliance in real time allowing for targeted training. In addition observation of risky behaviors can be targeted with Human Performance Improvement tools and Precursor training around:

1. Vulnerability to High Energy
2. Poor work planning
3. Productivity safety stressors
4. Outside safety influences

In addition, since real time recording of actions will be captured in the "cloud" these events can be used for lessons learned and teachable moments.

1. Having the OSHA required on site Job Briefings observed by a third party by using the Body Cam device.
2. Having operating Orders verified through the Human Performance Improvement tool known as "3 way communication" by using the Body Cam device.
3. Review of use of protective and test equipment in real time by use of the Body Cam device.
4. Development a portfolio of coaching modules and lessons learned through events captured on the Body Cam device

**Supplemental Information:**

- Alternatives: Physically presence of the field supervisor or EHS SME required at site of event.
- Risk of No Action: Field crew making an error involving risk to safety or environment
- Non-financial Benefits: Reduction in safety injury incidents, operating errors, “Rules We Live By” incidents, video and audio record of a “close call”. Ability to dial up by the EHS SME to ensure 100% compliance.
- Summary of Financial Benefits (if applicable) and Costs:
- Technical Evaluation/Analysis: To be accomplished during a Phase 0 process.
- Project Relationships (if applicable): None
- Basis for Estimate: The basis of the estimate is derived from the conceptual scope of work

**Annual Funding Levels (\$000):**

**Historical Elements of Expense**

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	\$0	\$0	\$0	\$0	\$0	\$0
M&S	\$0	\$0	\$0	\$0	\$0	\$0
A/P	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
Overheads	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Future Elements of Expense:**

<u>EOE</u>	<u>Budget 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
Labor		200	200	200	
M&S		300	300	300	
A/P		400	400	400	
Other		0	0	0	
Overheads		100	100	100	
<b>Total</b>		<b>1,000</b>	<b>1,000</b>	<b>1,000</b>	

Exhibit\_\_\_(IT-1)  
Cybersecurity

\*Will be distributed pursuant to a protective order

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Exhibit\_\_\_(IT-2)  
Technology Enablers

X	Capital
X	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	Analytics Center of Excellence
<b>Project Manager</b>	Peter Maselli
<b>Hyperion Project Number</b>	PR.23287760
<b>Status of Project</b>	Design
<b>Estimated Start Date</b>	1/1/2020
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strategic

**Work Description**

The Analytics Center of Excellence (ACE) provides leadership, best practices, research, support, and/or training for advanced analytics. The objective of this program is to expand the ACE to implement and support advanced analytics that deliver business value at Con Edison. ACE supports the optimization and governance of the Company’s collective investments in advanced analytics. By providing access to advanced analytics expertise and tools, ACE encourages and supports the utilization of analytics to further the Company goal of promoting data-driven decision making to improve safety, operational excellence, and customer experience.

ACE resides at the enterprise level in the Office of the CIO and operates under a hybrid model. It manages centralized resources, processes, and technologies used to supplement and enable analytical expertise embedded within business areas.

ACE has the following primary objectives:

- Identify, prioritize, and execute the highest value analytics use cases
- Supervise the design, development, and delivery of analytics tools and solutions
- Manage and expand the Company’s Enterprise Data Analytics Platform (EDAP)
- Develop and source shared models, data, and technologies
- Empower business users with self-service solutions and business intelligence tools
- Deploy and support data science development, test and production environments
- Provide centralized and authoritative data sources to support analytics efforts
- Support and promote the benefits of advanced analytics
- Identify and implement best practices for advanced analytics
- Manage vendors of advanced analytics technologies and solutions
- Research trends, practices, and technologies for feasibility and implementation

To meet these objectives, ACE requires expansion from its current state, which is comprised of two senior and two junior data scientists, three data engineers, one data architect, and one business analyst. This request includes staffing for the addition of 5-8 data science, engineering,

programming, and management roles. These roles require competencies in project management, data science, business analysis, application development, and solution architecture.

For efficient use of resources, ACE has implemented a prioritization framework to evaluate use cases and determine how to apply the program budget. These criteria focus on improved safety, customer experience, and operational excellence. The framework considers business value, cost, customer experience, public and employee safety, service reliability, risk management, cost optimization, processes improvement, environmental sustainability, data availability, and use case maturity. These criteria will be used to decide, on an ongoing basis, the order of project execution.

A sample of early initiatives under consideration include Asset Health, Critical Transmission Assets, Work Prioritization, Location Intelligence, and Weather Impact Modeling. A comprehensive exploration of these projects is included in the Supplemental Information section of this document.

### **Justification Summary**

The Company's deployment of Advanced Metering Infrastructure (AMI), edge devices, and enterprise resource planning (ERP) systems have created new opportunities for applying advanced analytics. These investments offer an opportunity for new insights applicable to a variety of business challenges, including those presented by Grid Modernization and Next Generation Customer Experience. To that end, the Company has made a strategic investment in an enterprise data analytics platform (EDAP), which incorporates the utility common information model (CIM) to standardize data, reporting, and analysis.

Approximately 33% of proposals included in this rate case filing include or will benefit from the use of advanced analytics; the total requested funding of these projects is over \$3.8 billion.<sup>1</sup> The volume of these requests illustrates the emerging need for analytics. It is expected that this demand will continue to grow as new projects are initiated.

A review of rate case requests identified initiatives either focused on analytics, or benefitting from the use of advanced analytics. These roughly 75 projects, across 11 business units, fall into three main categories: analytics, sensor deployment, and asset management.

### **Example Projects**

An exploration of sample initiatives that are under consideration is provided below.

#### *Asset Health*

Using advanced analytics including machine learning, the Company will be able to implement applications that provide greater visibility to equipment health in near real-time. This will assist the Company in identifying which assets should be replaced at the optimum time, to provide the best economic benefit while enhancing customer experience.

<sup>1</sup> Review of all Con Edison white paper requests for 2020-2022 rate case

The Company currently uses calendar- and rule-based practices to manage its assets. Examples in the current rate case filings include:

#### *Critical Transmission Assets*

The current process for addressing critical transmission assets anticipates that \$17.5 million worth of circuit breakers will be replaced annually, with each replacement requiring several weeks. By harnessing the benefits of machine learning (application of statistics to large datasets to create predictions and business rules), the Company has identified the potential for improving breaker replacement and in planned maintenance costs.

#### *Work Prioritization*

The Company uses a decision matrix based on engineering knowledge and principles to prioritize system deficiencies (such as open mains or overloads) for the underground secondary network. The Company plans to apply machine learning capabilities to gauge the effectiveness of those rules and determine the correlation of the system deficiencies to the metrics most impactful to customers (outages and power quality disruptions).

Using advanced analytics, the Company can improve the identification of open mains, prioritize their replacement, and coordinate maintenance with the annual paving schedule used by the City and other public and privately available data sources.

Other examples in the current rate case filing include Main Replacement Program, Overhead Transformer Relief, and Primary Feeder Reliability.

#### *Location Intelligence*

Location Intelligence (LI) involves layering multiple data sets spatially and/or chronologically to derive meaningful insights. LI will allow ACE to provide a common framework for integration with geographic information systems (GIS), business intelligence, and advanced analytics tools. Using LI, the Analytics Center of Excellence will be able to access a wide variety of environmental, demographic, firmographic, and asset-specific data to support advanced analytics initiatives.

As this initiative continues to advance, new opportunities for performing location-based analytics will emerge. Potential applications of LI include:

- System planning: Demand and capacity management
- Service routing: Optimized inspections, disaster response
- Sustainability and resiliency: Identifying and mitigating hazards
- Asset health: condition-based inspections and maintenance
- Storm impact and assessment: Optimizing preparation and response
- Targeted marketing: Using demographic and firmographic to market to specific customers
- Customer engagement: Optimizing business processes for improving customer experience
- Improved site selection for new facilities and grid infrastructure
- Management of building level data, such as property ownership and land-use patterns



- Enhanced situational awareness of outages, work crew locations, and debris management

### *Weather Impact Modeling*

The ability to model weather scenarios accurately will provide benefits for Company operations related to outage management and asset maintenance. Current weather modeling techniques rely on observations, data collection, and manual calculations using spreadsheets. The Company's investments in AMI, ERP, and GIS will enhance the aggregation of weather modeling data. Pairing persistent weather data services with other enterprise systems will provide the Company with greater ability to prepare for emergencies, mitigate hazards, and plan for maintenance needs. An improved weather model will influence the following functions:

- Outage management and restoration
- Energy consumption forecasting
- Asset management and maintenance

As noted above, analytics capabilities such as machine learning and big data platforms offer the ability to process the increasing volume of data produced by internal and external data sources. To derive value and insights from the data produced by these technologies, additional people, processes, and technologies are required. These insights have the potential to capture economic value, as described in the Financial Benefits section. Con Edison cannot capture these value opportunities without a robust analytics capabilities.

To meet the increased demand across the company and capabilities offered by advanced analytics, ACE must expand its capacity. This increased capacity will allow ACE to perform its primary functions described in the Work Description section to lead Con Edison's analytics initiatives.

### **Supplemental Information**

#### Alternatives

- Status quo: ACE can remain at its current size
- Decentralized analytics: Business units could independently address their needs for advanced analytics on a project-by-project basis, leading to redundancy and possible inefficiencies in use of people, process, and technology
- Centralized analytics: All advanced analytics projects could be performed by a single group, possibly creating resource constraints, bureaucratic impediments, and a lack of subject matter expertise and business unit ownership

#### Risk of No Action

- ACE does not grow in size and can not meet enterprise demands
- Analytics initiatives may occur in isolation, without sharing benefits to other business units
- Increased data duplication, diminished data quality and inconsistent analytical results could lead to a lack of trust by users
- Propagation of overlapping platforms and toolsets could lead to increased licensing, maintenance, and support costs
- Inconsistent practices could lead to poor solution quality

- Improper utilization of existing Company analytics talent located across the organization
- Lack of centralized prioritization that identifies highest business value projects could lead to diseconomy

### Non-financial benefits

This program will generate non-financial benefits for the Company, such as:

- Transparency: Enhanced visibility of projects and spending
- Shared knowledge: An archive of analytical models, methods, and data for reuse
- Data science and big data platform skills: Provides the appropriate skills and technologies to solve advanced analytics problems
- Consultative services: Determine the applicability of advanced analytics to problems reducing the need for external expertise
- Cultural change: Promote a corporate culture where data-driven decision-making is pervasive
- Standardization: The consistent use of management practices, data sources, tools, platforms, and analytics methods
- Efficiency: Proper utilization of resources

### Summary of Financial Benefits & Costs

While Con Edison has made significant investments in data management and advanced analytics, an independent opinion from Boston Consulting Group (BCG) found that the Company lags behind peer utilities in advanced analytics investment. BCG presented that industry peers have spent an average of \$500 million for advanced analytics since 2014. BCG stated that peer utilities have captured benefits with multiples 2.5 times their initial investments<sup>2</sup>.

Assessments by C3<sup>3</sup> (an advanced analytics provider specializing in utilities) identified significant annual economic benefits through 2022, including a blend of benefits realized from cost avoidance, direct savings, and capital efficiencies.

### Technical Evaluation/Analysis

BCG's study identified over 90 advanced analytics use cases for utilities across three major categories: Grid, Customer, and Business Support. ACE is a critical component for the Company to realize its past, present, and future investments in analytics. An examination of the Company's use of technology, data, and analytics by IBM concluded that there are opportunities and benefits from centralizing its analytics resources.<sup>4</sup> By comparison, a peer utility, with twice as many customers as Con Edison, grew its analytics staff from 6 to 75 members in the past three years.<sup>5</sup>

<sup>2</sup> Boston Consulting Group, Con Edison Strategy Review: Discussion around Advanced Analytics opportunity, 2018

<sup>3</sup> C3, Estimated Economic Benefit, 2018

<sup>4</sup> IBM, Enterprise Analytics Architecture Strategy and Roadmap, 2015

<sup>5</sup> Utility Analytics Institute, Customer Experience Perspectives, 2018

BCG and IBM both concluded that Con Edison is significantly under investing in its analytics capabilities on comparison to its peers.

### Project Relationships

As referenced in the Justification Summary of this document, the Company has approximately \$3.8 billion of planned projects in various stages of planning and development that can benefit from advanced analytics.

### Basis for Estimate

The capital request will fund the completion of projects requiring the acquisition of data and the implementation of capability-specific modules on the EDAP platform. Quotes from the vendor supporting EDAP, including modules for revenue protection and a variety of asset management applications were used to develop the funding request. The request also includes capital efforts to develop in-house data acquisition and analytics solutions.

The O&M request will fund the cost of expanding ACE's staff by 5-8 based on demand, the cost of cloud-based storage and computation resources, and the engagement of external consulting services to augment internal resources as required for project implementation and consultation. The storage and computation resource requests are based on current compute and storage costs, and the vendor costs are based on quotes provided by vendors.

**Total Funding Level (\$000)**

**Capital**

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
	<u>\$7,500</u>	<u>\$7,500</u>	<u>\$7,500</u>	<u>\$7,500</u>

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor					
M&S					
A/P		<u>\$6,803</u>	<u>\$6,803</u>	<u>\$6,803</u>	<u>\$6,803</u>
Other		<u>\$605</u>	<u>\$605</u>	<u>\$605</u>	<u>\$605</u>
Overheads		<u>\$92</u>	<u>\$92</u>	<u>\$92</u>	<u>\$92</u>
<b>Total</b>		<u>\$7,500</u>	<u>\$7,500</u>	<u>\$7,500</u>	<u>\$7,500</u>

**O&M**

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
	<u>\$ 3,700</u>	<u>\$ 3,700</u>	<u>\$ 3,700</u>	<u>\$3,700</u>

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor		<u>\$1,000</u>	<u>\$1,000</u>	<u>\$1,000</u>	<u>\$1,000</u>

M&S					
A/P		<u>\$2,700</u>	<u>\$2,700</u>	<u>\$2,700</u>	<u>\$2,700</u>
Other					
Overheads					
<b>Total</b>		<u>\$3,700</u>	<u>\$3,700</u>	<u>\$3,700</u>	<u>\$3,700</u>

X	Capital
X	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	Oracle EBS Cloud Migration
<b>Project Manager</b>	Vincent Bonelli
<b>Hyperion Project Number</b>	PR.23287866
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	1/1/2020
<b>Estimated Completion Date</b>	9/1/2024
<b>Work Plan Category</b>	Strategic

**Work Description:**

The goal is to implement Oracle EBS Cloud and Oracle BI Cloud (SaaS) solutions and retire the existing local ERP and BI solutions. For Oracle EBS, all business requirements will be reviewed and validated. Any gaps in functionality will be evaluated and solutions determined. Adoption of Cloud applications requires standardized processes, so it is expected that most gaps should be resolved by configurations.

The Oracle EBS System has 477 Con Edison specific modifications to the base system, which need to be evaluated and tested. These modifications change the way the system works to conform to Con Edison’s business practices.

- 115 Functional Extensions
- 113 Inbound Interfaces
- 81 Outbound Interfaces
- 141 Custom Reports
- 27 Custom Workflows.

Testing will include all finance and supply chain functions as well as all interfaces to other Con Edison systems and external systems such as banks and vendors.

The information currently stored in the on-premises EBS system will be converted to Oracle's cloud solution.

For Oracle BI, all business reports and data models will need to be reviewed to determine the required rework. Most of the information will continue to come from Oracle EBS which will also be on Oracle's Cloud. In addition, the Oracle BI on-premise solution will need to upgrade to maintain vendor support. This will be done in 2020.

Oracle BI has:

- 785 Extracts, Transforms and Loads (information pulls from nine separate applications)
- 350+ Custom Reports and 2000+ Ad hoc reports

## 45 Dashboards

Each customization will need to be reviewed and tested.

In addition, Consolidated Edison Inc. entered an Oracle Strategic Partnership (OSP which aligns with Con Edison's strategic business cost optimization, enhances operational efficiency, and improves customer experience through technology innovation. It supports Con Edison ability to:

- Innovate on new technologies that benefit Oracle's industry leadership and enable Con Edison to improve business processes and customer service
- Deliver and adopt software and services that are "best in class" with respect to scope, functionality, performance and quality
- Collaborate, utilizing Con Edison's knowledge of the industry to assist Oracle in improving their solutions and Oracle will provide Con Edison input to key solution design decisions
- Prioritize work that focuses on the highest value for both companies

The OSP allows the Company to use Oracle on-premise and cloud solutions at a specified O&M maintenance costs for these services.

On-premise software is available under the Perpetual Unlimited License Agreement (PULA) within the OSP. The PULA lets Con Edison have unlimited use of Oracle software used by utility companies. This includes products such as Oracle EBS, Oracle BI, Hyperion, PeopleSoft Financials as well as Payroll and Recruitment. It also includes technology software such as database and backup software.

Cloud solutions cover utility specific products, such as OPower for Behavior Energy Efficiency and AMI enablement. Also included are general business cloud products such as Primavera.

### **Justification Summary:**

Oracle's strategic direction is to migrate all on-premises solutions to their cloud platform. Oracle is devoting most of their development resources to the cloud, with limited spend local software. This means that on-premises software will have a time lag in bug fixes and eventually will not be enhanced.

If Con Edison does not perform this migration, supply chain and finance operations will be susceptible to delays in enhancements and bug fixes. It will also require periodic and costly upgrades to the local software.

### **Supplemental Information:**

- Alternatives:  
Con Edison could maintain the current local solution or delay the migration to the cloud. These alternatives would require Con Edison to maintain a technical support staff as well as maintain on-premises infrastructure such as storage, networking, and servers.

- **Risk of No Action:**  
Con Edison's investment in the Oracle EBS would depreciate as Oracle devotes more time and resources to their cloud solutions relative to their on-premise solutions. Although the on-process Oracle EBS would continue to work, it will not improve as quickly as the cloud solution. This reduce the operability of the Oracle EBS system.
- **Non-financial Benefits:**  
Oracle's current cloud user interface has a modern look and feel. During the next few years, the cloud product will continue to evolve and improve. The timing of the project will provide Con Edison with a mature yet modern solution. One example is the standardization of work flow approvals in the cloud. The on-premise Oracle EBS has different method of implementing workflows which increase the system complexity and cost. The cloud version has a simpler and more efficient workflow process. This would help to speed ordering, receipting of goods, and payments
- **Summary of Financial Benefits (if applicable) and Costs:**  
Eliminate the need to upgrade the on-premises application which should happen every 2 to 3 years. This would also eliminate the need to upgrade the servers every 5 or 6 years.
- **Technical Evaluation/Analysis:**  
The technical evaluation will be done during the phase zero section of the project in 2020.
- **Project Relationships (if applicable):**
- **Basis for Estimate:**  
The cost estimate was based on the initial Oracle EBS and BI installation with adjustments needed to account for reduced hardware and software licenses.

The O&M costs were estimated from historical costs and then projected forward. These were augmented with the planned increases due to future uses of the Oracle software products. These costs were then included in the negotiated Oracle Strategic Partnership (OSP).

**Total Funding Level (\$000):**

<b><u>Historical Spend</u></b>				<b><u>Capital</u></b>	
<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>



**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
<b>Total</b>						

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
\$0	\$7,600	\$0	\$5,580	\$50,082

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor		\$7,600		\$2,300	\$29,285
M&S					
A/P				\$2,900	\$20,797
Other					
Overheads					
<b>Total</b>	<b>\$0</b>	<b>\$7,600</b>	<b>\$0</b>	<b>\$5,580</b>	<b>\$50,082</b>

**O&M****Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
				<b>\$3,625</b>	

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P					<b>\$3,625</b>	
Other						
<b>Total</b>					<b>\$3,625</b>	

**Request (\$000):**

<b><u>Request 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
	\$16,725	\$18,125	\$21,425	\$21,618

**Request by Elements of Expense**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor					
M&S					
A/P		\$16,725	\$18,125	\$21,425	\$21,618
Other					
Overheads					
<b>Total</b>		<b>\$16,725</b>	<b>\$18,125</b>	<b>\$21,425</b>	<b>\$21,618</b>

<input type="checkbox"/>	Capital
<input checked="" type="checkbox"/>	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	Cloud Computing – IaaS, PaaS and SaaS
<b>Project Manager</b>	Paul Rogers
<b>Hyperion Project Number</b>	
<b>Status of Project</b>	Ongoing Program
<b>Estimated Start Date</b>	1/1/2020
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	O&M Computer Clearing

**Work Description:**

Con Edison has constructed and maintained 12 data centers, hosting the vast majority of computing resources used to support all business areas of the Company. We currently have a strategy to consolidate data centers down to 3 by 2023 to reduce cost, improve performance and infrastructure and supportability. To consolidate facilities, cloud services will play a large role. The Company invests in 3 types of cloud services: Infrastructure as a Service (IaaS), Platform as a Service (PaaS), and Software as a Service (SaaS).

All services are deployed with a monthly or annual subscription model, as opposed to the capital investment of a data center and associated server and storage hardware. In the IaaS model the hardware, software and facilities are maintained through a contract with the provider. These services, sometimes referred to as a hybrid cloud, provide scalable solutions which are designed to be provisioned quickly and provide mobility between the service provider and company facilities offering Con Edison control over workload location. PaaS services are similar to IaaS but they contain an additional software layer, such as a database. The upgrade and maintenance of the database is managed by the provider. Lastly, SaaS provides licensed software on a subscription basis and is centrally hosted. It is sometimes referred to as "on-demand software". SaaS is typically accessed by users using a thin client via a web browser. An example of SaaS software the Company is looking to deploy is Microsoft Office 365 (O365) which provides up-to-date software for office productivity, including e-mail, spreadsheets, documents, and presentations located in secure repositories within the cloud. This provides offsite storage accessible from anywhere employees are located. The software executables are maintained and updated through the service. This project will deploy the next version of office business productivity products to employee computers using cloud services.

**Justification Summary:**

To decommission on premise data centers, we need to invest in cloud services. This investment establishing cloud services will facilitate decommissioning and reduce the existing footprint as current hardware reaches end-of-life (est. five years). This can save future expenditures on data center investments, while paying for capacity that is needed at any given time within the cloud.

With potentially high-computing, resource-intensive projects on the horizon, (i.e., Gas Work Management System, Meter Data Management, and REV applications (DSP), a new customer system, and data analytics) we are positioning ourselves to provide our internal customers with needed capacity in an efficient, timely, and cost-effective manner.

IaaS offers the Company an opportunity to competitively subscribe to this service across different providers to achieve mobility, interoperability, and competitive pricing for the service with the goal to reduce the costs for services. A major expected benefit is reduced cost for workload that is not constantly in use, such as test or development servers. The Company would only incur charges for hours used. Overall, server and storage demand continue to increase, and projections suggest a potentially higher growth rate. This has put pressure on the existing capacity within the Company's data centers and the ability to implement business solutions in a timely fashion. IaaS also fits our strategic plan-and-response for disaster recovery from cyber-attack or other disasters by utilizing off site services.

PaaS is a complete development and deployment environment in the cloud, with resources that enable you to deliver everything from simple cloud-based apps to sophisticated, cloud-enabled enterprise applications. Like IaaS, PaaS includes infrastructure—servers, storage, and networking—but also middleware, development tools, business intelligence (BI) services, database management systems, and more. PaaS is designed to support the complete web application lifecycle: building, testing, deploying, managing, and updating. Mobile application development and the Digital Factory rely on these types of services to establish key enterprise connectivity pieces such as authentication.

Lastly, SaaS models for applications like Microsoft Office 365 will provide essential enterprise applications for the company. By 2020, our current on-premise suite of Microsoft Office will no longer be supported. This includes Word, Excel, PowerPoint, and Outlook. Microsoft is moving to Microsoft Office 365, a SaaS platform that provides the application above as well productivity applications such as One Drive, Yammer, Teams and One Note. Since the mid 1990's, Con Edison has standardized Microsoft desktop products. This funding will support the ongoing costs for Office 365. These services also enable our data center consolidation strategy by migrating the existing resourced and capacity to the cloud. SaaS also fits our strategic response plan for disaster recovery from cyber-attacks and other disasters by utilizing off-site services and reducing the reliance on a single corporate network.

### **Supplemental Information:**

- Alternatives: Failing to migrate applications and services to the cloud will result in the need to build new data centers to support data intensive applications.
- Risk of No Action:
  - Delays in deploying IT systems due to capacity limitations
  - Inability to support projects that need to quickly scale resources.
  - Decrease in the availability and reliability of Company's systems that support our employees, customer and key stakeholders as vendor investments are currently prioritized in the cloud and slowly if at all applied to on premise software.

- **Non-financial Benefits:** Cloud increases business agility by deploying new IT systems in a timely fashion to respond to an evolving utility business. These cloud services will help to maintain performance levels and respond to increased capacity and use without interruption. They will also enhance and improve disaster recovery through off-site capacity and backup as well as the performance of business systems running on Company server farm resources.
- **Summary of Financial Benefits (if applicable) and Costs:** Current estimates for this solution are \$1.8 million for over 400 server applications. The computing costs are only charged for active servers, and this estimate is based on a 40-hour week. Con Edison projects several potential uses, including remote access solutions. It will also provide application developers immediate and on-demand access to their test and development environments, since these applications are not used on a 24/7 basis, but if hosted internally would use capacity on such a basis. The ability to offload this server capacity will enable the Company to defer the building of a new server farm estimated to be \$40-50 million until 2021. Maintenance on the three-year deferred server farm is estimated at to be \$1.6 million per year, or \$4.8 million total, in addition to the savings of over \$40 million, deferred for 3 years.
- **Technical Evaluation/Analysis:**  
  
IT performs planning and analysis on all technologies introduced. Solutions are investigated in conjunction with the IT strategy and vision planning process. Interaction with IT advisors, vendors and Company employees helps to ensure the selection of optimal solutions. Each implementation is done with technology evaluations and competitive commercial RFPs before selection and rollout
- **Project Relationships (if applicable):** Server farm capacity is needed for IT business systems and new REV and other major initiatives.
- **Basis for Estimate:** Current cloud agreements.

### **Total Funding Level (\$000):**

#### **Historical Spend**

<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>

#### **Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>

Labor						
M&S						
A/P						
Other						
Overheads						
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Request (\$000):**

<u>Request</u> <u>2019</u>	<u>Request</u> <u>2020</u>	<u>Request</u> <u>2021</u>	<u>Request</u> <u>2022</u>
<b>0</b>	<b>3,800</b>	<b>5,000</b>	<b>6,000</b>

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Labor				
M&S				
A/P	<b>0</b>	<b>3,800</b>	<b>5,000</b>	<b>6,000</b>
Other				
Overheads				
<b>Total</b>	<b>0</b>	<b>3,800</b>	<b>5,000</b>	<b>6,000</b>

X	Capital
X	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	Digital Factory
<b>Project Manager</b>	Aleksandra Pooley
<b>Hyperion Project Number</b>	PR.23317067
<b>Status of Project</b>	In Progress
<b>Estimated Start Date</b>	1/1/2018
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strategic

**Work Description:**

As part of Con Edison’s Digital Transformation, the Information Technology (IT) team is establishing a new Digital Factory program which brings business units and IT together to build impactful software products for Con Edison field operations employees. The Digital Factory will be a key part of Con Edison’s overall Digital Transformation and will spearhead the development of enterprise-wide IT capabilities to develop, integrate, secure, deploy, maintain, and monitor mobile applications. The Digital Factory will introduce new roles and software development framework using Agile DevOps (Development Operations) methodology to support Con Edison’s growing need to build turn key applications more efficiently and inexpensively, resulting in safer, more reliable, and more affordable energy for Con Edison’s customers.

Digital Factory is a new program that will operate as follows:

- Design Thinking and user centric approach that will focus on our employees, making them more efficient and automating low value-added work so that our employees can focus on their core skills.
- Agile development with focus on delivering when a solution is valuable, not wait until the solution is complete so that the business can start realizing benefits earlier and increase capabilities and benefits with frequent releases.
- Business Case model that focuses on cost reducing and revenue generating initiatives that align with the business vision and goals.
- Cutting-edge DevOps technologies and platforms with reusable components that will speed up the development lifecycle.

These platforms will enable shorter development cycles (reducing costs) and increased deployment frequency (process consistency and avoidance of errors) in close alignment with business objectives (alignment with our cost reduction goals). Additionally, Digital Factory will leverage a user-centric approach that aligns tools to the way real people live and work. The Digital Factory will dedicate IT and business resources to redesign core work processes for

safety, reliability, efficiency, and consistency, jointly owning the success of product solutions (lowering change management costs and increasing adoption in the operations groups).

The Digital Factory will also build a new mobile platform of reusable (build once and re-use in multiple products, for example, a login screen) technology components (which will increase deployment speed, development speed, application security, and speed up time to market. The platform will leverage:

- Cloud technology and cutting-edge IT architecture
- Common application development framework that enables re-use of code and features
- Catalog of reusable application programming interfaces (APIs) for internal Con Edison business systems that will enable cross platform applications and deployment across multiple devices (iOS, Windows, etc.) without additional cost
- Leverage single sign-on for mobile with security controls at platform level vs. application level

Using this approach of Design Thinking, DevOps, cutting-edge technologies and re-usable technology components to develop software products that will drive adoption, process adherence, higher productivity, and higher quality work in the field than the current approach or that is achievable with off-the-shelf products.

### **Justification Summary:**

Mobile technology and advanced analytics are no longer optional. Recent advancements in software development tools, cloud technology and analytics are increasing reducing the technology development lifecycle of software products. The Digital Factory is a first step in changing the way technology is deployed at Con Edison, where IT and the Business are jointly responsible for defining the full functionality of mobile solutions. Con Edison initiated this framework for software development under the Digital Customer Experience (DCX) initiative. Under the Digital Factory, Con Edison will be expanding this enterprise wide. Based on the benchmarking with peer utilities that have leveraged this framework for their cost optimization initiatives, the impact has been significant in reducing the costs of targeted processes by 10-20%, while also improving customer satisfaction, safety, and compliance in various areas.

The Digital Factory will also dramatically alter the way IT can drive value in the business and will work collaboratively with an executive steering committee to build an enterprise mobile roadmap to ensure focus on the highest-impact business processes. Major use cases (and their potential impact through mobile and other digital solutions) could include:

- **Inspection** (decreased drive time, more accurate asset information in the field, mobile documentation, and analytics for reporting)
- **Construction** (more efficient collaboration across operations and engineering, more efficient management of municipalities, permits, and approvals, more efficient and “right-sized” deployment of resources)
- **Job Briefing** (decreased safety violations and risk for our employees)
- **Procedural Documentation** (greater consistency of processes and avoidance of fines)
- **Vehicle inspection** (decreased safety violations and avoidance of injuries and fines)



- **Crew location management** (more efficient routing crews decreasing drive time and increasing dispatch to “shovel-ready” work)
- **New Business** (increased Customer Satisfaction [CSAT] and streamlined permit and approvals process)
- **Outage Management – Site Safety and Damage Assessment** (increased CSAT, increased site safety, streamlined corporate communications)
- **Energy Efficiency Demand Management** (improve sales efficiency, increase customer participation and engagement, greater operational efficiency)

The Digital Factory will implement a business case methodology to evaluate the products that will be part of the scope with ability to calculate and track business benefits. The methodology will consist of:

- **Qualitative Factors such as:**
  - **Support other corporate priorities** (e.g., Safety, Customer Experience, Sustainability)
  - **Business value** of future version after MVP
  - **Employee engagement**
- **Quantitative Factors such as:**
  - **Cost reduction** (operational or capital costs, internal and external/contractor spend)
  - **Revenue increase** (e.g., through EAMs: size of pipeline, lead conversion, deal size)

### **Supplemental Information:**

- **Alternatives:** Current application development methods are slow to deploy applications and slower to capture impact. Smaller, focused mobile solutions require a nimbler approach that the Digital Factory will deliver—Con Edison could continue to partner with third-party software providers for mobile solutions, but this increases vendor dependency, and these solutions may not completely meet the unique needs of our business. Building our own skills in this area will pay dividends far into the future.
- **Risk of No Action:** Current application development processes do not drive consistent adoption, process alignment, or business impact as quickly. Current IT software development methodology is dependent on third-party technology and proprietary development frameworks Customization to third party technology and proprietary development frameworks increase development costs and reduce speed to market.
- **Non-financial Benefits:** The Digital Factory offers a number of non-financial benefits to Con Edison:
  - An improved relationship between IT and Business Units, including increased collaboration and a jointly-defined mandate to create impact, which will result in higher work process adherence, easy to use (minimal training needed) products and a more unified organization.

- A new collaborative, agile culture can help Con Edison transform its talent base in IT. Con Edison will be able to recruit cutting edge talent to modernize IT, which will ultimately lead to more efficient, effective, and safe service to our customers.
  - Enterprise-wide standard mobile applications using the new mobile platform will allow greater transparency into costs, scheduling, work status, and productivity metrics through a consistent data platform and advanced analytics engine.
  - A number of “micro-apps” for Con Edison employees that improve their operational efficiency and job satisfaction (e.g., mobile contractor approvals, mobile JSSE, mobile permit management, carpool app, etc.).
- Summary of Financial Benefits (if applicable) and Costs: Based on the business case methodology and the analysis that we have done so far; Con Edison is estimating financial savings associated with increase in operational efficiency and streamlining business processes.
  - Technical Evaluation/Analysis: We have worked closely with our strategy vendor to benchmark against what other utilities and other industries are doing in digital transformation. The Digital Factory approach has proven implementations with benefits realized. The goal of the Digital Factory is to work with latest technologies in the market and to do continuous evaluation of new technologies and how they can be leveraged to increase efficiencies.
  - Project Relationships (if applicable): The Digital Factory will be working closely with the RPA (Robotic Process Automation) CoE and the Analytics CoE and leverage those capabilities in delivering products.
  - Basis for Estimate: The estimate of the effort has been created with the help of a vendor who has done extensive work in this space at other utilities that have gone through digital transformation.

**Total Funding Level (\$000):**

**Capital**

**Historical Spend**

<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year (O&amp;M only)</u></b>	<b><u>Forecast 2018</u></b>
					<b><u>\$8,600</u></b>

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&amp;M only)</u>	<u>Forecast 2018</u>
Labor						<u>\$1,000</u>
M&S						
A/P						
Other						
<b>Total</b>						<b><u>\$1,000</u></b>

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
<b><u>\$1,000</u></b>	<b><u>\$11,000</u></b>	<b><u>\$11,000</u></b>	<b><u>\$11,000</u></b>	<b><u>\$11,000</u></b>

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	<u>\$2500</u>	<u>\$4,000</u>	<u>\$4,000</u>	<u>\$4,000</u>	<u>\$4,000</u>
M&S					
A/P					
Other		<u>\$5,800</u>	<u>\$5,800</u>	<u>\$5,800</u>	<u>\$5,800</u>
Overheads		<u>\$1,200</u>	<u>\$1,200</u>	<u>\$1,200</u>	<u>\$1,200</u>
<b>Total</b>	<b><u>\$2500</u></b>	<b><u>\$11,000</u></b>	<b><u>\$11,000</u></b>	<b><u>\$11,000</u></b>	<b><u>\$11,000</u></b>

**O&M**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&amp;M only)</u>	<u>Forecast 2018</u>

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&amp;M only)</u>	<u>Forecast 2018</u>

Labor						
M&S						
A/P						
Other						
<b>Total</b>						

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
<b><u>\$3,000</u></b>	<b><u>\$3,000</u></b>	<b><u>\$3,000</u></b>	<b><u>\$3,000</u></b>	<b><u>\$3,000</u></b>

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor		<u>\$,2500</u>	<u>\$,2500</u>	<u>\$,2500</u>	<u>\$,2500</u>
M&S					
A/P					
Other		<u>\$500</u>	<u>\$500</u>	<u>\$500</u>	<u>\$500</u>
Overheads					
<b>Total</b>		<b><u>\$3,000</u></b>	<b><u>\$3,000</u></b>	<b><u>\$3,000</u></b>	<b><u>\$3,000</u></b>

x	Capital
	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	Work and Asset Management Mobility Solution
<b>Project Manager</b>	Col Smart
<b>Hyperion Project Number</b>	PR.23287869
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	6/1/2018
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strategic

**Background**

In 2017, work began on expanding the Company’s Asset and Resource Management (“ARM”) product deployment to support Gas operations, which is expected to be deployed in 2020. Gas will deploy version 2.2 of the ARM product and, over the same period, Electric will upgrade from version 1.4 of the ARM product to the same version as Gas.

In the planning stages of both the Gas Work and Asset Management project (“Gas Central”) and the Electric Work Management system upgrade (“Electric WMS”), we identified an opportunity to both enhance the usability of the mobile solution and reduce the potential for system obsolescence. Mobile functionality has moved forward significantly since the Company originally installed the ARM product in 2011. For example, mobile solutions now have the ability to read barcodes which can increase efficiency and reduce errors associated with data entry, and is applicable to a range of use cases from asset barcodes to employee identification. As originally planned, the work management system projects included limited mobile options which required a specific Windows standalone tablet to allow for interaction in the field. The intends to develop an advanced work and asset management mobility solution (“Mobility Solution”).

The Company is re-platforming the base ARM mobility product, Field Manager, with CGI. The new product will provide users with an easier and more intuitive experience in the field, with a wider range of capabilities while also providing a supported product for core work management activities, such as work dispatch and asset tracking. While the new product will have expanded capabilities over the current product capabilities, there are Con Edison-specific functions which are outside of the scope of the core CGI work management product. The Company will develop these functions on a separate mobile platform and/or by leveraging focused functionality products. Recent advances in mobile technology and resulting foundational investment by the Company in a Mobile Application Development Platform (“MEAP”) has created the opportunity for the Company to integrate this advanced mobile capability.

The development of an advanced mobile product set will allow for a flexible set of system interfaces which will be device-agnostic, able to work on iOS, Android, or Windows tablets and

phones. This combined approach will enable the ability to incorporate features such as barcode readers for material tracking and traceability, and mobile sketching, with ease of use for our user community. This mobile solution will be available to align with the Gas Central product roll-out and Electric Operations as they conduct their upgrade to ARM version 2.2. The components of this mobile solution will be designed in a way that provides opportunities for other organizations to leverage the components in the future.

In addition to the new ARM Field Manager product and the MEAP product, the overall mobile solution includes the ARM Open Mobile Platform (“OMP”) middleware, development of which has commenced. This set of mobile middleware will facilitate an enhanced user experience, enabling data transactions to take place in the field. The development of the mobile middleware will allow for high-performance communication between the core ARM system and any authorized mobile device or application in a highly secure fashion.

The overall solution will provide Gas and Electric operational groups with enhanced capabilities. The increased capabilities will enable our field forces to electronically receive and capture data on handheld devices at job sites during construction, operation and maintenance, and inspection activities. This will allow for enhanced functionality ranging from material traceability from the field, to closing-out work requests.

## **Work Description**

The mobility solution will support, but is not limited to, the following business functionalities:

### **Deployment Phase 1**

Delivery target Q2/3 2019

- Field Work Manager - Interface that allows for field personnel to receive, acknowledge, and fulfill incoming work requests from CGI ARM.
- Procedure form builder (online/offline enabled) - Interface/ Forms that allows field personnel to document information about work performed.
- Mobile Technical Drawing - Integration with a drawing tool that allows field personnel to document leak migration patterns which drives the categorization of gas leak and appropriate leak management procedures, as well as capturing location and unit information of newly installed, replaced, or abandoned assets.
- Location Services - Application that allows for tracking field crews in real time which enables optimal dispatching and scheduling for planned and emergent work.

### **Deployment Phase 2**

Delivery target Q4 2019 through Q2 2020

- GPS Turn by Turn Navigation / ETA services: Application that provides field personnel with optimal routing and navigation information to emergency and planned work, as well as providing live feed of ETA to the dispatcher.
- Time Reporting: Ability to capture time spent on various shift activities and jobs performed by filed crews.

- **Material Tracking and Traceability Application:** Application that will be used to retrieve information about new assets installed in the field by scanning the manufacturer's barcode.
- **Plastic Fusion Tracking:** Application that will be used to document new plastic fuses on our gas distribution system, employee and equipment information, and 3<sup>rd</sup> party inspector information.

The project will be conducted over short development periods, typically between two and four week periods (referred to as "sprints"), that will be prioritized to meet the schedule of the two-phase deployment strategy for the Gas Central project, and to meet the timing for the Electric WMS upgrade project.

The first series, in support of short-cycle inspection work for Gas Operations, will be completed prior to the Gas Central Phase One A launch target of June 2019 and the Gas Central Phase One B launch target of October 2019 ("Phase 1"). The next set of deliverables in support of the Gas Central Phase Two and Electric WMS upgrade will be targeted for delivery prior to the end of 2019 ("Phase 2"). Fully deployment of the Phase 2 product will take place during the first half of 2020. Subsequent to deployment of Phase 2 completion, functionality which is not prioritized or which is identified based on feedback from Phase 1 and 2 deployment, will be developed and deployed through 2021.

### **Justification Summary:**

This project yields strategic benefits that include:

- **Ability to more effectively update the product over time:** An integrated roadmap with the CGI platform and the Company's mobility platform that results in mitigation of the risk mitigation of needing to integrate additional capabilities that may arise over time.
- **Consistent product use across the company:** Gas and Electric Operations, and other groups, will be able to leverage a configured and maintained core solution complemented by a platform that supports advanced mobile technology.
- **Ability to adapt to new mobile device options,** including non-Windows devices.
- **Ability to quickly advance our capabilities over time:** An enhanced customer experience and speed to market as the CGI product is modernized, leverage functionality specific products, and Kony enables new solution integration.

### **Supplemental Information:**

- **Alternatives:** Use the CGI ARM existing Field Manager module, which is a Windows-based application, with limited functionality. The ability to use lighter and cheaper tablet type devices will therefore be limited. The existing Field Manager application is expected to become obsolete in the near future in this ever-advancing technological environment.
- **Risk of No Action:** Impact on solution quality and usability, which will reduce user adoption, acceptance, and experience. In practice, users are likely to try and find other ways, such as paper documentation followed by data entry, to manage their needs. The

Company will be delayed deploying technology in support of meeting future operational and regulatory challenges and complexities. The Company will have to use the original CGI ARM Field Manger product which will require use of older, heavier and more expensive type mobile devices with a less intuitive user interface and limited capability to connect to modern mobile applications.

- Non-financial Benefits: Maintaining a reliable and agile mobile platform will enable a quicker response to emergent opportunities and risks.
- Summary of Financial Benefits (if applicable) and Costs: The mobility solution supports and enables benefits and savings which are expected to be generated under the Company's Gas Central and Electric Work Management System upgrade projects.

By partnering with CGI on the development of their mobility offering, we will be able to cost share and gain a maintained core product. CGI has agreed that any mobility product development will be covered by the existing ARM maintenance agreement. Importantly, as part of the negotiations with CGI, the Company has secured an enterprise agreement for the ARM suite of products. This agreement will allow for the Company to deploy a consistent and modern platform across operations, allowing for sharing of resources and infrastructure over time.

- Technical Evaluation/Analysis: Con Ed, CGI and Kony developed a solution overview, project plan and development of a prototype to validate key capabilities during 2018. A demonstration of the Pragma product was provided by an existing customer. Various functionality specific applications have been used and others have been reviewed.
- Project Relationships (if applicable): Gas Central project and the Electric Work Management upgrade.
- Basis for Estimate: An estimate over the period 2019 through 2021 was developed for the mobility development based on the results of the discovery effort and subsequent pricing provided by vendors.

**Total Funding Level (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
\$2,446	<u>\$5,758</u>	<u>\$1,920</u>	<u>\$0</u>	<u>\$0</u>

**Request by Elements of Expense:**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>



Labor	<u>\$230</u>	<u>\$1,940.8</u>	<u>\$500.9</u>	<u>\$0</u>	<u>\$0</u>
M&S	<u>\$0</u>	<u>\$558.5</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
A/P	<u>\$1,245.2</u>	<u>\$1,507.2</u>	<u>\$1,000.5</u>	<u>\$0</u>	<u>\$0</u>
Other	<u>\$776.1</u>	<u>\$590</u>	<u>\$171.6</u>	<u>\$0</u>	<u>\$0</u>
Overheads	<u>\$194.7</u>	<u>\$1,202.5</u>	<u>\$246.9</u>	<u>\$0</u>	<u>\$0</u>
<b>Total</b>	<u><b>\$2,446</b></u>	<u><b>\$5,758</b></u>	<u><b>\$1,920</b></u>	<u><b>\$0</b></u>	<u><b>\$0</b></u>

Capital  
 O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	IT Enabling Technologies - Center of Excellence
<b>Project Manager</b>	Vincent Bonelli
<b>Hyperion Project Number</b>	
<b>Status of Project</b>	Design
<b>Estimated Start Date</b>	1/1/2020
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strategic

**Work Description:**

Increasingly, companies are implementing Enabling Technologies, such as Robotic Process Automation (RPA), Cloud Computing, Customer and Employee Engagement Channels, and middleware to streamline operations and reduce costs. Enabling Technologies can automate low-value, rules-based business processes, thereby enabling business users to devote more time to more strategic and higher-value tasks. By using these technologies, Con Edison can foster better communications with customers, suppliers, employees, and other stakeholders.

As part of Con Edison’s Digital Transformation, IT is establishing a new Enabling Technologies Center of Excellence (CoE) that will provide the governance, structure, and operating model to enable the implementation of RPA, throughout the company. The Company is creating a CoE to govern the use, quality, and deployment of RPAs. A CoE is a team of business process management and subject matter experts that utilize best practices and tools. The CoE promotes and governs the use of a given technology, such as RPA. The Enabling Technologies CoE will establish a team structure, methodology, processes, governance, and technology platform that will enable Con Edison to effectively and successfully implement throughout the organization. Major components include:

- Definition, design, testing, deployment
- Design and implementation
- Governance
- Transition planning and management
- Process selection
- Automation tool selection
- Organization capability and capacity assessment
- Team design and training
- Organization communications

The Company intends to use this RPA to automate existing processes in areas such as IT, Customer Service, Finance, and Supply Chain. One specific example of an Enabling

Technology is RPAs. RPA uses a programmable software application, commonly referred to as a “bot.” The “bots” operate by running automated tasks (scripts) to accomplish tasks. Bots perform tasks that are both simple and structurally repetitive, at a much higher rate than would be possible for a human alone. Some “bots” run automatically, while others only execute commands when they receive specific input. One common usage is a chat bot, which simulates conversation through voice commands, or text chats, or both. Chatbots interact with customers like a human but are much more cost effective. At a mature level, a chatbot would utilize machine learning to self-learn as it is introduced to new dialogues and words. In effect, as a chatbot receives new voice or textual dialogues, the number of inquiries that it can reply to and the accuracy of each response it gives increases

Another common type of use case is employing service “bots” for back-office type transactions that are repetitive and are considered low-value work. At mature levels, “bots” can extract data from multiple data sources and enter it into a variety of screens.

Various organizations throughout the Company have implemented some form of Enabling Technologies to some degree or are considering implementing RPA.

### **Justification Summary:**

Automation aligns with several Company-wide initiatives. There is a demand for new cutting-edge technology that matches technology industry standards. As part of Con Edison’s strategy and the organization’s ability to deliver automated business value solutions, there is a need for transforming to Rapid Application Developments (RAD) to deliver products faster according to the growing business needs. This effort is underway, and a team is already undertaking business critical processes. It is imperative at this stage to formulate a proper team structure with defined methodologies and processes.

The creation of the Enabling Technologies CoE will provide best practices, knowledge transfer, expertise, experience, guidance, and re-useable assets to improve the success of individual projects and the Company. The benefits of a CoE will continue to grow as the organization becomes more agile and improves processes over time.

Effectively establishing and running Enabling Technologies CoE will allow for increased auditability and consistency in performing business transactions, with fewer errors or re-work; metrics driven management of projects; improved quality and reliability and increased IT-business alignment and partnership to achieve Company goals.

### **Supplemental Information:**

- Alternatives:

Enabling Technologies can be deployed with little or no CoE governance. However, this approach leads to inefficiencies, such as duplicated efforts, redundant tools, and less controls. Organizations will go into silos to implement automation processes and onboard various tools, which will result in a mixed environment that is hard to support.

- Risk of No Action:

Organizations may independently implement Enabling Technologies using disparate approaches and technologies, compromising IT support and increasing the potential for cybersecurity vulnerabilities which could ultimately impact customers. Processes that span multiple systems could be made more efficient by implementing a bot rather than modifying the multiple systems to implement process improvements (capital cost avoidance).

- Non-financial Benefits:

Maintaining an Enabling Technologies CoE with proper tools to route automations requests establishes a best-in-class operation that is scalable and repeatable. Documented processes can be easily rolled out to new business units and will reduce the learning curve for future groups implementing Enabling Technologies. Automating low-value, rules-based business processes, will enable business users to devote more time to more strategic and higher-value tasks for our customers.

Through RPA, a bot can aid the customer in navigating a transaction. It does this by providing helpful prompts or suggestions that enable the customer to complete a transaction, in situations where they may have otherwise been stumped.

- Summary of Financial Benefits (if applicable) and Costs:

The financial benefits of establishing an RPA CoE will be come from developing automation standards. These standards will reduce development costs, reduce error processing and reduce the maintenance cost of these automations.

Addition savings will result from a central repository of best practices that can be shared across the organization. As RPA is more broadly adapted, future groups will benefit from re-usable module code bases, existing infrastructure and existing methods of control and monitoring.

- Technical Evaluation/Analysis:

Con Edison meet with several consulting firms to learn how a RPA CoE can be established, staffed and organized. Centralized, decentralized and Hybrid CoE models were evaluated. Various RPA tools were reviewed. Lastly, Con Edison's business groups such as Tax, Customer Operations, Human Resources, Supply Chain and Information Technology and Finance expressed interest utilizing the capabilities of a RPA center.

- Project Relationships (if applicable):

RPA BCO initiative with Supply Chain and Corporate Accounting

- Basis for Estimate:

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
0	0	0	0		0

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
<b>Total</b>						

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
0	\$500.0	\$500.0	\$500.0	\$500.0

**Request by Elements of Expense:**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor					
M&S		\$500	\$500	\$500	\$500
A/P					
Other					
Overheads					
<b>Total</b>		\$500	\$500	\$500	\$500

## 2019 – Shared Services / Information Technology

<b>Project/Program Title</b>	New Technology
<b>Project Manager</b>	Paul Rogers
<b>Hyperion Project Number</b>	PR.1XC9802
<b>Project Number</b>	10025295
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strategic - System and Component Upgrades

### Work Description:

The purpose of this project is to introduce new technology to provide solutions for business requirements and improvements in productivity, efficiency, cost savings, performance, and security. The goal is to stay current with technology changes and provide our business organizations the framework to onboard and utilize the latest technology trends in an efficient and cyber-safe environment. This project is constantly adapting new methodologies and frameworks that are scalable and keep up with the growing pace of the technologies our business needs so that our customers are receiving the safest and most efficient service possible. Information Technology (IT) technical staff interfaces with business areas and investigates trends and solutions in the IT arena for use at Con Edison. Each year, new products and solutions are researched with industry experts and vendors before being evaluated, piloted, and implemented in our environment. Product selections are done in conjunction with IT strategy drivers and vision statements, and, in many cases, are selected for installation in the subsequent year. While technology changes are dynamic and move very quickly, it is difficult to project more than a few years out. The following work has been completed and is planned going forward:

In 2020, we plan to:

- Implement robotics process automation to various organizations
- Launch a self-service platform for creating internal portals

In 2021, we plan to:

- Expand RPA and make it available to all organizations that need it
- Evaluate new devices
- Continue to track and evaluate emerging technology

In 2022, we plan to:

- Evaluate the latest biometric authentication technology
- Refresh Remote Access technology as vendor equipment becomes outdated and unsupported.

### **Justification Summary:**

Technology changes continue at a rapid clip in today's business world. To stay competitive and operate in an efficient manner, new technology must be evaluated and implemented into the enterprise to solve business problems and maintain improvements in productivity.

New Technology projects identified in this white paper address departmental and corporate risks associated with:

- Cyber attack
- Rogue Employees
- Unauthorized access or loss of sensitive data
- Unsupported technology in computer systems

By utilizing the latest technology trends and building a platform that will automate and enhance technology use, we can provide a safer cyber environment. Access controls and automated monitoring will enable us to stay ahead of the curve in the cyber space.

### **Supplemental Information:**

- Alternatives: The alternative is to remain at the current technology level which poses security risks application supportability issues and potential system failures. In addition it limits technology decisions that can dramatically improve business operations. This would reduce the likelihood that the best selection will be made and will seamlessly operate in the environment or is sustainable going forward.
- Risk of No Action: The risk of no action will result in the current environment becoming unsupported, unreliable, and at serious risk of threats to cyber security which could have serious impacts not only on CECONY businesses, but on customers as well. This occurs if technology upgrades are not introduced when necessary and become standard industry practice, resulting in lost opportunities for cost savings and increased productivity. As other industries adopt newer technologies, CECONY's ability to interact and collaborate also becomes a challenge without those upgrades. Business system rollouts, testing, monitoring, and capacity planning will become problematic without investing in the latest technology. While individual organizations may continue to independently implement automation using disparate approaches and technologies, this will invariably compromise efficient IT support and will enhance the potential for cybersecurity vulnerabilities.
- Non-financial Benefits: Financial savings, in many cases, are dependent on the introduction of new technology resulting from employee productivity and the ability to introduce business efficiency implements. For example, the ability to provide real-time video streaming to a central server enables immediate access to subject matter experts (SMEs) and senior management. Problems can be addressed before they become emergencies or unnecessary work is prevented. Another example would be the ability to provide reliable and state of the art voice communications to employees in the office and field.

- Summary of Financial Benefits (if applicable) and Costs: Financial benefits can be realized through the productivity improvements introduced by new technology, such as better remote access to resources, which eliminates unnecessary travel for meetings and training. Technology associated with mobile application development will enhance field force productivity. For example, Corporate Accounting is building a system that will automate their internal processes.
- Technical Evaluation/Analysis: IT performs planning and analysis on all technologies introduced. Solutions are investigated in conjunction with the IT strategy and vision planning process. Collaboration between IT advisors, vendors, and Company employees helps to select optimal solutions. Each implementation is done with technology evaluations and commercial RFPs before selection and rollout.
- Project Relationships (if applicable): Current and future business applications require infrastructure platforms and the necessary technology to develop field applications and find new devices for field crews. This project indirectly supports other IT projects with solutions to optimize investment value and ensure reliability, security and accessibility.
- Basis for Estimate: Historic purchases and Internet research are used as well as planning sessions with key vendors and internal SMEs.

### **Total Funding Level (\$000):**

#### **Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
<b>560</b>	<b>694</b>	<b>0</b>	<b>696</b>		<b>811</b>

#### **Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	128	85	0	100		150
M&S	129	7	0	423		0
A/P	154	518	0	110		576
Overheads	101	83	0	63		85
Other	48	1	0	0		0
<b>Total</b>	<b>560</b>	<b>694</b>	<b>0</b>	<b>696</b>		<b>811</b>

### **Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
572.2	572.2	571.6	572.0	571.8



**Request by Elements of Expense:**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor	121.1	121.2	121.2	121.0	121.0
M&S	357.0	357.6	356.4	357.0	357.0
A/P	0	0	1.2	1.5	1.5
Other	31.7	31.8	31.8	31.8	31.8
Overheads	62.4	61.7	61.1	60.7	60.5
<b>Total</b>	<b>572.2</b>	<b>572.2</b>	<b>571.6</b>	<b>572.0</b>	<b>571.8</b>

Exhibit\_\_\_(IT-3)  
Systems and Applications

X Capital

 O&M**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	Business System Consolidation
<b>Project Manager</b>	Stephanie Bailey
<b>Hyperion Project Number</b>	PR.23287813
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	7/1/2020
<b>Estimated Completion Date</b>	12/31/2021
<b>Work Plan Category</b>	Strategic

**Background:**

Over the past decade, Con Edison's IT strategy has been to shift from custom programs tailored to individual business units, to implementing much larger enterprise platforms that do much more than custom or tailored applications can do, and may be used by different business units. In doing so, the Company aims to avoid the incremental costs associated with custom applications for individual business units. For example, the Company implemented Oracle Enterprise Business Suite (EBS), a comprehensive integrated set of software that performs financial and supply chain (procurement) functions. This major platform replaced a number of ledger, inventory, and accounts payable systems, among others, and is flexible enough to continue to adapt with an evolving business.

IT continues a program of application rationalization, which is a common industry process to determine which business systems to keep, retire, replace, or consolidate. This program is continuing into 2019 where additional consolidation opportunities are likely to be identified. Through IT's work so far, the applications in Table 1 have been identified as having functions very common with other enterprise platforms in the portfolio. IT intends to move into a new phase to implement the capabilities of the current systems and corresponding data into the target platforms.

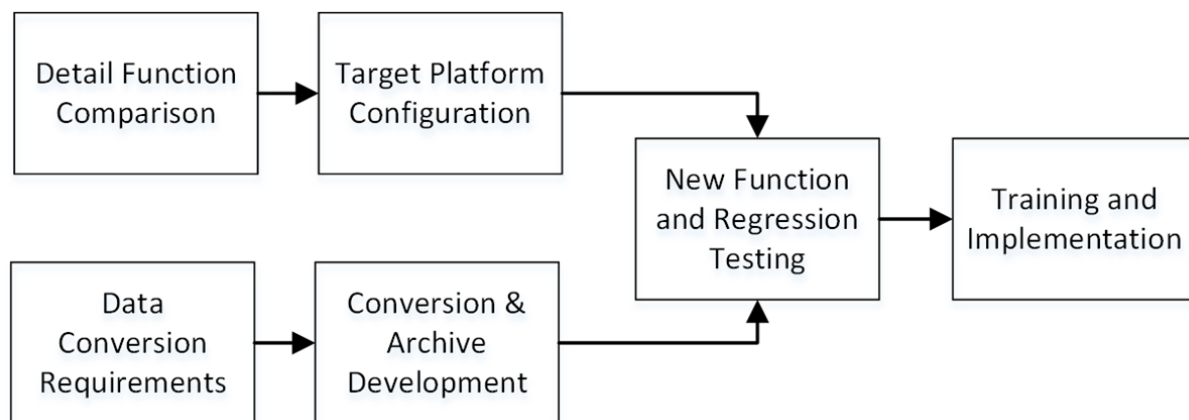
Table 1

<b>Current System</b>	<b>Target Enterprise Platform</b>
Logistics Equipment Management System (LEMS): Tracks company-owned or rented equipment including Mobile Electric Generators, Tankers and Mobile Field Centers	Maximo: IBM's work and asset management platform currently used by groups in Central Operations and Facilities.
Mainsaver: Separate versions of a tracking system for managing work for Tools and Transformer Shops	

Credit & Collections Data Warehouse: Predicts customers that are unlikely to pay outstanding bills.	Enterprise Data Analytics Platform (EDAP): The platform implemented during the Advanced Metering Infrastructure (AMI) project. EDAP uses C3 IoT's advanced analytics platform and contains customer and meter data for both AMI and legacy meters. The platform includes tools for predictive analytics and an advanced report writer.
Customer Accounting Data Warehouse: A database and reports providing access to Electric and Gas sales and cash receipts reports.	
Meter Reading Data Warehouse: A database and reports providing access to legacy meter data.	
Cable and Reel System: A system that keeps track of cables and remaining length on reels.	Oracle Enterprise Business Suite (EBS): Supply chain and financial systems can accommodate the cable and reel inventory and process requisitions and invoices for IRCMS.
IR Contractor Management System (IRCMS): Used in IT to requisition and track contract staffing requests	
	Additionally, IRCMS will be adapted to track contractor time for other units besides IT.
Action Tracking System: A system that tracks internal and external audit, OSHA and other commitments	Archer: Used by Business, Ethics & Compliance to manage the completion of obligations and commitments to regulators and other external stakeholders using business rules and workflows.

### **Work Description:**

The steps required to consolidate a current system to an enterprise platform are:



**Detail Function Comparison:** This requirements analysis step compares the business processes performed in the current system to the capabilities of the target platform and determines the configurations that need to be made in the target.

Target Platform Configuration: This step involves defining rules, work steps, settings and options including security configuration in the target platform to accommodate the functions of the system to be consolidated.

Data Conversion Requirements: The current systems contain master data as well as current transaction data that need to be migrated to the target platform. For example, master data for the equipment management system includes a record for each piece of equipment containing equipment ID, type, date placed in service, maintenance history and other data. Examples of transaction data is work planned for the next few days or in-progress for a job that started a few days ago but not yet finished. That data also needs to be migrated. Historical data (e.g., a job performed on the equipment many years ago) can be archived rather than migrated. These types of decisions need to be made during this step.

Conversion & Archive Development: For high volumes of data, conversion programs need to be developed to move the data from the current system to the target platform. Historical data may be archived for data retention purposes that would allow for retrieval without having to retain the entire current system.

New Function and Regression Testing: Once the target platform has been configured and populated with converted data, the functionality from the system being consolidated needs to be tested as well as the functionality that existed prior to the consolidation (regression testing). Automated testing is developed so that regression testing can be performed repeatedly as new functions are added in the future.

Training and Implementation: Training materials or online training will need to be updated to reflect any new functionality added to the enterprise platform. The new configurations and converted data will be placed into production and carefully monitored for a stabilization period to respond to issues that emerge from the transition.

### **Justification Summary:**

This discretionary project provides tangible (see Summary of Financial Benefits) and intangible benefits outlined below:

- Cybersecurity: Each of the current systems have their own programming code, databases and other technology components. Each of these components becomes more vulnerable to cyber threats as they age, and the threats become more sophisticated. Eliminating redundant applications decreases the number of targets and vulnerabilities in our application portfolio.
- Speed and Flexibility: Moving from narrow systems implemented to address the needs of a department at a point of time to more fully functional enterprise platforms that are regularly improved with new releases provides new capabilities to all users. These new releases usually include best practices from a wide range of companies.

**Supplemental Information:**

- Alternatives: Fund each consolidation as an individual project. This is far from ideal given the inefficiencies (lack of economy of scale) and the lack of incentive for individual application owners to consolidate.
- Risk of No Action: Upgrades would be delayed or unfunded, subjecting these applications to cybersecurity risks and other vulnerabilities arising from unsupported technology components.
- Non-financial Benefits: The more applications are in use, the higher cyber and operational risks become for CECONY customers. Consolidation enables IT to focus attention on fewer, important technologies which is particularly important with day-to-day monitoring of application performance. With higher attention on fewer systems, IT can respond more quickly to technology issues that our customers use. Also, by substituting smaller, older or custom systems with enterprise platforms customers will benefit from technologies that are more industry standard, i.e. similar to what they experience elsewhere.
- Summary of Financial Benefits (if applicable) and Costs:
  - Cost savings: Based on assumptions described earlier, consolidation of the approximately 20 applications would result in 3 FTE savings or approximately \$420,000 per year.
  - Cost avoidance: Savings on future upgrades and replacements using the estimates provided earlier of 1 to 1.5 FTE would result in approximately \$175,000 per year.
  - All above benefits and costs are then doubled since the application rationalization program is ongoing. Assumes that additional consolidation opportunities would be identified in 2019.
- Technical Evaluation/Analysis: Not applicable
- Project Relationships (if applicable): Not applicable.
- Basis for Estimate: See assumptions above. Assuming average annual rate of \$140,000 for labor and approximately \$90,000 for outsourced staff to conduct consolidation.

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
<b>Total</b>						

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
	854.5	1,994.7		

**Request by Elements of Expense:**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor					
M&S					
A/P		775.2	1,809.6		
Other		68.8	160.7		
Overheads		10.5	24.4		
<b>Total</b>		854.5	1,994.7		

X Capital

O&M

### 2019 – Shared Services / Information Technology

<b>Project/Program Title</b>	Business Systems Sustainability Program
<b>Project Manager</b>	Shantale Maurice
<b>Hyperion Project Number</b>	PR.23300182
<b>Status of Project</b>	Ongoing Program
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operationally Required

#### **Work Description:**

In addition to the expected consolidation of 75 of the nearly 500 applications supporting various business systems described in the Business Systems Sustainability Consolidation whitepaper, this Business Systems Sustainability (BSS) program consolidates the maintenance costs of servers, databases, and desktop operating systems for the remaining systems. Basically, the scope of the BSS program will cover the following individual project areas: Servers, databases and desktop operating systems. The Company's servers, databases and desktops must be upgraded from the older Microsoft product to the Microsoft 2016 operating systems.

The Company is in the process of updating its servers, databases, and desktop operating systems. These upgrades are required as Microsoft is phasing out support for the existing operating systems by 2020.

For Desktops, Microsoft is also moving their Office Suite to the Cloud and has released Office 365. Con Edison has deployed Office 365 to approximately 700 users with a larger roll-out expected in 2019. IT's focus during 2018 has been the operating procedures for the migration to Windows 10, Office 2016, and Office 365.

#### **Justification and Supplemental Information for Each Area**

##### **Servers:**

Business systems and applications are comprised of software running on a server and PC. The software that runs on the server must be compatible with the operating system running on that server for it to operate successfully. If the server application software is not compatible with the new server, the operating system must be upgraded or replaced. Key efforts in managing the migration of applications to a new server operating system includes ensuring all configuration settings (folder paths, permissions, job schedules, services, user ID's, etc.) for the



application are replicated in the new environment, conducting significant regression testing, managing and testing in parallel environments, and ensuring a seamless production cutover.

Con Edison's standard server platform, consisting of 200 servers, relies on the operating system for Red Hat Linux or Microsoft. Microsoft and Red Hat typically release new operating systems every three years to provide enhanced security and functionality for its servers. The server operating systems must be maintained and kept current to sustain a secure environment, protect customer information, and prevent unauthorized access. Con Edison last completed a server operating system upgrade to Server 2008 in 2015. Windows Server 2016 is the latest operating system released by Microsoft. The BSS program is critical for the security of the server environment and continued availability of the business system portfolio, and allows us to better protect customer information.

### **Database:**

Con Edison's portfolio of over 500 applications needs to support the latest database versions for these applications. Con Edison's standard application architecture consists of three tiers: PC's, application servers, and a database. Microsoft and Oracle are Con Edison's database standards and new database software versions are released every three years to provide enhanced security and increased functionality. Databases must be maintained and kept current to keep the environment secure, protect customer information, and maintain appropriate vendor support for issues and patches. Maintaining supportable business systems is a critical role of IT. The ability to implement security fixes and upgrade applications are critical to our business and customers. The inability to apply security patches will increase the risk of exposing customer data to unauthorized individuals.

### **Desktop:**

Con Edison's standard PC desktop platform configuration relies on Microsoft's desktop operating system (OS). Microsoft typically releases a new OS every three years to provide enhanced security and functionality for its desktop clients. Desktop OSs must be kept current to protect customer and other confidential information and prevent access to unauthorized users. Business systems or applications are comprised of server software and PC software. The software that runs on the PC must be compatible with the operating system running on the PC. If the PC software is not compatible with the new desktop OS, then it must be upgraded or replaced to operate. Con Edison last completed a desktop OS upgrade to Windows 7 in 2014. Windows 8.1 and Windows 10 are the latest operating systems released by Microsoft. In addition, Microsoft has released Office 2016 and is moving their Office suite of products to the cloud, Office 365. All applications must be compatible with this platform as well.

Wherever possible, permanent solutions are implemented to upgrade all components of our systems. Our corporate standards and vendor-supported technologies should be compliant with the Windows 10/Office 2016/Office365 platform. The approach to remediate applications may include the re-development of some corporate applications to use the Visual Studio development environment, and necessitates upgrades to the Visual Basic.Net (VB.Net) platform in order for these applications to execute and be maintained on Windows 10.

To remain aligned with Microsoft's support roadmap, major business system upgrades are required to comply with the planned implementation of the Windows 10 operating system. The implementation timeframe is 2016-2023. These systems are:

- CSS Call Central
- Consolidated Utility Billing System
- Retail Access Information System
- Transportation Customer Information System
- Data Warehousing Systems
- CSS Desktop
- Corporate Customer Group website
- Direct Payment (Online)
- Public Assistance Central
- Customer Data Interface
- My Account
- Agency Referral Tables
- IRIS View
- Journal Voucher Approval
- Control, Meter
- Clear Access Tracking
- Common Data System
- EDI Portal
- Retail Choice EDI Test Tool
- Installed Capacity
- ISO Reconciliation System

The efforts of the BSS program will allow Con Edison to meet the Windows 10/ Office 2016/ 365 deployments in 2018 and avoid the costs required to purchase Microsoft's Extended Support for Windows 7. In addition, remediating business applications to utilize the platform so that our applications remain functional and are maintained in the event of future changes. Features provided by Windows 10/ Office 2016 will enable performance and security improvements and applications to take advantage of the new features available with the platform.

**Supplemental Information:**

- Alternatives: None. Servers, databases and desktop software and operating systems need to be maintained to protect Company systems and information from unauthorized access as well as to protect customer information. Microsoft intends to phase out support for these products in the near future.
- Risk of No Action: The risk of no action may result in:
  - Higher incremental support costs from Microsoft. The current extended support agreement from Microsoft calls for substantial increases to secure unsupported technologies, beginning at \$200,000 annually and doubling each subsequent year. This pertains to relevant servers, desktops, or databases.

- Reduced availability of critical business applications
  - Key applications remain on an unsupported technology requiring separate support resources, technologies, and infrastructure
- Non-financial Benefits: Upgrading to the new OS will maintain critical corporate applications and keep them operational and secure. In addition, this effort will require that applications be developed according to the same standards, which will ease the knowledge transfer between developers and result in a more streamlined maintenance of corporate systems.
  - Summary of Financial Benefits (if applicable) and Costs: N/A
  - Technical Evaluation/Analysis: Each application is thoroughly analyzed and tested to determine the best approach for compliance and maintaining the targeted Windows operating system environment.
  - Basis for Estimate: IT uses historical spend for application remediation based on previous upgrades for forecasting and then refines estimates based on specific applications that require remediation. IT has established a five-year plan to ensure completion of this important effort.

### **Total Funding Level (\$000):**

#### **Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Forecast 2018</u>
1670	2248	3179	2846	3736

#### **Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	775	229	312	493		1169
M&S	0	7	177	3		2056
A/P	676	1843	2499	2058		0
Other	219	168	191	291		511
<b>Total</b>	<b>1670</b>	<b>2247</b>	<b>3179</b>	<b>2845</b>		<b>3736</b>

**Request (\$000):**

<b><u>Request</u></b> <b><u>2019</u></b>	<b><u>Request</u></b> <b><u>2020</u></b>	<b><u>Request</u></b> <b><u>2021</u></b>	<b><u>Request</u></b> <b><u>2022</u></b>	<b><u>Request</u></b> <b><u>2023</u></b>
1274	1273	1274	1273	1273

**Request by Elements of Expense:**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor					
M&S	1001	1001	1001	1001	1001
A/P					
Other	257	256	257	256	256
Overheads	16	16	16	16	16
<b>Total</b>	<b>1274</b>	<b>1273</b>	<b>1274</b>	<b>1273</b>	<b>1273</b>

Exhibit\_\_\_(IT-4)  
Infrastructure

X	Capital
	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	SCADANet
<b>Project Manager</b>	Paul Rogers
<b>Hyperion Project Number</b>	PR.0XC1900
<b>Organization’s Project Number</b>	10025007
<b>Status of Project</b>	Ongoing Program
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operations – Critical Repair

**Work Description:**

SCADANet is a Company-owned high-speed core network that links control centers using a combination of Company-owned private communication circuits and carrier services. The Company has been building and using this network for the last decade to facilitate communications from ten control centers to energy assets in substations and in the field for Electric, Gas, and Steam operations. Examples of field assets are sensors, network protectors, and remote terminal units. The network uses the Internet Protocol (IP) which allows multiple Supervisory, Control, and Data Acquisition (SCADA) applications to run securely across a single infrastructure. Substations and other locations have multiple connections to the core which is a high-speed network link connecting control centers. Public networks and carrier links enter the network at two core locations that have additional layers of perimeter security devices, such as firewalls and intrusion detection systems. The project uses existing fiber assets from the Company’s private network and utilizes wireless where required.

The following work is scheduled for 2020-2023:

- Upgrade network switches and routers used in SCADANet as part of our annual refresh cycles
- Upgrade new standard SCADANet firewalls protecting High Value Networks (HVN)

**Justification:**

The electric industry is undergoing a radical change in the use of technology. Field components now come equipped with microprocessors and the capability to collect power quality and load data. Con Edison has designed and piloted multiple new SCADA and Smart Grid applications. In recent years, the New York State Public Service Commission (PSC) expressed concern for protecting customer information including meter data. SCADANet is designed to provide secure communications and address these concerns for customer safety. Additionally, it is expected that

SCADANet Assets play a major part of the transport network in support of New York State's Reforming Energy Vision (REV) initiative.

Infrastructure has been built to support the following initiatives:

- Smart Meters and advanced metering infrastructure (AMI)
- Demand Response Management Systems
- Sectionalizing Switching
- Distributed Generation Control
- Secondary Model Validation
- Transformer Monitoring

The projects identified in this white paper address departmental and corporate risks associated with:

- Critical radio system infrastructure
- Failure of critical business applications
- Unauthorized access or loss of sensitive data
- Significant IT projects such as AMI and Grid Innovation
- Rouge employees
- Safety such as improved cyber security through data network segmentation

### **Supplemental Information:**

- Alternatives: Alternative networks for providing Smart Grid solutions will require extended use of the Internet and other public networks. This will increase security and reliability risks associated with using public networks by exposing applications to shared networks. A carrier-based network will also increase costs associated with providing scalability, redundancy and diversity. Installation and support costs increase due to duplication of network components.
- Risk of No Action: Without a strategic plan which provides for smart grid communications, the risks include the inability to effectively implement new smart grid technologies due to security, reliability, or regulatory requirements. The proliferation of multiple unsupportable and unreliable networks may cripple critical applications, and could have adverse consequences for customers, including outages and loss of data.
- Non-financial Benefits: SCADANet provides the Company with a secure and isolated network to run critical energy systems for the Electric, Gas, and Steam business areas. The network is segmented from the Internet and the corporate information network, built and managed with Company fiber and on Company property to improve physical security as well. Also, when complemented with carrier services, it provides the best redundancy and diversity for these critical systems.
- Summary of Financial Benefits (if applicable) and Costs: The network includes designs to allow Smart Grid initiatives:
  - A high-speed network with redundancy and diversity.
  - It leverages existing investment in the Company's private network.

- Capable of growing as needed without large network expenditures. The network is designed to operate efficiently as is with investment only as needed by new systems.
  - It operates securely and within regulatory guidelines.
  - It provides a private wireless solution to enable last mile connectivity with only incremental costs for field devices.
  - It establishes security layers for public network (Internet and carrier) interconnections.
- Technical Evaluation/Analysis: IT has designed and implemented a robust and wide area network for the computing environment. Much of the infrastructure needed to build this network is present through the Corporate Communications Transmission Network (CCTN). Building on the design and technology which is used to support the information network allows for support and monitoring synergies. It also provides the optimal performance and central cyber security program required for grid and SCADA applications.
  - Project Relationships (if applicable): Multiple SCADA and smart grid projects require and rely on SCADANet communications to successfully implement according to cyber security plans and performance objectives. The projects listed below have all adopted SCADANet as a transport, and future REV projects, including AMI and DSP, will benefit:
    - Smart Meters and advanced metering infrastructure (AMI) pilots
    - Demand Response Management System
    - Sectionalizing Switching in Electric
    - Secondary Model Validation
    - Transformer Monitoring
  - Basis for Estimate: Historic purchases are used as well as vendor presentations and Internet sources.

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
1,560	1,233	1,475	634		682



**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>
Labor	358	283	408	104		210
M&S	0	0	0	0		0
A/P	885	700	606	514		452
Overheads	306	243	126	65		70
Other	11	8	335	(49)		(50)
<b>Total</b>	<b>1,560</b>	<b>1,233</b>	<b>1,475</b>	<b>1,475</b>		<b>682</b>

**Request (\$000):**

<b><u>Request 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
531.7	531.7	531.6	531.6	531.6

**Request by Elements of Expense:**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor	99.6	99.7	99.6	99.6	99.5
M&S	349	349.5	350.0	350.0	350.0
A/P	0	0	0	0	0
Other	31	31	31	31.3	31.4
Overheads	52.1	51.5	51	50.7	50.4
<b>Total</b>	<b>531.7</b>	<b>531.7</b>	<b>531.6</b>	<b>531.6</b>	<b>531.3</b>

## 2019 – Shared Services / Information Technology

<b>Project/Program Title</b>	Enterprise Applications
<b>Project Manager</b>	Paul Rogers
<b>Hyperion Project Number</b>	PR.1XC9801
<b>Organization's Project Number</b>	10007721
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strat - System and Component Upgrades

### **Work Description:**

Con Edison deploys a standard architecture for business systems and PC network access. This infrastructure operates behind the scenes determining how computers are named and addressed and located by other computers. This project provides infrastructure upgrades to variety of functions, such as maintaining the Intranet infrastructure, maintaining secure file exchange, electronic faxing, security for user accounts, infrastructure management, automatic call direction, and enterprise operations management. Enterprise applications such as these enable core business and information technology functions and keeping them current is crucial for securely controlling and transferring customer data and access to information.

Work planned for 2020:

- Replace Corporate Fax architecture with more advanced technology
- Increase capacity in secure file transmission system

Work planned for 2021:

- Upgrade load balancing environment and improved security options for external service networks.
- Upgrade Corporate Windows Name Services architecture

Work planned for 2022:

- Upgrading Corporate Dynamic Host Control Protocol (DHCP) architecture
- Upgrading Corporate VDI infrastructure

### **Justification Summary:**

The enterprise applications covered under this project enable many core business functions such as securing communications between employees and business partners. Justification for the projects described above is as follows:

- Secure file exchange system – this system, known as Sterling File Transfer System, requires enhancements to handle a projected increase in demand for secure file transfers with trading partners. This system is used to exchange encrypted data files with partners such as banks, benefit providers, and energy service companies. Planned enhancements will increase the system’s capacity and reliability and will position it to better handle new requirements such as daily file exchange requirements with the company’s bill printing vendor.
- Electronic faxing – this project will upgrade our electronic fax infrastructure to run on the latest server operating system. This project is required to allow migration to the latest operating systems and will allow for security patch updates.
- Maintain the Corporate web site for Intranet and Internet environments. These environments host hundreds of servers used by customers and employees. It is critical that these components are sustained to allow for current browsers and other applications.
- Implement new web services environment to allow for secure exchange of information from internal systems to apps developed for tablets and smart phones.
- Maintain corporate SharePoint infrastructure for various team sites and the employee portal.

### **Supplemental Information:**

- Alternatives: An alternate option is to add load to the Sterling File Transfer System without increasing capacity, which would compromise performance and reliability for important functions such as bill printing.

Alternatives for the remaining enterprise application projects are to allow these critical services to age past their technological and capacity life resulting in failures. This approach would increase risk due to the inability to receive security patches. For instance, not maintaining security patches or capacity planning on Intranet/Internet infrastructure could compromise security and/or performance.

- Risk of No Action: Over the past two years, needs for external file transfers have more than doubled. For the Sterling File Transfer System, the risk of no action is that important file exchanges may not be processed in a timely fashion as demand increases on the system. This also decreases the likelihood of a timely recovery from any operational events. The planned projects call for investments to increase capacity and reliability by bolstering the infrastructure. Consequences may be significant if critical files such as those used for bill printing are delayed. Risks for the other projects include increased exposure to cybersecurity threats.

Generally, these enterprise applications must be maintained to allow the continued use of business systems, the corporate network, and access to information from smart phones and tablets.

- Non-financial Benefits: The benefits of these projects are that enterprise systems continue to function securely and reliably. These systems support many important business functions and the planned investments allow them to continue to meet demand in the coming years.

- Summary of Financial Benefits (if applicable) and Costs: N/A
- Technical Evaluation/Analysis: Information Technology performs planning and analysis on all technologies introduced. Solutions are investigated in conjunction with the IT strategy and vision planning process. Interaction between IT advisors, vendors, and Company employees supports the selection of optimal solutions. Each implementation is done with technology evaluations and commercial RFPs before selection and rollout.
- Project Relationships (if applicable): Current and future business applications require infrastructure platforms and IT to be available and supportable to ensure reliability, security, and accessibility. This project also supports the new development of smart phone applications for customers and employees.
- Basis for Estimate: Historic purchases are used as well as vendor presentations and additional cost research. All procurements and technology selections use a formal RFP process with competitive bidding.

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
0	0	402	438		298

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
Overheads			9	9		93
A/P			393	463		788
Other				(34)		(58)
<b>Total</b>	<b>0</b>	<b>0</b>	<b>402</b>	<b>438</b>		<b>298</b>

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>

<b>0</b>	<b>280.3</b>	<b>368.0</b>	<b>368.1</b>	<b>368.0</b>

**Request by Elements of Expense:**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor	0	0	60.0	60.1	60.2
M&S	0	257.5	258.0	258.0	258.0
A/P	0	0	0	0	0
Other	0	22.8	22.9	22.9	22.9
Overheads	0	0	27.0	27.0	26.9
<b>Total</b>	<b>0</b>	<b>280.3</b>	<b>368.0</b>	<b>368.0</b>	<b>368.0</b>

X	Capital
	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	Desktop Infrastructure
<b>Project Manager</b>	Paul Rogers
<b>Hyperion Project Number</b>	PR.1XC9803
<b>Organization’s Project Number</b>	2XC2300
<b>Status of Project</b>	Ongoing Program
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strategic - System and Component Upgrades

**Work Description:**

The goal of this initiative is to introduce and maintain a standard set of desktop tools that incorporate the latest technology to improve productivity and efficiency while providing ease of use and access from any device. The standard operating system (OS) is the cornerstone to the business systems and data used at Con Edison, with Windows 10 as the current desktop standard. This project is streamlining the delivery and maintenance of Windows 10, virtualizing business applications from any computer, enhancing traditional desktop functions like printing and potentially eliminating the need for traditional desktop computers for key users in the organization such as call center representatives to reduce overall hardware, software and supply costs.

The 2020 plan includes:

- Desktop conversion to Windows 10
- Scripting management application
- Secure printing project

The 2021 plan includes:

- Non-Windows Patch Management System
- Expand virtualization platform

The 2022 plan includes:

- Expand virtualization platform

**Justification:**

This program will provide the latest productivity and desktop tools for employees to more efficiently perform business functions in a secure fashion. It enables a secure desktop environment to share

information. In addition, it makes all third-party applications and business applications available without residing on every device, efficiently managing license use while improving operations through a single version of software. The program also has the potential to reduce requirements to patch 15,000 PCs and disrupt the operation in doing so, allowing employees to work anywhere, from any device, and providing the capability to display and search user content. This helps to avoid the duplication of work and prevents versioning inefficiencies to empower our employees to support CECONY customers.

Desktop infrastructure projects identified in this white paper address departmental and corporate risks associated with:

- Cyber security
- Significant IT projects
- Failure of critical business applications
- Unsupported technology in computer systems
- Unauthorized access or loss of sensitive data

### **Supplemental Information:**

- Alternatives: The alternative is to remain on the current desktop environment with limited options for software deployment, as no further product development will occur on an outdated platform. This has the potential to introduce cybersecurity risks from running older, unsupported software that is incapable of defending against newer threats.
- Risk of No Action: The risk includes allowing the current infrastructure to become unsupported and introducing performance concerns, reliability problems, and certain cyber security risks. As other industries adopt newer technologies, Con Edison's ability to interact and collaborate with these organizations will become a challenge. Business system rollouts will become problematic without investing in modern desktop environments and remote desktop capability for our employees.
- Summary of Financial Benefits and Costs: Beginning in 2014, the efforts in this project have enabled the Company to delay computer replacements due to obsolescence from 5 years to 6 years. This has resulted in savings in the XM10 computer equipment budget item. This is accomplished by virtualizing desktops and applications to offload processing on the local PC.
- Non-Financial Benefit Explanation: This program provides the latest productivity tools, such as Secure Badge Printing, for employees to perform business functions in a secure fashion. It provides the capability to display and search user content to avoid duplicating work and preventing versioning problems. It enables the secure desktop environment to share information with external partners and provides collaborative sites for internal file sharing and team activities. In addition, it makes all third-party applications and business applications available without downloading to each device and efficiently manages license use. Improved operational processes can be realized by enabling a single version of software to be maintained and streamed to users as needed and, in certain cases, helps avoid a requirement to patch 16,000 PCs (and disrupt operations in doing so).
- Technical Evaluation and Analysis: Information Technology performs planning and analysis on all technologies introduced. Solutions are investigated in conjunction with the IT strategy and vision planning process, and this interaction between IT advisors, vendors, and Company employees helps

to select optimal solutions. Each implementation is done with technology evaluations and commercial RFPs before selection and rollout as was recently completed for Secure Badge Printing.

- Project Relationships: All current and future business applications require desktop software to be up to date and supportable. Company policies require the computing environment to adhere to cybersecurity policy
- Basis for Estimate: Historic purchases are used as well as vendor presentations and Internet sources.

### **Total Funding Level (\$000):**

#### **Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
1,183	1,362	692	631		631

#### **Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	342	387	264	126		126
M&S	334	378	231	23		0
A/P	226	279	0	452		475
Overheads	274	310	176	79		79
Other	7	8	21	(49)		(49)
<b>Total</b>	<b>1,183</b>	<b>1,362</b>	<b>692</b>	<b>631</b>		<b>631</b>

### **Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
600.3	704.0	704.1	704.3	704.0

### **Request by Elements of Expense:**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	159.6	159.6	159.6	160.0	160.0
M&S	330.9	425.9	426.8	426.8	426.8
A/P	0	0	0	0	0
Other	29.4	37.8	37.9	37.9	37.9
Overheads	80.4	80.6	79.8	79.6	79.3
<b>Total</b>	<b>600.3</b>	<b>704.0</b>	<b>704.1</b>	<b>704.3</b>	<b>704.0</b>



X	Capital
	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	Collaboration Tools
<b>Program Manager</b>	Paul Rogers
<b>Hyperion Project Number</b>	PR.1XC9800
<b>Organization’s Project Number</b>	10025293
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strategic - System and Component Upgrades

**Work Description:**

This project provides an infrastructure environment for employees to collaborate and communicate using the latest desktop and office tools by:

- Enabling employees and teams to collaborate and share information in an efficient and organized fashion
- Improving productivity through efficient workflow tools
- Improving communications among employees by providing other alternatives to email and traditional telephone

Work planned in 2020:

- Integrate current conferencing technologies with Office 365 solutions.

Work planned in 2021:

- Develop and implement integrations with Office 365 Teams and workflows to improve employee productivity.

Work planned in 2022:

- Reevaluate video conferencing technology.

Examples of expected work and expenses would be purchasing Polycomm licenses, integrating server hardware and labor to support integration of Polycomm devices with Microsoft Skype for Business and Teams.

**Justification Summary:**

Implementation of these technologies will improve employee productivity through collaboration and improved workflows. It will allow for secure information exchange with both internal and external partners.

In addition, the following risks will be addressed:

- Unauthorized access or loss of sensitive data
- Unsupported technology in computer systems
- Development, attraction, and retention of employees with cutting-edge skills

Planned projects include:

- Video conferencing expansion
- External SharePoint sites
- Enterprise Instant Messaging architecture
- Web Conferencing
- Electronic Whiteboarding and file collaboration

**Supplemental Information:**

- Alternatives: The alternative is to continue operating through the current process with centralized offices supplemented with travel to and from meetings as required, and inefficient workflows used for approvals and record keeping.
- Risk of No Action: No action would likely result in delays in receiving correct information, and loss of productivity from the dated office toolset, resulting in a less efficient workforce and office processes. No action would ultimately lead to the loss of savings associated with improved access to personnel resources and information.
- Non-financial Benefits: The proposed projects will provide the following benefits:
  - Faster access to the real-time video and information with increased capacity and features
  - Improved office workflows and access to subject matter experts through employee usage and development
  - Improved employee skill sets customizing new features
  - Enabled flexible labor sourcing options through the latest office toolset through secure information exchange
- Summary of Financial Benefits (if applicable) and Costs: N/A
- Technical Evaluation/Analysis: Information Technology performs planning and analysis on all technologies introduced. Solutions are investigated in conjunction with the IT strategy and vision planning process. Interaction with IT advisors, vendors, and Company employees support the selection of optimal solutions. Each implementation is done with technology evaluations and commercial RFPs before selection and rollout.
- Project Relationships (if applicable): Projects selected are used by all employees to improve the ability to deliver business value on selected projects during planning, design, and implementation phases.

- Basis for Estimate: Historic purchases are used as well as vendor presentations and additional cost research.

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
0	0	467	230		523

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor			30			250
Overheads			27	5		50
A/P			285	238		223
Other			125	(13)		
<b>Total</b>	<b>0</b>	<b>0</b>	<b>467</b>	<b>230</b>		<b>523</b>

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
0	236.0	235.6	235.6	235.5

**Request by Elements of Expense:**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	0	60.0	60.0	60.0	60.0
M&S	0	136.4	136.4	136.6	136.6
A/P	0	0	0	0	0
Other	0	12.2	12.1	12.1	12.1
Overheads	0	27.3	27.0	26.9	26.8
<b>Total</b>	<b>0</b>	<b>236.0</b>	<b>235.6</b>	<b>235.6</b>	<b>235.5</b>

Capital  
O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	CCTN Expansion & Modernization
<b>Project Manager</b>	Joseph deLeon
<b>Project Number</b>	21660446/10025298/21660447/21660459/21660455
<b>Hyperion Project Number</b>	PR.23292903
<b>Organization’s Project Number</b>	10078595/10025298/10025664/10025299/10025665
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operationally Required

**Work Description:**

Con Edison owns and operates a private communications network called the Corporate Communications Transmission Network (CCTN) to provide secure communications circuits for Supervisory Control and Data Acquisition (SCADA) systems, voice, video, feeder protection, and the complex computing and storage environment we maintain. The network is comprised of 600 miles of underground and overhead fiber, optical components, and radio systems at ~120 company locations to support all areas of the company including corporate, electric, steam, and gas delivery systems.

The CCTN Radio Systems include the various private radio systems for voice and data communications. They are the 800 MHz voice radios system used to communicate with field crews in all operating business units, the UHF Man Down and Central channel used by substations to perform switching and used by the generating stations as communications of last resort should all carrier services be lost. There are also the 200 and 900 MHz DAS and iGIN radio systems used for distribution SCADA and the various point to point microwave links. These all encompass the wireless access network of CCTN.

The overarching goals of the CCTN expansion and modernization program are to provide mission critical communications infrastructure which meets the operational needs of individual business units to maintain the safety of those operations and reliability of service to CECONY customers.

The 2020-2022 phase of work described in this White Paper help to advance those goals by addressing the four critical issues of:

1. CCTN fiber cable modernization: Critical replacement and expansion of fiber plant discussed below

2. Nokia Multi-Protocol Label Switching: Critical updates in telecommunications equipment among ~120 facilities
3. CCTN facilities improvements: Necessary safety and reliability improvements of supporting facilities including power backup systems, HVAC upgrades, and upgrades to electrical grounding systems to prevent disruption of service and damage to network equipment.
4. CCTN wireless radio systems: Critical fail-safing of radio systems which provide voice communications to substation field personnel and electric control centers for rapid restoration of service and safety of personnel, among other benefits.

#### CCTN Fiber Cable Modifications

Fiber spans will be installed to diversify the loop between the World Trade Center and Leonard St substations, providing failover protection for the provisioned services for these stations, including Automatic Ringdown (streamlined communication between substations and control center), Feeder Protection, SCADA Monitoring, Substation Monitoring, and Corporate Network. In addition, fiber cable spans will be replaced at the following locations due to damage caused by age and harsh conditions:

1. OSP Fiber Cable between AST 136 and College Point
2. OSP Fiber Cable between Corona SS and Rainey PURS
3. OSP Fiber Cable between College Point, Queens Headquarters, and Jamaica SS
4. OSP Fiber Cable between Gowanus SS and Greenwood SS
5. OSP Fiber Cable between 30 Flatbush and Third Ave Yard
6. OSP Fiber Cable between 179 St SS and Webster SS
7. OSP Fiber Cable between Dunwoodie SS and Webster SS

#### Nokia Multi-Protocol Label Switching

The Nokia Multi-Protocol Label Switching (MPLS) solution will replace the obsolete Cisco SONET—aligning CECONY’s operations with industry standards. The solution will provide protection circuits and data services to all critical substations. This program entails the purchase of equipment, design and implementation of the Nokia/MPLS backbone, the deployment of the Nokia/MPLS network to CCTN locations, and the retirement of legacy equipment at transitioned locations.

#### CCTN Facilities Improvements

There are several critical inside/outside plant upgrades to maintain the reliability and availability of the CCTN network. This program performs upgrades on 4-10 CCTN locations every year. The work includes replacement of HVAC systems, cable segment upgrades, UPS & DC power system upgrades commensurate with the criticality of the location and grounding upgrades. These programs are typically done concurrently on an ongoing basis throughout the year as conditions and circumstances require.

#### CCTN Wireless Radio Infrastructure Enhancements

The CCTN network is used at the communication backbone for the Avtec radio system. The Avtec system is a primary means of communication for our field forces. Hardware and software upgrades are required at various locations to maintain the reliability and resiliency of this system. Project upgrades are planned at the Gas Emergency Response Center, Electric Control Centers,

Energy Control Center, and Alternate Energy Control Center. In addition, we are building out a new cell site in northwest Westchester County to improve coverage.

**Supplemental Information:**

- Alternatives: The alternative to CCTN is to procure all communications from carrier services. This approach is not recommended due to frequent failure rates associated with carrier circuits, unusually long lead times associated with repair and new service delivery, and the O&M cost to the company.

The alternative to Wireless Mobile Access & Interoperability is an inefficient configuration of disparate wireless technologies.

The alternative to MPLS is to maintain the current environment with its unsupported technology. This approach is not recommended due to failure rates associated with the devices and the inability to scale for new capacity requirements. This would also risk sustainability of future platforms. Investments need to be made to keep the network sustainable and reliable.

- Risk of No Action: Since all CCTN transports the communications to our Customer Contact Centers, and provides telemetry and control to our energy systems, a loss of the system or sections of CCTN could be disruptive to our customers and employees by the loss of the ability to engage with our customers, acquire data from the energy systems, control energy system components, and provide life sustaining alerting for our employees.
- Non-financial Benefits: These programs have improved CCTN reliability over the past few years and corresponding reliability gain. For example, the grounding work eliminated further lightning damage to equipment at Buchanan where the radios had been replaced twice before remediation in 2011- but never since. The proposed projects and use of CCTN at Con Edison offer the following other benefits:
  - Provides carrier diversity to critical communication circuits
  - Offers a high level of cyber and physical security
  - Provides a higher reliability level than carrier circuits
  - Scales capacity over time through card replacements
  - Delivers faster recovery time from communications failures
  - Provides services outside of local Telco carriers
  - Avoids construction delays and costs needed for carrier services
  - Improves recovery time from communications failures
  - Provide reliable and diverse communications for REV, AMI, DSP and other utility of the future applications

Summary of Financial Benefits (if applicable) and Costs: The financial benefits include cost avoidance to repair failed systems.

- Technical Evaluation/Analysis: Information Technology performs planning and analysis on all technologies introduced. Solutions are investigated in conjunction with the IT

strategy and vision planning process. Interaction with IT advisors, carriers, vendors, and Company employees ensure the selection of optimal solutions.

- Project Relationships (if applicable): IT projects for all lines of business, completed or future, require and expect sufficient performance of the network. CCTN provides the network from which all applications are delivered to employees. Work Management, Damage Assessment and Mobil Dispatch are applications which could benefit from this initiative, as could communications for REV, AMI, DSP and other utility of the future applications
- Basis for Estimate: Cost estimates are based on years of direct experience with previous fiber jobs; labor estimates from construction management and internal forces; current pricing from vendors for fiber, innerduct, and splicing; and estimates from TeAM (Telecom App Management, who is responsible for assigning conduit routes).

### Capital

#### Total Funding Level (\$000):

#### Historical Spend

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Forecast 2018</u>
4,515	2,855	2,977	3,137	5,176

#### Historical Elements of Expense

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Forecast 2018</u>
Labor	627	638	571	751	747
M&S	93	58	371	32	1128
A/P	3248	1498	1606	1746	1347
Other	5	8	9	125	131
Overheads	542	653	414	485	770
<b>Total</b>	<b>4,515</b>	<b>2,855</b>	<b>2,977</b>	<b>3,137</b>	<b>5,176</b>

#### Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
7826.6	9590.9	9590.8	9590.5	9590.5

**Request by Elements of Expense**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor	4072.5	5700.3	5700.6	5700.3	5700.3
M&S	254.7	180.9	180.9	180.9	180.9
A/P	1200	679.5	679.5	679.5	679.5
Other	339.2	340.4	368	382.2	392.4
Overheads	1960.2	2689.8	2661.8	2647.6	2637.4
<b>Total</b>	7826.6	9590.9	9590.8	9590.5	9590.5



X	Capital
	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	Data Center Improvements
<b>Project Manager</b>	Michael Ribarich
<b>Project Number</b>	21660691/10009295
<b>Hyperion Project Number</b>	PR.23300178
<b>Organization’s Project Number</b>	10027261/10026868
<b>Status of Project</b>	Construction
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operationally Required

**Background:**

Information Technology meets the Company’s expanding server, storage, and disaster recovery needs by constructing and operating data centers strategically located throughout the Consolidated Edison Co. of NY (CECONY) and (Orange & Rockland) O&R service territory. Data Centers are operational at 4 Irving Place, Van Nest, Spring Valley (SVOC), 30 Flatbush, Rye Service Center, and Grasslands Substation. A new data center at Worth St. is planned for production in 2020. While strategies to consolidate data centers and employ IaaS, SaaS, PaaS and co-location are underway, capital improvements are needed for the company owned and operated critical data centers.

The Network Operations Center (NOC) oversees the Company’s data centers, networks and communications environments. The NOC is responsible for conducting enterprise-wide predictive, condition-based monitoring of business applications, servers, networks, communications, and infrastructure in order to meet 24/7 availability of critical resources. In addition to monitoring, the NOC functions as IT’s control center for change management and incident management, as well as advisory communications.

**Work Description:**

To maintain high availability and optimal performance of the data centers and the NOC, ongoing capital upgrades of the supporting, critical infrastructure is required. Also required is preventative maintenance and redundancy of this critical infrastructure. Components include cooling systems, uninterruptible power systems (UPS), electric distribution, standby power, fire detection & suppression, control/monitoring systems, and network cabling infrastructure.

The following Data Center Infrastructure Capital Programs are planned for 2019 and beyond:

- 4IP DC11, Spring Valley and 30 Flatbush Data Centers - Upgrading storage arrays
- 4IP DC11, DC4, DC0, MECC, 30 Flatbush BQECC – Improving HVAC reliability and availability
- Van Nest, East River, Bruckner, Astoria, 30 Flatbush – Refreshing UPSs
- Spring Valley and DC11 Data Center - Upgrading UPS Batteries
- Upgrading BMS at all Data Centers
- Rye HQ, Davis Avenue, 30 Flatbush - Improving UPS redundancy and diversity

The following NOC Infrastructure Capital programs are planned for 2019 and beyond:

- Continuing integration of legacy monitoring tools to Solar Winds
- Reviewing and optimizing NOC operations procedures, processes, and monitoring tool
- StruxureWare Data Center Expert upgrades and integration
- Informative cameras and environmental monitoring improvements in data centers and critical communication facilities
- Network Monitoring Card (NMC) upgrades
- Integrating legacy Castle Rock monitoring toolset into SolarWinds
- Upgrading the SolarWinds suite of IT infrastructure management software and monitoring tools

### **Justification Summary:**

These improvements will permit us to maintain the availability of our computer systems to provide service to our internal customers. By improving our monitoring and proactive servicing of these systems, we can minimize downtime and realize cost savings by preventing larger failures. This approach will also mitigate environmental and safety risks due to system failures (e.g. fires, coolant fluid spills, refrigerant releases, etc.). We will be able to eliminate obsolete and inefficient equipment that will lead to maximizing the use of contracted staff with specialized knowledge and utilizing in-house support staff in a more efficient manner.

The Data Center Infrastructure capital projects address solutions for enhancing, upgrading, and new construction of:

- IT dedicated back-up power mitigates the loss of computing and communications availability due to disruption of utility power sources frequently experienced during weather-related events.
- IT dedicated cooling systems mitigate the risk of failure, premature aging, or damage of IT electronic and server/storage equipment due to environmental conditions.
- Racking and cabling systems address the management of physical spaces to accommodate growth, moves, or changes in data center equipment.

The NOC Infrastructure capital projects address solutions for:

- Improved proactive monitoring capabilities for NOC operators to improve situational awareness operational effectiveness, increasing system availability and decreasing system outages. This will mitigate the negative impact the organization can incur should this capability not be available.

- Enhanced enterprise monitoring software will allow operators to more effectively monitor critical infrastructure and applications. NOC operators currently use enterprise software tools to monitor critical infrastructure such as servers, network switches, and telecommunications devices which result in reactive remediation. This project allows for monitoring service levels, which will determine when Information Technology should take proactive steps to avoid potential system outages.
- Enhanced environmental monitoring tools will help make information from physical environments available to NOC operators to help in the assessment and identification of advisory conditions.
- Better manage and track changes in the environment. This will make information is easily attainable during audits and potential security breaches when understanding what has changed in a timely manner will be essential.

### **Supplemental Information:**

- Alternatives:

There are no alternatives to upgrading data center and NOC infrastructure which is necessary to maintain high levels of reliability and availability to critical business systems.

- Risk of No Action:

Risk of no action will lead to the increased likelihood of malfunctions or failures to critical business systems hosted in the data centers. It would also limit the ability to deploy corporate and user facing application enhancements.

- Non-financial Benefits:

Con Edison continues to implement redundancy and diversity for the 3,100 servers currently supporting business applications and computer resources. The NOC employs tools and processes that will enable the early prediction and potential avoidance of service affecting incidents.

- Summary of Financial Benefits and Costs:

The financial benefits include cost avoidance to repair failed systems out of warranty. Examples can be referenced in the Justification Summary and associated chart. Other savings that cannot be monetized may be worth hundreds of thousands of dollars annually in productivity loss due to downtime of data centers and unavailability of critical data.

- Technical Evaluation/Analysis:

Information Technology performs planning and analysis for upgrading and operating data center and NOC infrastructure.

Redundant and diverse design and construction considerations are used and implemented. The effort also factors in any plans to build new data centers, and the long term data center and NOC infrastructure requirements. Solutions are investigated in conjunction with the IT strategy and vision planning process. Interaction with IT advisors, vendors, and Company employees ensure the selection of the optimal solutions. Each implementation is done with technology evaluations and commercial RFPs before selection and rollout.

The results of prior years' preventative maintenance programs and predictive maintenance and failures are analyzed along with manufacturer recommendations to determine maintenance and support schedules and coverage.

- Project Relationships (if applicable):

All current and future IT systems and business applications require infrastructure platforms to be available and supportable for reliability, security, and accessibility

- Basis for Estimate:

Historic purchases are used as well as vendor presentations and Internet sources. The basis for the estimates are vendor rates, accommodation billing rates for internal labor, and cost estimates for equipment applied to the statements of work.

### Capital

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&amp;M only)</u>	<u>Forecast 2018</u>
1,553	1,286	1,322	1,562		1,502

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&amp;M only)</u>	<u>Forecast 2018</u>
Labor	670	310	250	107		575
M&S	256	339	14	579		550
A/P	122	350	880	302		0

Other	11	11	0	-20		50
Overhead	494	276	178	79		317
<b>Total</b>	<b>1,553</b>	<b>1,286</b>	<b>1,322</b>	<b>1,037</b>		<b>1,502</b>

**Request (\$000):**

<b><u>Request</u></b> <b><u>2019</u></b>	<b><u>Request</u></b> <b><u>2020</u></b>	<b><u>Request</u></b> <b><u>2021</u></b>	<b><u>Request</u></b> <b><u>2022</u></b>	<b><u>Request</u></b> <b><u>2023</u></b>
1,778	2,052	2,052	2,052	2,052

**Request by Elements of Expense:**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor	480	480	480	480	480
M&S	675	820	820	820	820
A/P	296	401	404	405	406
Other	86	108	109	109	109
Overheads	241	242	239	238	237
<b>Total</b>	<b>1,778</b>	<b>2,052</b>	<b>2,052</b>	<b>2,052</b>	<b>2,052</b>

<input type="checkbox"/>	Capital
<input checked="" type="checkbox"/>	O&M

**2019 – Shared Services / Information Technology**

<b>Project/Program Title</b>	CECONY mainframe
<b>Project Manager</b>	Mike Mangialino
<b>Hyperion Project Number</b>	
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	1/1/ 2020
<b>Estimated Completion Date</b>	12/31/2023
<b>Work Plan Category</b>	Operational

**Background:**

The CECONY mainframe system runs critical corporate applications including Customer Information System (CIS), Emergency Control System (ECS), and production batch systems that support Customer Billing, and other processes that support the business of Con Edison.

The CECONY mainframe is also used for testing copies of production state to validate application upgrades and changes prior to moving to a live production environment.

**Work Description:**

The increase in operating and maintenance software support costs, for both IBM and our 3<sup>rd</sup> party software vendors, is a result of the Company’s increased need computing resources on the CECONY mainframe as well as an increase licenses performance monitoring/capacity planning.

Recently, due to computing additions like Advanced Metering Infrastructure (“AMI”), the CECONY mainframe has consistently been running at high capacity, causing an impact on critical business applications impacting our internal customers, including call and control center operations. The expected demand for additional resources on the mainframe by critical business groups and the new CSS Desktop functionality has accelerated the need for additional computing resources. This new requirement increases CECONY annual support costs incurred and paid to both IBM and our 3<sup>rd</sup> party software vendors.

**Justification Summary:**

The increase in annual support costs is directly related to the need for additional computing power to provide relief to the current high utilization (100% during peak production periods) of the existing IBM mainframe and so that we can adequately plan and monitor usage before it becomes business impacting.

Critical applications such as the CIS, CSOL, and the production billing batch cycle, have been impacted over the past 12 months, driving the need to shut down and disable critical system functionality, like weekly encryption and system monitoring, to minimize the performance of these critical applications.

### **Supplemental Information:**

- Alternatives:

Keep the existing computing power in place.

- Risk of No Action:

The new CSS Desktop rollout on the CECONY mainframe system starting 2018 through 2019, cannot be implemented without incurring the annual support uplift costs. In addition, growth demands of the production batch environment have the potential to impact the performance of critical application (CIS, CSOL, ECS). With these two critical functions not performing at their prior levels, our external bill paying customers would be impacted. This becomes especially risky during storm and operational emergency periods.

- Non-financial Benefits:

The CECONY mainframe supports mission critical applications such as the CIS and ECS in addition to the production batch cycle which accommodates updates to the master customer database, bill payment and processing, and customer outage information. This additional computing power will improve the performance, response times, and integrity of critical applications.

- Summary of Financial Benefits (if applicable) and Costs:

As a result of the upgraded hardware, this new requirement increases CECONY annual support costs incurred and paid to both IBM and mainframe 3<sup>rd</sup> party software for licenses and annual maintenance costs. This will ensure all critical business applications running on the CECONY mainframe are not interrupted.

- Technical Evaluation and Analysis:

Information Technology performs planning and analysis for the increase in computing power based on current performance statistics and projected data processing growth (5 years). Information Technology has also engaged one of our resellers (Vicom) to provide detailed analysis of the current state / project growth and evaluate CPU processor size options to consider prior to finalizing a decision.

**Total Funding Level (\$000):**

**Capital**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
<b>Total</b>						

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>

**Request by Elements of Expense**

<u>EOE</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Labor					
M&S					
A/P					
Other					
Overheads					
<b>Total</b>					

**O&M**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
				<b>\$574</b>	



**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>
Labor						
M&S						
A/P					<b>\$574</b>	
Other						
<b>Total</b>					<b>\$574</b>	

**Request (\$000):**

<b><u>Request 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
	<b>\$2,074</b>	<b>\$2,074</b>	<b>\$2,074</b>	<b>\$2,074</b>

**Request by Elements of Expense**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor					
M&S					
A/P		<b>\$2,074</b>	<b>\$2,074</b>	<b>\$2,074</b>	<b>\$2,074</b>
Other					
Overheads					
<b>Total</b>		<b>\$2,074</b>	<b>\$2,074</b>	<b>\$2,074</b>	<b>\$2,074</b>

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

**2019 – Shared Services / General Equipment**

<b>Project/Program Title</b>	XM 8 Communications Equipment
<b>Project Manager</b>	Wendell Little
<b>Project Number</b>	21660704
<b>Hyperion Project Number</b>	PR.XM0008
<b>Organization’s Project Number</b>	20189303
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operationally Required

**Work Description:**

The budget for XM8 provides the means for telecommunications equipment to support Company wireless and telephone networks which allow employees to communicate and access business systems including the Customer Information System, Outage Management systems, electric, gas, steam monitoring and control systems, as well as a number of other systems like financial, Human Resources, and legal. Information Technology’s Communications Operations Department is the control agent for XM8. The equipment and work planned in XM8 includes:

- Fiber interference work
- Telephony and video equipment replacements and upgrades
- Synchronous Optical Network (SONET) channel bank equipment
- Global Positioning System (GPS) circuit clocking upgrades
- Elimination of Verizon circuits using private microwave systems
- Network equipment for the Company private communications network, Corporate Communications Transmission Network (CCTN)
- Capacity increases and monitoring of various communications systems
- Radio System capacity upgrades and technology refreshes
- Handheld radio replacements
- Antenna installations and replacements at Company cell sites
- Voice over IP (VOIP) equipment
- Video equipment
- Multimedia Web Collaboration (Polycom)

In 2020-2023 work planned includes:

- Upgrade telephony network and devices
- Continue replacement of handheld radios for Electric, Gas, and Steam
- Continue rollout of MPLS (Multi Protocol Label Switching)

- Continue migration of VoIP technology at West End Avenue and substations ringdowns (direct dial point to point)
- Upgrade VoIP gateways
- Upgrade VoIP phones at multiple location to accommodate VoIP switch upgrades

### **Justification Summary:**

The XM8 general equipment category provides a mechanism to maintain and grow communication tools, including wireless and wired technology. This includes telephones, radios, antennas, and associated electronic components necessary to provide private voice and data services as needed by operating areas.

### **Supplemental Information:**

- Alternatives: Alternatives include increased reliance on carriers and expense increases for ongoing lease costs for telephony and field communications. Yet even under that scenario, telephones would need to be purchased. Telecommunications equipment is purchased in bulk and competitively bid to take advantage of volume discounts. Information Technology has initiated programs, such as equipment standardization, to optimize these costs. Using the same manufacturer (i.e., Motorola, Ericsson) has given leverage to obtain larger discounts. Information Technology has been utilizing contract negotiation best practices for price and duration of contracts.
- Risk of No Action: No action would likely result in multiple communications equipment failures including telephone systems, data circuits, radio systems, and protection circuits as a result of the inability to purchase spare parts and maintain supportability of the communication systems. In that case, availability of critical communications systems would be severely reduced. Reliable communications systems and distribution automation systems are required to support field restoration activities and the automation of the distribution system to maintain electric, gas, and steam services. This equipment is essential to provide both system reliability, as well as employee safety.
- Non-financial Benefits: The proposed projects offer the following other benefits:
  - Provides carrier diversity to critical communication circuits
  - Offers security controls
  - Provides a higher reliability level than carrier circuits
  - Scales capacity over time through card replacements
  - Improves recovery time from communications failures
  - Provides services outside of the Telco carriers
  - Avoids construction delays and costs needed for carrier services
- Summary of Financial Benefits (if applicable) and Costs: N/A
- Technical Evaluation/Analysis: XM8 equipment has an extended life and is replaced in 10-15 year increments. This equipment is mostly carrier grade communications equipment to support voice and other communication requirements. Information

Technology performs planning and analysis on all technologies introduced. Solutions are investigated in conjunction with the IT strategy and vision planning process. Collaboration between IT advisors, carriers, vendors, and Company employees helps to ensure the selection of optimal solutions.

- Project Relationships (if applicable): IT projects, completed or future, require and expect sufficient performance of the network.
- Basis for Estimate: Estimates are generated from Company engineering resources using maps, existing street conditions, and historical projects. Any purchases are made through competitive bids.

### **Total Funding Level (\$000):**

#### **Historical Spend**

<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year (O&amp;M only)</u></b>	<b><u>Forecast 2018</u></b>
<b>2,760</b>	<b>2,471</b>	<b>2,721</b>	<b>3,155</b>		<b>2,646</b>

#### **Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year (O&amp;M only)</u></b>	<b><u>Forecast 2018</u></b>
Labor	686	507	688	673		600
M&S	12	14	25	135		55
A/P	1,519	1,547	1,580	2,013		1281
Other	12	4	15	1		700
Overhead	531	399	413	333		10
<b>Total</b>	<b>2,760</b>	<b>2,471</b>	<b>2,721</b>	<b>3,155</b>		<b>2,646</b>

### **Request (\$000):**

<b><u>Request 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2022</u></b>
<b>2000.3</b>	<b>2354.0</b>	<b>2354.8</b>	<b>2354.5</b>	<b>2353.1</b>

### **Request by Elements of Expense:**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor	959.4	770.4	770.4	770.4	770.4

M&S	359.1	805.1	809.9	810.0	810.0
A/P	170	299.2	298.6	300.0	300.0
Other	48.2	102.9	103.2	103.4	103.4
Overheads	463.6	376.4	372.6	370.7	369.4
<b>Total</b>	<b>2,000.3</b>	<b>2354.0</b>	<b>2354.8</b>	<b>2354.5</b>	<b>2353.1</b>

X	Capital
	O&M

**2019 – Shared Services / General Equipment**

<b>Project/Program Title</b>	XM 10 Computer Equipment
<b>Project Manager</b>	Paul Rogers
<b>Project Number</b>	10007237
<b>Hyperion Project Number</b>	PR.XM0010
<b>Organization’s Project Number</b>	20189302
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operationally Required

**Work Description:**

Items in XM-10 are critical computing components including the mainframe, servers, PCs, tablets, laptops, storage, network equipment for Local Area Networks (LANs), internet facing technology improvements to address remote access, and infrastructure needed to the Wide Area Network (WAN). Upgrades and technology refreshes are required to these components to continue to provide a reliable and accessible environment for critical resources located in server farms and to support server growth from new business system projects. Other equipment in this category includes Uninterruptable Power Supply (UPS) devices, network cabling, wireless networks, and the fiber channel networks used for electronic storage.

Key initiatives in 2019- 2022 include:

- Refresh 20% of the desktop, laptop, tablet, printer, plotter, MDT inventory – per year. Devices have an approximate service life of 5 years.
- Continue with the multi-year project to perform a technology refresh for department LAN switches to the Cisco model 3850. There are over 1,000 switches in use and the replacements are needed to sustain network security levels, capacity requirements, and new support new features needed for MPLS technology – Target 250
- Expand the use of Cisco ISE to achieve departmental network segmentation
- Implement the next generation of Wi-Fi Infrastructure – 20% per year
- Refresh corporate service DMZ network hardware which allows for safe exchange of data to customers and partners.
- Refresh data center IP and Fiber Channel Networks.
- Data Center Retirement – Grasslands and Spring Valley.
- Refresh backup infrastructure
- Windows 2008 Elimination project
- New customer service infrastructure implementation
- VNX8000 replacement

- Red Hat to Oracle Linux conversion
- Cisco Server Technology upgrades

### **Justification Summary:**

Without the equipment in XM-10, Con Edison's ability to provide reliable access to all Company computing systems would be adversely impacted. This equipment is essential to the operation of the Company's day to day business activities and is integral to other Company organizations including Electric, Gas, Steam, Customer Operations, Finance, and Transportation. XM-10 equips employees with technology and devices to access information and systems in the office, field, and remotely from home and ensures the core IT infrastructure is supportable, reliable, and accessible.

### **Supplemental Information:**

- Alternatives: There are few alternatives. Failure to invest in this equipment would result in increased failures to access information and resources and introduce unbudgeted and unplanned costs to recover from failures.

To reduce costs associated with XM-10, the Company employs various mitigation efforts. Computer and network hardware are purchased in bulk and competitively bid to take advantage of volume discounts. Information Technology has initiated programs to optimize its mainframe costs. One such program leverages IBM hardware and software products against non-IBM vendors, suggesting suitable IBM replacement products. Through the usage of monitoring tools, Con Edison discovered duplicate functionality between software products as well as products not being utilized. In addition, for all products Information Technology has been utilizing contract negotiation best practices for price and duration of contracts. Third party experts are retained to formulate more strategic product evaluations and negotiation tactics.

- Risk of No Action: Risks include:
  - Increased Cybersecurity risks due to running unsupported equipment
  - Performance issues while accessing Company systems
  - Obsolete infrastructure due to not keeping up with latest technology
  - Ability to provide business information in a timely fashion to employees would be impacted due to an unreliable environment.
  - Decrease in the availability, reliability, and security of the company's resources
  - Inability to implement new systems
- Non-financial Benefits: Benefits include:
  - Increased employee productivity as a result of access to business systems and other information
  - By maintaining the stability and performance of the Corporate Network and computers, energy delivery systems perform better as well as ability to response to customer outages
  - Optimized operation of the corporation on a day to day basis with streamlined internal and external employee communication

- Summary of Financial Benefits: Benefits include:
  - New wireless technology and designs for floor renovation are planned to reduce hard wiring deployment by 60%.
- Technical Evaluation/Analysis: Items covered under the XM-10 categories are typically replaced on an industry standard practice of five to eight years or as business requirements dictate new technology specifications or requirements.
- Project Relationships (if applicable): XM-10 supports all IT projects for Con Edison.
- Basis for Estimate: IT uses historical spend on XM-10 to maintain a supportable infrastructure. Items covered under the XM-10 categories are typically replaced on an industry standard practice of five to eight years or as business requirements dictate new technology specifications or requirements.

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&amp;M only)</u>	<u>Forecast 2018</u>
18,695	19,648	8,014	21,191		13,327

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&amp;M only)</u>	<u>Forecast 2018</u>
Labor	1,859	1,754	1,599	1,774		2,500
M&S	3,737	9,460	2,630	9,102		8,749
A/P	11,331	6,315	2,798	9,304		777
Other	1,744	766	24	140		1,302
Overhead	24	1,352	963	871		0
<b>Total</b>	<b>18,695</b>	<b>19,648</b>	<b>8,014</b>	<b>21,191</b>		<b>13,327</b>

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>



<b>9,127</b>	<b>12,334.6</b>	<b>12,334.9</b>	<b>12,334.2</b>	<b>12,334.8</b>
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**Request by Elements of Expense:**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor	2499.6	2499.6	2499.6	2499.6	2499.6
M&S	4931.2	7800.5	7800.0	7800.5	7800.5
A/P	0	0	0	0	0
Other	440.3	755.5	768.6	773.7	778.7
Overheads	1255.9	1279.0	1266.6	1260.5	1256.0
<b>Total</b>	<b>9,127.0</b>	<b>12,334.6</b>	<b>12,334.9</b>	<b>12,334.2</b>	<b>12,334.8</b>

Exhibit\_\_(SSP-1)  
Shared Services - General Equipment - Capital

### General Equipment: Capital Program Summary

Shared Services Panel		Year Total			
		Current Budget			
General Equipment - Capital		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
Facilities and Field Services	XM1 Tier 1 - Office Furniture	\$700	\$700	\$700	\$2,100
Facilities and Field Services	XM2 - Vehicles	\$40,000	\$40,000	\$40,000	\$120,000
Facilities and Field Services	XM3 Tier 1 - Stores Equipment	\$437	\$437	\$437	\$1,311
Construction	XM4 - Shop Equipment	\$360	\$360	\$360	\$1,080
Facilities and Field Services	XM5 and 15 Tier 1 - Laboratory Equipment (Testing and Chemical)	\$3,000	\$3,000	\$3,000	\$9,000
Facilities and Field Services	XM6 Tier 1 - Tools and Work Equipment	\$4,000	\$4,000	\$4,000	\$12,000
Facilities and Field Services	XM7 Tier 1 - Miscellaneous and Safety Equipment	\$900	\$900	\$900	\$2,700
<b>Total General Equipment</b>		<b>\$49,397</b>	<b>\$49,397</b>	<b>\$49,397</b>	<b>\$148,191</b>

General Equipment  
Capital White papers

X	Capital
	O&M

### 2020 – Shared Services / General Equipment

<b>Project/Program Title</b>	XM 1 – Office Furniture and Equipment
<b>Project Manager</b>	Robert M. Bevil
<b>Hyperion Project Number</b>	10025701
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operationally Required – Critical Repair

#### **Work Description:**

The XM-1 budget represents the portion of the Capital Budget devoted to the purchase of general office furniture, business machines, modular office partitions, carpeting, drafting room equipment, safes, security containers, book cases and cabinets, and window air conditioners. Facilities Planning administers the XM-1 budget. . Corporate Architectural Design Policy: 200-6 governs that all items are in compliance with state and local building codes to safeguard life, health, property and public welfare.

An organization requiring purchase of capital General Equipment classified as XM-1 submits a request to Facilities Planning for purchasing such equipment, along with a justification. That organization, in conjunction with Facilities Planning, will review the request and identify any available options to include what is in the recycled inventory. Additionally, the request is reviewed to confirm that it is cost-effective and compliant to the Company’s policy and procedures before purchasing.

#### **Justification Summary:**

Furniture, partitions, and other equipment categorized as XM-1 in the General Equipment capital budget are necessary to replace defective and obsolete equipment. It is also used to purchase equipment for renovated spaces that better optimize workspace for our workforce. Con Edison also aims toward developing a healthier work environment by selecting cost effective, robust, and ergonomic equipment such as desks and chairs.

#### **Supplemental Information:**

- **Alternatives:** There are no alternatives, per se, but the Company does employ various mitigation efforts. Facilities and Field Services recycles desks, chairs, and office partitions as a general practice whenever possible. Furniture and office equipment are evaluated before being replaced; items found to be in good operating condition are stored onsite and become part of the recycled inventory to be reused in temporary work assignments, remote office trailers, shops, etc. Only those items that are deemed beyond economical repair and have no salvage value are disposed of.

There are several contracts available to purchase new furniture; these contracts were competitively bid, and whenever possible, new orders are consolidated to take advantage of volume discounts.

It should also be noted that at any given time, organizational priorities are shifted to meet each organization's requirements and available funding. Each organization anticipates their budget needs by identifying their future furniture requirements. This includes forecasting temporary deployment of extra crews in the field that would require office furniture. Organizations submit corresponding requests for the following year's General Equipment during the capital budgeting process.

- **Risk of No Action:** The Company's work forces would be prevented from meeting their objectives in an efficient and safe manner without functioning furniture and other office equipment. It would also create personnel issues with those employees who, due to their medical conditions, require ergonomic furniture to be able to perform their duties.
- **Non-financial Benefits:** Procuring the appropriate office furniture for the Company will create a safe working environment for employees by replacing broken and damaged furniture. In addition, procurement of ergonomic furniture can positively impact productivity by reducing potential injuries, such as repetitive strain injuries, and minimize lost time due to such injuries.
- **Summary of Financial Benefits (if applicable) and Costs:** N/A
- **Technical Evaluation/Analysis:** N/A
- **Project Relationships (if applicable):** None
- **Basis for Estimate:** The final invoice price for specific furniture that will need to be purchased or replaced is typically not known for future years. Replacement in future years is based on the anticipated needs of each operating organization and historical spending.

### **Annual Funding Levels (\$000):**

#### **Historical Spend**

<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>
965	1,560	2,062	4,352		2,200

#### **Historic Elements of Expense**

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>
Labor			5			
M&S	886	1,518	2,004	3,968		2,155
A/P						
Other	44	1	7	314		
Overheads	35	41	46	70		45
<b>Total</b>	<b>965</b>	<b>1,560</b>	<b>2,062</b>	<b>4,352</b>		<b>2,200</b>

**Request (\$000):**

<b><u>Request 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
<b>700</b>	<b>700</b>	<b>700</b>	<b>700</b>	<b>700</b>

**Future Elements of Expense**

<b><u>EOE</u></b>	<b><u>Budget 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
Labor					
M&S	602	599	599	598	598
A/P					
Other	36	40	40	40	40
Overheads	62	61	61	62	62
<b>Total</b>	<b>700</b>	<b>700</b>	<b>700</b>	<b>700</b>	<b>700</b>

X	Capital
	O&M

### 2020 – Shared Services /General Equipment

<b>Project/Program Title</b>	XM-2/13 Vehicles and Equipment
<b>Project Manager</b>	Salvatore Tarantola
<b>Hyperion Project Number</b>	PR.10025750
<b>Status of Project/Program</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operationally Required – Critical Repair

#### **Work Description:**

The XM-2/13 general equipment categories provide for the annual replacement of mobile equipment such as cars, trucks, cranes, and construction equipment used throughout Con Edison's operations. The control agent for this equipment, as set forth in CI 610-2, *Capital General Equipment Budgeting, Ordering and Control*, is Facilities and Field Services' ("FFS") Automotive Engineering ("AE") section. The Company owns approximately 4,300 over-the-road, self-propelled vehicles. Factoring in other pieces of mobile equipment, such as trailers, backhoes, forklifts, etc. the Company owns over 5,000 pieces of rolling equipment.

#### **Justification Summary:**

Maintaining an annual vehicle replacement program reduces vehicle maintenance (O&M) costs and vehicle downtime by providing Operations with new vehicles and equipment to replace older, unreliable, and potentially unsafe vehicles and equipment. New vehicles and equipment facilitate the operating organizations' ability to perform routine maintenance and respond to system emergencies and events in lieu of slowed down response times caused by out-of-service vehicles. The annual vehicle replacement program also introduces new vehicles into the fleet that meet the latest fuel efficiency, emissions, and safety requirements. New vehicles also incorporate the latest advances in technology which enable the operating groups to be more productive.

#### **Supplemental Information:**

- **Alternatives:** The sole alternative to the fleet replacement program would extend the service life of incumbent vehicles instead of replacing them. This will increase the cost to maintain them, as well as increase the potential for these vehicles to become unsafe and obsolete. There are no other acceptable alternatives.
- **Risk of No Action:** Risk of no action would mean older and less reliable equipment would be kept in service. Vehicle availability would decrease substantially, and in some cases equipment would age beyond our ability to purchase replacement components. The consequences could have an adverse effect on Operations' ability to respond to emergencies efficiently, and have a negative impact on maintenance and capital projects.



If vehicles and equipment are not available to respond to emergencies, it could adversely affect the Company's ability to achieve many of the Reliability Performance Mechanism ("RPM") targets. The continued operation of aged equipment could put the public and our employees at risk due to mechanical failure and potentially harmful environmental emissions from failed gaskets, and seals.

- Non-financial Benefits: The timely replacement of fleet vehicles and equipment helps to ensure their reliability, and to meet applicable motor vehicle safety standards and incorporate the latest vehicle technology designed to reduce fuel consumption and engine emissions. The back-ends (aerial devices, cable pulling apparatus, cranes, etc.) of work trucks also incorporate the latest design technologies to improve performance and efficiencies of the units, as well as incorporating features that allow for their safe operation.
- Summary of Financial Benefits (if applicable) and Costs: AE projects the equipment requiring replacement and the associated capital spending over a five-year horizon. The specific assets that will be replaced and exact invoice pricing cannot be known in a five-year forecast. The plan is developed roughly six months in advance of the purchase cycle. The funding requested for budget cycle 2019 through 2023 was developed by prioritizing critical vehicles needed to perform core functions. However, as a result, some vehicles in the work-truck sector of the fleet are kept in service beyond their recommended life cycle without funding for replacement, which likely will escalate maintenance costs. In addition, AE strives to standardize equipment specifications and works with vehicle/equipment manufacturers to remove high maintenance designs and common causes of failures. And finally, AE strategically designs purchase agreements to best leverage its buying power, which helps to reduce up-front cost of the equipment.
- Technical Evaluation/Analysis: AE maintains a table of various asset-types and their optimal economic replacement age as determined by the asset's pre-determined lifecycle target. This is a starting point and is further refined by review of specific assets chosen as candidates for replacement. The review includes evaluating vehicle reliability, availability, age, mileage, maintenance history and overall condition. Based on that review, AE may decide to retain an asset that has performed better than its peer group or accelerate the replacement of an asset that is performing poorly. AE also maintains a database of these assets and their associated operating costs, and reviews the information annually to assist in determining which assets to replace.
- Project Relationships (if applicable): N/A

Basis for Estimate: The vehicle and equipment replacement estimates are based on lifecycle targets, historical maintenance costs, and estimated vehicle replacement costs.

Table #1 – Historical and YTD Class Inventory count:

Class	Description	2016	2017	2018 YTD
0	Passenger cars	605	576	553
2	Mini-vans, SUVs	1078	1294	1351
3	Pick-ups, Vans, Light duty trucks	857	906	917
4	Step-vans	882	913	910
5	Medium-duty trucks	243	245	242
6	Heavy-duty trucks	412	412	410
	<b>Total Mobile Fleet</b>	<b>4,077</b>	<b>4,346</b>	<b>4,383</b>
8	Trailers	388	406	419
9	Construction equipment: Forklifts, Backhoes, Compressors	485	452	452
	<b>Total Fleet</b>	<b>4,950</b>	<b>5,204</b>	<b>5,254</b>

**Total Funding Level (\$000):****Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year<sup>i</sup></u> (O&M only)	<u>Forecast 2018</u>
36,608	54,264	45,169	53,671		43,100

**Historical Elements of Expense** (Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	12	320	165	250		335
M&S	6	1,023	277	155		348
A/P						
Other	34,767	50,577	43,207	51,612		41,133
Overheads	1,823	2,344	1,520	1,654		1,284
<b>Total</b>	<b>36,608</b>	<b>54,264</b>	<b>45,169</b>	<b>53,671</b>		<b>43,100</b>

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
36,000	40,000	40,000	40,000	40,000

**Request by Elements of Expense**

<b>EOE</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Labor	18	18	18	18	18
M&S	6	6	6	6	6
A/P					
Other	35,483	39,432	39,432	39,432	39,432
Overheads	493	544	544	544	544
<b>Total</b>	<b>36,000</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>

X	Capital
	O&M

### 2020 - Shared Services / General Equipment

<b>Project/Program Title</b>	XM 3 - Stores Equipment
<b>Project Manager</b>	Balvinder Gaeta
<b>Hyperion Project Number</b>	10025788
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Ongoing

#### **Work Description:**

The XM-3 budget is designated for the replacement of Stores equipment including storage bins, pallet racks, pipe racks, shelving, and strapping/wrapping equipment. This equipment is used for store room operations. Facilities and Field Services' Operations Services group is the control agency for XM-3.

Items covered under the XM-3 category are typically replaced when they are found to be in an unsafe operating condition and deemed beyond economical repair or if a procedure or specification is changed. Additionally, some equipment is purchased to increase operational efficiency. For example, Cousins wrapping and banding machines have been purchased as upgrades for the replacement of existing equipment, which allows for faster wrapping and banding of boxes and equipment for delivery.

#### **Justification Summary:**

Stores equipment that is categorized as XM-3 in the General Equipment capital budget is required in order to facilitate the efficient handling of material required by Company work forces in the replacement, reinforcement, and / or refurbishment of the electrical, gas, and steam systems.

#### **Supplemental Information:**

- **Alternatives:** Maintain the existing equipment beyond its useful life. This would result in increased maintenance and repair costs, potential delays to the operating organizations, and increased risk of employee injury. In addition, without these funds, the ability to take advantage of new equipment technologies, such as advanced shelving systems, would limit efforts to improve ergonomics and operational efficiencies, potentially having an adverse effect on employee productivity and safety.
- **Risk of No Action:** The tools and equipment purchased through the XM-3 budget would need to be maintained beyond their useful life, provided the manufacturers still produce the parts needed to make repairs. Additional information on the risks of this option are detailed in the Alternatives section.
- **Non-financial Benefits:** This equipment is necessary for the safe storage and transport of materials needed throughout the Company. For example, wrapping and strapping machines allow for the quick and safe packaging of materials for transport. Without these machines, employees would need to find

other means of packaging materials, which may be slower (impacting productivity), or place additional unnecessary physical stresses on employees, resulting in potential injuries.

- Summary of Financial Benefits (if applicable) and Costs: N/A
- Technical Evaluation/Analysis: Equipment is evaluated before being replaced, and only those that are deemed beyond economical repair or unrepairable are replaced. However, there are occasions when equipment is purchased due to operating or work practice changes, requiring a new type of device that addresses the new requirement. In addition, the majority of contracts utilized to purchase new equipment are competitively bid and, where possible, orders are consolidated to take advantage of volume discounts.
- Project Relationships (if applicable): None
- Basis for Estimate: Specific Stores equipment to be replaced and their final invoice price are market driven and therefore not known for future years. Replacement in future years is based on the anticipated needs of each operating organization.

### Annual Funding Levels (\$000):

#### Historical Spend

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
\$378	417	431	773		600

#### Historic Elements of Expense

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	54	23				4
M&S	282	357	422	749		550
A/P						
Other		11	2	6		30
Overheads	42	26	7	18		16
<b>Total</b>	<b>378</b>	<b>417</b>	<b>431</b>	<b>773</b>		<b>600</b>

#### Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
402	437	437	437	437

<sup>i</sup> 12 Months Ended 9/30/2018

**Future Elements of Expense**

<b>EOE</b>	<b>Budget 2019</b>	<b>Request 2020</b>	<b>Request 2021</b>	<b>Request 2022</b>	<b>Request 2023</b>
Labor					
M&S	365	396	396	396	396
A/P					
Other					
Overheads	37	41	41	41	41
<b>Total</b>	<b>402</b>	<b>437</b>	<b>437</b>	<b>437</b>	<b>437</b>

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / General Equipment

<b>Project/Program Title</b>	XM 4 - Shop Equipment
<b>Project Manager</b>	Edson White
<b>Hyperion Project Number</b>	10025803
<b>Organization's Project Number</b>	2XM0004
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strategic Support (XM's only)

#### **Work Description:**

Construction Service's Shop Operations is the Control Agency for XM4 Shop equipment. The XM4 budget is designated for the purchase of equipment utilized at the Van Nest Shop Operations' facility. The equipment includes floor grinders, lathes, milling machine, scribers, brazing and welding equipment, Computerized Numerical Control (CNC) machinery, jib cranes and hoists. The purchase and use of the equipment is based upon the work load, which includes routine maintenance as well as emergency fabrication and repair of specialized parts such as: turbines, boilers, pumps, motors, switchgear and bus work, and gas regulating stations. The Van Nest Shop supports the steam generating stations, electric and gas distribution operations, sub-station and transmission operations. The impact of not having equipment funding to support this work would have a severe impact on steam production, electric and gas distribution as well as substation and transmission operations.

#### **Justification Summary:**

This shop equipment is required to maintain system reliability as it provides the internal workforce with the assets to quickly return power generation equipment, transmission and distribution, and gas regulating equipment to service in an expedited manner. This reduces the risk of extended down times and forced customer outages.

#### **Supplemental Information:**

Alternatives: An economic- and time-based comparison is made between contracting the work out vs. performing the work in-house. In most cases, on an emergency basis, contracting out is not cost effective due to the premiums applied for the short notice associated with emergency work. Another factor is the time lag involved with getting a contractor and equipment on-site within the specified time frame needed to perform the work on an emergency basis.

Risk of No Action: The machinery and equipment would need to be maintained beyond their useful life, provided the manufacturers still produce parts needed to make repairs. No action would have an adverse effect to the electric, gas and steam system reliability. Without funding for replacement equipment, the Company would risk not being able to restore equipment in a timely, or cost effective, fashion during an emergency.

**Total Funding Level (\$000):****Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year<sup>1</sup></u> (O&M only)	<u>Forecast 2018</u>
<b>527</b>	<b>796</b>	<b>850</b>	<b>1,172</b>		<b>750</b>

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	<b>0</b>	<b>132</b>	<b>125</b>	<b>215</b>		<b>245</b>
M&S	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
A/P	<b>515</b>	<b>625</b>	<b>665</b>	<b>930</b>		<b>470</b>
Other	<b>12</b>	<b>19</b>	<b>60</b>	<b>27</b>		<b>35</b>
<b>Total</b>	<b>527</b>	<b>796</b>	<b>850</b>	<b>1,172</b>		<b>750</b>

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
<b>360</b>	<b>360</b>	<b>360</b>	<b>360</b>	<b>360</b>

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	90	90	90	90	90
M&S					
A/P	235	235	235	235	235
Other					
Overheads	35	35	35	35	35
<b>Total</b>	<b>360</b>	<b>360</b>	<b>360</b>	<b>360</b>	<b>360</b>



<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / General Equipment

<b>Project/Program Title</b>	XM5 / XM15 - Lab and Test Equipment
<b>Project Manager</b>	Balvinder Gaeta
<b>Hyperion Project Number</b>	10024870
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Ongoing

#### **Work Description:**

The XM-5 budget is designated for the replacement of portable electronic measurement instrumentation, including: volt meters, ammeters, gas testers, recorders, analyzers, pressure gauges, etc. These devices are used to safeguard the safety of employees, and to manage, monitor, and operate the gas, electric, and steam systems. Facilities and Field Services' Operations Services group is the control agency for XM-5.

Items covered under the XM-5 category are typically replaced when they are found to be in an unsafe operating condition and deemed beyond economical repair or if a procedure / specification is changed, requiring an enhancement in the devices currently used. An example of this is the normal replacement of items such as Doble test sets, hi-pot test sets, or the technological advances in gas detectors covered under XM-5. The gas detector devices are used by field mechanics in many organizations throughout the Company to monitor the atmospheric conditions. When the electro-chemical sensors in the older detectors failed, they did not provide an indication to the operator, which could have resulted in personnel operating in a dangerous environment. Corporate EH&S addressed this concern and newer technology was identified to replace the existing instruments. The newer devices not only had sensors that provide an indication of failure, they also had the ability to test additional types of gases and provide data logging features that were beneficial for incident investigation. These units also denied access to use of the instrument when its calibration interval had expired.

#### **Justification Summary:**

Lab and test equipment that is categorized as XM-5 in the General Equipment budget is required in order to facilitate the measurement and testing requirements needed to be performed by Company work forces in the replacement, reinforcement, and refurbishment of the electrical, gas, and steam systems.

#### **Supplemental Information:**

- **Alternatives:** Maintain existing equipment beyond their useful life. This would result in increased maintenance and repair costs, potential delays to the operating organizations, and increased risk of employee injury. In addition, without these funds, the ability to take advantage of new instrument and equipment technologies, such as noise reduction, ergonomics, and operational efficiencies, would be limited, potentially having an adverse effect on employee and public safety.

- **Risk of No Action:** The instruments and equipment purchased through the XM-5 budget would need to be maintained beyond their useful life, provided the manufacturers still produce the parts needed to make repairs. Additional information on the risks of this option are addressed in the Alternatives section.
- **Non-financial Benefits:** Equipment in this category is necessary to safeguard employees in the field through measuring and monitoring environmental conditions in the field, and alerting employees to potential hazards. In addition, some equipment in this category is used to measure and monitor conditions on the electric, gas, and steam systems, and assist in identifying potential issues.
- **Summary of Financial Benefits (if applicable) and Costs:** N/A
- **Technical Evaluation/Analysis:** Instruments and equipment are evaluated before being replaced, and only those that are deemed uneconomical to repair or devices that are obsolete with repair parts no longer available are replaced. However, there are occasions when equipment is purchased due to operating or work practice changes, requiring a new type of device that addresses the new requirement. In addition, the majority of contracts utilized to purchase new tools and equipment are competitively bid and, where possible, orders are consolidated to take advantage of volume discounts.
- **Project Relationships (if applicable):** None
- **Basis for Estimate:** Specific instrumentation and test equipment to be replaced and their final invoice price are not known for future years. Replacement in future years is based on the anticipated needs of each operating organization. Expenditures forecasted are lower than prior forecasts due to a change in the Company's vendor for some gas detector devices to monitor atmospheric conditions. This change eliminates the need to purchase certain types of detectors.

### **Annual Funding Levels (\$000):**

#### **Historical Spend**

<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>
5,851	4,276	7,178	7,918		3,700

#### **Historic Elements of Expense**

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>
Labor						12
M&S	5,500	4,169	7,021	7,741		3,573
A/P						
Other	162		24	23		15
Overheads	189	107	133	154		100
<b>Total</b>	<b>5,851</b>	<b>4,276</b>	<b>7,178</b>	<b>7,918</b>		<b>3,700</b>

**Request (\$000):**

<b><u>Request 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
<b>2,000</b>	<b>3,000</b>	<b>3,000</b>	<b>3,000</b>	<b>3,000</b>

**Future Elements of Expense**

<b><u>EOE</u></b>	<b><u>Budget 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
Labor					
M&S	1,669	2,575	2,541	2,575	2,575
A/P					
Other	159	160	160	160	160
Overheads	172	265	299	265	265
<b>Total</b>	<b><u>2,000</u></b>	<b><u>3,000</u></b>	<b><u>3,000</u></b>	<b><u>3,000</u></b>	<b><u>3,000</u></b>

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / General Equipment

<b>Project/Program Title</b>	XM 6 - Tools and Work Equipment
<b>Project Manager</b>	Balvinder Gaeta
<b>Hyperion Project Number</b>	10025830
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Ongoing

#### **Work Description:**

The XM-6 budget is designated for the replacement of tools and equipment used for general construction and repair, such as portable pumps, chain saws, hydraulic jacks, pneumatic hammers and drills, hydraulic cutting and crimping tools, tire repair equipment, etc. These devices are used to manage and operate the gas, electric, and steam systems. Facilities and Field Services' Operations Services group is the control agency for XM-6.

Items covered under the XM-6 category are typically replaced when they are found to be in an unsafe operating condition and deemed beyond economical repair, or if a procedure or specification is changed.

#### **Justification Summary:**

Capital tools that are categorized as XM-6 in the General Equipment capital budget are necessary in order to facilitate the efficient repairs to be performed by Company work forces in the replacement, reinforcement, and refurbishment of the electrical, gas, and steam systems.

#### **Supplemental Information:**

- **Alternatives:** Maintain the existing equipment beyond their useful life. This would result in increased maintenance and repair costs, potential delays to the operating organizations, and increased risks of employee injury. Without these funds, the ability to take advantage of new tool and equipment technologies, such as noise reduction, ergonomics, and operational efficiencies, would be limited, potentially having an adverse effect on employee and public safety. Additionally, the increase in the Gas Operations field forces would not have the tools and equipment necessary for them to perform their work.
- **Risk of No Action:** The tools and equipment purchased through the XM-6 budgets would need to be maintained beyond their useful life. Additional information on this option can be found in the Alternatives section.
- **Non-financial Benefits:** The tools in this category of equipment support the construction and repair activities of employees throughout the Company. For example, hydraulic cutting tools allow employees to cut through cable of various sizes quickly and with a minimal amount of physical effort, reducing the

potential for strains and injuries. These tools allow employees to perform these activities efficiently and to minimize the potential for injury.

- Summary of Financial Benefits (if applicable) and Costs: N/A
- Technical Evaluation/Analysis: Tools and equipment are evaluated before being replaced, and only those that are deemed beyond economical repair are replaced. However, there are occasions when equipment is purchased due to operating or work practice changes, requiring a new type of device that addresses the new requirement. In addition, the majority of contracts utilized to purchase new tools and equipment are competitively bid and, where possible, orders are consolidated to take advantage of volume discounts.
- Project Relationships (if applicable): None
- Basis for Estimate: Specific work tools and equipment to be replaced and their final invoice price are not known for future years. Replacement in future years is based on the anticipated needs of each operating organization.

### Annual Funding Levels (\$000):

#### Historical Spend

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
7,102	10,893	10,430	7,611		4,850

#### Historic Elements of Expense

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	99	4	7	2		
M&S	6,628	10,548	9,989	7,406		4,745
A/P						
Other	98	59	203	46		15
Overheads	277	282	231	157		90
<b>Total</b>	<b>7,102</b>	<b>10,893</b>	<b>10,430</b>	<b>7,611</b>		<b>4,850</b>

#### Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
3,000	4,000	4,000	4,000	4,000

#### Future Elements of Expense

<u>EOE</u>	<u>Budget 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
Labor					
M&S	2,641	3,528	3,528	3,532	3,532
A/P					

Other	84	105	105	101	101
Overheads	275	367	367	367	367
<b>Total</b>	<b>3,000</b>	<b>4,000</b>	<b>4,000</b>	<b>4,000</b>	<b>4,000</b>

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / General Equipment

<b>Project/Program Title</b>	XM 7 - Miscellaneous Equipment
<b>Project Manager</b>	Balvinder Gaeta
<b>Hyperion Project Number</b>	10025850
<b>Status of Project</b>	Ongoing
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Ongoing

#### **Work Description:**

The XM-7 budget is devoted to the purchase of miscellaneous equipment such as cafeteria and kitchen equipment, medical equipment, defibrillators, safety and training equipment, fire protection, and audio-visual and photographic equipment. Facilities and Field Services' Operations Services group is the control agency for XM-7.

An organization requiring purchase of capital General Equipment classified as XM-7 must submit a written request to Facilities and Field Services' Operations Services for purchase of such equipment. The XM-7 budget coordinator reviews each request to ensure that the total cost is within the requesting organization's budget allotment and then initiates the procurement process.

#### **Justification Summary:**

Kitchen equipment, medical equipment, safety equipment, and other equipment categorized as XM-7 in the General Equipment capital budget are necessary in order to facilitate required workplace environment and assist in training for all divisions and departments within the Company.

It should also be noted that at any given time, organizational priorities are shifted to meet the organization's requirements. Each organization anticipates their budget needs by identifying their future requirements. This would include forecasting deployment of extra crews in the field that would require additional safety equipment, such as emergency lifting devices. Organizations submit corresponding requests for the following year's General Equipment during the capital budgeting process.

#### **Supplemental Information:**

- Alternatives: There are no alternatives, per se, but the Company does employ various mitigation efforts. All miscellaneous equipment are evaluated before being replaced and only those that are deemed unrepairable are replaced. Facilities and Field Services recycles this equipment whenever possible as a general practice. In addition, the majority of contracts utilized to purchase new equipment are competitively bid and, whenever possible, orders are consolidated to take advantage of volume discounts.

- Risk of No Action: The Company's work forces would be prevented from meeting their objectives in an efficient and safe manner without some equipment, such as supplied air respirators for training purposes. It is essential to train our workforce to use safety equipment they would use in the field.
- Non-financial Benefits: This equipment is necessary for the safety of Company employees and also for some of the support operations of the Company, such as cafeteria food services. Additionally, equipment in this category is used to complement training and communication.
- Summary of Financial Benefits (if applicable) and Costs: N/A
- Technical Evaluation/Analysis: N/A
- Project Relationships (if applicable): None
- Basis for Estimate: The final invoice price for specific miscellaneous equipment that will need to be purchased or replaced is typically not known for future years. Replacement in future years is based on the anticipated needs of each operating organization and historical spending.

### Annual Funding Levels (\$000):

#### Historical Spend

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
745	1,491	1,828	1,615		1,300

#### Historic Elements of Expense

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor		2	2			
M&S	551	1,370	1,780	1,484		1,225
A/P						
Other	166	80	13	97		50
Overheads	28	39	33	34		25
<b>Total</b>	<b>745</b>	<b>1,491</b>	<b>1,828</b>	<b>1,615</b>		<b>1,300</b>

#### Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
1,000	900	900	900	900

#### Future Elements of Expense

<u>EOE</u>	<u>Budget 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
Labor					



M&S	755	632	632	632	632
A/P					
Other	164	196	196	196	196
Overheads	81	72	72	72	72
<b>Total</b>	<b>1,000</b>	<b>900</b>	<b>900</b>	<b>900</b>	<b>900</b>

CI-610-1  
Capital Budget Process



# Corporate Instruction

SUBJECT

## CAPITAL BUDGET PROCESS

- 1.0 PURPOSE**-- This Instruction describes the capital budget process and specifies the procedures for authorization, appropriation of funds, and funding control for capital projects and programs in accordance with Consolidated Edison Company of New York, Inc. (CECONY) Corporate Policy Statement 000-1, "Delegation of Authorities" ("Delegation").
- 2.0 APPLICATION**-- This Instruction applies to all CECONY organizations involved with the capital budget process including the authorization and appropriation of funds, and funding control for capital projects and programs. The term *Company* when used in this Instruction refers to CECONY unless otherwise stated.
- 3.0 PROCEDURES**-- The components of the capital budget process are described in paragraphs 3.1 through 3.7.

### 3.1 Capital Budget –

- a. The Capital Budget is comprised of individually planned projects or groupings of smaller and similar projects called programs, as well as general equipment purchases.
- (1) Capital Projects: A scope of work defined by specific goals. The goals for some projects are determined by forecasts of customer demand. Other projects result from mandated regulatory commitments such as commodity, transmission and distribution voltages, ranges, pressures, etc.; or operations and user department requests to address concerns, issues, or identified deficiencies.
- (2) Capital Programs: Groups of projects similar in nature occurring at multiple locations and/or different annual periods in specific categories (e.g., burnouts, leaking services, batteries, roof, failed equipment) or defined types of work (e.g., technology upgrade, end of life, and regulatory standards such as environmental or safety) that have trends of on-going and continuing expenditures. Estimated program expenditures may include both identified and unidentified work.
- (3) General Equipment: Specific categories of equipment (commonly termed XM) classified under the Uniform System of Accounts as General Plant that usually have a purchase cost of \$500 or more and a life expectancy of more than one year. EXHIBIT A summarizes information about Capital General Equipment and the

APPROVED	APPROVED	LAST REVIEWED	NUMBER	SUPERSEDE	PAGE 1 OF
Robert Hoglund	Jan 24, 2018	Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13 PAGES

organizations responsible for budgeting, managing, and controlling general equipment purchases.

- b. All Capital Budget items are required to have the following for accounting and reporting categorizations, as well as to facilitate rate case filings:
  - (1) Function Category Code: Capital projects, programs, and general equipment are categorized and grouped by function for reporting purposes. Functions are established at the highest level nature of the work. A list of function codes and their descriptions can be found on the [Business Intelligence Support Website](#). Any additions, deletions, or changes to function codes require advance approval by the Vice President, Business Finance.
  - (2) Project Number: Items in the Capital Budget require a unique project number (an eight-digit number that is assigned in the designated accounting and budgeting systems). Refer to "[Oracle EBS Reference Document - Project Accounting/FAQ](#)" for additional guidance on the use of Project/Task numbers. Project Accounting, Corporate Accounting, is responsible for issuing project numbers. Budget & Forecasting, Business Finance, will use the issued project number to create an entry for use in the budget system.
  - (3) White Paper: A document used to summarize information pertinent to a capital project or program. In addition to scope and estimated expenditures, the white paper will:
    - (a) Demonstrate the alignment of a capital project or program with the Company's strategic objectives, enterprise risk management efforts, financial and non-financial benefits, and other long-term goals.
    - (b) Standardize the preparation of business cases. (See the [Capital Projects Playbook CPP-10, "Capital Optimization Guideline"](#) for additional information.)

**3.2 Annual Capital Budget Preparation, Review, and Approval Process –**

- a. A guidance document for the preparation of the annual capital budget for the ensuing year and five-year forecast is issued by the Senior Vice President and Chief Financial Officer each year. The guidance document:
  - (1) Establishes spending levels for aggregate capital projects and programs for five years.
  - (2) Sets the timetable for budget requests, review, and approval by the President and the Chairman of the Board, President and Chief Executive Officer (CEO).

DATE	NUMBE	SUPERSEDES	PAGE 2	O
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13	PAGES



**CAPITAL BUDGET PROCESS**

- b. Enterprise Program Management Office, Business Finance, manages the Capital Optimization Process in accordance with CPP-10, "Capital Optimization Guideline."
- c. Each organization will:
  - (1) Submit budget documentation at the time specified in the annual guidance document to these Business Finance departments: CECONY Cost Management, Shared Services Cost Management, and Budgeting & Forecasting.
  - (2) Present their capital budget requests as indicated below:
    - (a) Operations organizations will present their capital budget requests to the President for review.
    - (b) Shared Services and other support organizations will present their capital budget requests to their respective Senior Vice President (Corporate Affairs, Corporate Shared Services, Finance, Law, and Utility Shared Services).
  - (3) Following the budget presentation, the President and the respective Senior Vice Presidents (Central Operations, Corporate Shared Services, Customer Energy Solutions, Customer Operations, Electric Operations, Gas Operations, and Utility Shared Services) and the Vice President, Environment, Health and Safety will present their respective budget requests to the CEO.
- d. Budgeting & Forecasting will coordinate and consolidate the budget requests for the proposed annual capital budget for review by the Finance Committee and the Board of Trustees ("Board") and will also coordinate any subsequent Finance Committee or Board approvals required for specific projects or budget increases. The documents that require submission to the Finance Committee include:
  - (1) A request from the Finance Committee to the Board recommending approval of the annual budget funding level.
  - (2) A detailed listing of projects/programs of \$10 million or greater with funding in the specific budget year, including those with long-lead time approval, and total annual capital budget request. Long-lead time projects/programs are specific projects/programs that do not require funds in the given budget year but require contractual commitments that will affect future years.
  - (3) Approval requests for capital projects with an aggregate estimated cost in excess of \$50 million and approval requests to the Board for

DATE	NUMBE	SUPERSEDES	PAGE 3	O
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13	PAGES



capital projects with an aggregate estimated cost in excess of \$100 million.

- (4) Subsequent increases to the capital budget in excess of 5% of the amount authorized in the annual capital budget.
- e. The executive sponsor is the officer who is responsible for overall technical and cost accountability for the planning, design, scheduling, procurement, and construction of a capital project or program. After Board approval of the annual capital budget, the executive sponsors may direct their project or program managers and project engineers to proceed with design engineering and/or other necessary preparations including the evaluation of environmental, health, and safety considerations in planning (reference Corporate Environmental, Health and Safety Procedure CEHSP A11.03, "Environment, Health and Safety Considerations in Project Engineering and Planning"). Design engineering may be completed before project appropriation; however, obligations for construction or procurement may not be incurred until an appropriation request is approved (see paragraph 3.4). Spending cannot exceed \$5 million prior to the Finance Committee or Board approval.

**3.3 Authorization** – Approval of the capital budget request by the Board establishes authorization for the projects and programs within. However, authorization does not constitute permission to purchase equipment or begin construction. Authorizations either span the life of a single project or a maximum of five years under a program.

- a. The *Authorization/Appropriation Form* is available on the [Project Accounting](#) SharePoint site and will be used to request approval for amendments to previously authorized projects and programs before the next budget cycle. This form should be used if:
- (1) Any projects were not included in the approved capital budget.
- (2) There was an increase or decrease in current authorization for an existing project.
- b. Authorization amendments will be made as follows:
- (1) Each amendment request that does not require action by the Finance Committee or the Board (see paragraph 3.2d), must be submitted on an *Authorization/Appropriation Form* and approved as set forth in the Delegation.
- (2) Amended authorization requests that meet the criteria for submittal to the Finance Committee or the Board will be presented by the requesting organization prior to being submitted to Project Accounting.

DATE	NUMBE	SUPERSEDES	PAGE 4	O
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13	PAGES

- (3) When a request is not approved, the project manager/engineer will immediately inform the responsible cost manager. The requestor may revise and resubmit the request as appropriate.
  - (4) Programs are authorized to the extent they are budgeted in the current five-year plan.
- c. Project Accounting reviews the Authorizations/Appropriation forms to make sure the signature levels are in compliance with the Delegation.

**3.4 Appropriation** – Appropriation represents a formal grant of authority to obligate a specific amount of Company funds for a project.

- a. Prior to the initiation of an appropriation request, an account ruling request must be submitted to Property Record, Corporate Accounting, for inside plant work in order to determine the proper accounting for a project. Outside plant work is determined by the information in the [Property Accounting Manual](#).
- b. Before funds can be obligated or expended for capital projects, an appropriation request must be approved and submitted to Project Accounting using the *Authorization/Appropriation Form*. The appropriation requests must include all costs, including capital overheads, for a project. Appropriation requests requiring Senior Vice President approval, as set forth in the Delegation, shall be submitted to CECONY Cost Management and Shared Services Cost Management for review, verification, and approval of the funding section of the form.
- c. Appropriation approvals for projects are contingent upon an approved authorization having been established that is equal to or greater than the amount of the proposed appropriation. Appropriation requests will be approved in accordance with the Delegation and submitted to Project Accounting. When funds to be appropriated are greater than the authorized amount, the appropriation request must indicate an increase in authorization and be approved in accordance with the Delegation.
- d. Individual projects should be appropriated in portions equaling the total authorization or for the full authorized amount over the duration of the specified scope of work. Appropriations and expenditures on a project or program shall not exceed the total approved authorization without an increase in authorization.
- e. Partial appropriation requests for projects should include a reasonable estimate for the total expected project cost. The initial and subsequent partial appropriation(s) must be approved by the authority specified in the Delegation.

DATE	NUMBE	SUPERSEDES	PAGE 5	O
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5, '13	13	PAGES

- f. After approval of the appropriation request, the project or program manager will proceed with procurement and work to complete the project. The project or program manager, CECONY Cost Management, and Shared Services Cost Management are responsible for the correct accounting for all costs for the applicable projects/programs so that expenditures do not exceed the approved amount of the authorization and appropriation. See Capital Projects Playbook CPP-06, "Project Control Cost Guideline" for additional information.

**3.5 Increase of Authorization/Appropriation –**

- a. The project or program manager, with the support of CECONY Cost Management and Shared Services Cost Management, will maintain records of the total contractual commitments and actual expenditures so that the total of both do not exceed authorized and appropriated amounts.
  - (1) In the case of Construction, these records will be handled in accordance with Operating Procedure OP-280-1, "Contract Administration Manual," or relevant procedure.
  - (2) CECONY Cost Management and Shared Services Cost Management, or at the request of the project or program manager, will produce and maintain a Current Working Estimate (CWE) for any project that is greater than \$2.5M and expected to have a three month or greater duration. If a CWE exceeds the approved appropriation and/or authorization amount, the project or program manager will analyze the project or program and should consider changing the scope of work. If the project or program is still expected to be different than the authorized or appropriated amount, the project or program manager, the original requestor, and essential personnel (e.g., Construction, CECONY Cost Management, Shared Services Cost Management, Engineering) will prepare an *Authorization/Appropriation Form* to be submitted to Project Accounting requesting an increase or decrease in the appropriation and/or, if necessary, the authorization. See Capital Projects Playbook CPP-06, "Project Control Cost Guideline" for additional information.
  - (3) If the cumulative increase in appropriation does not exceed \$250,000, an increase in the appropriation is not required as set forth in the Delegation, unless the project exceeds 100% of its original authorization/appropriation (e.g., job appropriated for \$200K and final expenditures are \$440K).
- b. Requests for increases of authorization/appropriation for Capital or Net Retirement Projects must be approved in accordance with the Delegation.
- c. An increase in authorization or appropriation is not required when the increase is only for the original book cost of plant to be retired.

DATE	NUMBE	SUPERSEDES	PAGE 6	O
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13	PAGES





**3.6 Validation in Advance of Authorization/Appropriation –**

- a. Project Accounting will expedite requests requiring immediate action that cannot be processed through the normal authorization and appropriation method (e.g., an emergency project requiring the immediate procurement of equipment, materials, and/or labor). All requests for validation of Work Order Number/Project ID Number in advance of authorization/appropriation must be submitted using the *Advance Validation Form*, which is available on the [Project Accounting](#) SharePoint site. This form will be prepared by the organization requesting the advance order(s) and approved in accordance with the Delegation, based on the total estimated cost (capital or retirement). The *Advance Validation Form* must contain the following information:
  - (1) A description of the work to be performed;
  - (2) A Property Record Ruling Reference Number (if inside plant);
  - (3) The total estimated cost of the project (including overheads);
  - (4) A work schedule containing the estimated start and completion dates of the project;
  - (5) A Project Number (if budgeted);
  - (6) A justification for advance Work Order Number/Project ID Number (e.g., equipment failure, emergency outage, safety action);
  - (7) A characterization of the work as either related to an outage or not; and
  - (8) An appropriation submittal schedule.
- b. Project Accounting will assign and validate the applicable Work Order number(s)/Project/Task(s) and notify the requesting organization of the number(s) issued. Project Accounting will review the status of all advance validations issued that are awaiting authorization and appropriation, periodically. An *Authorization/Appropriation Form* must be submitted within 90 days of Work Order number issuance.
- c. Where prompt action is deemed necessary for items requiring the Finance Committee or Board action, the CEO may authorize such projects on an emergency basis in accordance with the Delegation.

**3.7 Funding and Budget Control –**

- a. For each capital project, program or equipment item, various levels of project numbers will be established to track costs.
- b. Capital budgets will be managed through a monthly capital governance review process. Proposed changes including funding additions or

DATE	NUMBE	SUPERSEDES	PAGE 7	O
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13	PAGES

amendments to the annual capital budget are submitted to the Governance Committee by the project/program managers and approved by the Governance Committee members.

- (1) The Governance Committee has all funding approving rights; however, Board approval must be obtained when the year-end estimate for the total capital budget exceeds the approved budget by 5% or more. Once the Governance Committee has approved funding for a capital project, the requesting organization must complete an appropriation request.
- c. CECONY Cost Management and Shared Services Cost Management with support from Reporting and Analytics, Business Finance, will distribute a monthly Performance Report to the Senior Vice Presidents and to other designated management employees. The report will include a variance analysis of actual capital expenditures versus budget and a year-end estimate versus budget.
- d. General Equipment has the additional following requirements:
- (1) EXHIBIT B sets forth categories of Capital General Equipment that require ongoing custodial inventories and the custodial organization responsible for inventories. The custodial organization shall maintain a governing document that details the conduct of inventories, their frequency, and the remedial actions required when inventories reveal missing items. EXHIBIT B also lists XM items that require Company-issued tracking numbers and systems.
  - (2) User Organizations who identify capital general equipment "missing" shall report the lost item(s) by completing and submitting a [Security Incident Report Form](#) with a copy to the XM Coordinators for appropriate action.
  - (3) The User Organization is responsible for resolving problems with capital general equipment purchases with the appropriate XM Coordinator. If a User Organization reports a problem to the Action Line, they shall send a copy to the appropriate XM Coordinator. (Reference Corporate Instruction CI-240-2, "The Action Line.")
- e. A forecast of current year capital spend will be provided to the Board periodically. The current periodicity is monthly, beginning in April of each year.
- f. The status of capital projects exceeding \$50 million will be provided to the Finance Committee of the Board and capital projects exceeding \$100 million will be provided to the Board periodically. The current periodicity is at the end of each quarter.

DATE	NUMBE	SUPERSEDES	PAGE 8	O
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5, '13	13	PAGES

**4.0 RESPONSIBILITIES--**

**4.1 Board of Trustees and Finance Committee** – The Finance Committee’s responsibilities are outlined in the Charter of the Finance Committee.

**4.2 Business Finance –**

- a. The Vice President, Business Finance, is the process owner and is responsible for monitoring the process, updating procedures as necessary, and providing advice and counsel on this Corporate Instruction.
- b. Publishes and distributes the annual capital budget upon approval by the Board.
- c. When overruns require the approval of the Board and/or the CEO, notifies the responsible executive sponsor.
- d. Works with the Corporate Leadership Team (CLT) to identify and rank the Corporate Strategic Drivers.
- e. Manages the capital optimization and governance processes, and provides enterprise-wide guidance and support on project/portfolio management practices, tools, and standardized processes for all capital project and program white papers.
- f. Partners with the Optimization Teams by running the optimization through “what if” scenarios and constraint analyses.
- g. Consolidates the proposed annual capital budget request from submissions of the executive sponsors and the recommendations made by the President.
- h. Monitors expenditures on applicable capital and retirement projects and programs. When variances occur between the expenditures and the authorization and appropriation levels, notifies the project or program manager. Creates and maintains CWE’s on certain capital projects.
- i. Prepares and issues a monthly financial highlight report to CLT and other appropriate Company personnel. The most recently sanctioned expenditure forecast will be included in the monthly financial highlight report.

**4.3 Corporate Accounting –**

- a. Project Accounting. Establishes project levels as required, either as a result of the annual capital budget process or the *Authorization/ Appropriation Template*.
- b. Property Record. Provides accounting rulings on inside plant projects in advance of project appropriation.

DATE	NUMBE	SUPERSEDES	PAGE 9	O
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5, '13	13	PAGES

**CAPITAL BUDGET PROCESS**

- 4.4 Executive Sponsor** – The executive sponsor is the officer who is responsible for overall technical and cost accountability for the planning, design, scheduling, procurement, and construction of the capital projects or programs under his or her jurisdiction. This responsibility includes having the necessary forms properly prepared and submitted and designating the project or program manager for individual projects or programs. Note that this role may be a functional role and not the individual’s actual title.
- 4.5 Governance Committee** – The Committee for each capital portfolio (Electric, Gas, Steam, and Common) that reviews and approves the optimized portfolio each year. Additionally, each month, the Committees perform reviews of projects whose expenditures are forecasting to be below budget and approve the reallocation of funds to either emerging projects, and/or to projects needing additional funding.
- 4.6 Project or Program Managers** –
- a. The project or program manager, or designee, is responsible for planning, organizing, controlling, and coordinating all activities relating to the execution of assigned projects including the assurance of correct accounting for all resources used including the identification of environmental, health and safety considerations in planning (reference CEHSP A11.03), as well as compliance with all applicable regulatory requirements and the overall safety of the workforce engaged with the project.
  - b. The project or program manager is responsible to all items as listed in the Capital Projects Playbook in areas of initiating, planning, executing, monitoring and controlling, and closing.
- 4.7 Requestor** – The requestor (e.g., an engineer) is responsible for preparation of the White Paper as part of the Capital Optimization Process and the *Authorization/Appropriation* template and routes the White Paper and template appropriately.

**5.0 EXHIBITS** --

- 5.1 EXHIBIT A** - Summary of General Equipment for Capital Accounts
- 5.2 EXHIBIT B** - Matrix of Required XM Inventory Controls

**6.0 REFERENCES** --

- 6.1** Charter of Resolutions of the Finance Committee of the Board of Trustees

- 7.0 ADVICE AND COUNSEL** -- The Vice President, Business Finance, shall provide advice and counsel on this Instruction.

DATE	NUMBE	SUPERSEDES	PAGE 10 OF
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13 PAGES



## EXHIBIT A

Summary of General Equipment for Capital Accounts

Capital Budget Item	Account Code	Account Description	PSC Account	Examples	XM - General Equipment Coordinator
XM1	n/a	OFFICE FURNITURE, BUSINESS MACHINES,	391000	DESKS, CHAIRS, TABLES, COPYING MACHINES, CABINETS, BOOK CASES, DRAFTING ROOM EQUIPMENT, SAFES, WINDOW TYPE AIR CONDITIONERS, SAFES AND SECURITY CONTAINERS, ETC.	FACILITIES AND FIELD SERVICES
	n/a	MODULAR OFFICE PARTITIONS, CARPETING, SAFES		MODULAR OFFICE PARTITIONS, CARPETING, SAFES	
XM2	n/a	TRANSPORTATION EQUIPMENT	392000	AUTOMOBILES, ELECTRIC VEHICLES, MOTOR TRUCKS, MOTORCYCLES, REPAIR CARS/TRUCKS, TRACTORS/TRAILERS, OTHER TRANSPORTATION VEHICLES, AND VEHICLES WHERE MOUNTED EQUIPMENT CAN BE EASILY REMOVED AND USED FOR TRANSPORTATION	FACILITIES AND FIELD SERVICES
XM3	n/a	STORES EQUIPMENT	393000	INCLUDES THE COST OF PORTABLE AND INSTALLED EQUIPMENT USED FOR THE RECEIVING, SHIPPING, HANDLING, AND STORAGE OF M&S AND CAPITAL ITEMS: STORAGE BINS, ELEVATING AND STACKING EQUIPMENT, COUNTER, CHAIN FALLS, HOISTS, WHEEL BARROWS, STENCIL MACHINES, BATTERY CHARGERS, ETC.	FACILITIES AND FIELD SERVICES
XM4	n/a	SHOP EQUIPMENT	394000	EQUIPMENT USED SOLELY IN GENERAL SHOPS (GENERATING STATION SHOPS EXCLUDED): FLOOR GRINDERS, LATHES, MILLING MACHINES, SCRIBERS, BRAZING AND WELDING EQUIPMENT, DRILL PRESSES, SHAPERS, JIB CRANES, HOISTS, VISE BAND SAWS, AIR COMPRESSORS, PORTABLE TOOLS, ETC.	CONSTRUCTION
XM5	3760	LABORATORY EQUIPMENT (TESTING)	395000	PORTABLE ELECTRIC, CHEMICAL AND MECHANICAL INSTRUMENTS AND LABORATORY EQUIPMENT USED FOR SYSTEM-WIDE TESTING PURPOSES SUCH AS VOLTMETERS, AMMETERS, WATTMETERS, GAS AND VAPOR TESTERS, ANALYZERS, AMPLIFIERS, RECORDERS, VIBROMETERS, TACHOMETERS, PRESSURE GAUGES, ANEMOMETERS, LABORATORY BENCHES, ETC.	FACILITIES AND FIELD SERVICES

DATE	NUMBE	SUPERSEDES	PAGE 11 OF
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13 PAGES

Summary of General Equipment for Capital Accounts

Capital Budget Item	Account Code	Account Description	PSC Account	Examples	XM - General Equipment Coordinator
XM6	n/a	TOOLS & WORK EQUIPMENT	394000	TOOLS USED IN GENERAL CONSTRUCTION OR REPAIR WORK: PNEUMATIC HAMMERS, DRILLS, TOOL CARTS, SUBMERSIBLE & PORTABLE PUMPS, CHAIN SAWS, LAWN MOWERS, GRAVELY TRACTORS, CONCRETE MIXERS, SMALL TRENCHERS, SURVEYING EQUIPMENT, HEAVY DUTY FLOOR CLEANING EQUIPMENT, ROWBOATS, HYDRAULIC JACKS, BATTERY CHARGER, STEAM CLEANERS, PARTS WASHERS, WORK BENCHES, VISES, ENGINE STANDS, POWER PAK, TIRE REPAIR EQUIPMENT, BODY SHOP TOOLS AND PAINTING EQUIPMENT, GRINDERS, DRILLS, LATHES, PRESSES, GREASING AND LUBE EQUIPMENT, GASOLINE PUMPS AND STORAGE TANKS, DYNAMETERS, ETC.	FACILITIES AND FIELD SERVICES
XM7	n/a	MISCELLANEOUS EQUIPMENT	398000	RECREATIONAL, CAFETERIA, AND KITCHEN EQUIPMENT, MEDICAL (INCLUDING HOSPITAL AND INFIRMARY), WATCHMAN'S CLOCKS, SAFETY EQUIPMENT, TRAINING EQUIPMENT, INHALATORS, RESUSCITATORS, SIGN AND ADVERTISING DISPLAYS, FIRE PROTECTION EQUIPMENT, AUDIO VISUAL EQUIPMENT, PHOTOGRAPHIC EQUIPMENT, ETC.	FACILITIES AND FIELD SERVICES
XM8	n/a	COMMUNICATION EQUIPMENT	397000	ALL COMMUNICATIONS EQUIPMENT USED ANYWHERE IN GENERAL COMPANY OPERATIONS: TRANSMITTERS, RECEIVERS, AMPLIFIERS, REFLECTORS, TOWERS, RADIO TELEPHONES, VEHICLE-MOUNTED RADIOS, WALKIE TALKIES, MICROWAVE EQUIPMENT INCLUDING SWITCHING EQUIPMENT, FIBER OPTIC EQUIPMENT, FAX MACHINES, ETC.	INFORMATION TECHNOLOGY
XM10	n/a	COMPUTER EQUIPMENT	391000	ALL ELECTRONIC DATA PROCESSING EQUIPMENT AND RELATED COMPUTER EQUIPMENT	INFORMATION TECHNOLOGY
XM13	n/a	POWER-OPERATED EQUIPMENT	396000	AIR COMPRESSORS W/VEHICLE, BACK-FILLING MACHINES, BORING MACHINES, BULLDOZERS, CRANES & HOIST, DIGGERS, PILE DRIVERS, PIPE CLEANING/COATING/WRAPPING MACHINES, TRACTORS (CRAWLER TYPE), TRENCHERS, AND OTHER POWER OPERATED EQUIPMENT	FACILITIES AND FIELD SERVICES
XM15	3761	LABORATORY EQUIPMENT (CHEMICAL)	395000	EQUIPMENT PURCHASED SOLELY FOR USE BY THE CHEMICAL LABORATORY: GAS, STEAM, AND ELECTRIC TESTING EQUIPMENT, VOLTMETERS, ANALYZERS, LAB BENCHES, MICROSCOPES, ETC.	FACILITIES AND FIELD SERVICES

DATE	NUMBE	SUPERSEDES	PAGE 12 OF
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13 PAGES

## EXHIBIT B

**Matrix of Required XM Inventory Controls**

Equipment Category	Inventory Tag Required	Custodial Inventory Required	Custodial Organization	Inventory Method and Cycle	Tracking System
XM1 Office Furniture	No	No	None	Not Applicable	Not Applicable
XM2 Transportation Equipment	Vehicle # Assigned	Yes	Facilities and Field Services	Annual State Inspection	VMS
XM3 Stores Equipment	No	No	None	Not Applicable	Not Applicable
XM4 Shop Equipment	No	No	None	Not Applicable	Not Applicable
XM5 Lab Equipment (Testing)	Yes	No	None	Not Applicable	Mainsaver
XM6 Tools & Work Equipment	No	Yes	User Organizations <sup>(1)</sup>	Annual Physical Inventory	User Defined
XM7 Safety & Miscellaneous Equipment	No	No	None	Not Applicable	Not Applicable
XM8 Communication Equipment					
Portable & Mobile Radios	No	Yes	Information Technology <sup>(1)</sup>	Annually during budget cycle	TEMS (2)
Stationary (Hubs & Switches)	No	No	None	Not Applicable	Not Applicable
XM10 Computer Equipment – Mainframes, Servers, Desktop & portable PCs, and printers	No	Yes	Information Technology <sup>(2)</sup>	Every Year via CCC for PC's	SMSSCCM/CC C <sup>(3)</sup>
XM13 Power-Operated Equipment	Vehicle # Assigned	Yes	Facilities and Field Services	Annual State Inspection	VMS
XM15 Lab Equipment (Chemical)	Yes	No	None		Mainsaver

**NOTES:**

1. Facilities and Field Services will provide guidance to the custodial organizations to develop an inventory method. Cycle will be annual. See Facilities and Field Services Guidance Document [GD-010, "Capital Tools and Work Equipment"](#) for further reference.
2. See Corporate Instructions [CI-330-10, "Security and Use of Mobile and Portable Communications Equipment"](#) and [CI-310-11, "Inventory of Telecommunication Lines."](#)
3. Information Technology performs a daily inventory of servers and personal computers on the network for deployment of software patches. Personal computers will be placed into inventory in Computer Cost Central (CCC) when they are shipped from the vendor.

DATE	NUMBE	SUPERSEDES	PAGE 13 OF
Jan 24, 2018	CI-610-1	CI-610-1 Dec 5,'13	13 PAGES

Exhibit\_\_(SSP-2)  
Shared Services – Research & Development – O&M and Capital



**R&D: Capital Program and Project Summary**

Shared Services		Year Total			
		Current Budget			
R&D - Capital		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
R&S	Knowledge Management System	\$0	\$1,148	\$0	\$1,148
	<b>Total R&amp;D</b>	<b>\$0</b>	<b>\$1,148</b>	<b>\$0</b>	<b>\$1,148</b>

### R&D O&M Program Summary

Shared Services Panel		Year Total			
		Current Budget			
R&D - O&M		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
R&D	Electric	\$10,504	\$10,497	\$10,580	\$31,581
R&D	Gas	\$1,427	\$1,435	\$1,659	\$4,521
<b>Total R&amp;D</b>		<b>\$11,931</b>	<b>\$11,932</b>	<b>\$12,239</b>	<b>\$36,102</b>

## R&D White Papers

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2021 – Shared Services / Research & Development

<b>Project/Program Title</b>	R&D Knowledge Management System (KMS)
<b>Project Manager</b>	King Look
<b>Hyperion Project Number</b>	PR.23322895
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	January 2021
<b>Estimated Completion Date</b>	December 2021
<b>Work Plan Category</b>	Strategic

#### **Work Description:**

This project will be for the development and implementation of a knowledge management system (“KMS”) that will support knowledge transfer of research and development (“R&D”) expertise and expedite the innovation process at Con Edison. The functionalities of the KMS will include the ability to query across information repositories on corporate servers, mining for information over the corporate intranet and the Internet, automated categorization of existing and new knowledge for faster retrieval and mining, a scalable knowledge warehouse that stores the content and metadata of existing and future R&D projects or related documents, the ability to capture and manage tacit knowledge of experts and their experiences, and maintaining a knowledge directory that links people to knowledge (*i.e.*, who knows what). In addition, the KMS will have the ability to track all R&D spending throughout the Company for R&D tax credit purposes and also include a digital workspace for users to collaborate, co-create, and innovate while drawing upon the extensive knowledge base provided by the KMS.

#### **Justification Summary:**

With the changing business environment and implementation of the Reforming the Energy Vision (“REV”) in New York, the KMS is needed for effective innovation and R&D knowledge transfer, which are essential to the long term sustainability of the Company. The KMS will enhance the Company’s ability to maintain and develop the necessary in-house expertise to successfully work on REV related projects with emphasis on cutting-edge modeling tools, smart inverter and other power converter technologies, configurable protection designs, communications technologies, researching and testing of Distributed Energy Resources technologies. Without the KMS, the Company will not be able to keep pace with the accelerating changes of our business and technological environment.

#### **Supplemental Information:**

- Alternatives: First alternative is to continue with the status quo of “knowledge siloing” with each department responsible for keeping track of their own knowledge base, with limited visibility across the departments. By not removing these silos, the opportunities to eliminate redundant efforts, and to quickly learn from the experience of others within the Company, will be lost. Another alternative, which is more costly, is to hire consultants to fill in the knowledge gaps as needs arise.

- **Risk of No Action:** Key knowledge expertise may be lost from attrition, increasing the risk that the Company may not be able to keep pace with the accelerating changes of our business and technological environment, which will threaten the Company's long-term sustainability.
- **Non-financial Benefits:** The KMS, besides facilitating knowledge transfer and removing silos, will help promote inclusion and innovation, which should lead to more engaged and productive employees.
- **Summary of Financial Benefits and Costs:** The benefits of this project are more efficient and effective innovation through the streamlined transfer of knowledge, as well as increased employee engagement and inclusion. Compared to the alternative—spending millions of dollars a year in hiring consultants to fill in knowledge gaps to meet the accelerating changes in our business and technological environment—the KMS, costing \$1.1 million in capital or about \$200,000 in annual carrying charges, is a cost-effective project.
- **Technical Evaluation/Analysis:** No specific detailed studies or analyses related to this project were performed.
- **Project Relationships:** No impact on other projects/programs.
- **Basis for Estimate:** The estimate is based on past similar IT projects, consisting of hardware, software, consultant services, and company labor for implementation.

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year<sup>i</sup></u> (O&M only)	<u>Forecast 2018</u>

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
<b>Total</b>						

**Request (\$000):**

<b><u>Request</u></b> <b><u>2019</u></b>	<b><u>Request</u></b> <b><u>2020</u></b>	<b><u>Request</u></b> <b><u>2021</u></b>	<b><u>Request</u></b> <b><u>2022</u></b>	<b><u>Request</u></b> <b><u>2023</u></b>
		<b>1,148</b>		

**Request by Elements of Expense**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor			300		
M&S			200		
A/P			500		
Other			148		
Overheads					
<b>Total</b>			<b>1,148</b>		

<input type="checkbox"/>	Capital
<input checked="" type="checkbox"/>	O&M

### 2020 – Shared Services / Research & Development

<b>Project/Program Title</b>	Program - Electric
<b>Project Manager</b>	King Look
<b>Hyperion Project Number</b>	NA
<b>Organization's Project Number</b>	Various
<b>Status of Project</b>	Planning Phase
<b>Estimated Start Date</b>	Ongoing
Estimated Completion Date	Ongoing
<b>Work Plan Category</b>	Strategic

#### **Work Description:**

The core function of the Research & Development (R&D) Department at Con Edison is to be the change agent that drives innovative technological solutions to address the Company's strategic and operational needs while promoting innovation. In carrying out its core function, R&D collaborates with internal and external stakeholders and serves as the bridge between the internal stakeholders who have the need for innovative technological solutions and the external stakeholders who can help to identify and develop those solutions. Internal stakeholders include planning, engineering and operating organizations throughout the Company. External stakeholders include universities, utility industry groups such as the Electric Power Research Institute (EPRI) and the Centre for Energy Advancement through Technological Innovation (CEATI) International, and governmental agencies such as the United States Department of Energy (US DOE) and New York State Energy Research and Development Authority (NYSERDA). Through its collaborations with the external stakeholders, R&D monitors technology developments, influences their activities where possible to align with the Company's needs, performs benchmarking to leverage best practices and opportunities to improve R&D operations, and secures federal and state funding when pertinent opportunities become available.

The projects listed in this paper represent some, but not all, of R&D's significant efforts in the coming years. Projects are prioritized, selected, and funded based on their potential to:

- Reduce risk and enhance public and employee safety;
- Increase operational performance and flexibility; and
- Enhance customer experience and engage our customers.

In addition to these three selection criteria, consideration is also given to the readiness of the underlying technologies in the projects. Each project goes through an authorization process that includes an evaluation of alternatives and a cost/benefit analysis, including the cost to scale and implement, if the R&D project is successful.

The Company recognizes that R&D funding is only applicable for the development or implementation of new or existing concepts that carry risks beyond those of normal operations and have not yet been verified to be technically and commercially feasible.

R&D projects can be categorized along the Company's electric operating areas: transmission, distribution, customer engagement, and security (both physical and cyber). R&D projects that support more than one operating area would be considered cross-cutting. Examples of the R&D projects to be undertaken during the rate years, categorized along these functions are:

#### Transmission

- Develop and demonstrate new technologies to prevent dielectric oil leaks from transmission cables. These leaks can result in soil and/or water contamination, presenting environmental remediation challenges for the Company.
  - The Company is developing and testing the use of high-ampacity cross polyethylene (XPLE) insulated pipe-type cable, which does not have dielectric fluids, as a replacement for the existing high-pressure fluid-filled cable.
  - The Company is currently installing carbon fiber wrapping on existing transmission pipes, which is a labor intensive process. The Company is also developing a sleeve which will expedite the installation process thereby mitigating the installation cost impact to customers.
  - The Company is developing and testing a new method of using a low-frequency, low-voltage AC signal to detect disbonded coating on transmission pipes, which is an indication of corrosion as precursor to leaks.
- Develop new technologies to mitigate the impacts of Geo and Electromagnetic disturbances from solar storms on Con Edison's transmission system, as well as the impacts of Intentional Electromagnetic Interferences on the communication and control systems at the Energy Control Centers. These disturbances, if large enough, can severely damage Con Edison's infrastructures and shut down electric service to customers for a prolonged period.

#### Distribution

- Develop and continue to demonstrate new technologies to prevent, detect or mitigate manhole events caused by vulnerabilities in the underground distribution system. Manhole events such as electrical fault, fire or explosion present a significant safety threat to the public and our employees.
  - Demonstrate various technologies which could provide early detection of manhole events.
  - Develop manhole cover restraint systems to avert the displacement of manhole covers, which is a significant risk factor in manhole events.
  - Explore a change in inspection planning that would target stray voltage detection scans in areas more prone to manhole events.
  - Develop technology to mitigate Alive on Backfeeds (ABFs) on medium voltage feeders to facilitate de-energization as quickly as possible during faults.
- Develop and continue to demonstrate new technologies to enable a smarter and more resilient overhead system. This may include developing sensors, algorithms, and communication protocols to identify and locate faults and manage loading on the overhead distribution system.
- Develop embedded sensors for medium voltage splices to add built-in self-diagnostics to continually monitor the integrity of the medium voltage joints. This will help implement preventive maintenance of the joints before failure and maintain reliable service to customers.



- Develop and demonstrate the use of an underground splicing machine to make medium voltage live-end caps. Currently, processing and restoring feeders that open automatically consists of many steps, including positive identification, and placement and removal of additional protective grounds around the worksite required for workers. While we have decreased outage durations over the years by process optimization, we see little opportunity to make significant further reductions by process optimization. We envision use of a splicing machine could potentially streamline feeder processing further by changing the existing work methods.
- Develop a device to clear obstructions in our electrical ducts and conduits without the need to excavate during cable repairs.
- Conduct a pilot study to evaluate the economic and technical feasibility of energy recovery from regenerative braking of trains. Capturing and storing the energy from the braking of one train for use to move another train will reduce the energy consumption and demand by the New York Metropolitan Transit Authority, thereby lowering their energy bill.

#### Customer Engagement

- Participate in climate/weather impact and associated damage studies; and develop prediction technologies to minimize the number and duration of outages experienced by our customers and also optimize crewing, including Mutual Assistance crewing. This will improve our ability to allocate Company employees and Mutual Assistance resources to the appropriate jobs, and also enhance our ability to use these resources most efficiently and dynamically as the circumstances in the field change. It will also enable the Company to leverage information collected in the field, such as damage assessment data, in a timely manner.
- Initiate projects that will support New York's Reforming the Energy Vision (REV). These may include: development of certain Distribution System Operator platform layers; developing and testing distribution equipment that supports distributed generation DG (Distributed Generation) and microgrid interconnections; accelerating technologies that mitigate fault currents; developing and testing power converter technologies; developing and testing load flow and market modeling software layers to support Distributed Energy Resource integration and potential revenue opportunities; developing and testing Measurement and Verification tools; developing and testing customer engagement and residential and commercial appliance and Building Management System interface tools.
- Install and continue to demonstrate microgrid-related technologies. Microgrids are localized grids that can disconnect from the traditional grid to operate autonomously. Microgrids also support a more resilient grid by enabling the integration of the growing numbers of distributed energy resources such as distributed generation, including renewables and energy storage. Integration of microgrids onto the existing electric grid requires the development of new technologies. These may consist of controllers, switches, dynamic protection schemes, generation algorithms, energy storage, and/or unique applications, such as a distributed generation quick connect plug that facilitates efficient customer restoration in a microgrid. Microgrids can be demonstrated in various contexts such as a home, building, community, or network.
- Identify and demonstrate technologies to deliver effective customer engagement that would be beneficial to both the Company and to customers. For example, the Company will be exploring crowdsourcing techniques to enlist the help of customers to use social media to

report anomalies on our energy infrastructures, such as using a smartphone to capture and send in a photo of a missing manhole cover with geo coordinates.

### Security

- Enhance physical and cyber security by evaluating state-of-the-art solutions in biometrics, surveillance, and sensor technologies. Develop and implement technologies to prevent malicious actors who aim to subvert, circumvent, or disable Con Edison's critical infrastructure surveillance systems. Develop techniques to secure existing and future smart grid infrastructure to thwart physical, cyber, and insider attacks.
- Implement Secure Remote Substation Access Solutions to address challenges associated with physical and cyber security. The focus is currently on solutions for Transmission Substations, Distribution Substations, and remote field locations. For each identified challenge, the project team will study implementation options, best practices, and capabilities/limitations. This project may include the use of the Electric Power Research Institute (EPRI)'s Cyber Security Research Laboratory (CSRL), as appropriate, to test and evaluate proposed solutions. As an independent non-profit, EPRI's lab provides a neutral site for research. The lab currently supports research on a number of projects in areas that include an integrated security operations center, security architecture, network systems management, and open standards development.
- Participate in the EPRI Substation Physical Security project, which explores new technologies for improving substation access controls, monitoring, and physical security.
- Develop forensic techniques for incident handling and response in the event of a cyber-attack.

### Cross-Cutting

- Introduce new ergonomic technologies which aim to reduce the risk of injury to our workers.
- Develop tools and systems to support electric load forecasting days ahead to prepare for weather events and guide operations and fuel purchasing; and years ahead to guide infrastructure upgrades on our electric system.

### **Justification Summary:**

R&D projects are required to identify, test, and develop innovative technological solutions to address the strategic and operational needs to ensure the long-term sustainability of the Company by:

- Reducing risk and enhancing public and employee safety
- Increasing operational performance and flexibility
- Enhancing customer experience and engaging our customers

Without R&D funding, opportunities to test, develop and implement innovations to help the Company to keep pace with regulatory, business and technological changes would be lost and the Company's long-term sustainability would be at risk. Moreover, loss of R&D funding would adversely impact our customers, who would not benefit from the safety and efficiency enhancements we explore and develop through our research.

**Supplemental Information:**

- Alternatives:  
Impact of eliminating R&D funding would have an adverse impact to our customers and on the Company’s long-term sustainability, as discussed above in the “Justification Summary”.
- Risk of No Action:  
R&D funding would be eliminated, which would have adverse impact to our customers and on the Company’s long-term sustainability, as discussed above in the “Justification Summary”.
- Non-financial Benefits:  
R&D projects involve collaboration across internal organizations, helping to break down silos while encouraging innovations and inclusion within the Company.
- Summary of Financial Benefits (if applicable) and Costs:  
Over the last five years (2014 – 2018), R&D has invested \$50.9 million in industry collaborations and in-house projects, helping the Company to achieve its safety goals, operational excellence and enhancing customer experience.
- Technical Evaluation/Analysis:  
Each year during the budgeting process, R&D prioritizes and selects projects to be part of the R&D project portfolio for funding, as described earlier in the “Work Description” section of this paper. On a regular basis, over the course of the year, the project portfolio is reviewed and may be re-prioritized based on operating needs and project status.
- Project Relationships (if applicable): N/A
- Basis for Estimate:  
Project estimates are based on budgetary estimates delivered by potential vendors, contractors, or by the sponsor organization after evaluating approximate costs for time, labor and equipment. Co-funding from third party collaborators or from the internal sponsor organizations are also considered when applicable.

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year<sup>a</sup></u> (O&M only)	<u>Forecast 2018</u>
<b><u>10,061</u></b>	<b><u>11,341</u></b>	<b><u>10,266</u></b>	<b><u>10,231</u></b>	<b><u>9,967</u></b>	<b><u>10,021</u></b>

<sup>a</sup> 12 Months Ended 9/30/2018

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>
Labor	1,541	1,442	1,702	1,748	1,797	1,816
M&S						
A/P	8,520	9,899	8,564	8,483	8,170	8,205
Other						
<b>Total</b>	<b>10,061</b>	<b>11,341</b>	<b>10,266</b>	<b>10,231</b>	<b>9,967</b>	<b>10,021</b>

**Request (\$000):**

<b><u>Request 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
<b>10,504</b>	<b>10,504</b>	<b>10,497</b>	<b>10,580</b>	<b>10,963</b>

**Request by Elements of Expense**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor	1,896	1,952	2,011	2,071	2,134
M&S					
A/P	8,608	8,552	8,486	8,509	8,829
Other					
<b>Total</b>	<b>10,504</b>	<b>10,504</b>	<b>10,497</b>	<b>10,580</b>	<b>10,963</b>

<input type="checkbox"/>	Capital
<input checked="" type="checkbox"/>	O&M

**2020 – Shared Services / Research & Development**

<b>Project/Program Title</b>	Program Change – Gas
<b>Project Manager</b>	Richard J. Trieste, Jr.
<b>Hyperion Project Number</b>	Various
<b>Organization’s Project Number</b>	Various
<b>Status of Project</b>	Planning Phase
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Strategic

**Work Description:**

The Research and Development (R&D) department at Con Edison acts as the change agent which drives the creation and adoption of innovative technological solutions to address the Company’s strategic and operational needs. In carrying out this core function, R&D collaborates with internal and external stakeholders and serves as the bridge between internal stakeholders with a need for innovative technological solutions, and the external stakeholders who can help to identify and/or develop those solutions. Internal stakeholders include planning, engineering, and operating organizations throughout the Company. External stakeholders include primarily utility industry groups such as the American Gas Association (AGA), Operations Technology Development (OTD), and the R&D Organization of the Northeast Gas Association (NYSEARCH), as well as governmental agencies such as the New York State Public Service Commission (NYS PSC) and New York City Department of Transportation (NYC DOT). Through its collaborations with the utility industry groups, R&D monitors technology developments and provides feedback to align, where possible, with the Company’s needs.

The projects listed in this paper represent some of R&D’s significant efforts in the coming years. These projects are prioritized, selected, and funded based on their potential to:

- Reduce risk and enhance public and employee safety;
- Increase operational performance and flexibility; and
- Enhance customer experience and engagement.

In addition to these three criteria, consideration is also given to the readiness of the underlying technologies in the projects. Each project goes through an authorization process that includes an evaluation of alternatives and a cost/benefit analysis, including the cost to scale and implement, if the R&D project is successful.

R&D projects can be categorized along the Company’s gas functional areas: transmission, distribution, and customer engagement. Some R&D projects have applications which apply to multiple or all such functions.

Examples of the R&D projects to be undertaken during the rate years, categorized along these functions, are as follows:

### **Transmission**

- The development of leak detection technology for use in the transmission system, which identifies the presence and location of a significant pipeline breach in order to facilitate an immediate shutdown to stop the harmful release of gas. This entails the robotic detection of corrosion in coated piping housed in utility tunnels that are difficult to access. Phase 1 proved the concept by evaluating multiple designs that could utilize non-destructive testing. Phase 2 will explore which of these designs perform the inspections most efficiently; efforts will also include programming to analyze coating inspection data acquired during the test trials.
- The development of protection barriers to minimize the risk of a water main or service leak from erosion damage on the pipe.

### **Distribution**

- Development of advanced leak detection technology in order to enhance the effectiveness of the gas leak survey to improve the safety of the system and reduce greenhouse gas emissions.
- Development of damage prevention technologies to reduce instances of third party excavators damaging the gas infrastructure.
- Design and development of a gas distribution line flood protection device, and associated instrumentation, to protect gas mains from being flooded by water entering the system through customer piping.
- Development of a tool to seal severed gas service tees in elevated pressure gas mains from outside of the excavation at a safe distance, immediately mitigating the event without the need to isolate the gas main, which could result in extensive customer outages.
- Development of plastic pipe repair fittings to repair plastic butt fusions, saddles fusions, and electrofusion's without having to replace or halt service of the distribution main.
- Development of remote monitoring systems for water drip pots on gas distribution mains, providing a remote means of determining that a drip pot is accumulating water in order to prevent an interruption of the gas supply to our customers.
- Complete commercialization of the emergency main stop-off station (EMSOS) for field deployment. This will provide a cost-effective means of installing isolation points on large-diameter, low-pressure gas mains without the need to install a valve.
- Customize and deploy a device called the "Safe-T Stopper" that will allow field crews to safely work on elevated pressure service lines when service tees do not have the means to stop off gas flow from the main.
- Develop and test a no-dig system for abandoning gas service lines by performing all work from the head of the service, inside the building, thereby avoiding an excavation at the main-service connection.

- Field test and deploy Kleiss elevated pressure flow-stopping tools—a European system which utilizes high-strength balloon stoppers to stop-off gas flow, and should avoid the need to use the traditional expensive and heavy “control fittings” for this purpose.
- Development of technology that enables the non-destructive examination of in-service plastic fusions.
- Field testing and evaluation of Broadband Electro-Magnetic (BEM) inspection technology for the condition assessment of large-diameter metallic mains prior to potential rehabilitation using the cured-in-place lining (CIPL) process.

### Customer Engagement

- Continued development of residential natural gas sensors which quickly alert residents to the presence of gas—advancing the technology, governing codes, and standards to facilitate a widespread adoption of the technology.
- Development of an automatic house piping integrity testing device which automatically captures data and transfers it to a data management system.

### Cross-Cutting

- Development of smart grid applications for gas operations to upgrade operational management capabilities across the various planning, engineering, and operational units, and which provides customers with an enhanced, “smarter” experience.
- In compliance with both federal regulations and the NYS DPS, demonstrate the tracking and traceability technology for Polyethylene (PE) fusions to track plastic pipe fusions, with regard to installer and material manufacturers, and then locate the installation.
- Demonstration of performance, and advancements to, the CIPL process for gas main rehabilitation by developing new processes such as robotic drills to open service connection points (without having to dig over the service) and to demonstrate that pipes with CIPL should be considered as rehabilitated and no longer prone to leakage.
- Evaluate polyethylene piping systems with high heat capability in order to expand the use of PE in the vicinity of steam infrastructure that is within 35’ of the gas distribution system.
- Demonstrate waterproofing technology for applications in below-ground infrastructure such as manholes and utility tunnels to prevent water intrusion from damaging the facilities housed within.
- Pursue voice-enabled applications for operations to explore opportunities to enhance communications and automate processes.
- Continue technology deployment and implementation efforts by providing technical support to overcome code or regulatory barriers that preclude implementation of successful research.

- Develop and test security systems that would utilize wireless or advanced metering infrastructure (AMI) communications to provide notification of unauthorized entry into a regulator station manhole or valve box.

### **Justification Summary:**

R&D funding is required to identify, test, and develop innovative technological solutions to address the strategic and operational needs which ensure the long-term sustainability of the Company by:

- Reducing risk and enhancing public and employee safety
- Increasing operational performance and flexibility
- Enhancing customer experience and engaging our customers

Without R&D funding, opportunities to test, develop and implement innovations to help the Company to keep pace with regulatory, business and technological changes would be missed, which would increase risk of operating the Company's gas system. The above innovations go beyond the bottom line to improve service and help ensure the safety of both customers and personnel.

### **Supplemental Information:**

- Alternatives:  
Impact of eliminating R&D funding would have an adverse impact to our customers and on the Company's long-term sustainability, as discussed above in the "Justification Summary".
- Risk of No Action:  
R&D funding would be eliminated, which would have adverse impact to our customers and on the Company's long-term sustainability, as discussed above in the "Justification Summary".
- Non-financial Benefits:  
R&D projects involve collaboration across internal organizations, helping to break down silos while encouraging innovations and inclusion within the Company.
- Summary of Financial Benefits (if applicable) and Costs:  
Over the last five years (2014 – 2018), R&D has invested \$7.6 million in industry collaborations and in-house projects, helping the Company to achieve its safety goals, operational excellence and enhancing customer experience.
- Technical Evaluation/Analysis:  
Each year during the budgeting process, R&D prioritizes and selects projects to be part of the R&D project portfolio for funding, as described earlier in the "Work Description" section of this paper. On a regular basis over the course of the year, the project portfolio is reviewed and may be re-prioritized based on operating needs and project status.
- Project Relationships (if applicable): N/A



- **Basis for Estimate:**

Project estimates are based on budgetary estimates delivered by potential vendors, contractors, or by the sponsor organization after evaluating approximate costs for time, labor and equipment. Co-funding from third party collaborators or from the internal sponsor organizations are also considered when applicable.

**Total Funding Level (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year<sup>ii</sup></u> (O&M only)	<u>Forecast 2018</u>
<b>965</b>	<b>1,452</b>	<b>1,845</b>	<b>1,483</b>	<b>1,844</b>	<b>1,810</b>

**Historical Elements of Expense**

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	251	235	277	359	369	373
M&S						
A/P	714	1,217	1,568	1,124	1,475	1,437
Other						
<b>Total</b>	<b>965</b>	<b>1,452</b>	<b>1,845</b>	<b>1,483</b>	<b>1,844</b>	<b>1,810</b>

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
1,418	1,427	1,435	1,659	1,672

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	390	401	413	426	439
M&S					
A/P	1,028	1,026	1,022	1,233	1,233
Other					
<b>Total</b>	<b>1,418</b>	<b>1,427</b>	<b>1,435</b>	<b>1,659</b>	<b>1,672</b>

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<sup>ii</sup> 12 Months Ended 9/30/2018

Exhibit\_\_(SSP-3)  
Shared Services - Corporate Security - Capital

**Corporate Security: Capital Program and Project Summary**

Shared Services Panel		Year Total			
		Current Budget			
Corporate Security - Capital		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
Corporate Security	Camera Roll Out	\$1,000	\$1,000	\$1,000	\$3,000
Corporate Security	NVR / DVR Replacements	\$900	\$900	\$900	\$2,700
Corporate Security	Cyber forensic Equipment (Confidential)	\$10	\$10	\$10	\$30
	<b>Total Corporate Security</b>	<b>\$1,910</b>	<b>\$1,910</b>	<b>\$1,910</b>	<b>\$5,730</b>

Corporate Security  
Capital White papers

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / Corporate Security

<b>Project/Program Title</b>	Corporate Security – Company Wide Camera Rollout Program
<b>Project Manager</b>	Michele Campanella
<b>Hyperion Project Number</b>	PR.20283654
<b>Organization’s Project Number</b>	22778931-0001
<b>Status of Project</b>	Recurring Annual Program
<b>Estimated Start Date</b>	January, 2014 (ongoing program)
<b>Estimated Completion Date</b>	December 2023
<b>Work Plan Category</b>	Operationally Required – Critical Repairs

#### **Work Description:**

Replacement of old and obsolete cameras Company wide.

Currently, the company has almost 1,800 cameras system-wide connected to our 24/7 Security Operations Center. Many of the fixed and pan/tilt/zoom (“PTZ”) cameras have exceeded their useful life (seven years) and are in need of replacement. Additionally, the recent advances in camera technology, especially video analytics, provide the ability to program and tailor the video recording to specific threats and concerns. The Company initiated this program in 2014 as part of an annual replacement program and expanded the program to provide camera coverage at company locations beyond just the most critical company locations. The Company classified the project as Common Utility Plant in Service – General Plant – Miscellaneous Equipment.

In 2017, the amount dedicated to this program was increased from \$345,000 to \$1 million annually, taking advantage of technological advances in equipment, and coupling it with installing new cameras to provide more enhanced security protection of our facilities especially on access/egress points and perimeter coverage. This request will provide the funding for purchasing cameras, Network Video Recorders, cabling, switches and other associated equipment plus the associated internal and vendor labor for installation.

Each site poses different challenges such as: internet cabling; layout of the property and assets to be protected; obstructions; vendor labor; internal labor costs; lighting and available power sources which directly affects the amount spent on each location.

In 2017 we replaced 36 PTZ and 41 fixed cameras for a total of 77 internet protocol (“IP”) cameras, along with associated internet cabling.

In 2018 we are on target to replace 34 PTZ and 54 fixed cameras for a total of 88 IP cameras, along with associated internet cabling.

#### **Justification Summary:**

This request will also take advantage of technological changes and increased capabilities of IP cameras which provide much sharper images than the previous generation of analog cameras. Currently, five percent of the cameras deployed at Con Ed are the more technologically advanced/clearer image IP cameras.

The Company implemented an Enterprise Suite project, which is a software platform that integrates all security systems including access control, Closed Circuit Television (“CCTV”), visitor management, etc. Replacing the older cameras will help support this platform by providing clearer images of alarm conditions and ingress/egress points to our facilities and restricted areas.

As the Company strengthens its electronic security measures, the number of cameras being installed and integrated back to our Security Operations Center continues to grow. These new camera installations are all IP based and the existing inventory of outdated analog cameras need to be replaced to keep pace with the new technology.

Cameras have a two-fold purpose to protect our assets from theft, vandalism and sabotage while also providing a safety measure for our employees. The replacement of the outdated CCTV equipment also avoids many other issues we have encountered such as parts no longer being available from the manufacturer or the camera being deemed beyond economical repair. In addition, older cameras lose their capability of providing quality video and require more maintenance to keep them functional.

**Supplemental Information:**

- Alternatives: Waiting for a camera to fail is not a proactive strategy, and entails ad hoc type of responses which could result in loss of video until the repair or replacement is scheduled and completed. This puts our employees and assets at risk if an incident were to occur at a location with a broken camera.
- Risk of No Action: Cameras will ultimately fail. The resulting loss of video is a vulnerability concern by not having continuous monitoring of our perimeter, access points and assets. In addition, required maintenance/repair costs would be borne and if the situation could not be immediately resolved, may entail increased costs for hiring guards.
- Non-financial Benefits: Maintaining continuous video monitoring is a deterrent for a would-be adversary. Having the ability to forensically retrieve video is beneficial to conducting security investigations.
- Summary of Financial Benefits (if applicable) and Costs: Over time, utilizing newer equipment would lower costs, since newer equipment would help keep maintenance costs low, while maintenance costs of older cameras will only continue to increase.
- Technical Evaluation/Analysis: Security technology is constantly evolving. Besides the video clarity advantages of installing IP cameras, built-in camera analytics provides a more consistent and viable solution than the human element. Our Security Vulnerability Assessments will identify areas where advances in this technology can be more effectively deployed.
- Project Relationships (if applicable): This request is to continue the previously approved ongoing camera project.

Basis for Estimate: Amount reflects the camera/ancillary equipment costs and vendor/departmental labor for replacing outdated cameras. This is a continuous program and allows us to take advantage of new technology, which in some cases allows us to reduce the number of cameras at a site.

**Total Funding Level (\$000):****Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year<sup>a</sup></u> (O&M only)	<u>Forecast 2018</u>
<b>331</b>	<b>371</b>	<b>696</b>	<b>1030</b>		

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>2018</u>
Labor						
M&S						
A/P						
Other						
<b>Total</b>				<b>1,030</b>		<b>1,000</b>

**Request (\$000):**

<u>Budget 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
<b>875</b>	<b>1,000</b>	<b>1,000</b>	<b>1,000</b>	<b>1,000</b>

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	460	520	520	520	520
M&S	0	0	0	0	0
A/P	300	350	350	350	350
Other	25	30	30	30	30
Overheads	90	100	100	100	100
<b>Total</b>	<b>875</b>	<b>1,000</b>	<b>1,000</b>	<b>1,000</b>	<b>1,000</b>

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 - Shared Services/Corporate Security

<b>Project/Program Title</b>	Corporate Security NVR/DVR Replacement – Company –wide
<b>Project Manager</b>	Michele Campanella
<b>Project Number</b>	PR.23288877
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	January 1, 2020
<b>Estimated Completion Date</b>	On going
<b>Work Plan Category</b>	Operationally required – critical Repairs

#### Work Description:

Currently the Company has over 180 Digital Video Recorders (“DVRs”) and Network Video Recorders (“NVRs”) recording over 1,800 cameras. This program will replace old and obsolete DVRs/NVRs on a rotational basis each year. The intent is to first replace the DVRs which record older analog cameras with the more technically capable NVRs. An NVR has better monitoring options, increased storage capabilities, and the ability to capture high quality video footage from digital cameras. The life expectancy of a quality security DVR or NVR is five to six years under ideal conditions including temperature and dust control. In addition, the Company is going to Windows 10 due to Windows 7 (the current platform) not being supported by Microsoft in 2020. Some of the older DVRs will not be able to be upgraded.

The Company classified the project as Common Utility Plant in Service.

In 2014, the amount dedicated to the replacement of old and obsolete DVRs with new DVRs was \$1,080,000. In 2016, ten DVRs were replaced with NVRs for a cost of \$270,000; in 2017 through various capital projects, including Substation Security upgrades, storm hardening and the Enterprise Security Platform, 56 new NVRs were added for a cost of \$1,500,000. Each site poses different challenges and different requirements for the NVR. Under this Program Con Edison will replace



approximately 30-40 NVRs per year, the current cost of replacing a NVR ranges from \$18,000 to \$52,000 per NVR, plus the associated internal and vendor labor for installation, for a total annual cost of \$900,000.

This replacement / upgrade program and project will enhance the Company's security and maintain the Security Operations Center's ability to effectively monitor and respond to alarms, incidents and event conditions at over 125 critical, tiered and daily business locations. Con Edison keeps abreast with the ever changing technology, hardware and software, for our security systems which includes software and hardware updates, upgrades and replacements when those become obsolete and no longer supported by manufacturers and Con Edison's Information Technology department. Continuing this program will enhance the overall security of the Company, and will also take advantage of current and future technologies as they relate to video management systems and effective monitoring and response.

### **Justification:**

The Company implemented an Enterprise Suite project, which is a software platform that integrates all security systems including access control, CCTV, visitor management, etc. Replacing the older DVRs and NVRs will help support this platform by capturing the camera images of alarm conditions, to include intrusion detection alarms, and ingress/egress points to our facilities and restricted areas. As the Company invests in industry standard digital cameras, it is necessary to record the images on the industry standard NVRs. Not replacing the DVRs or NVRs when they reach their life expectancy, will effectively nullify the ability of the Con Edison Security Operations Center to monitor and respond to alarms and events at over 125 locations. This will also hamper and affect the ability of Con Edison corporate security investigators to monitor and retrieve video remotely during incidents when responding to and investigating company incidents.

For effective monitoring and response protocols these NVRs are critical to multiple aspects of Con Edison's abilities as newer NVRs have increased technology capabilities. They include such added benefits as larger storage capacity which is needed for the high quality IP cameras that we are also migrating to. They are also constructed to provide redundancy, better performance and data recovery in the event of a hard drive failure.

As the Company strengthens its electronic security measures, the number of NVRs installed and integrated back to our Security Operations Center continues to grow. These newer NVRs will have better monitoring options, increasing Con Edison's capabilities for effective monitoring. This makes good business sense as a quality video system is the most critical piece of any monitoring and security system, enhancing Con Edison's ability to further investigative leads through forensic video analysis.

NVRs have multiple purposes; asset protection from theft, vandalism and sabotage while also providing a safety measure for our employees. The replacement of the end of life hardware (NVRs and DVRs) avoids many other potential issues such as keeping the video system on line and connected to the Con Edison Security Operations Center, remote monitoring for investigations, and enhance capabilities of Con Edison corporate security.

### **Supplemental Information:**

- Alternatives: Waiting for a DVR/NVR to fail or have to be removed from the network eliminating the option of remote monitoring is not a proactive strategy. Loss of a DVR/NVR under either of these circumstances entails an ad hoc type of responses which could result in loss of video until the repair or replacement is scheduled and completed. This puts our employees and assets at risk if an incident were to occur at a location without a working DVR/NVR. Removal from the network will eliminate the ability of

live and remote monitoring by Con Edison whether at the Con Edison Security Operations Center or during an ongoing investigation.

- **Risk of No Action:** DVRs and NVRs will ultimately fail or will have to be removed from the network due to ageing. The resulting loss of video is a vulnerability concern by not having continuous monitoring of our perimeter, access points and assets. In addition, required maintenance/repair costs would be borne and if the situation could not be immediately resolved, may entail increased costs for hiring guards.
- **Non-Financial Benefit** Maintaining continuous video monitoring is a deterrent for a would-be adversary. Having the ability to forensically retrieve and analyze video is beneficial to conducting security investigations. CCTV surveillance is an important tool in physical security. The loss of NVRs prevents CCTV surveillance of company assets. Replacing the aging DVRs enables Con Edison Corporate Security and our internal customers to properly secure Company assets.
- **Summary of Financial Benefits (if applicable) and Costs:** DVR/NVRs must be capable of being upgraded to newer cyber platforms or they will need to be replaced. In addition, using newer equipment will keep maintenance costs low, while older equipment increases maintenance and labor costs.
- **Technical Evaluation and Analysis:** Security technology is constantly evolving. The reliability of newer NVRs, the advantages of the added storage for higher quality cameras and the ability to capture high quality video footage for investigative purposes will enhance Con Edison Corporate Security's response and effectiveness. Our Security Vulnerability Assessments will identify areas where advances in this technology can be more effectively deployed.
- **Project Relationships:** Will be coordinated with the camera replacement project.

**Basis for Estimate:** Amount reflects the NVR/ancillary equipment costs and vendor/departamental labor for replacing outdated DVR/NVRs. This will be a continuous program and will allow us to take advantage of new technology, which in some cases will allow us to reduce the number of NVRs at a location as the storage capacity keeps increasing.

### **Total Funding Level (\$000):**

#### **Historical Spend**

<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Actual 2018</u></b>
1080		270	1500		

### **Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>2018</u></b>
Labor	100		120			
M&S						

A/P	<b>900</b>		<b>1300</b>			
Other	<b>80</b>		<b>80</b>			
<b>Total</b>	<b>1080</b>		<b>1500</b>			

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
<b>0</b>	<b>900</b>	<b>900</b>	<b>900</b>	<b>900</b>

**Request by Elements of Expense:**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
M&S					
A/P		<b>800</b>	<b>800</b>	<b>800</b>	<b>800</b>
Other					
Overheads					
<b>Total</b>		<b>900</b>	<b>900</b>	<b>900</b>	<b>900</b>

Cyber Forensic White Paper

**CONFIDENTIAL\***

\*Will be distributed pursuant to a protective order

Exhibit\_\_(SSP-4)  
Shared Services – Human Resources – O&M and Capital

**HR: Capital Program and Project Summary**

Shared Services Panel		Year Total			
		Current Budget			
HR - Capital		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
HR	HR PeopleSoft Upgrade 2020	\$2,299	\$0	\$0	\$2,299
	<b>Total HR</b>	<b>\$2,299</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,299</b>

**HR: O&M Program Change Summary**

Shared Services Panel		Year Total		
		Current Budget		
HR		Total Dollars (\$000)		
Organization	Program Change	RY1 Program Change	RY2 Program Change	RY3 Program Change
HR		450	\$450	\$450
	<b>Total HR</b>	<b>\$450</b>	<b>\$450</b>	<b>\$450</b>

## HR White Papers



X	Capital
	O&M

### 2020 – Shared Services / Human Resources

<b>Project/Program Title</b>	HR PeopleSoft Upgrade 2020
<b>Project Manager</b>	Vinesh Chatterjee and Shailesh Kamath
<b>Hyperion Project Number</b>	PR.22748502, PR.22760043
<b>Status of Project</b>	Initiation
<b>Estimated Start Date</b>	January 2019
<b>Estimated Completion Date</b>	<b>March 2020</b>
<b>Work Plan Category</b>	Operationally Required

**Work Description:**

The future state of the PeopleSoft HR/Payroll system is one of increased complexity of data security and additional mobile functionality. First, the existing support and maintenance for the current version of Human Capital management (HCM) *Application* and *PeopleTools* expires in 2018. The HR payroll system was last upgraded in 2014 to the current version to receive support and maintenance. Second, the added complexity and functionality from the implementation of the recruitment module and the help desk application has driven additional security requirements as they are external facing for both applicants and retirees. In addition, the external features have added complexity with real time system integrations between the OKTA security profile product which federates users and the Oracle identity manager product which provisions access to users. Lastly, employee expectations, similar to customer expectations, drive the need to become more flexible with our system availability across many different devices. The planned upgrade includes PeopleSoft Fluid Pages which will allow for the deployment of the PeopleSoft applications to mobile devices.

The PeopleTools and the Applications will be upgraded simultaneously. This will avoid significant duplication of work (e.g., software installation, analysis, build, and testing).

Con Edison expects that extra servers and extra database licenses will be required to support the increased user volume of applicants and retirees. The Company will include replacing the existing hardware for HR Payroll, HR Helpdesk and STAT application which will no longer be supported in 2020.

Given the complexity and new functionality, the Company expects to require a contractors from a technology firm that specialize in implementing new functionality and creating any necessary integrations with existing systems , internal resource time and an increase in the number of contractors required to successfully complete the 2019 upgrade.

For many large enterprise application implementations, the upgrade process is complex and time consuming, and they often require technology changes, application changes, and a number of internal customizations. The future PeopleSoft HCM and Customer Relation Management (CRM) applications will include updated functional features such as mobile access. The high level effort estimation to update these systems is approximately 12-15 months; which is based on estimates to complete required critical

implementation tasks (e.g., run upgrade scripts, conversion, build, and testing). The upgrade project is estimated to be completed in 2020.

### **Justification Summary:**

The HR/Payroll systems operate on the PeopleSoft HCM and CRM platforms, which manage critical HR and CRM processes across CECONY, O&R and CET. The PeopleSoft applications are built upon a toolset called PeopleTools which is the underlying framework for the application. Both the applications and PeopleTools require separate and distinct Oracle support (i.e., upgrades, bug fixes, security patches, etc.) and each system cannot operate without the other.

### **Regulatory Mandated/ Reduce and Manage Risks**

Each quarter, Oracle releases security patches, application patches, and tax updates for HR Payroll. Like many other vendor product applications, Oracle's patches and updates are critical to the proper operation and security of the application/toolsets. Without the upgrade, we will not receive the automate tax updates, thus risk becoming non-compliant with the IRS codes.

### **Operationally Required**

A deferral of this project would have immediate consequences on the HR Payroll System. The existing support and maintenance for the current version of PeopleTools expires in 2019. Without the upgrade, security patches will longer be available leaving the system vulnerable for a CyberSecurity attack.

### **Improve Customer Experience:**

The latest PeopleSoft software offers the ability to deliver a modern experience for users via displaying content on mobile devices, through the concept of Fluid pages. This will allow for the deployment of the PeopleSoft applications to mobile devices. This will enhance self-service to field employees thus reducing call volume in the call center and productive time of the HR Professionals.

### **Enhance External Relationships:**

The project improves relations with the union by ensuring payroll/time keeping is not put at risk by upgrading to the current version to receive Oracle security patches, application patches, and tax updates for HR Payroll. HR Payroll receives information from various work management systems and through direct input of time into the system and the system upgrade to the current version is required to ensure all these system integrations continue to function as expected.

Con Edison has experienced complaints from employees and the unions as noted in the 2014 annual Ombudsman report when information is not able to seamlessly flow from the interfaces from work management systems to payroll for processing. The upgrade is required to ensure the system integrations are functioning optimally so that there is no interruption in payroll processing.

### **Reduce Costs and Strengthen the Company Processes:**

The upgrade will give field employees the ability to use self-service functionality anywhere at any time. The mobile applications will increase employee productive time as they will no longer need to come into the office, log onto a computer to make simple changes, such as change of address. In addition, the latest software version allows for improved performance with regard to report processing time and improved dashboard capabilities, which will allow for more streamlined business processes.

**Supplemental Information:**

- Alternatives:

Con Edison has considered deploying the system on Oracle Cloud or Con Ed Private cloud. The current Information Technology (IT) strategy is to deploy systems that contain Personally Identifiable Information (PII) to Microsoft Azure cloud. It would be very costly to deploy Oracle's PeopleSoft HCM on Microsoft cloud. The speed and versatility of configuration changes would be greatly compromised with a cloud application. To ensure contractual changes, changes in the business or required by regulators are promptly made, a cloud application is not recommended at this time.

- Risk of No Action:

If Con Edison does not upgrade the PeopleSoft systems software and hardware by 2019, significant risk to operating the systems will result. Oracle will no longer support the current version of PeopleSoft if the software is not upgrade. No action would also result in performance degradation as the hardware will be outdated and exceed the supported end of life date. We would not be able to use the latest features and latest technologies available at that time. Con Edison needs to remain in compliance with all required tax updates, system bug fixes and security patches.

- Non-financial Benefits:

System upgrades are required to maintain system support (e.g., mandatory tax updates, system bug fixes and security patches) through Oracle. Enhanced employee experience would result from the use of mobile applications.

- Summary of Financial Benefits (if applicable) and Costs:

The company is expecting the following full time equivalency (FTE) reduction as a result of this project.

<b>Description</b>	<b>Financial Benefit per FTE</b>	<b>Financial Benefit Total</b>
Two union employees	\$80,000	\$160,000
One management employee (HRP)	\$100,000	\$100,000
<b>Total FTE Reduction</b>		<b>\$260,000</b>

- Technical Evaluation/Analysis:

**Infrastructure Support:**

Although the upgrade will leverage current system architecture, the existing servers require updating as their support expires in 2020. Additional database licenses are also required. Access to the system by mobile devices will require additional security and configuration.

**System Compatibility:**

Upgrading to the latest version of PeopleSoft HCM and CRM allows Con Edison to leverage current HR/Payroll system architecture and can be maintained by the Company's current technical and functional PeopleSoft HR Payroll support team with the help of some additional resources or staff augmentation on technical and business support teams during the implementation

**Customization/Development:**

As this project is an upgrade to an already fully functional application, customizations will be anticipated areas where new functionality will be deployed, primarily around deploying mobile solutions. In addition retrofits to existing customizations can be expected.

- Project Relationships (if applicable):  
N/A
- Basis for Estimate:

Oracle database/server cost estimates are based on historical spend for HR and Finance systems using the same platform. System integrator cost is based on estimates from recent PeopleSoft related projects

Expense Description	Cost Estimate
Internal Resource Labor	892,000
HCM Hardware Costs	832,000
HCM Database Licenses	536,000
CRM Hardware Costs	456,000
CRM Database Licenses	268,000
Systems Integrator	2,332,000
Contractor Labor	965,000
Other	756,000
Overhead	1,280,000
<b>Total</b>	<b>8,317,000</b>

**Total Funding Level (\$000):****Capital****Historical Spend****Historic Elements of Expense**

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year (O&amp;M only)</u></b>	<b><u>Forecast 2018</u></b>
Labor	\$155					
M&S						
A/P	\$182					
Other	\$108					
Overheads						
<b>Total</b>	<b>\$445</b>					

**Future Elements of Expense**

<b><u>EOE</u></b>	<b><u>Budget 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
Labor	\$617	\$274			
M&S	\$2,092				
A/P	\$2,277	\$1,020			
Other	\$678	\$853			
Overheads	\$354	\$152			
<b>Total</b>	<b>\$6,018</b>	<b>\$2,299</b>			

<input type="checkbox"/>	Capital
<input checked="" type="checkbox"/>	O&M

### 2020 – Shared Services / Human Resources

<b>Project/Program Title</b>	Local 1,2 and Local 3 Contingency
<b>Project Manager</b>	Vincent Frankel
<b>Hyperion Project Number</b>	Various
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	June 2019
<b>Estimated Completion Date</b>	N/A
<b>Work Plan Category</b>	Operationally Required

#### **Work Description:**

The existing Local 1-2 contract expires in June 2020 and the Local 3 contract expires in June 2021. In preparation for the expiration of these union contracts the Company will incur costs associated with these negotiations. These costs include consultants, hotel expenses, electronic data processing, reproduction and forms, telephone/communication and other miscellaneous items. Additionally, to prepare the company for the possibility of a work stoppage there will be contingency plans made which include incremental costs associated with training management for new assignments and food supplies and transportation costs associated with these food supplies to work out locations.

#### **Justification Summary:**

This program is required for the company to conduct contract negotiations with both Local 1-2 and Local 3 and to have in place our contingency plan in the event of a work stoppage.

#### **Supplemental Information:**

- Alternatives: There are no alternatives. The Company must negotiate with the union to continue operations.
- Risk of No Action: Company not prepared to assume operations if there is a work stoppage.
- Non-financial Benefits: N/A
- Summary of Financial Benefits (if applicable) and Costs: Budget is consistent with the 2016-17 budget for negotiations and contingency planning.
- Technical Evaluation/Analysis: N/A
- Project Relationships (if applicable): N/A

- Basis for Estimate: Prior contingency plan budget. A straight line recovery has been requested and Accounting will address the proper allocation of these O&M costs among electric, gas and steam.

**Total Funding Level (\$000):**

**O&M**

**Historic Elements of Expense (\$000)**

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor			<u>\$45.4</u>			
M&S	<u>\$0.6</u>		<u>\$95.3</u>			
A/P	<u>\$1.5</u>	<u>\$0.1</u>	<u>\$653.8</u>	<u>\$35.9</u>	<u>(\$1.8)</u>	<u>(\$2.0)</u>
Other		<u>\$11.1</u>	<u>\$165.7</u>	<u>\$1.6</u>		
Overheads						
<b>Total</b>	<b><u>\$2.1</u></b>	<b><u>\$11.2</u></b>	<b><u>\$960.3</u></b>	<b><u>\$37.6</u></b>	<b><u>(\$1.8)</u></b>	<b><u>(\$2.0)</u></b>

**Future Elements of Expense (\$000)**

<u>EOE</u>	<u>Budget 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
Labor					
M&S					
A/P		<u>\$450</u>	<u>\$450</u>	<u>\$450</u>	<u>\$450</u>
Other					
Overheads					
<b>Total</b>		<b><u>\$450</u></b>	<b><u>\$450</u></b>	<b><u>\$450</u></b>	<b><u>\$450</u></b>

Exhibit\_\_(SSP-5)  
Shared Services - Learning and Inclusion - O&M and Capital



x	Capital
x	O&M

### 2020 – Shared Services / Learning & Inclusion

<b>Project/Program Title</b>	Learning & Inclusion –Digital Learning Transformation
<b>Project Manager</b>	Ed Conway, Maureen O’Shea, Mark SanAntonio
<b>Hyperion Project Number</b>	PR.23289195
<b>Status of Project</b>	Pending
<b>Estimated Start Date</b>	January 2019
<b>Estimated Completion Date</b>	YE 2023
<b>Work Plan Category</b>	Strategic

#### Work Description:

This project will provide the necessary innovation and technology to transform and improve Con Edison’s employees learning experience and performance.

To achieve this Learning and Inclusion (L&I) must:

- Assess current training methodologies and curriculum Inventory
- Create training governance process and policies by:
  - Benchmarking across major industries including the Utility industry and adult learning leaders
  - Stakeholder assessments
- Develop a digital learning platform consisting of :
  - Replacement of the existing Learning Management System (LMS)
  - Integration of multiple technology solutions to provide an efficient mix of systems, hardware, software, and process development for the enterprise.
  - Use of corporate IT integrated solutions that cross organization needs, e.g. Cloud based Video and life cast training.
- Implement new learning strategy to:
  - Deliver the enhanced employee learning experience to the employee, improving engagement and retention
  - Improve employee performance in the work place
  - Meet organizational training needs, optimize training hours and comply with regulatory training requirements.

The project team will develop a learning strategy that will transform how we prepare our employees to meet the challenges of a rapidly changing work environment as technology and innovation shape the future of the utility business. The objective is to create a learning platform that embraces employee development, has the ability to address new technology and training methods and provides the best training experience at the right time and place. Using design principles and a data-driven approach, we will redesign and or replace key processes and systems over multiple years. This includes the replacement of the current LMS and integration of a Cloud based platform to support a mobile Con Edison learning philosophy that will place training tools in the field for the employees’ use. This process will enable us to manage the entire learner experience benefiting our learners, the organizations we support, our stakeholders and ultimately the Company's performance.

The goal is to establish and sustain an excellent training culture through innovative learning solutions by:

- Creating dynamic learning experiences that build on our strong foundation using state of the art technology.
  - Developing the scope, approach and design of each element of the project, cognizant of the interrelationships between them.
- Identifying activities, processes, and systems for improvement
  - Establish a governance process.
  - Evaluating training proficiency and cost effectiveness
  - Establishing performance measurement, control plans and reporting around training
- Delivering optimal learning strategies to meet changing business needs.
- Promoting and growing a strong learning culture.
- Expanding learning beyond the classroom.
- Enhancing and modeling Diversity, Inclusion and Engagement as an integral part of the learning experience.
- Collaborating with our Stakeholder to respond to changing or developing needs such as the current Advanced Metering Infrastructure (AMI) project and future Business Cost Optimization (BCO) initiatives.
- Realizing operating and maintenance (O&M) costs savings implemented in phases throughout the project, e.g. reduce reproduction costs, resources and optimized training curriculum

This project forms the cornerstone of L&I's BCO initiative and provides the core learning foundation to successfully meet future enterprise needs.

**Justification:**

Today's learners' expectations, the changing utility landscape, the external pressure of innovation and technology combined with an enterprise need to have a flexible work force are driving this initiative. The adoption of online and digital learning models continue to accelerate at a rapid pace, changing the way individuals learn and how training is delivered. This shift is transforming traditional learning.

Integrating new learning technologies and instructional design is an effective way of training today's workforce. The speed and flexibility of mixed learning is imperative to enhancing the learning experience and productivity of the modern workforce, as training continues beyond the classroom.

To maximize the benefits of training it is imperative the training goals of the Company are in alignment with the Company's top priorities: safety, operational excellence, regulatory compliance, and the customer experience.

Starting in 2019 and continuing over the next five years, L&I will transform the delivery and absorption of training material from an instructor-led walled classroom to one where an subject matter expert (SME) utilizes a mix of digital material and physical, mobile and virtual environments.

The goal of implementing targeted cognitive learning strategies is to:

- Increase technical proficiency, employee safety, operational excellence, a measurable impact to the business and the ability to react dynamically in a technical environment with a compressed learning curve.
- Infuse and reinforce a motivation toward continuous learning and the ability to gather and analyze situations and data to support business and customer needs.

- Prepare the workforce for a rapidly changing environment by enabling them to learn and process information from digitally available resources that are updated in real time not subject to publication dates.
- Set in place a series of evolving steps to reach the digital learning vision.

Tactics include, but are not limited to:

- Integrating a mix of learning tools and approaches utilizing technology *e.g.*, e-Books, Mobile content, Virtual/Augmented Reality.
- Providing various delivery channels for training content to enable greater access and improved/same proficiency *e.g.*, Mobile devices, enhanced learning spaces, distance learning.
- Optimizing the level of training per employee for safety, job requirements, promotions, advancement, etc.
- Ensuring the cost effectiveness of learning.
- Acting as a standard and resource for good pedagogy for the enterprise and the center of learning.
- Reviewing, updating and creating policies and procedures for training governance.
- Responding to the speed of business and ensuring agility to respond to events and changing customer needs *e.g.* Just in Time training.
- Benchmarking to ensure continuous improvement and effectiveness of learning *e.g.*, Training hours per employee.
- Improving employee-learning journey to attract, develop and retain qualified employees.
- Integrating customer initiatives to ensure holistic approach and efficient use of resources.
- Provide appropriate learning spaces and technological tools for enhanced learning.

### **Supplemental Information:**

- Alternatives: Maintain current training programs and processes.
- Risk of No Action:
  1. Dependence on manual processes to update and maintain learning materials, including content associated with regulations, procedures, and regulatory requirements.
  2. Outdated distribution channels (VHS, physical presence) resulting in unmet demand, increased costs and loss of learner engagement.
  3. Inability to leverage existing and emerging technologies to improve the learner experience.
  4. Being out of alignment with instantaneous, self-paced and continuous learning that everyone expects (YouTube, Coursera).
  5. Not achieving optimal performance and proficiency of our learners, and loss of employee potential because of the cost and constrained supply of physical classrooms.
  6. Increased difficulty to measure training effectiveness.
  7. Difficulty in achieving cost optimization targets.
  8. Inability to systematize governance.
  9. Obsolescence of existing platforms.
- Non-financial Benefits:
  - Long-term sustainability as a state of the art learning organization.
  - Direct non-financial strategic value through increases in compliance, safety, and more widespread skill proficiency and development.
  - 24/7 access to training and the agility to respond to demand with revised/new training.
  - On-demand content that engages the learner.
  - Incorporation of visual interactivities to maximize student engagement.

- Refinement of course content, which may potentially reduce seat time and return employees to the field sooner.
- Summary of Financial Benefits (if applicable) and Costs:
  - The long-term cost avoidance associated with this program includes instructor facilitation costs, materials, travel expenses, and reprographics costs. It should be noted that this may not be a direct dollar savings as increased training needs by the organization can be handled with current staffing and overhead costs. Within the enterprise, we anticipate reduced labor costs associated with time and travel and increased productivity.
  - Financial Summary
    - This will be a significant part of the \$1 million dollar savings over a five-year period as noted in our BCO training charter. The remaining BCO savings will come from other O&M initiatives. This order of magnitude savings could increase subsequent to the completion of the phase Zero analysis.
    - Elements of the project will be placed in service in incremental stages resulting in partial cost savings throughout the five-year period.
- Technical Evaluation/Analysis:
  - IT evaluation of solutions required
- Project Relationships (if applicable):
  - New to the 2019 Capital Budget Optimization process will be an IT Optimization of the portfolio of IT projects. This review will determine the integration and necessary upgrades, enhancements, and/or replacements of system hardware and software to support this project.
  - Additional IT Projects may be required because of the existing LMS replacement. Evaluation of current functionality and proposed new functionality will be provided, so that decisions to retain or sunset functionalities by user groups can be made.
- Basis for Estimate:
  - The estimates provided in this document are order of magnitude only, and require additional scope of work development and detail along with IT review.

### **Total Funding Level (\$000):**

The purpose of this project is to:

- Support L&I's transformation of employee learning through innovation to enhance performance excellence.
- Develop a digital learning platform, and
- Replace the existing LMS

CapitalHistorical SpendHistoric Elements of Expense (\$000)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
Overheads						
<b>Total</b>						

Future Elements of Expense (\$000)

<u>EOE</u>	<u>Budget 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
Labor	<u>0</u>	\$936.00	\$900.00	\$750.00	\$970.00
M&S		\$207.60	\$175.20	\$150.00	\$363.10
A/P		\$805.50	\$699,.60	\$670.00	\$950.00
Other		\$551.00	\$476.08	\$406.00	\$902.00
Overheads		\$532.62	\$653.70	\$710.00	\$986.00
<b>Total</b>		\$3,032.48	\$2,904.58	\$2,686.88	\$4,171.35

O&MHistoric Elements of Expense (\$000)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
Overheads						
<b>Total</b>					<u>0</u>	

Future Elements of Expense(\$000)

<u>EOE</u>	<u>Budget 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
Labor					
M&S					
A/P	0	\$250.00	\$750.00	\$750.00	\$500.00
Other					
Overheads					
<b>Total</b>					

Exhibit\_\_(SSP-6)  
Shared Services - Facilities and Field Services - Capital

### Facilities and Field Services: Capital Program and Project Summary

Shared Services Panel		Year Total			
		Current Budget			
Facilities and Field Services - Total Capital		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
FFS	McKeon Door Demolition	\$9,000	\$6,000	\$0	\$15,000
FFS	Sherman Creek Service Center	\$78,000	\$32,000	\$0	\$110,000
FFS	Brinkerhoff - New Building	\$0	\$0	\$2,000	\$2,000
FFS	Facilities Critical Infrastructure Short Term Priority_Programs	\$13,500	\$13,500	\$13,500	\$40,500
FFS	Facilities Buildings and Yards - (Roof Replacement Program)	\$5,000	\$5,000	\$9,000	\$19,000
FFS	Service Center Renovations and Store Room Modernization	\$11,000	\$10,000	\$8,000	\$29,000
FFS	Facilities Security Upgrade Program- Tier 1 (Confidential)	\$3,290	\$3,600	\$3,020	\$9,910
FFS	FFS Energy Efficiency Program	\$5,000	\$3,000	\$3,000	\$11,000
FFS	Facilities Buildings and Yards Compliance Programs (Safety Environmental Regulatory)	\$5,000	\$5,000	\$5,000	\$15,000
FFS	Astoria Southwest Storm Water System Corrective Action Plan	\$1,000	\$13,000	\$13,000	\$27,000
FFS	Fuel Station Upgrades	\$3,000	\$0	\$0	\$3,000
	<b>Total Facilities and Field Services</b>	<b>\$133,790</b>	<b>\$91,100</b>	<b>\$56,520</b>	<b>\$281,410</b>

### Facilities and Field Services/FFS Demolition and Building Projects: Capital Program and Project Summary

Shared Services Panel		Year Total			
		Current Budget			
FFS Demolition and Building Projects - Capital		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
FFS	McKeon Door Demolition	\$9,000	\$6,000	\$0	\$15,000
FFS	Sherman Creek Service Center	\$78,000	\$32,000	\$0	\$110,000
FFS	Brinkerhoff - New Building	\$0	\$0	\$2,000	\$2,000
<b>Total FFS Critical Repairs and Upgrades</b>		<b>\$87,000</b>	<b>\$38,000</b>	<b>\$2,000</b>	<b>\$127,000</b>

### Facilities and Field Services/FFS Critical Repairs and Upgrades Capital Program and Project Summary

Shared Services Panel		Year Total			
		Current Budget			
FFS Critical Repairs and Upgrades - Capital		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
FFS	Facilities Critical Infrastructure Short Term Priority Programs	\$13,500	\$13,500	\$13,500	\$40,500
FFS	Facilities Buildings and Yards - (Roof Replacement Program)	\$5,000	\$5,000	\$9,000	\$19,000
FFS	Service Center Renovations and Store Room Modernization	\$11,000	\$10,000	\$8,000	\$29,000
FFS	Facilities Security Upgrade Program- Tier 1 (Confidential)	\$3,290	\$3,600	\$3,020	\$9,910
<b>Total FFS Critical Repairs and Upgrades</b>		<b>\$32,790</b>	<b>\$32,100</b>	<b>\$33,520</b>	<b>\$98,410</b>

### Facilities and Field Services/FFS Safety and Environmental Capital Program and Project Summary

Shared Services Panel		Year Total			
		Current Budget			
FFS Safety and Environmental Projects - Capital		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
FFS	FFS Energy Efficiency Program	\$5,000	\$3,000	\$3,000	\$11,000
FFS	Facilities Buildings and Yards Compliance Programs (Safety Environmental Regulatory)	\$5,000	\$5,000	\$5,000	\$15,000
FFS	Astoria Southwest Storm Water System Corrective Action Plan	\$1,000	\$13,000	\$13,000	\$27,000
<b>Total FFS Safety and Environmental Projects</b>		<b>\$11,000</b>	<b>\$21,000</b>	<b>\$21,000</b>	<b>\$53,000</b>

### Facilities and Field Services/FFS Transportation Capital Project Summary

Shared Services Panel		Year Total			
		Current Budget			
FFS Fuel Station Project - Capital		Total Dollars (\$000)			
Organization	White Paper	RY1	RY2	RY3	3 Yr. Total
FFS	Fuel Station Upgrades	\$3,000	\$0	\$0	\$3,000
<b>Total FFS Fuel Station Project</b>		<b>\$3,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$3,000</b>



## Facilities and Field Services White Papers

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / Facilities and Field Services

<b>Project/Program Title</b>	McKeon Door Demolition
<b>Project Manager</b>	Leo Palmer
<b>Hyperion Project Number</b>	PR.22646845
<b>Status of Project</b>	Planning and Engineering
<b>Estimated Start Date</b>	1/1/2019
<b>Estimated Completion Date</b>	12/31/2021
<b>Work Plan Category</b>	Operational – Demolition

#### **Work Description:**

The McKeon Door property was purchased in 2006 to provide for the anticipated expansion of the Gowanus Substation. Due in large measure to the success of non-wire projects undertaken over the past several years, the projected need for such expansion has been extended beyond the current 20-year plan. The existing building on the McKeon Door property is vacant. This project will demolish and remove the entire building structure and all its components, with perimeter foundation walls demolished down to 12 inches below grade. The existing piles and pile caps supporting the building structure will not be removed. Clean fill will be installed over the entire building footprint, including the perimeter wall areas, topped with ¾" bluestone graded to the surrounding area. A new chain-link fence and gate will be installed around the entire property for security and personnel protection.

The building is a 133,000-sq.ft., one-story warehouse/light manufacturing structure with a two-story office space (mezzanine) at the north end. The building structure consists of steel framing, exterior concrete/masonry walls, with several roll-up doors, and a brick veneer. The building interior includes a concrete floor slab with cement finish, interior Concrete Masonry Unit “CMU” partitions, and various fire walls. The roof system includes steel open-web type bar joists on steel girders, a corrugated steel roof deck, built-up roofing and interior roof drains connected to the combined sewer. A water sprinkler system, electrical power and lighting, HVAC systems, along with water and sanitary sewer systems, are installed within the building. Building mechanical and electrical systems have been partially or fully deactivated.

#### **Justification Summary:**

The McKeon Door building has various safety and structural concerns. The building has been inspected several times since its purchase and found to have roof leaks and other structural issues with the existing roof bar joist system. The open-web bar joists are constructed with a “U” shaped channel design that is prone to holding stagnant water, and therefore corrosion, as opposed to a more reliable and robust open angle design utilized in modern joist construction. Continued deterioration could lead to the collapse of the building roof-structure. While there have been efforts in the past to repair roof leaks in various areas of the roof system, comprehensive and costly roof replacement work has not been done as the intent upon purchase was to demolish the building to accommodate the planned Gowanus expansion.

Con Edison conducted an environmental assessment of the property and determined that there are three - 3,000 gallon underground storage tanks (“USTs”) onsite. Con Edison also confirmed that there is no

evidence of historic spills at the site and therefore no remediation is required, simplifying this demolition project.

**Supplemental Information:**

- Alternatives:
  1. Leave as-is: Not recommended as the continued deterioration could lead to the collapse of the roof deck.
  2. Seal-off the structure per NYC Department of Buildings requirements: Not recommended as the capital cost of sealing off the building in compliance with NYSDOB requirements is almost the same as demolition and would require annual inspections and ongoing property maintenance to confirm continued regulatory compliance.
  3. Repair and maintain the Building: This alternative is not recommended as the repair and maintenance cost is high, requires follow up inspections and maintenance. In addition, the building eventually needs to be demolished for its future Company use.
- Risk of No Action:

The McKeon Door building utilizes an open web/bar joist design to structurally support its roof. In this type of joist, the top chord forms a “U”-shaped channel which can collect water, corrode (virtually undetected), and then eventually deteriorate to a point where it can no longer support the roof deck or other live loads (such as snow).
- Non-financial Benefits:

All land purchases, with or without a building/structure are recorded as land on the Company books. This property was purchased with the intent to only use the land, and not the building, at a future date and was recorded as "Land and Land Rights Held for Future Use". Therefore, there is no building to retire; the demolition is considered an improvement to the land and considered capital.
- Summary of Financial Benefits (if applicable) and Costs:

See above.
- Technical Evaluation/Analysis:

See above.
- Project Relationships (if applicable):

This project will demolish and remove the entire 133,000-sq. ft. building structure and all its components. Planned future development of the property is covered in a separate white paper.
- Basis for Estimate:

PROJECT NO: 27265-16  
 BUDGET NO: 37265-16-A09-16001  
 ESTIMATE NO: CENTRAL ENGINEERING APPROPRIATION ESTIMATE  
 EST. DATE: 4/20/2018 - Revised 6-11-18  
 PROJ ENG: L Kesandic  
 PROJ EST: P Rao  
 LOCATION: McKeon Door Building Demo  
 DESCRIPTION: BUILDING DEMOLITION  
 APPROX: 06/07/2018  
 ENG / DES: 7  
 PROCUR: 06/01/2018  
 CONSTR: 06/01/2018  
 IN SERVICE DATE: 12/01/2018  
 OUTAGE: NOT REQUIRED  
 START: 06/07/2018  
 COMPLETION: 06/07/2018

ITEM	MHRS	COMPANY LABOR \$	EQ / MAT \$	MHRS	CONTRACT LABOR \$	EQ / MAT \$	TOTAL DIRECT	3.00% ESCAL	OVERHEAD \$ & AFDC	6.00% CONTING	TOTAL
<b>CONSTRUCTION CONTRACTS</b>				<b>62,662</b>	<b>6,489,765</b>	<b>4,429,640</b>	<b>10,919,403</b>	<b>327,890</b>	<b>746,890</b>	<b>699,650</b>	<b>12,692,453</b>
GENERAL CONDITIONS				5,716	967,256	18,200	985,456	26,500	60,500	48,000	1,021,156
TEMPORARY ELECTRIC POWER				180	22,900	18,577	41,477	1,200	2,800	2,300	47,777
SITE SECURITY				6,240	174,720	7,800	182,520	5,500	12,500	10,000	210,520
MONITORS FOR SITE ( SEISMIC )				1,040	130,000	5,662	135,662	4,100	9,200	7,400	156,262
PERIMETER FENCING				1,599	204,534	59,598	264,132	7,900	18,100	14,500	304,632
SIDEWALK SHED				2,302	287,917	234,560	522,477	15,700	35,700	28,700	602,877
ABATEMENT OF EXISTING COLUMNS ( 112)				489	61,180	25,607	86,787	2,600	5,900	4,800	100,087
ABATEMENT - ROOF / TILES / CABLES / PIPING				7,584	878,583	92,343	970,926	29,100	66,300	53,300	1,119,626
DISPOSAL OF MATERIAL						865,774	865,774	26,000	59,200	47,500	998,474
DEMO OF BUILDING				14,489	2,121,549	148,778	2,270,327	68,100	155,100	124,700	2,618,227
INSTALL NEW CHAIN LINK FENCE & GATES				2,398	287,760	87,274	375,034	11,300	25,600	20,600	432,534
OPERATOR OF HEAVY EQUIPMENT				2,400	360,000	3,811	363,811	10,900	24,800	20,000	419,511
REMOVAL OF CONCRETE SLAB				1,539	230,825	1,065,514	1,296,339	38,900	88,500	71,200	1,495,039
BRACE WALLS IN OPEN AREA IN BASEMENT				672	84,000	8,835	92,835	2,800	6,400	5,100	107,135
BREAK SLAB FLOOR IN OPEN AREA IN BASEMENT				73	10,934	2,216	13,150	400	900	700	15,150
BACK FILL OPEN AREA IN BASEMENT				583	72,934	64,171	137,105	4,100	9,400	7,500	158,105
DEMO EXISTING 3 - 25K GAL TANKS				1,560	211,520	68,779	280,299	8,400	19,200	15,400	323,899
EXCAVATION OF DIRT AROUND TANKS				684	102,600	38,336	140,936	4,200	9,700	7,700	162,936
CUT FOUNDATION WALLS 12" LOWER				1,157	134,212	10,013	144,225	4,300	9,900	7,900	166,325
BACKFILL AREA AFTER TANKS REMOVED				1,285	160,770	22,917	183,687	5,500	12,500	10,100	211,787
PREP / PLACE BLUE STONE 6" TOP LAYER OF FOOT PRINT				660	85,170	156,507	241,677	7,300	16,500	13,300	278,777
EPC MANAGEMENT FEE 15 % OF THE TOTAL						1,424,270	1,424,270	42,700	97,200	78,200	1,642,370
<b>COMPANY LABOR</b>	<b>13,988</b>	<b>1,348,394</b>	<b>6,807</b>				<b>1,842,001</b>	<b>46,860</b>	<b>716,600</b>	<b>106,600</b>	<b>2,213,661</b>
FAUCILITIES - PM & I	6,240	780,000					780,000	23,400	414,400	60,900	1,278,700
FAUCILITIES - EH & S	832	67,392					67,392	2,000	35,800	5,300	110,492
FAUCILITIES - SUPPORT	520	65,000					65,000	2,000	34,500	5,100	106,600
CHEM LAB	160	14,842					14,842	400	7,500	1,200	24,342
M-SCOPE	144	8,640					8,640	300	4,500	700	14,140
ENERGY SERVICES	64	5,120	2,722				7,842	200	2,900	500	11,442
FAUCILITIES - GAS / WATER / ELECTRIC CLOSING OFF LINES	248	31,000	2,885				33,885	1,000	16,600	2,600	54,085
DESIGN / ENGINEERING SUPPORT	5,760	374,400					374,400	11,200	198,900	29,200	613,700
<b>OTHER DIRECT COSTS</b>					<b>1,866,000</b>		<b>1,866,000</b>	<b>68,800</b>	<b>133,100</b>	<b>107,100</b>	<b>2,244,800</b>
SOIL / TANK TESTING ( BASEMENT)					70,000		70,000	2,100	4,800	3,800	80,700
FIELD SUPPORT SERVICES					156,000		156,000	4,700	10,700	8,600	180,000
3RD PARTY INSPECTION					34,000		34,000	1,000	2,300	1,900	39,200
PERMITS					210,000		210,000	6,300	14,300	11,600	242,100
SWPPP					75,000		75,000	2,300	5,100	4,100	86,500
MAN LIFT RENTALS					420,000		420,000	12,600	28,600	23,100	484,300
CRANE // RIGGERS					585,000		585,000	17,600	40,000	32,100	674,700
CRAWLER / FRONT LOADER					400,000		400,000	12,000	27,300	22,000	461,300
	<b>13,988</b>	<b>1,348,394</b>	<b>1,955,607</b>	<b>52,652</b>	<b>6,489,763</b>	<b>4,429,640</b>	<b>14,221,404</b>	<b>426,700</b>	<b>1,094,500</b>	<b>812,100</b>	<b>17,054,704</b>

SAY \$ 17,060,000

<b>CAPITAL ESTIMATE TOTAL:</b>	<b>\$ 17,060,000</b>	<b>ASSOCIATED RETIREMENT:</b>	<b>NONE</b>	<b>ASSOCIATED EXPENSE:</b>	<b>NONE</b>
<b>OVERHEADS</b>	<b>CENTRAL ENG:</b>	<b>A &amp; S:</b>	<b>P ROLL TAX &amp; PENS:</b>	<b>TOTAL OHS:</b>	<b>\$ 980,500</b>
		<b>\$ 380,700</b>	<b>\$ 599,800</b>	<b>3.93% AFDC:</b>	<b>\$ 614,000</b>
<b>REMARKS:</b>					
<b>CENTRAL ENGINEERING</b>		<b>PROJECT MANAGER OR USER ORGANIZATION</b>		<b>CONSTRUCTION MANAGER</b>	
<b>APPROVED: Don Azzolini</b>	<b>6/14/2018</b>	<b>APPROVED: Leo Palmer</b>	<b>6/14/2018</b>	<b>APPROVED: Richard Simonetti</b>	<b>6/14/2018</b>

**Total Funding Level (\$000):**

Capital

Historical Spend

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
					<b>200</b>

Historical Elements of Expense

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						<b>200</b>
Other						
<b>Total</b>						<b>200</b>

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
2,000	9,000	6,000		

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	<u>307</u>	<u>741</u>	<u>740</u>		
M&S	<u>111</u>	<u>400</u>	<u>300</u>		
A/P	<u>840</u>	<u>5,041</u>	<u>2,602</u>		
Other	<u>10</u>				
Overheads	<u>732</u>	<u>2,818</u>	<u>2,358</u>		
<b>Total</b>	<b>2,000</b>	<b>9,000</b>	<b>6,000</b>		

Capital  
 O&M

**2020 – Shared Services / Facilities and Field Services**

<b>Project/Program Title</b>	Sherman Creek Service Center
<b>Project Manager</b>	Alastair W. Lamb
<b>Hyperion Project Number</b>	21656717
<b>Organization’s Project Number</b>	2664115
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	10/2017
<b>Estimated Completion Date</b>	06/2021
<b>Work Plan Category</b>	Operational Required

**Work Description:**

In 2015, Con Edison identified the need to develop a new service center on Company-owned property in the Inwood section of northern Manhattan (Sherman Creek). The new service center addresses the growth of Gas Operations over the next two decades. The new service center will also address congestion at the existing Manhattan and Bronx service centers, which has become a safety concern for pedestrian and vehicular traffic and impediment to productivity and response times for various Con Edison field operations organizations. The existing 28<sup>th</sup> Street service center was identified as of particular concern, due to continued development in the surrounding area, as well as the construction of the Hudson River rail tunnel over the next decade, which is expected to exacerbate congestion and related safety issues at that facility. In addition, it is anticipated that the City’s storm hardening project along the FDR drive will adversely impact the available parking and yard storage at our E 16th Street service center. The 2017-2019 rate plan included \$113M for development of an approximately 145,000 sq. ft. facility across five of Con Edison’s owned parcels. The planned facility will house office and field support space as well as warehouse, storage, and vehicular parking for Con Edison passenger & heavy-duty trucks, personal parking and other equipment. At the time of the 2017 rate plan filing, Con Edison contemplated construction of the new service center to be completed by 2019.

In early 2017, New York City Economic Development Corporation (“NYCEDC”) advised Con Edison that it was proceeding with a re-zoning plan for Inwood, which would include Con Edison properties and allow Con Edison’s planned service center development to be consolidated onto two owned lots that would be ‘up-zoned’ under the City’s Inwood NYC 2017 Action. Con Edison agreed to modify and delay its development plans to account for the proposed rezoning. Programming studies and test-fit plans were developed under a re-zoning scenario assuming construction on the two Con Edison-owned lots to the east of 9<sup>th</sup> Avenue between 202<sup>nd</sup> and 204<sup>th</sup> Street. Related environmental and geotechnical engineering field studies were completed and concept and schematic design work has moved forward to refine and finalize the sizing and layout for the proposed service center. The City’s District Rezoning application was formally certified in January 2018, which initiated a formal seven-month Uniform Land Use Review Procedure (“ULURP”) process that culminated with an approval of the Inwood rezoning proposal in August

2018. A RFP for Design-Build development of the new consolidated facility plan was issued in September 2018, with construction anticipated to begin in June 2019. To date, approximately \$2 million dollars has been spent for design and other pre-construction costs.

### **Justification Summary:**

As reported in the 2017 white paper for this project, lack of space and resulting congestion at the existing Manhattan and Bronx service centers is impeding movement of work crews in and out of the yards, slowing response times and productivity, and impacting pedestrian and vehicular safety within the yards. In the three years up through the end of October 2018, there have been 12 personnel accidents and 56 vehicular incidents at Bronx and Manhattan workout centers, primarily attributed to vehicle and material storage and the resulting yard congestion. This situation is expected to worsen as the workload in Gas Operations continue to grow over the several years from the doubling in its rate of main replacement work, leak response and repair work.

The new service center will support an additional 220 Gas Operations employees and 167 Gas Operations vehicles, along with related equipment and materials needed to address the increasing gas main replacement and gas leak repair work in Manhattan and the Bronx.

In addition, the new service center will allow for the redeployment of approximately 116 Manhattan Electric personnel from other Manhattan service centers to Sherman Creek. This will include electric construction field personnel that currently operate out of trailers located in Inwood and the Bronx due to insufficient capacity in existing service centers. Redeployment, coupled with space and resource optimization at the existing service centers, will alleviate congestion allowing for improved response times, particularly at the West 28<sup>th</sup> Street location as Hudson Yards construction continues and the Hudson River rail tunnel project moves forward over the course of the coming decade.

### **Supplemental Information:**

- **Available Options:** In 2014/2015, the Company undertook a strategic review of its real estate portfolio and operations to evaluate alternative options to address congestion at existing service centers, and support the projected expansion in Company operations in northern Manhattan and the Bronx. The options considered were:
  - Take No Action - continue to serve northern Manhattan and the Bronx from existing locations. In this case, Gas Operations would house new employees in satellite yards and temporary construction trailers. Electric construction crews would continue to operate out of trailers as well. This was not considered a viable long-term option due to the inherent inefficiencies and because trailers are not meant for long-term housing of personnel. Temporary permits are approved by the NYC DOB on an as-needed basis and then renewed every three to six months. This is a precarious situation, as NYC DOB can decide to not renew a permit at any time, which could place a trailer arrangement in jeopardy if it became a long-term solution.

- Purchase or Lease Additional Property – Real Estate personnel worked with commercial real estate advisors to identify privately-owned properties suitable for a new service center location that were available for purchase or leasing. Given the robust commercial and industrial development market in New York City, particularly in Manhattan and the Bronx, few industrial zones sites were identified as available either for purchase or long-term lease. All potential locations were cost prohibitive, particularly when development costs were taken into consideration.
- Optimize Under-utilized Company Owned Properties - the Company evaluated CECONY's owned properties in Manhattan and elsewhere. The existing service centers—owned lots held for future use in Sherman Creek, 59<sup>th</sup> Street Generating Station, 74<sup>th</sup> Street Generating Station, East River Generating Station, and various substation sites—were all considered. Of all the sites reviewed, the Sherman Creek parcels were determined to be the most suitable for the new facility, given their location, size, existing zoning (with potential for up-zoning), and lack of existing building structures.
- The \$113,600,000 capital cost approved in the 2017 Rate Plan was a preliminary estimate as it was developed in advance of having detailed engineering plans. It assumed construction of two buildings for office and field support space, as well as warehouse, storage and vehicular parking for Company passenger and heavy-duty trucks and other equipment across five lots. As noted above, due to coordination with the City's rezoning efforts, the development plan was delayed and modified to consolidate the planned development onto just two lots, instead of the five initially planned. To date, approximately \$2 million dollars has been spent in design and other pre-construction costs.
- During 2016-2017, programming studies and test-fits were developed to confirm a required program of approximately 215,000 sq. ft. at an estimated cost of \$155M under a standard Con Edison construction approach. We expect to contain such costs by proceeding with construction through a Design-Build approach.
- Risk of No Action: See above. In addition, taking no action limits the acceleration of gas main replacement in northern Manhattan, the Bronx, and Westchester, as well as a loss in productivity and slower response times for both Electric and Gas Operations in Manhattan and the Bronx.
- Non-financial Benefits: Improvement of gas main replacement performance metrics—the ability to accelerate gas main replacement from 50 miles per year to 100 miles per year. Locating the Gas Operations crews closer to the service territory will reduce travel time and allow us to meet our PSC-reported gas main replacement and leak response goals. For Electric Operations, creation of a fourth district will decrease transit times to work locations and increase productivity. This project will thus help enhance worker and public safety and improve customer service.



Summary of Financial Benefits (if applicable) and Costs: Electric and Gas Operations savings from reduced yard time/increased productivity: Significant congestion has been identified as a major factor in increasing the yard exit time of Con Edison crews at the start and end of the work day, which was found in 2015 to be between 12% and 30% overcapacity at the Manhattan facilities. The congestion issues have not improved since then and are only expected to further impact operations as the Amtrak tunnel project and New York City's East River storm hardening project progress over the next few years.

- Technical Evaluation/Analysis: Further studies have been undertaken to refine and optimize, reducing where possible, the overall size and layout of the proposed service and have been incorporated into the concept and schematic designs for the planned development. The current Manhattan Sherman Creek space requirements are as indicated below:

Offices & Staff Support Space	22,000 SF
Warehouse/Storage	8,000 SF
<u>Parking &amp; Internal Yard Storage</u>	<u>185,000 SF</u>
<b>Total SF</b>	<b>215,000 SF</b>

- Project Relationships (if applicable): None.
- Basis for Estimate: Con Edison Central Engineering conceptual programming estimate.

**Total Funding Level (\$000):**

**Annual Funding Levels (\$000):**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
			250		2,000

**Historic Elements of Expense**

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor				130		222
M&S						2
A/P				26		1,380
Other						8
Overheads				94		388
<b>Total</b>				250		2,000

**Request (\$000):**

<b><u>Request 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
25,000	78,000	32,000		

**Future Elements of Expense**

<b><u>EOE</u></b>	<b><u>Budget 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
Labor	2,400	4,984	3,900		
M&S	1,092	2,439	504		
A/P	15,093	47,655	14,175		
Other					
Overheads	6,415	22,922	13,421		
<b>Total</b>	<b>25,000</b>	<b>78,000</b>	<b>32,000</b>		

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

**2022 – Shared Services / Facilities and Field Services**

<b>Project/Program Title</b>	<b>Brinkerhoff Service Center</b>
<b>Project Manager</b>	<b>Leo Palmer</b>
<b>Hyperion Project Number</b>	PR.23323442
<b>Status of Project</b>	<b>Planning</b>
<b>Estimated Start Date</b>	<b>2022</b>
<b>Estimated Completion Date</b>	<b>2024</b>
<b>Work Plan Category</b>	<b>Operationally Required</b>

**Work Description:**

Con Edison has identified the need for development of a new service center on Company owned property in Jamaica, Queens to address congestion at its existing College Point facility, to bring the Brooklyn/Queens Electric Operations (B/Q EO) crews and Energy Services personnel closer to their territory and reduce delays in their response times, and to allow for the optimization of Company owned property and reduction of the Company’s leased footprint and related costs. The planned facility will consist of a two-story 16,500 SF building to be built along a portion of Con Edison’s Brinkerhoff Avenue property, along with parking for 285 vehicles. The proposed facility would accommodate B/Q EO, Energy Services and Customer Field Operations personnel staff. The property was purchased in 2006 in connection with a planned development of a transmission station. The development of the proposed service center would not impair later development of the planned transmission station. The full cost of the design and development of the proposed service center facility is currently estimated based on a Central Engineering conceptual estimate. The current request is to allow the associated design and planning work to proceed in 2022. Construction is anticipated to extend two years starting in 2023, the costs of which will be covered in a subsequent funding request for those rate years.

**Queens Brinkerhoff Avenue- Proposed Facility**

<u>Office &amp; Staff Support Space</u>	16,500 SF
<u>Parking &amp; Storage</u>	77,000 SF
<b>Total SF</b>	<b>93,500 SF</b>

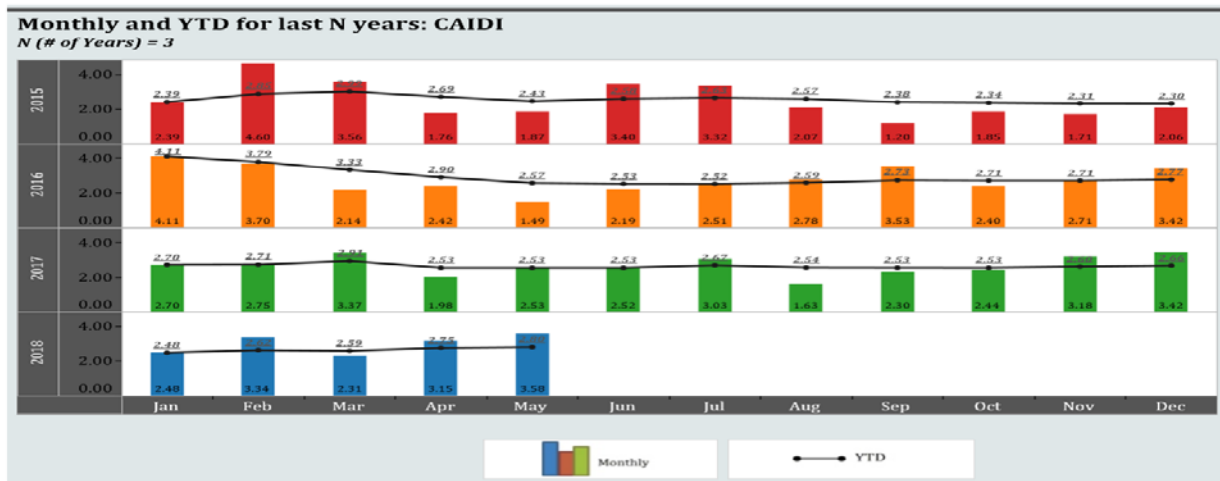
**Justification Summary:**

B/Q EO operations

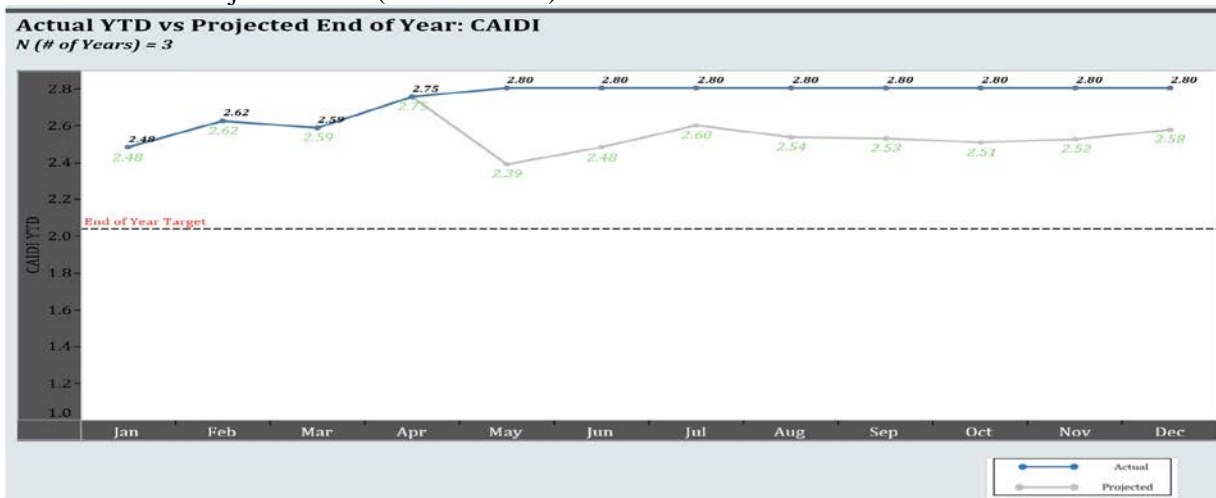
The existing College Point service center has been operating at 8% or more over capacity and is regularly experiencing congestion in getting in and out of the yards, which impacts crew response times and productivity. Congestion at the existing facility results in lost productivity and increased risk in worker safety. Over the past 2 years, there have been 4 personnel accidents and 11 vehicular incidents at College Pt. workout centers, primarily attributed to vehicle and material storage and the resulting yard congestion. Further, the distance of the existing College Point facility to the B/Q overhead territory and congested roadways throughout the territory routinely poses a challenge in meeting mandated CAIDI/SAIFI performance indicators. Historical trends for Non-Network CAIDI numbers over the past three years have confirmed the need to relocate resources to reduce dispatch and travel time. One of the main obstacles identified for not meeting CAIDI targets is the travel time required for B/Q EO construction groups to travel from existing company locations to events in the Southern Queens area. The current Non-Network

projection for 2018 shows Queens ending with a CAIDI of 2.58 hours verse a goal of 2.04 hours. The current Network projection for 2018 in Queens shows a YE of 4.78 hours verse a goal of 4.7 hours. Staging crews directly from the proposed facility will reduce our response time from 30 to 60 minutes. This reduction in travel time will help lower overall event durations and improve accuracy related to Estimated Time of Restoration.

**Non-Network – (goal of 2.04hrs.)**



**Actual YTD vs Projected YE – (Non-Network)**



In addition, the proposed facility would also provide space for the relocation of approximately 30 Energy Services personnel. As with the B/Q EO crews, relocation of the Energy Services personnel would place them closer to their areas of responsibility, reducing travel time spent on projects requiring site visits and customer meetings. This would lead to efficiency gains across projects they are responsible for in three zones in Queens.

Lastly, the planned facility would serve as the Queens office for Customer Field operations following implementation of the AMI program. Currently, there are 13 field operation locations in the Con Edison service territory supporting Customer Operations, several of which are in leased properties. The Queens

Field Operations are split between two locations, the College Point service center and a leased property at 165<sup>th</sup> Street in Jamaica. The Jamaica leased property, the current term of which expires in 2022 with one additional 5-year renewal right available, costs approximately \$500,000 annually. In conjunction with AMI implementation, the Company is planning to consolidate its Customer Field operations into one location per borough with a combined Bronx/Westchester location. The consolidated Queens field operations will include 100 employees.

### **Supplemental Information:**

- Alternatives: The alternative is to take no action and to continue to have B/Q EO and Energy Services personnel operate out of their existing locations. Chronic traffic congestion throughout Queens and Brooklyn routinely will continue to hamper overhead crews from reaching their customers and work. Customer Field Operations would continue to operate out of the leased location with continued lease expenses of ~\$500,000 annually.
- Risk of No Action: The primary risk of no action puts B/Q EO in danger of missing the CAIDI PSC mandated goals. The financial penalties associated with noncompliance begin at \$5M. B/Q EO currently utilizes support from other regions to assist in not only emergency work, but also in the overflow work created from summer & winter ICS events. If the company was unable to stage crews from this location, the result will continue to be increased travel time, decreased productivity, and higher fuel expenses.
- Non-financial Benefits: Establishing a work out location at the proposed location on Brinkerhoff Avenue in Jamaica will place B/Q EO and Energy Services crews closer to their service territory. This will reduce travel time and allow us to meet our PSC mandated goals while improving customer service and increasing productivity. It will also allow Customer Field Operations in Queens to be consolidated into a single, company owned, central location and reduce the rental footprint and related costs. At the same time, it will free up space at College Point, thereby easing current congestion issues and allowing for optimization of that space for other operations.
- Summary of Financial Benefits (if applicable) and Costs:

Significant congestion has been identified as a major component increasing the yard exit time of Con Edison crews at the start and end of the work day. The reduction in travel time for both B/Q EO crews and support from other regions will result in lower fuel and maintenance costs as well as increased productivity. Additionally, staging from the proposed facility will help mitigate potential PSC fines starting at \$5M for not achieving the CAIDI mandated goal.

The expenses associated with vehicles which support the approximate 30 Energy Services personnel that will be relocated would be reduced by approximately \$90,000 per year.

Lastly, as noted above, it will allow the Company to exit a leased property and avoid approximately \$500,000 in related annual costs.

- Technical Evaluation/Analysis: While the Brinkerhoff site is large enough to accommodate a single story building, which could reduce the initial overall capital cost, a multi-story building is proposed so as to retain a footprint sufficient to accommodate future use as an area and transmission substation.
- Project Relationships (if applicable): None.

- Basis for Estimate: Con Edison Central Engineering conceptual estimate. The full cost of the design and development of the proposed service center facility is currently estimated at approximately \$19 million dollars based on a Central Engineering conceptual estimate. The current request of \$2 million dollars is to allow the associated design and planning work to proceed in 2022.

### **Total Funding Level (\$000):**

Two million dollars is requested to cover planning and design costs associated with the proposed service center. As noted above, the overall cost of the planned facility is currently estimated at \$19,000,000. The \$17,000,000 balance is for construction which is expected to go forward in 2023 and will be the subject of a separate funding request for that rate year., and \$4.5M to start the build in 2023. The balance will spend after 2023.

### **Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
					<b>0</b>

### **Historic Elements of Expense**

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						<b>0</b>
M&S						<b>0</b>
A/P						<b>0</b>
Other						<b>0</b>
Overheads						<b>0</b>
<b>Total</b>						<b>0</b>

### **Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
			<b>2,000</b>	<b>4,500</b>

### **Future Elements of Expense**

<u>EOE</u>	<u>Budget 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
Labor				<b>35</b>	<b>79</b>
M&S				<b>31</b>	<b>70</b>
A/P				<b>525</b>	<b>1,181</b>
Other				<b>992</b>	<b>2,231</b>
Overheads				<b>417</b>	<b>939</b>
<b>Total</b>				<b>2,000</b>	<b>4,500</b>

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

**2020 – Shared Services / Facilities and Field Services**

<b>Project/Program Title</b>	Facilities Critical Infrastructure Short Term Priority/Programs
<b>Project Manager</b>	Leo Palmer
<b>Hyperion Project Number</b>	PR.21381032
<b>Status of Project</b>	Planning and Engineering
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operational – Critical Repair

**Work Description:**

These capital projects are intended to maintain and improve on overall conditions at the buildings and yards and are intended to upkeep the facilities. The program addresses efficiency improvements, equipment modernization and upgrades, and projects that are evaluated and prioritized based on facility assessments. These projects generally involve yard paving/resurfacing and drainage, HVAC systems nearing the end of their expected useful life, bathroom and locker room renovations, the replacement of emergency generators and load bank installations, façade and veneer replacements, sidewalk replacements, and elevator upgrades. Projects are listed in Critical Infrastructure either as a result of a completed Engineering Service Request (“ESR”) or program assessment, or as a placeholder based on engineering or historical knowledge of the systems and equipment (e.g., since the expected life of a Freon-based HVAC system is approximately 20 to 25 years, units that are 15 years or older will be listed in the five year plan). A completed ESR provides the scope of work and budgetary order of magnitude cost-estimate required to address a particular system problem.

Note that there are currently over two hundred projects currently identified in this category, which include:

- ESR 14989 3rd Ave Yard Stores Building 1 - Remediation of Cracks on Building Walls - \$2 million.
- ESR 2877 - Van Nest Compressed Gas Cylinder Storage - \$0.324 million.
- ESR 2013 - 39 mm (CPB - Sinking Ground at East Side of Building) - \$3.1 million.
- ESR 2956 - TLC Sidewalk Replacement - \$1.4 million.
- ESR 2784 - Neptune Ave - Ladies Bathroom - \$0.25 million.
- ESR 3289 - 3rd Ave Yard - BMS Control System - \$0.050 million
- ESR 3222 - Bruckner Building 3 Gas Lab HVAC Replacement - \$0.255 million
- ESR 3167 - Irv Pl - Flash Tank Replacement & Vent Re-Route – \$0.287 million
- ESR 3283 - Astoria Warehouse/Transformer Shop Steam Isolation Valve - \$.955 million
- Astoria - Transportation Building 2nd Floor Renovation/HVAC upgrade - \$6.1 million.
- ESR 2927 - Irv Pl Steam Regulator Station Ventilation- \$0.4 million.
- Irv Pl - New Load Bank for testing EDG - \$1.2 million.
- ESR 14957 CPB - Pad Mounted Transformer and Service Stabilization- \$1.3 million.
- Bruckner Building 3 Ramp Replacement - \$8.7 million

Projects address critical infrastructure, business continuity, and infrastructure issues in the Company headquarter buildings, work-out centers and yards, and customer service centers that require almost an immediate response.

**Justification Summary:**

Most of the building structures of Facilities are over twenty-five years old, with certain locations, such as Cleveland Street and Rye Service Centers, over sixty years old. The equipment associated with operating these facilities and their infrastructures has aged to the point where it is no longer economical or practical to continue to repair. For instance, heating, ventilating and air-conditioning (“HVAC”) equipment, in most cases, is over twenty years old and has outlived its useful life. This equipment should be gradually replaced with more efficient systems that include Building Management Systems (“BMS”), as well as use more environmentally-friendly refrigerants.

### **Supplemental Information:**

- **Alternatives:** Other than to address Safety, Environmental, and Regulatory issues, these projects have been deemed necessary to maintain the structural integrity of the buildings, to allow them to operate as designed, or to protect critical equipment such as corroded/thin-walled chilled water piping, as indicated during ultrasonic testing (“UT”); high maintenance HVAC systems; and LAN Room AC installations. These projects are added to the Facilities Capital List and are selected and undertaken as Engineering Service Request ESRs are completed and programmatic assessments, such as the Engineering Service Request, EDG/electrical assessment program, bathroom assessment program, HVAC assessment program and facade assessment program are performed and provide their recommendations. During the ESR process, and with each assessment program, problems are thoroughly evaluated and the most cost effective means of proceeding is undertaken.
- **Risk of No Action:** Some projects, despite planning and preventative maintenance, may be identified when systems, equipment, and components are at or close to failure. These projects that address replacement of critical infrastructure may then need to be completed in a quick time frame or building integrity will be affected (*e.g.*, Van Nest Building 1 Air Handler Unit, West End Avenue Cooling Water Piping Replacement Projects, Irving Place – PA4 HVAC Replacement, Neptune Ave HVAC Replacement, etc.)—the risk of no action is to allow these systems to fail, and then to rush to remedy them at great cost and with potentially adverse consequences for personnel.
- **Non-financial Benefits:** These projects are generally associated with correcting critical infrastructure issues in the various buildings of Facilities and are intended to be addressed prior to equipment failure or on a programmatic basis. They may, in some instances, be associated with comfort, safety, compliance, and Business Continuity.
- **Summary of Financial Benefits (if applicable) and Costs:** Not applicable. By studying, evaluating and assessing the condition of its equipment and systems, and developing work scopes and cost estimates, categorizing and prioritizing its projects accordingly, Facilities develops an understanding of where and when to most efficiently allocate its funding and personnel resources. The short and long term/five year program established by Facilities ensures that the project are done at the best time to avoid further equipment/system deterioration, which will eventually/potentially lead to higher capital replacement costs. Facilities meets on a weekly and monthly basis to review its portfolio of projects which helps the Department best allocate resources to keep projects on track and costs under tight control.
- **Technical Evaluation/Analysis:** These projects are intended to be performed each year in order to maintain and improve overall conditions at the Facilities buildings and yards and may be required on a critical short-term priority basis or as a programmatic improvement. The program may also address efficiency improvements and/or equipment modernization or upgrades and projects are evaluated/prioritized based on facility assessments. These projects generally have to do with Yard Paving/Resurfacing, HVAC systems nearing the end of their normally useful life, general office renovations, EDG and electrical upgrades, elevator upgrades, window replacements, security improvements, fire alarm systems.



- Project Relationships (if applicable): None.
- Basis for Estimate: Engineering Estimates/Engineering Support Requests.

**Total Funding Level (\$000):**

**Capital**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
14,981	12,968	12,128	19,587		25,450

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	552	1,629	1,147	1,197		1,299
M&S	1,094	467	1,518	868		1,127
A/P	8,959	6,631	6,631	13,367		17,359
Other	4,376	4,241	2,832	4,165		5,665
<b>Total</b>	14,981	12,968	12,128	19,587		25,450

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
13,200	13,500	13,500	13,500	13,500

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	1,154	1,699	1,699	2,548	2,548
M&S	196	196	196	294	294
A/P	8,673	7,709	7,763	6,547	6,482
Other	80	75	79	116	121
Overheads	3,097	3,821	3,763	3,995	4,055
<b>Total</b>	13,200	13,500	13,500	13,500	13,500

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / Facilities and Field Services

<b>Project/Program Title</b>	Facilities Service Center Renovation and Store Room Modernization
<b>Project Manager</b>	Leo Palmer
<b>Hyperion Project Number</b>	PR.21506897
<b>Status of Project</b>	Planning and Engineering
<b>Estimated Start Date</b>	01/2020
<b>Estimated Completion Date</b>	12/2022
<b>Work Plan Category</b>	Strategic Efficiency and Process Improvements

#### **Work Description:**

The capital exhibit lists Service Center Renovation and Store Room Modernization projects planned in this category.

Service Center Renovation projects are performed each year in order to maintain and improve on overall conditions at CECONY buildings and yards. This program will renovate various office spaces throughout the Facilities Headquarter Buildings (such as Flatbush Ave, Rye HQ, and Davis Ave) and Service Centers (such as Worth Street and Eastview), many of which have not been renovated since their original construction. Much of the infrastructure at CECONY buildings and yards is outdated. The air conditioning is essentially unchanged since it was installed, with inefficient controls which result in unsatisfactory comfort levels in the buildings. As part of the renovations, all the distribution ductwork and controls will be replaced, including Variable Air Volume (“VAV”) systems that change the air flow depending on need. Similarly, lighting will be completely replaced with an energy-efficient system that responds to a central controller and dims at the perimeter to respond to available daylight.

The Storeroom Modernization project aims to consolidate the various storerooms, originally created by individual operating groups, into one main storeroom in each service center. The primary purpose of the project will be to reduce material and tool redundancy, minimize physical storeroom footprints, streamline and standardize processes, and optimize staffing required to manage the storerooms. Additionally, there is significant opportunity to update processes by reducing or eliminating paper-based transactions and employing state of the art technology for ordering and tracking material.

An in-depth study performed by Establish—an industry expert in space optimization for warehouses—has provided recommendations for improvement and budgetary cost estimates for College Point, E. 16<sup>th</sup> Street, Eastview, Rye, W. 28<sup>th</sup> Street, Victory Blvd, 3<sup>rd</sup> Ave, and Van Nest. By restructuring the internal arrangement of the storerooms and using better-designed shelving systems, Stores Operations plans to add an additional 32,877 sq. ft. of storage capacity.

#### **Justification Summary:**

Most Con Edison buildings are over twenty-five years old, with certain locations, such as Cleveland Street and Rye Service Centers, over sixty years old. Interior offices, in certain cases, do not meet current space-use or industry safety standards. Con Edison's policies emphasize open communication and collaboration. The “Office of the Future” open floor plan reflects and supports this management approach. The planned renovations will bring the floors to (and in many ways above) standard for new office buildings. While

providing an attractive work environment is important, the focus is on providing a productive work environment that is easy to maintain and will require no additional investment for many years.

Currently, each service center consists of independent tool rooms and storerooms serving individual groups in Electric, Gas, Steam, and Meter Operations. The rooms are distributed throughout the service center, although these Storerooms contain some of the same material and tools.

Stores Operations is seeking to gain efficiencies by better utilizing the available storage space in eight storerooms. An in-depth study performed by Establish—an industry expert in space optimization for warehouses—has provided recommendations for improvement and budgetary cost estimates. By restructuring the internal arrangement of the storerooms and using better-designed shelving systems, Stores Operations plans to add an additional 32,877 sq. ft. of storage capacity. This optimized space equals an additional 792 pallet positions and 11,370 additional bin positions. The improvements will be made by procuring new racking systems that will better utilize vertical space, and by more efficient use of the available storeroom floor space. Modifications to existing fencing and minor building modifications will be necessary to allow for the enhanced floor plan. Such restructuring of the storerooms will allow Stores Operations to consolidate material, reduce the redundancy of inventory, reallocate floor space for other usage and optimize staffing levels. Technology will need to be purchased so that productivity within the new floor plans can be realized. The technology will integrate with current warehouse management systems so that all transactions will be paperless and real-time inventory data can be analyzed. This technology will include point-of-sale self-service checkout counters, scanners, and vending machines. Upgrades to the existing security systems will also be made to include ID card reader access, cameras, and possible Radio-Frequency Identification tagging- technology for improved tracking and control.

The modernization of the Storerooms will give Stores the ability to reevaluate the staffing levels at each Storeroom and optimize staffing, which could result in a cost savings of approximately \$100,000 per storeroom.

### **Supplemental Information:**

- **Alternatives:**  
These spaces can be repainted and cleaned in order to make slight improvements to the office environment and employee comfort, but few of the benefits described above can reasonably be achieved.
- **Risk of No Action:**  
If the storerooms are not modernized, Stores would continue to operate at less-than-optimal efficiency, resulting in the continued redundancy of materials and staffing for the various satellite storerooms.  
There are Storerooms in the same location that contain similar materials and are being operated by different personnel at each respective room.
- **Non-financial Benefits:**  
Switching to an “Office of the Future” open floor plan will support a productive team-working environment and will enable the Company to more efficiently utilize its office space. By benchmarking with other companies, we have determined that additional employees can fit into the same spaces. A professional and modern storeroom environment will improve not only the cost

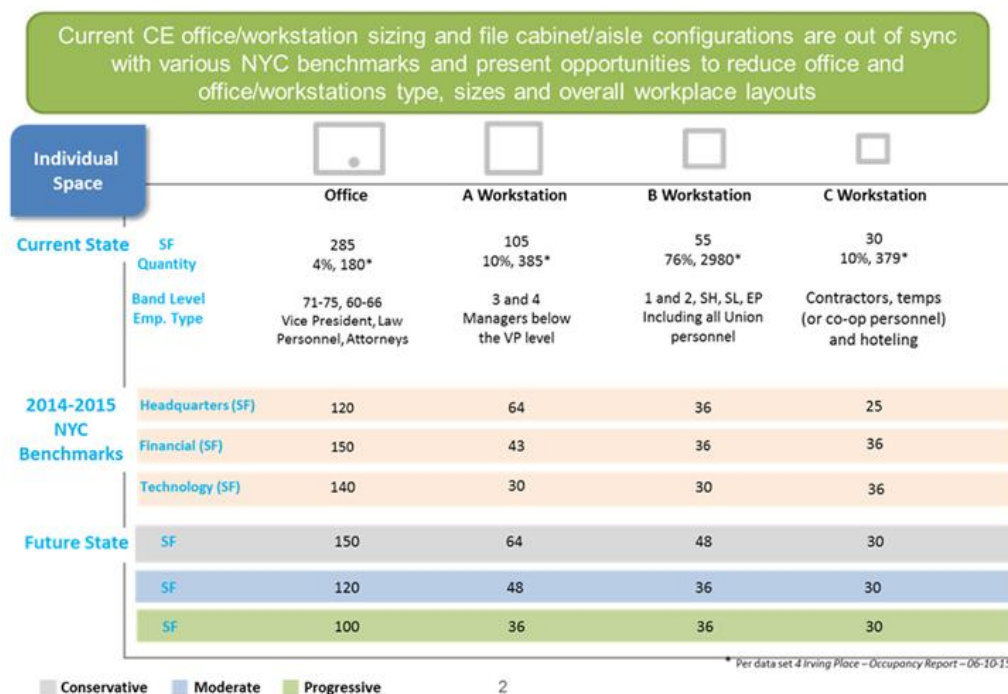
effectiveness of the operation, but will instill pride and ownership in the team running it. This effort will also free up space which can be use by Facilities and Field Services.

- **Summary of Financial Benefits (if applicable) and Costs:**

See above.

- **Technical Evaluation/Analysis:**

Most of the buildings of Facilities are over twenty-five years old, with certain locations, such as Cleveland Street and Rye Service Centers, over sixty years old. Interior offices, in certain cases, do not meet current space-use or present day industry life-safety standards. These projects will not only improve office conditions for employees but also enable the Company to fit more workers into existing spaces.



- **Project Relationships (if applicable):**

None.

- **Basis for Estimate:**

Engineering estimates/Engineering Support Requests.

**Total Funding Level (\$000):****Capital****Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
0	0	0	0		6,650

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						<u>398</u>
M&S						<u>398</u>
A/P						<u>4080</u>
Other						<u>1774</u>
<b>Total</b>	0	0	0	0		6,650

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
5,000	11,000	10,000	8,000	8,000

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	299	411	373	374	374
M&S	282	331	334	879	879
A/P	3,074	6,867	6,024	3,668	3,348
Other	11	33	11	5	2
Overheads	1,334	3,358	3,258	3,074	3,397
<b>Total</b>	5,000	11,000	10,000	8,000	8,000

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / Facilities and Field Services

<b>Project/Program Title</b>	Facilities Buildings and Yards - (Roof Replacement/Repair Program)
<b>Project Manager</b>	Leo Palmer
<b>Hyperion Project Number</b>	PR.21384633
<b>Status of Project</b>	Planning and Engineering
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Operational – Critical Repair

#### **Work Description:**

These roof projects are intended to be performed annually in order to maintain and improve on overall conditions at Company facilities, and to prevent any failure/water leakage into the building. In most cases, aging black roofs will be replaced by white roofs and may also be replaced by green roofs.

The increase in capital budgeted costs in 2020, 2021 and 2022 is attributable to the wind-down of LL26 Restacking, which allows funds and capital expenditures to be directed to the roof program, for which the projects list continues to grow from Engineering Service Requests, *i.e.*, ESR's, customer needs and programmatic assessments. The list of capital projects is provided in the attached excel spreadsheet below.

#### **Justification Summary:**

Facilities Engineering inspects each roof on a periodic basis and recommends critical repairs or roof replacements as required. Note that a roof generally has a life-span of 20 to 25 years and that most of the buildings of Facilities are over twenty-five years old, with certain locations such as Cleveland Street and Rye Service Centers, over sixty years old. The roofs for the Facilities listed in the attached Excel spreadsheet below are scheduled to be completed in their respective years as a result of the Facilities Engineering comprehensive annual roof inspection program and resulting prioritization.

While it is recommended all aging black roofs to be replaced by 2023, roofs that have water leakage should be temporary repaired until they can be scheduled for replacement.

#### **Supplemental Information:**

- **Alternatives:** Continue to repair roofs after they have moved beyond their normal lifespan. In certain situations, the roof insulation has become so saturated and roofing waterproof membrane so compromised that repairs are no longer effective. Once this happens, it becomes extremely difficult to identify the source of the leak requiring that we "chase" the leak, usually with poor results, leading to water infiltration into the building and the formation of mold, the mitigation of which requires immediate attention.
- **Risk of No Action:** If leaks are not addressed and water infiltrates a building, serious health issues will arise as a result of the formation of mold. In addition, personal space becomes increasingly more difficult

to work in as catch basins and drums are needed to capture and cart water away (*i.e.*, Bruckner Building 3, College Point Blvd).

- Non-financial Benefits: See Risks above Summary of Financial Benefits below.
- Summary of Financial Benefits (if applicable) and Costs: See “alternatives” above and the repair issues associated with roof leaks. There are costs associated with repairing/replacing interior office components which can become saturated by roof leaks (carpeting, ceiling tiles, lighting, sheetrock walls, etc.) and productivity issues associated with workers who may have had their work destroyed and who must be displaced when repairs take place.
- Technical Evaluation/Analysis: The installation of both white and green roof types will help prevent energy losses and provide important environmental benefits compared to traditional dark roofs, according to researchers from Columbia University. For one, green roofs keep heat in the building during the winter, reducing the need for heating, and keep heat out during the summer, reducing the need for air conditioning. The energy-saving benefits of the white roof occur mainly in the summer, when the roof absorbs less heat than a dark roof, cutting down on air conditioning needs. According to a study led by Stuart Gaffin, a research scientist at Columbia’s Center for Climate Systems Research, the green and white roofs perform equally well in preventing a phenomenon scientists call “heat island effect.” The effect states that conventional dark roofs absorb sunlight during the day and radiate heat back into the atmosphere at night, contributing to warmer urban temperatures.

The green roofs provide the added benefit of retaining, through plant absorption, approximately 30 percent of the rainwater that falls on it. This would reduce the amount of rainwater that would otherwise flow into a city sewer system which often overflows during heavy rains—allowing raw sewage to spill into New York Harbor, the Hudson River, the East River and other waterways.

- Project Relationships (if applicable): None.
- Basis for Estimate: Engineering estimates and Engineering Support Requests.

### **Total Funding Level (\$000):**

#### **Capital**

#### **Historical Spend**

<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>
<b>2,508</b>	<b>1,596</b>	<b>2,098</b>	<b>3,320</b>		<b>5,500</b>

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1 million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	<u>322</u>	<u>205</u>	<u>128</u>	<u>292</u>		<u>484</u>
M&S						
A/P	<u>1,224</u>	<u>779</u>	<u>1,500</u>	<u>2,253</u>		<u>3,732</u>
Other	<u>962</u>	<u>612</u>	<u>470</u>	<u>775</u>		<u>1,284</u>
<b>Total</b>	<b><u>2,508</u></b>	<b><u>1,596</u></b>	<b><u>2,098</u></b>	<b><u>3,320</u></b>		<b><u>5,500</u></b>

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
<u>1,500</u>	<u>5,000</u>	<u>5,000</u>	<u>9,000</u>	<u>9,000</u>

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	<u>150</u>	<u>200</u>	<u>436</u>	<u>987</u>	<u>987</u>
M&S					
A/P	<u>686</u>	<u>3,118</u>	<u>2,637</u>	<u>4,730</u>	<u>4,367</u>
Other		<u>17</u>	<u>12</u>	<u>25</u>	<u>25</u>
Overheads	<u>664</u>	<u>1,665</u>	<u>1,915</u>	<u>3,258</u>	<u>3,621</u>
<b>Total</b>	<b><u>1,500</u></b>	<b><u>5,000</u></b>	<b><u>5,000</u></b>	<b><u>9,000</u></b>	<b><u>9,000</u></b>

Note: more details in Attachment 1 and 2.



## ATTACHMENT 1:

Facilities Roof Replacement Program 2019 - 2023							
Year	Location	Building/Roof	Year Inspected	Rating	Area (sf)	Est. Capital Cost per sf.	Estimated Cost
2019	Van Nest Service Center	Building 1 & 3 (remaining 30%)			35,000	\$52.67	\$1,843,484
						<b>TOTAL:</b>	<b>\$1,843,484</b>
2020	The Learning Center	Main Building Upper Roof	2014	6	19,000	\$54.78	\$1,040,778
2020	The Learning Center	Main Building 4th Floor Parapet Ro	2014	7	16,500	\$54.78	\$903,834
2020	The Learning Center	Main Building Cooling Tower Roof	2014	7	5,000	\$54.78	\$273,889
2020	Victory Boulevard Service Center	Main Building	2017	5	24,500	\$65.00	\$1,592,500
2020	Victory Boulevard Service Center	Garage Building	2017	5	6,500	\$65.00	\$422,500
2020	16th Street Service Center	Old Building	2014	7	14,000	\$54.78	\$766,889
						<b>TOTAL:</b>	<b>\$5,000,390</b>
2021	Atlantic Avenue Service Center	Office Building	2014	7	7,500	\$56.97	\$427,267
2021	Atlantic Avenue Service Center	Transportation Building	2014	6	14,000	\$56.97	\$797,565
2021	Bruckner Boulevard Service Center	Building 3	NA	NA	57,000	\$65.00	\$3,705,000
						<b>TOTAL:</b>	<b>\$4,929,832</b>
2022	Corporate Headquarters	Third Floor Southwest Roof	2013	5	2,000	\$59.25	\$118,495
2022	Corporate Headquarters	19th Fl. South Promenade & Cornic	2013	5	3,500	\$59.25	\$207,367
2022	Astoria	Chem Lab Building	2013	6	12,000	\$59.25	\$710,972
2022	Astoria	Cable Yard Building	2013	6	1,500	\$59.25	\$88,872
2022	Astoria	Cable Yard OH Crane Building	2014	4	2,000	\$59.25	\$118,495
2022	Astoria	Pipe Yard Wrapping Shed	2014	8	250	\$59.25	\$14,812
2022	Astoria	Pipe Yard Building	2013	6	1,600	\$59.25	\$94,796
2022	Astoria	Transformer Shop Annex	2014	7	500	\$59.25	\$29,624
2022	Astoria	Electric Underground Building	2014	7	3,200	\$59.25	\$189,593
2022	Astoria	Electronic Communication Bldg.	2014	8	1,700	\$59.25	\$100,721
2022	Astoria	Guardhouse	2014	7	900	\$59.25	\$53,323
2022	Astoria	Transmission Building	2014	6	3,800	\$59.25	\$225,141
2022	Davis Avenue Service Center	Old Building	2013	7	10,000	\$59.25	\$592,477
2022	Davis Avenue Service Center	Front Garage	2013	6	7,500	\$59.25	\$444,358
2022	Davis Avenue Service Center	New Building	2015	6	7,500	\$59.25	\$444,358
2022	Davis Avenue Service Center	Fiber Hut	NA	NA			\$18,000
2023	Davis Avenue Service Center	Bill Paying Center	2014	4	1,350	\$59.25	\$79,984
2022	Van Nest Service Center	Babbitt Shop	2014	7	5,200	\$59.25	\$308,088
2022	Van Nest Service Center	Building 2	2012	6	30,000	\$59.25	\$1,777,430
2022	Van Nest Service Center	Building 21	2013	5	7,600	\$59.25	\$450,282
2022	Van Nest Service Center	Building 21A	2013	6	8,500	\$59.25	\$503,605
2022	West End Avenue ECC	Main Building Penthouse	NA	NA	3,000	\$59.25	\$177,743
2022	16th Street Service Center	Main Building	2015	6	40,000	\$59.25	\$2,369,907
						<b>TOTAL:</b>	<b>\$9,118,443</b>
2023	Corporate Headquarters	Loading Dock	2013	4	1,850	\$91.62	\$169,493
2023	Corporate Headquarters	2nd Floor West Court	2007	6	2,200	\$61.62	\$135,559
2023	Astoria Complex	Distribution Engineering Building	2016	3	800	\$61.62	\$49,294
2023	Astoria Complex	Emergency Oprations Building	2016	6	3,800	\$61.62	\$234,147
2023	Astoria Complex	Central Waste Water Treatment Bl	2016	8	1,850	\$61.62	\$113,993
2023	Davis Avenue Headquarters	IDL Classroom Building	2015	2	1,200	\$61.62	\$73,941
2023	Davis Avenue Headquarters	Meter Reading Reporting Building	2015	3	1,000	\$61.62	\$61,618
2023	Bruckner Blvd. Service Center	Building 1	2013	6	7,400	\$61.62	\$455,970
2023	Bruckner Blvd. Service Center	Building 2	2013	6	4,200	\$61.62	\$258,794
2023	Neptune Avenue Service Center	Main Building	2017	7	16,800	\$61.62	\$1,035,216
2023	Eastview Service Center	Car Wash Building	2013	8	1,300	\$61.62	\$80,103
2023	Eastview Service Center	Fuel Station Building	2013	5	1,150	\$61.62	\$70,860
2023	Flatbush Headquarters	Main Building	2015	6	25,000	\$61.62	\$1,540,440
2023	Rye Headquarters	Main Building	2016	5	33,750	\$61.62	\$2,079,593
2023	Rye Service Center	Main Bulkdng	2016	3	22,300	\$61.62	\$1,374,072
2023	110th Street Service Center	Main Building	2016	4	21,500	\$61.62	\$1,324,778
2023	Van Nest Service Center	Boiler House	2014	3	5,800	\$61.62	\$357,382
						<b>TOTAL:</b>	<b>\$9,415,251</b>

ATTACHMENT 2:

Facilities Roof Maintenance and Repair Program 2019 - 2021											
Year (repair) <sup>1</sup>	Location	Building/Area	Inspection Year <sup>2</sup>	Rating <sup>3</sup>	Original Cost Estimate <sup>4</sup>	Time Lapse (year) <sup>5</sup>	Deterioration per year <sup>6</sup>	Estimated Deterioration	Escalation (per year)	Estimated Escalation <sup>7</sup>	Final Estimate
2019	Astoria Complex	Chem Lab Building	2013	6	\$19,450	6	2.50%	15.97%	4.00%	26.53%	\$28,541
2019	Astoria Complex	Electronic Communication Building	2014	8	\$108,850	5	2.50%	13.14%	4.00%	21.67%	\$142,953
2019	Astoria Complex	B/Q Electric Underground Building	2014	7	\$17,759	5	2.50%	13.14%	4.00%	21.67%	\$24,446
2019	Astoria Complex	Pipe Yard Wrapping Shed	2014	8	\$13,276	5	2.50%	13.14%	4.00%	21.67%	\$18,275
2019	Astoria Complex	Transformer Shop Annex	2014	7	\$7,178	5	2.50%	13.14%	4.00%	21.67%	\$9,881
2019	Astoria Complex	Guardhouse	2014	7	\$4,461	5	2.50%	13.14%	4.00%	21.67%	\$6,141
2019	Bruckner Service Center	Building 1	2013	6	\$8,410	6	2.50%	15.97%	4.00%	26.53%	\$12,341
2019	Bruckner Service Center	Building 2	2013	6	\$7,060	6	2.50%	15.97%	4.00%	26.53%	\$10,360
2019	Bruckner Service Center	Building 3	NA	NA	NA	NA	NA	NA	NA	NA	\$180,000
2019	Davis Avenue Headquarters	New Building	2013	6	\$80,858	6	2.50%	15.97%	4.00%	26.53%	\$118,650
2019	Davis Avenue Headquarters	Old Administrative Building	2014	7	\$127,647	5	2.50%	13.14%	4.00%	21.67%	\$175,710
2019	Davis Avenue Headquarters	Front Garage	2013	6	\$8,240.00	6	2.50%	15.97%	4.00%	26.53%	\$12,091
2019	Davis Avenue Headquarters	Fiber Hut	2014	7	\$8,901.00	5	2.50%	13.14%	4.00%	21.67%	\$12,253
2019	Neptune Avenue Service Center	Transportation Building	2013	7	\$4,272.00	6	2.50%	15.97%	4.00%	26.53%	\$6,269
2019	Van Nest Service Center	Building 2	2013	6	\$27,270	6	2.50%	15.97%	4.00%	26.53%	\$40,016
2019	Van Nest Service Center	Building 21A	2013	6	\$5,920	6	2.50%	15.97%	4.00%	26.53%	\$8,687
										<b>TOTAL:</b>	<b>\$806,610</b>
2020	Astoria Complex	Emergency Operations Building	2016	6	\$28,624	4	2.50%	10.38%	4.00%	16.99%	\$36,962
2020	Astoria Complex	Central Waste Water Treatment	2016	8	\$110,543	4	2.50%	10.38%	4.00%	16.99%	\$142,745
2020	Astoria Complex	Transmission Building	2014	6	\$10,679	6	2.50%	15.97%	4.00%	26.53%	\$15,670
2020	Corporate Headquarters	3rd Floor Roof - Southwest	2013	5	\$5,588	7	2.50%	18.87%	4.00%	31.59%	\$8,740
2020	Van Nest Service Center	Building 21	2013	5	\$6,895	7	2.50%	18.87%	4.00%	31.59%	\$10,785
2019	Eastview Service Center	Car Wash Building	2013	8	\$39,770	6	2.50%	15.97%	4.00%	26.53%	\$58,358
2020	Rye Headquarters	Main Building	2013	5	\$12,659	7	2.50%	18.87%	4.00%	31.59%	\$19,802
2020	Rye Service Center	Main Building	2011	3	\$100	9	2.50%	24.89%	4.00%	42.33%	\$178
2020	Yonkers Service Center	Transportation Building	2011	3	\$3,025	9	2.50%	24.89%	4.00%	42.33%	\$5,377
2020	Yonkers Service Center	Central Gas Office Building	2011	3	\$1,225	9	2.50%	24.89%	4.00%	42.33%	\$2,177
2020	110th Street Service Center	Main Building & Transportation Bldg	2016	4	\$117,588	4	2.50%	10.38%	4.00%	16.99%	\$151,842
2020	16th Street Service Center	Main Building	2015	6	\$249,195	5	2.50%	13.14%	4.00%	21.67%	\$343,025
2020	28th Street	Main Building	2011	3	\$950	9	2.50%	24.89%	4.00%	42.33%	\$1,689
										<b>TOTAL:</b>	<b>\$797,350</b>
2021	Astoria Complex	Pipe Yard Building	2016	6	\$22,040	5	2.50%	13.14%	4.00%	21.67%	\$30,339
2021	Astoria Complex	Cable Yard Building	2016	6	\$32,192	5	2.50%	13.14%	4.00%	21.67%	\$44,313
2021	Astoria Complex	Distribution Engineering Building	2016	3	\$7,884	5	2.50%	13.14%	4.00%	21.67%	\$10,853
2021	Astoria Complex	Cable Overhead Crane Canopy	2014	4	\$5,506	7	2.50%	18.87%	4.00%	31.59%	\$8,613
2021	Corporate Headquarters	Stair D Roof & Cornice	2013	2	\$1,036	8	2.50%	21.84%	4.00%	36.86%	\$1,727
2021	Corporate Headquarters	North Building Roof	2013	3	\$7,751	8	2.50%	21.84%	4.00%	36.86%	\$12,925
2021	Corporate Headquarters	Chauffeur's Room	2013	3	\$4,975	8	2.50%	21.84%	4.00%	36.86%	\$8,296
2021	Corporate Headquarters	Loading Dock Roof	2013	4	\$27,132	8	2.50%	21.84%	4.00%	36.86%	\$45,242
2021	Corporate Headquarters	2nd Floor West Court	2013	3	\$9,817	8	2.50%	21.84%	4.00%	36.86%	\$16,370
2021	Corporate Headquarters	19th Floor Roof	2013	3	\$925	8	2.50%	21.84%	4.00%	36.86%	\$1,542
2021	Corporate Headquarters	19th Fl. North Promenade & Cornice	2013	4	\$20,966	8	2.50%	21.84%	4.00%	36.86%	\$34,960
2021	Corporate Headquarters	Elevator Machine Room	2013	3	\$7,773	8	2.50%	21.84%	4.00%	36.86%	\$12,961
2021	Corporate Headquarters	19th Floor North Promenade	2013	4	\$14,160	8	2.50%	21.84%	4.00%	36.86%	\$23,611
2021	Corporate Headquarters	East Penthouse Roof	2015	1	\$4,085	6	2.50%	15.97%	4.00%	26.53%	\$5,994
2021	Corporate Headquarters	Cooling Tower Roof	2015	4	\$5,330	6	2.50%	15.97%	4.00%	26.53%	\$7,821
2021	Corporate Headquarters	22nd Floor Stair D Roof	2015	2	\$4,085	6	2.50%	15.97%	4.00%	26.53%	\$5,994
2021	Corporate Headquarters	20th Floor Stair A Roof	2015	2	\$2,723	6	2.50%	15.97%	4.00%	26.53%	\$3,996
2021	Corporate Headquarters	10th Floor West Exhaust Shaft Roof	2015	3	\$5,491	6	2.50%	15.97%	4.00%	26.53%	\$8,057
2021	Corporate Headquarters	19th Floor North Parapet Roof	2015	3	\$19,848	6	2.50%	15.97%	4.00%	26.53%	\$29,125
2021	Corporate Headquarters	20th Floor South Parapet Roof	2015	5	\$16,731	6	2.50%	15.97%	4.00%	26.53%	\$24,551
2021	Davis Avenue Headquarters	Rear Transportation Building	2015	3	\$4,085	6	2.50%	15.97%	4.00%	26.53%	\$5,994
2021	Davis Avenue Headquarters	Meter Reading Reporting Building	2015	3	\$8,217	6	2.50%	15.97%	4.00%	26.53%	\$12,057
2021	Eastview Service Center	Gas Station	2014	5	\$3,444	7	2.50%	18.87%	4.00%	31.59%	\$5,387
2021	Flatbush Avenue Headquarters	Main Building	2015	6	\$217,696	6	2.50%	15.97%	4.00%	26.53%	\$319,443
2021	Van Nest Service Center	Boiler House	2014	3	\$2,878	7	2.50%	18.87%	4.00%	31.59%	\$4,502
										<b>TOTAL:</b>	<b>\$684,674</b>
	Notes:										
	1	Year of repair work scheduled									
	2	Year of roof inspection									
	3	A standard rating system used to evaluate all Facilities roofs. Rate from 1-9, 1 being the best condition and 9 being the worst									
	4	Cost estimate provided by consultant at the time of inspection									
	5	Time between roof inspection and repair									
	6	Roof assumed to deteriorate at a rate of 2.5% per year in additional repair cost									
	7	Escalation from inspection/estimate year to construction									
	8	Escalation from inspection/estimate year to construction									

Facilities Security Upgrade Program White Paper

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**2020 – Shared Services / Facilities and Field Services**

<b>Project/Program Title</b>	Facilities Buildings and Yards - (Energy Efficiency Program)
<b>Project Manager</b>	Leo Palmer
<b>Hyperion Project Number</b>	PR.23317531
<b>Status of Project</b>	Planning and Engineering
<b>Estimated Start Date</b>	01/2020
<b>Estimated Completion Date</b>	12/2022
<b>Work Plan Category</b>	Strategic Efficiency and Process Improvements

The Energy Efficiency Program is a compilation of various Energy Efficiency Measures (“ECM’s”) identified in the Level III Investment Grade Energy Audits completed for: the Irving Place Corporate Headquarters; the Flatbush Avenue, Rye and Davis Avenue Regional Headquarters; and the Learning Center (“TLC”) buildings.

These ECM’s identify methods to reduce energy use at each location. The majority of the ECM’s identified are associated with lighting, HVAC systems (to include sensor, BMS and software) and attributed to the inefficient building façades (*e.g.*, building envelope components such as windows). This program will address the ECM items identified in the building Energy Audits as well as Local Law 88, which requires large non-residential buildings to upgrade their lighting systems to meet current NYC Energy Conservation Codes. Projects specifically includes the replacement of over 2,000 windows at the Corporate Headquarters Building at Irving Place, replacement of HVAC systems/phasing out of R-22 refrigerant throughout the Regional Headquarters and Service Centers, the installation of new LED lights and daylight harvesting controls at the Regional Headquarters and Service Centers.

**Justification Summary:**

Lighting in non-residential buildings accounts for almost 18% of energy use in New York City Buildings. Dramatic improvements in lighting technology have made it feasible to significantly reduce energy consumption by installing more efficient lighting systems with automated controls and daylight harvesting. For the Irving Place Corporate Headquarters, Energy Audit is recommending various capital projects, retro-commissioning projects and low cost initiatives estimated to reduce the total energy consumption of 4 Irving Place by 28% annually, compared to 2008 energy use. Under Supplemental Information, see the attached Energy Audits for building energy use and recommended ECMs; the LL88 lighting upgrade concept estimates and the Irving Place Window Replacement estimate. These Irving Place Window and LL88 lighting replacement projects will serve as the basis for the estimated value of the Energy Efficiency Program request. HVAC replacements have in the past, and will continue to be addressed in the Facilities Critical Infrastructure Short Term Priority/Program.

**Supplemental Information:**

- **Alternatives:** An alternative to implementing ECM’s is to implement low cost and retro-commissioning options throughout our facilities. In certain locations, we can continue to insulate bare steam pipes, conduct steam trap testing and develop a steam pipe maintenance plan.

- **Risk of No Action:** If low cost options continue to be implemented over Energy Conservation Measures, we will not be able to bring our buildings Energy Use Index down. Currently Con Ed buildings Energy Use Index is greater than the norm for an office building as per EPA’s benchmarking analysis.
- **Non-financial Benefits:** Energy Conservation is the major non-financial benefit of implementing the ECM’s outlined in the Energy Audits. These benefits trickle down to more comfortable working conditions for our work force and efficiencies in running our buildings mechanical systems.
- **Summary of Financial Benefits (if applicable) and Costs:** Each Energy Conservation Measure outlines the financial benefits in each category (Mechanical, Envelope and Electrical). Please refer to Energy Audits for details.
- **Project Relationships (if applicable)**
- **Basis for Estimate:** Engineering estimates and Engineering Support Requests. (See Attachments 1, 2, and 3)

**Total Funding Level (\$000):**

**Capital**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
0	0	0	0		

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
<b>Total</b>	0	0	0	0		

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>

	<b>5,000</b>	<b>3,000</b>	<b>3,000</b>	<b>3,000</b>

**Request by Elements of Expense**

<b>EOE</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Labor		<b>600</b>	<b>500</b>	<b>500</b>	<b>500</b>
M&S		<b>500</b>	<b>200</b>	<b>200</b>	<b>200</b>
A/P		<b>2,495</b>	<b>1,421</b>	<b>1,435</b>	<b>1,422</b>
Other					
Overheads		<b>1,405</b>	<b>879</b>	<b>865</b>	<b>878</b>
<b>Total</b>		<b>5,000</b>	<b>3,000</b>	<b>3,000</b>	<b>3,000</b>

## ATTACHMENT 1: Energy Report

EME Consulting Engineering Group, LLC      Con Edison Headquarters 4 Irving Place

### I. EXECUTIVE SUMMARY

#### A. Summary of Findings

EME Consulting Engineer Group, LLC (EME) completed an ASHRAE Level III Investment Grade Energy Audit of 4 Irving Place (4IP), Con Edison's headquarters located at Irving Place and East 14<sup>th</sup> Street in Manhattan. Con Edison undertook this effort to identify energy cost saving opportunities to upgrade its physical plant, make the employee's environment more comfortable and improve the overall energy efficiency of this hallmark building. This effort has identified a number of Energy Conservation Initiatives (ECIs) that, if implemented, will reduce the site's overall energy use by an estimated 40-percent, resulting in annual estimated energy cost savings of \$2.6-million per year in 2010 dollars producing life cycle savings of \$50-million over the life of the measures. The investment necessary to achieve these savings is \$35.3-million. These dollar savings represent over 7.2-million kWh of electricity and nearly 55,000 Mlbs of purchased steam annually. Implementing the Energy Initiatives will reduce the overall energy use by nearly 44.7-percent and reduce its current carbon footprint from 17,700 metric tons per year of CO<sub>2</sub> to 11,700 metric tons per year, a 33.7-percent reduction.

As part of this effort, Con Edison also looked at obtaining a LEED certification either CI for Commercial Interiors or EB for Existing Buildings. The results of the Charrette indicated that LEED-CI is achievable as the new floors become renovated. Details of the Charrette are discussed in Section C of this Executive Summary.

The primary energy use at 4IP is electricity and district steam, where district steam provides space cooling, space heating and service hot water. The average yearly electricity use over the last three years is 27.9-million kWh per year. Steam usage, over the same time period and adjusted for weather conditions averages 72,400 Mlbs per year. Total annual energy cost is just over \$6.2-million, averaging \$5.48 per SF.

Energy Use Intensity (EUI) is a standard to gauge a building's energy usage to that of similar type buildings and functions. Based on gross square footage and the average primary energy use of purchased steam and electricity over the last three years, 4IP's current EUI is 143 kBtu/SF. Comparing this to the EUI for similar buildings shows 4IP is above the 90<sup>th</sup> percentile ranking of 138 kBtu/SF. This stated, 4IP has significant opportunity to reduce its energy use through implementing the recommended energy measures identified in this analysis. If the energy conservation initiatives are implemented, 4IP will reduce its EUI to meet the 50<sup>th</sup> percentile or 34-percent below that for NYC similar subset of buildings.

The table on the following pages identifies the recommended Energy Conservation Initiatives followed by charts illustrating the monthly reduction in both electricity and purchased steam:

EME Consulting Engineering Group, LLC

Con Edison Headquarters 4 Irving Place

**Chart 1: Summary of Recommended Energy Conservation Initiatives**

Measure	Savings					Installed Cost (\$)	Simple Payback (years)	Life-Cycle Energy Savings over Base (\$)
	Summer Peak (kW)	Electric (kWh)	Steam (Mlbs)	Dollars (\$)	CO <sub>2</sub> e (metric tons)			
Retro-Cx Existing Lighting System	37	106,094	-45	\$15,136	47	\$0	0.0	\$308,746
Dual-Temperature Water Loop	26	741,644	1,227	\$146,694	422	\$230,000	1.6	\$2,541,013
Kitchen Exhaust Upgrade	61	497,820	3,086	\$158,356	416	\$260,000	1.6	\$2,069,847
Install Hybrid Chiller Plant	-430	-932,834	24,654	\$508,943	1,006	\$2,900,000	5.7	\$8,334,815
Lighting Upgrades - Future Floors	509	2,058,480	632	\$333,737	1,008	\$1,500,000	4.5	\$4,412,508
Building Energy Management System	0	1,777,030	11,006	\$565,004	1,483	\$5,700,000	10.1	\$7,348,018
HVAC Upgrades for Remaining Floors	323	2,678,662	5,449	\$556,737	1,583	\$15,000,000	26.9	\$15,015,778
Replace Windows (Note 1)	39	251,500	9,159	\$281,180	656	\$9,700,000	34.5	\$9,918,854
<b>Total</b>	<b>565</b>	<b>7,178,396</b>	<b>55,169</b>	<b>\$2,565,788</b>	<b>6,620</b>	<b>\$35,290,000</b>	<b>13.8</b>	<b>\$49,949,579</b>

Notes:

- Note that if interior storms were installed rather than the complete window replacement, the economic payback is significantly reduced from 34.5 years to just over 9 years. See ECI for details.
- Installed costs based on contractor quotes and MEANS cost estimating tools. All costs include soft fees including engineering, contingencies and Con Edison management fees.
- Life Cycle savings based on US DOE Building Life Cycle Cost (BLCC0 version 5.3)
- Energy cost savings based on current cost of electricity at \$0.154 per kWh and \$26.47 per Mlb of purchased steam.



EME Consulting Engineering Group

30 Flatbush Avenue, Brooklyn, NY

## **I. EXECUTIVE SUMMARY**

### **A. Summary of Findings**

EME Consulting Engineer Group, LLC (EME) completed an ASHRAE Level III Investment Grade Energy Audit of 30 Flatbush Avenue, Brooklyn, New York. This is Con Edison Brooklyn/ Queens Headquarters, and consists of a 7 story triangular shaped structure totaling approximately 232,250 GSF. The site is comprised of office space, a control center, the primary call center and a small server farm. The ground floor is primarily commercial office space, with a Con-Ed payment center, and office entry vestibule at the central elevator core. The building has a cellar garage and sub-basement.

Con Edison undertook this effort to identify energy cost saving opportunities to upgrade its physical plant, make the employee's environment more comfortable and improve the overall energy efficiency at this site. This effort has identified a number of Energy Conservation Initiatives (ECIs) that, if implemented, will reduce the site's overall energy use by an estimated nine percent, resulting in annual estimated energy cost savings of \$96,539 per year in 2012 dollars producing life cycle savings of \$951-thousand over the life of the measures. The investment necessary to achieve these savings is \$776,415. These dollar savings represent 734,807 kWh of electricity annually. Implementing the Energy Initiatives will reduce the overall energy use by nearly nine percent and reduce its current carbon footprint from 3,920 metric tons per year of CO<sub>2</sub> to 3,580 metric tons per year, a nine percent reduction.

As part of this effort, EME investigated the feasibility of seeking a LEED-EB certification for Existing Buildings at this site. The results indicated that LEED-EB is not economically achievable due to the existing mechanical plant; that being an all electric based building. Details of the Charrette are discussed in Section C of this Executive Summary.

Electricity is the sole source of energy used at 30 Flatbush Avenue. For the year of 2010, electric use totaled 8,481,840 kWh (kilowatt-hours), at an assigned cost of \$1,069,727, or \$0.13 per kWh, equivalent to \$4.36 per square foot. Water consumption from July 2009 to July 2010 totaled 9,676 HCF (hundreds of cubic feet) at a cost of \$65,642, averaging \$6.78 per HCF or \$0.28 per square foot.

Energy Use Intensity (EUI) is a standard to gauge a building's energy usage to that of similar type buildings and functions. Based on gross square footage and the average primary energy use of electricity over the last two years, the current EUI is 115 kBtu/SF. Comparing this to the EUI for similar buildings using the EPA Portfolio Manager database shows 30 Flatbush is approximately 3% lower than the national median. If the energy conservation initiatives are implemented, 30 Flatbush will reduce its EUI to 105 kBtu/SF.

The table on the following pages identifies the recommended Energy Conservation Initiatives followed by charts illustrating the monthly reduction in both electricity and purchased steam:

EME Consulting Engineering Group

30 Flatbush Avenue, Brooklyn, NY

**Chart 1: Summary of Recommended Energy Conservation Initiatives**

Measure	Savings				Installed Cost (\$)	Simple Payback (Yrs)	Life-Cycle Energy Savings over Base	% Savings per Measure
	Demand (kW)	kWh	\$	CO <sub>2</sub> e (MT.)				
<i>Base Case</i>	<i>5,057</i>	<i>8,322,040</i>	<i>-</i>	<i>3,920</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
ECI#1 Retro-Cx	9	118,249	\$15,536	56	\$99,391	6.4	\$28,154	1.4%
ECI#2 Install Programmable Thermostats	8	197,012	\$25,883	93	\$157,941	6.1	\$54,559	2.4%
ECI#3 Upgrade Lighting Fixtures	10	308,576	\$40,541	146	\$416,410	10.3	\$53,006	3.7%
ECI#4 Install Automatic Lighting Controls	1	62,258	\$8,179	29	\$53,226	6.5	\$13,926	0.7%
ECI#5 Instantaneous DHW Heaters	1	21,563	\$2,833	10	\$18,987	6.7	\$13,815	0.3%
ECI#6 Demand Based Ventilation in Parking Garage	0	12,975	\$1,705	6	\$7,967	4.7	\$12,290	0.2%
ECI#7 Install Premium Efficiency Motors	0	14,174	\$1,862	7	\$19,769	10.6	\$1,793	0.2%
<b>Total</b>	<b>29</b>	<b>734,907</b>	<b>\$96,539</b>	<b>340</b>	<b>\$773,691</b>	<b>8.0</b>	<b>\$177,543</b>	<b>9%</b>

## **I. EXECUTIVE SUMMARY**

### **A. Summary of Findings**

EME Consulting Engineer Group, LLC (EME) has completed an ASHRAE Level III Investment Grade Energy Audit of One Davis Avenue, Staten Island, New York. This is Con Edison Staten Island Headquarters, and consists of a two-story, 56,900 GSF facility. The building is composed of two main sections, an original (old) one and a newer each encompassing approximately 50% of the facility's square footage. The facility is comprised of office, training, control room and conference spaces. The building also has a cellar level with mechanical and storage spaces.

The two fuel sources at One Davis are natural gas and electricity, which are supplied by National Grid and Con Edison, respectively. Because of major HVAC equipment failure, heating and cooling for much of the evaluated period were provided by a temporary diesel-fired boiler and diesel-fired chiller. As a result, typical historical natural gas data is not available. Natural gas consumption was estimated using an eQUEST energy model. The estimated annual natural gas usage for the period of May 2010 to April 2011 totals 45,862 therms at a cost of \$1.41/therm. The actual annual electricity usage for the same period totals 984,000 kWh at an assigned rate of \$0.15/kWh for May 2010 to December 2010 and a rate of \$0.13/kWh starting in January 2011.

As part of this effort, EME investigated the feasibility of seeking a LEED-EB certification for Existing Buildings at this site. The results indicated that LEED-EB is potentially feasible at this facility provided a full-year of natural gas consumption is available from the repaired chiller/boiler unit and EAp-2 is earned. Details of the Charrette are discussed in Section D of this Executive Summary.

Energy Use Intensity (EUI) is a standard to gauge a building's energy usage to that of similar type buildings and functions. Based on gross square footage and the average primary energy use of electricity over the last two years, the current EUI is 148 kBtu/SF. Comparing this to the EUI for similar buildings using the EPA Portfolio Manage database shows that One Davis is approximately 36% higher than the national median. This stated, One Davis has the significant opportunity to reduce its energy use through implementing the recommended energy measures identified in this analysis. If the energy conservation initiatives are implemented, One Davis will reduce its EUI to 90 kBtu/SF.

The table on the following page identifies the recommended Energy Conservation Initiatives followed by charts illustrating the monthly reduction in both electricity and natural gas:

EME Consulting Engineering Group

One Davis Avenue, Staten Island, NY

Chart 1: Table of Energy Efficiency Measures

Measure	Savings					Installed Cost (\$)	Simple Payback (yrs)	Life-Cycle Energy Savings	% Savings per Measure	
	Demand (kW)	Electricity (kWh)	Natural Gas (therms)	\$	CO <sub>2</sub> e (MT)					
<i>Base Case</i>	194	966,704	43,844	-	713	-	-	-	-	
ECE#1	Retro-Commissioning of Air Systems and BMS	-0.2	74,570	6,116	\$18,421	69	\$77,789	4.2	\$153,165	10.9%
ECE#2	Install Automatic Lighting Controls	6.3	15,395	-59	\$1,939	7	\$88,622	45.7	\$22,857	0.6%
ECE#3	Upgrade Lighting Fixtures	9.2	29,815	-53	\$3,842	14	\$80,869	21.0	\$45,290	1.2%
ECE#4	Install Bi-Level Lighting in Stairwells	0.1	5,320	-57	\$619	2	\$14,517	23.5	\$7,287	0.2%
ECE#5	De-activate Exhaust fans at night	0.0	2,650	585	\$1,173	5	\$6,871	5.9	\$9,727	0.9%
ECE#6	Replace Old Windows	0.4	5,136	3,406	\$5,477	22	\$325,195	59.4	\$125,825	4.5%
ECE#7	Install Baseboard Automatic Controls	0.0	4,275	0	\$562	2	\$14,432	25.7	\$3,880	0.2%
ECE#8	Replace Chiller/Boiler Unit	-33.2	-70,281	20,671	\$19,913	83	\$326,014	16.4	\$441,706	23.0%
	<b>Total</b>	-17.4	66,880	30,609	\$51,945	120	\$934,309	18.0	\$809,737	41%

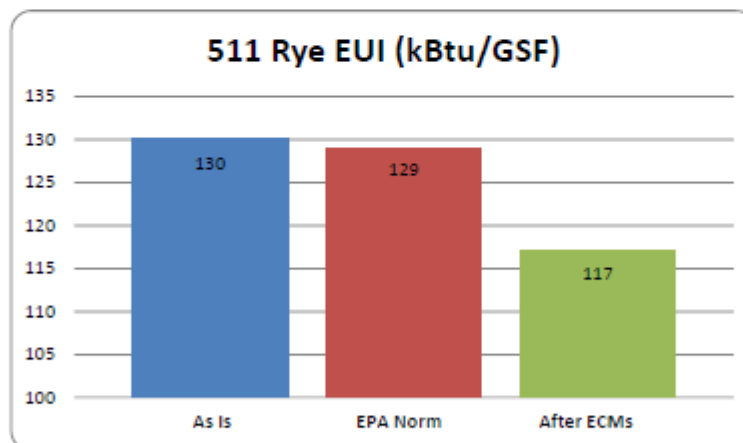
## I. EXECUTIVE SUMMARY

EME is under contract with Con Edison to perform detailed energy analyses of four facilities, three Con Edison headquarters buildings and the Learning Center. This report is the conclusion of the ASHRAE Level 2 analysis at 511 Rye, an 89,000 GSF, three-story facility located in Rye, NY,

The primary fuel source is natural gas and electricity, natural gas and electricity are provided by Con Edison. Based on energy usage over the period of January 2009 through December 2009 the average annual electric use was 2,837,600 kWh totaling \$408,870, averaging \$0.144 per kWh. Average natural gas usage totaled 32,819 therms, costing 24,417, averaging \$0.744 per therm.

EME benchmarked this property for comparison to other properties having a similar function. This site scored an average energy performance rating of 48 based on a scale of 1-100. The minimum energy performance rating score to achieve EPA's Energy Star is 75.

The following chart shows that the "As Is" energy intensity is approximately 0.8% greater than the norm for an office building as per EPA's benchmarking analysis. Con Edison, however can reduce their energy intensity by 10% if the recommended ECMs are implemented.



EME has recommended a number of energy efficiency measures (ECMs) from the ASHRAE level 1 walk-through. This Level 2 analysis provides the detailed energy analysis to justify implementation based on capital cost and energy cost savings for each ECM and accounts for and their interactive effect on the entire facility. The following table summarizes the detailed analysis of each ECM previously discussed with Con Edison personnel.

EME Consulting Engineering Group

Rye Headquarters, Rye NY

Table of Energy Efficiency Measures Analyzed

Measure Description	Level II Estimated Savings				Estimated Installed Cost	Simple Payback (YRs)	Measure Percent Savings Over Base	
	Electricity (kWh)	Electricity (kW)	Natural Gas (therms)	(\$)				
<i>Capital Improvements</i>								
ECM #1	Install Automatic Lighting Controls	43,950	10.4	-379	6,473	\$66,303	10.2	0.94%
ECM #2	Upgrade Interior Lighting Fixtures	32,096	5.7	-303	4,707	\$45,181	9.6	0.67%
ECM #3	Install Bi-Level Lighting in Stairwells	6,452	1.6	-75	935	\$10,247	11.0	0.12%
ECM #4	Expand Building Management System	49,296	-2.2	0	7,585	\$71,289	9.4	4.80%
ECM #5	Demand Based Ventilation	59,987	13.6	6,069	13,873	\$199,730	14.4	6.84%
<b>Recommended Total</b>		<b>191,781</b>	<b>-</b>	<b>5,312</b>	<b>33,573</b>	<b>\$392,750</b>	<b>11.7</b>	<b>13.37%</b>
<i>Capital Improvements Investigated But Not Recommended</i>								
ECM #6	Upgrade Core Air Handling Units	93,436	60.1	0	14,377	\$613,403	N/A	2.69%
ECM #7	Exhaust Air Heat Recovery	-11,467	9.3	8,704	4,894	\$222,051	N/A	7.01%
ECM #8	Upgrade Exterior Lighting Fixtures	17,213	0.0	0	2,649	\$84,755	N/A	0.50%
ECM #9	Install Condensing Boiler and SHW Heater	0	0.0	1,117	855	\$331,443	N/A	0.94%
ECM #10	Convert to Chilled Water	85,477	77.6	0	13,152	\$978,944	N/A	2.46%

## **I. EXECUTIVE SUMMARY**

### **A. Summary of Findings**

EME Consulting Engineer Group, LLC (EME) completed an ASHRAE Level III Investment Grade Energy Audit of The Learning Center (TLC), located in Long Island City, New York. TLC totals 190,545-square-foot, and is a state-of-the-art training and conference facility. The site opened in 1993, and is renowned as a center for learning, not only for Con Edison's employees, but provides training needs to businesses, government agencies, nonprofit organizations, and other large outside organizations in the metropolitan area. Its flexibility enables the facility to serve as an intimate center for corporate CEO's to host large training seminars for 250 people or more.

Con Edison undertook this effort to identify energy cost saving opportunities to upgrade its physical plant, make the employee's environment more comfortable and improve the overall energy efficiency at this site.

This effort has identified Energy Conservation Initiatives (ECIs) that, if implemented, will reduce annual estimated energy cost savings by \$101,565 per year, in 2012 dollars. The investment necessary to achieve these savings is \$429,729. These savings represent 459,622 kWh in electricity, 77,844 therms in natural gas annually, and reduce the load on the grid by 57kW. This results in an overall energy reduction of 23% and reduces TLC's carbon footprint by 1,444 metric tons per year, an 18% percent reduction.

As part of this effort, EME investigated the feasibility of seeking a LEED-EB certification for Existing Buildings at this site. We calculated a preliminary LEED-EBOM score of 39 with an additional 19 possible. We strongly encourage Con Edison to pursue LEED-EB at this site since the minimum score necessary for certification is 40.

Electricity and natural gas are used at TLC. The average annual electric usage for the last three years (2009 to 2011) was 4,628,667 kWh, at an assigned cost of \$665,114, averaging \$0.1437 per kWh and \$3.49 per square foot. The average annual natural gas usage of the last two years totaled 249,147 therms at an assigned cost of \$176,188 averaging \$0.71 per therm and \$1.31 per square foot. Implementing the energy measures we identified will save Con Edison \$0.53 per gsf.

TLC's Energy Use Intensity (EUI) based on the last three years energy use is 211 kBtu/SF; 17-percent greater than the mean of similar buildings types which is 181 kBtu/SF. Implementing this energy savings package will reduce TLC's EUI to 162 KBtu/SF; a 23% reduction, bringing TLC significantly below that of other similar buildings.

The table on the following pages identifies the recommended Energy Conservation Initiatives followed by charts illustrating the monthly reduction in both electricity and natural gas:

EME Consulting Engineering Group

The Learning Center, Long Island City, NY

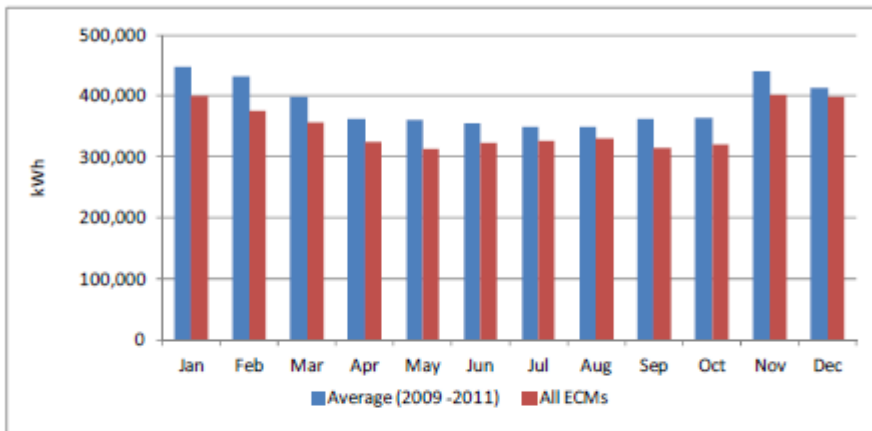
**Chart 1: Summary of Recommended Energy Conservation Initiatives**

Measure	Savings					Installed Cost	Simple Payback	Life Cycle Savings over Base
	kW	kWh	Therms	\$	CO <sub>2</sub> e (Klbs)			
<i>Base Case</i>	<i>806</i>	<i>4,642,245</i>	<i>244,022</i>	<i>\$0</i>	<i>7,914</i>	<i>\$0</i>	<i>na</i>	<i>na</i>
Upgrade Lighting	33	47,023	620	\$6,506	56	\$29,693	4.6	\$23,819
Upgrade Controls/ Retro-commission	10	354,651	76,030	\$86,814	1,305	\$350,549	4.0	\$317,661
Install DBV in Auditorium	9	16,750	1,194	\$2,832	32	\$10,598	3.7	\$12,618
Install VFDs on Glycol Loops	5	41,198	0	\$5,413	43	\$38,889	7.2	\$5,661
<b>Total</b>	<b>57</b>	<b>459,622</b>	<b>77,844</b>	<b>\$101,565</b>	<b>1,436</b>	<b>\$429,729</b>	<b>4.2</b>	<b>\$359,759</b>

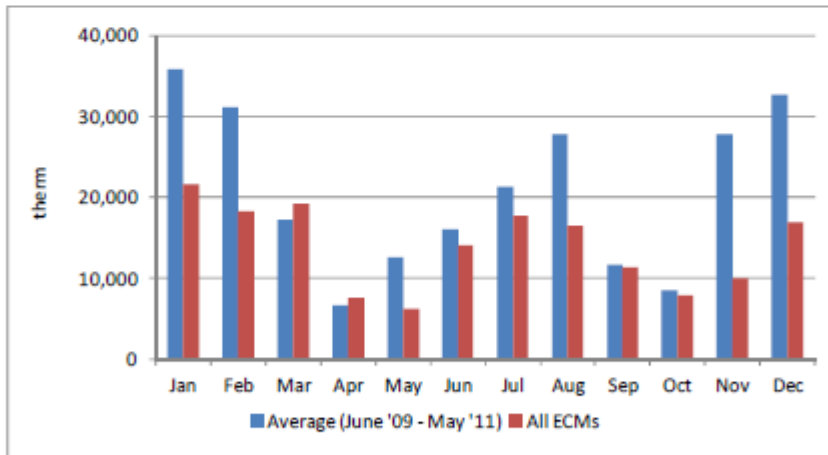


The following charts illustrate the projected annual energy use if all measures are implemented.

**Chart 2: Monthly Electric Consumption Pre and Post Implementation**



**Chart 3: Monthly Natural Gas Consumption Pre and Post Implementation**



ATTACHMENT 2

<b>Facilities Engineering - Electrical 5 Year Program</b>				
	<u>Lighting Systems Upgrade-Local Law 88</u>	<u>Fire Alarm Systems Upgrade</u>	<u>Power Systems Upgrade</u>	<u>Transportation Garage Emergency Power</u>
2019	3rd Ave Yard - 167,343 sq ft (\$1,255,072)	TLC - Preaction System	Davis Ave - Replace Diesel Generator & Emergency Distribution Equipment in Old Building	Bruckner Blvd
	30 Flatbush Ave - 257,062 sq ft (\$1,927,965)		Neptune Ave - Install Outdoor Panel for Boom Truck Lift Batteries	Victory Blvd
	Davis Ave - 68,561 sq ft (\$514,207)			Rye SC
2020	Astoria - 541,364 sq ft (\$4,060,230)	Davis Ave	TLC - Replace Emergency Generator	
	College Point - 71,080 sq ft (\$533,100)	Neptune Ave	Rye SC - Replace All Normal & Emergency Power Distribution Equipment	
	TLC - 213,108 sq ft (\$1,598,310)		Rye HQ - Install Distribution Panels on 2nd & 3rd Floors	
2021	East 16th Street - 96,373 sq ft (\$722,798)	Eastview	30 Flatbush Ave - Separate Normal & Emergency Circuits	
	West 28th Street - 110,278 sq ft (\$827,085)		Astoria - Replace Old Panelboards	
2022	Bruckner Blvd - 78,763 sq ft (\$590,722)	4 Irving Place	Bruckner Blvd - Replace Garage Panelboards, Rewire Main Switchboard	
	Van Nest - 292,291 sq ft (\$2,192,183)		Van Nest - Replace Electrical Equipment in Boiler Room, Replace Building #1 North & South Busway troughs & associated switches	
2023	4 Irving Place - 1,112,825 sq ft (\$8,346,188)	Flatbush Ave	Cleveland St - Replace Panel HP-3	
			Victory Blvd - Install 100KW Generator & Associated Distribution Equipment in Transportation Garage	

ATTACHMENT 3

PROJECT NO : 50751-13  
 BUDGET NO :  
 ESTIMATE NO : 50751-A409-15001 CAP R0  
 EST. DATE : 11/09/2015  
 PROJ ENG : F. CHEUNG  
 PROJ EST : A. BHATIA  
 LOCATION : 4 IRVING PLACE, NEW YORK, NY  
 DESCRIPTION : WINDOWS REPLACEMENT

**CENTRAL ENGINEERING**  
**APPROPRIATION ESTIMATE**  
**FOR REVIEW AND COMMENT**

START COMPLETION  
 APPROP: 09/01/2017 10/31/2017  
 ENG / DES: 01/03/2014 08/15/2016  
 PROCUR: 11/01/2017 01/31/2018  
 CONSTR: 04/01/2018 12/31/2020  
 IN SERVICE DATE: 12/31/2020  
 OUTAGE: NOT REQUIRED

ITEM	MHRS	COMPANY LABOR \$	EQ / MAT \$	MHRS	CONTRACT LABOR \$	EQ / MAT \$	TOTAL DIRECT	12.00% ESCAL	OVERHEADS & AFDC	5.00% CONTING	TOTAL	
<b>PURCHASE EQUIPMENT</b>							<b>5,752,962</b>	<b>5,752,962</b>	<b>690,400</b>	<b>2,450,700</b>	<b>444,700</b>	<b>9,338,762</b>
WINDOWS (2095)							5,752,962	5,752,962	690,400	2,450,700	444,700	9,338,762
<b>CONSTRUCTION CONTRACTS</b>				<b>37,152</b>	<b>4,708,243</b>	<b>1,494,090</b>	<b>6,202,333</b>	<b>744,300</b>	<b>2,642,100</b>	<b>479,400</b>	<b>10,068,133</b>	
GENERAL CONDITIONS	3,096	437,698	15,000		452,898		54,300	192,900	35,000		735,098	
CUSTOM MEASUREMENT	528	68,112			68,112		8,200	29,000	5,300		110,612	
CRITICAL BARRIER	2,096	292,015	175,601		467,616		56,100	199,200	36,100		759,016	
SIDEWALK BRIDGE AND SCAFFOLDS			1,104,750		1,104,750		132,600	470,600	85,400		1,793,350	
OFFICE FURNITURE MOVING	5,800	424,978	80,987		505,964		60,700	215,500	39,100		821,264	
INTERIOR REPAIRS AT OPENINGS	2,096	270,384	87,801		358,185		43,000	152,600	27,700		581,485	
WINDOW INSTALLATION	20,950	3,048,476			3,048,476		365,800	1,298,700	235,600		4,946,576	
INSTALL LOUVERS, FANS & DUCTS	358	50,496	12,757		63,253		7,600	26,900	4,900		102,653	
ELECTRIC FEED TO LOUVERS & FANS	133	18,592	5,493		24,085		2,900	10,300	1,900		39,185	
RETROFIT WINDOW SHADE & BLINDS	2,095	97,292	11,701		108,993		13,100	46,400	8,400		176,893	
<b>COMPANY LABOR</b>	<b>4,200</b>	<b>498,900</b>					<b>498,900</b>	<b>59,900</b>	<b>467,100</b>	<b>51,300</b>	<b>1,077,200</b>	
P. M. & I.	3,600	450,000			450,000		54,000	421,300	46,300		971,600	
E. H. & S.	600	48,900			48,900		5,900	45,800	5,000		105,600	
<b>OTHER DIRECT COSTS</b>			<b>272,060</b>				<b>272,060</b>	<b>32,700</b>	<b>116,100</b>	<b>21,000</b>	<b>441,860</b>	
PERMITS			151,650				151,650	18,200	64,700	11,700	246,250	
THIRD PARTY TESTING			77,150				77,150	9,300	32,900	6,000	125,350	
FINAL CLEAN UP			43,260				43,260	5,200	18,500	3,300	70,260	
	<b>4,200</b>	<b>498,900</b>	<b>272,060</b>	<b>37,152</b>	<b>4,708,243</b>	<b>7,247,052</b>	<b>12,726,255</b>	<b>1,527,300</b>	<b>5,676,000</b>	<b>996,400</b>	<b>20,925,955</b>	

SAY \$ 20,930,000

CAPITAL ESTIMATE TOTAL:	\$ 20,930,000	ASSOCIATED RETIREMENT:	\$ 6,937,000	ASSOCIATED EXPENSE:	NONE
OVERHEADS	CENTRAL E 18.52%	A & S : 2.80%	P 'ROLL TAX & PENS: 43.25%	TOTAL OH'S:	\$ 4,670,400
	\$ 2,782,300	\$ 443,100	\$ 1,445,000	5.31% AFDC:	\$ 1,005,600

REMARKS:

CENTRAL ENGINEERING	PROJECT MANAGER OR USER ORGANIZATION	CONSTRUCTION MANAGER
APPROVED:	APPROVED	APPROVED:
DATE	DATE	DATE

PROJECT NO : 50751-13  
 BUDGET NO :  
 ESTIMATE NO : 50751-R409-15001 RET RD  
 EST. DATE : 11/09/2015  
 PROJ ENG : F. CHEUNG  
 PROJ EST : A. BHATIA  
 LOCATION : 4 IRVING PLACE, NEW YORK, NY  
 DESCRIPTION : WINDOWS REPLACEMENT

**CENTRAL ENGINEERING  
 RETIREMENT ESTIMATE  
 FOR REVIEW AND COMMENT**

START COMPLETION  
 APPROP: 09/01/2017 10/31/2017  
 ENG / DES: 01/03/2014 08/15/2016  
 PROCUR: 11/01/2017 01/31/2018  
 CONSTR: 04/01/2018 12/31/2020  
 IN SERVICE DATE: 12/31/2020  
 OUTAGE: NOT REQUIRED

ITEM	MHRS	COMPANY LABOR \$	EQ / MAT \$	MHRS	CONTRACT LABOR \$	EQ / MAT \$	TOTAL DIRECT	12.00% ESCAL	OVERHEADS & AFDC	5.00% CONTING	TOTAL
<b>CONSTRUCTION CONTRACTS</b>				<b>29,423</b>	<b>3,043,572</b>	<b>1,532,475</b>	<b>4,576,047</b>	<b>549,100</b>		<b>256,300</b>	<b>5,381,447</b>
GENERAL CONDITIONS				3,310	370,199	5,130	375,329	45,000		21,000	441,329
CRITICAL BARRIER				2,096	292,015	175,801	467,816	56,100		26,200	549,916
SIDEWALK BRIDGE AND SCAFFOLDS						1,133,474	1,133,474	136,000		63,500	1,332,974
OFFICE FURNITURE MOVING				3,000	221,674	41,890	263,563	31,600		14,800	309,963
ACM ABATEMENT				9,796	980,581		980,581	117,700		54,900	1,153,181
WINDOWS REMOVAL & DISPOSAL				8,380	838,872		838,872	100,700		47,000	986,572
LOUVER, DAMPER DUCT FAN REMOVALS				146	9,785		9,785	1,200		500	11,485
INTERIOR REPAIRS AT WINDOW OPENINGS				2,095	270,384	87,801	358,185	43,000		20,100	421,285
DISPOSAL				600	60,062	88,580	148,642	17,800		8,300	174,742
<b>COMPANY LABOR</b>	<b>2,450</b>	<b>291,025</b>					<b>291,025</b>	<b>34,900</b>		<b>16,300</b>	<b>342,225</b>
P. M. & I.	2,100	262,500					262,500	31,500		14,700	308,700
E. H. & S.	350	28,525					28,525	3,400		1,600	33,525
<b>OTHER DIRECT COSTS</b>			<b>343,083</b>				<b>343,083</b>	<b>41,200</b>		<b>19,200</b>	<b>403,483</b>
PERMITS			25,650				25,650	3,100		1,400	30,150
INSPECTION & TESTING			35,910				35,910	4,300		2,000	42,210
AIR SAMPLING & MONITORING			281,523				281,523	33,800		15,800	331,123
	<b>2,450</b>	<b>291,025</b>	<b>343,083</b>	<b>29,423</b>	<b>3,043,572</b>	<b>1,532,475</b>	<b>5,210,155</b>	<b>625,200</b>		<b>291,800</b>	<b>6,127,155</b>

SAY \$	6,130,000
REMOVAL COST =	\$ 6,130,000
ORIGINAL COST =	\$ 807,000
SALVAGE =	\$ -
RETIREMENT COST =	\$ 5,937,000

CAPITAL ESTIMATE TOTAL:	\$ 20,930,000	ASSOCIATED RETIREMENT:	\$ 6,937,000	ASSOCIATED EXPENSE:	NONE
OVERHEADS	CENTRAL ENG: 0.00%	A & S: 0.00%	P'ROLL TAX & PENS: 0.00%	TOTAL OH'S:	\$ -
	\$ -	\$ -	\$ -	AFDC:	\$ -

REMARKS:

CENTRAL ENGINEERING	PROJECT MANAGER OR USER ORGANIZATION	CONSTRUCTION MANAGER
APPROVED: _____	APPROVED: _____	APPROVED: _____
DATE	DATE	DATE

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / Facilities and Field Services

<b>Project/Program Title</b>	Facilities Buildings and Yards Compliance Program - (Safety Environmental Regulatory)
<b>Project Manager</b>	Leo Palmer
<b>Hyperion Project Number</b>	PR.21384630
<b>Status of Project</b>	Planning and Engineering
<b>Estimated Start Date</b>	Ongoing
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Regulatory – Agency Mandated

#### **Work Description:**

The capital exhibit lists all projects planned in the category. These projects address potentially unsafe conditions and environmental issues as well as local, state, and federal regulatory requirements, and are generally required for compliance with OSHA, the NYSDEC, and other regulatory agencies. They include:

Installation of a new Fire Hydrant system at the Eastview Service Center for approximately \$9.9 million in 2020, 2021 and 2022 - This project provides for the construction of a new 12” water main, ring header and fire hydrant system which will be fed from the existing external municipal water main located at Route 9A. Note that in accordance with the Codes Rules and Regulations of New York, Article 12, Part 1060.6 “Fire Protection Equipment, Yard Hydrant Systems”, a yard hydrant system shall be provided so that buildings to be protected can be reached by an effective stream of water with a hose not exceeding 500 feet in length. The distance to the nearest fire hydrant, which is located across the street from the main entrance on Saw Mill River Road, exceeds 500 feet from the main structures located at Eastview Service Center.

Irving Place Local Law 11 - Cycle 9 Façade Repairs - The recently completed Local Law 11 (“LL11”) engineering façade inspection of Irving Place resulted in a final report that was submitted to the New York City Department of Buildings (“NYCDOB”). The Final Report depicts a number of UNSAFE and SWARMP (Safe With a Repair and Maintenance Program) conditions estimated at \$8.7 million capital. The repair work is prioritized first for UNSAFE and SWARMP conditions located along the 14th St and the 15th St facades in 2018/2019, and then for repairs of SWARMP conditions along the 3rd Ave façade in 2019/2020, with the estimated cost in 2020 at \$2.8 million capital. This project will restore the defects identified to original condition. Note that there is associated O&M of \$1.5 million in 2020. The Irving Place Local 11 - Cycle 9 inspection will take place in 2021/2022 and it is anticipated that there will be similar finding, estimated at approximately \$5.0 million required in 2023.

The projects mentioned above are examples of larger type jobs in this category. There will be other emerging projects that will result from future environmental, local law and safety regulations (typical recent examples include LL87 for retro-commissioning of Facilities HVAC equipment, roof fall protection and fire alarm improvements).

**Justification Summary:**

This category of projects addresses safety, environmental, and regulatory compliance concerns for CECONY. They are required to address potentially unsafe conditions and environmental issues and to facilitate Facilities compliance with the latest local, state, or federal regulatory requirements and building codes. These projects may also be needed to respond to various Company audits. It is the intent of the Facilities Capital Improvement Program to address and mitigate issues and concerns associated with projects identified as "Safety Environmental Regulatory" as early as possible and reasonable.

**Supplemental Information:**

- Alternatives: None. Not correcting such issues may lead to potentially unsafe conditions, environmental concerns, fines, violation orders, and regulatory non-compliance.
- Risk of No Action: To stay out of compliance, risking violation orders, fines, and unsafe conditions for Con Edison employees.
- Non-financial Benefits: These projects address safety, environmental, and regulatory issues.
- Summary of Financial Benefits (if applicable) and Costs: The modest jump in budgeted costs in 2019 and 2020 is attributed to the wind-down of the Irving Place LL26 restacking program, which allows funds and capital expenditures to be directed to the growing project list of this program.
- Technical Evaluation/Analysis: See above and projects in capital exhibit.
- Project Relationships (if applicable): See above.
- Basis for Estimate: Engineering estimates/Engineering Support Requests.

For LL11 see the attachments 1, 2, and 3.

**Total Funding Level (\$000):**

**Capital**

**Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
2,837	1,269	1,892	3,463		4,000

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor	438	196	146	524		605
M&S	49	22	1	3		5
A/P	1,341	600	1,327	2,070		2391

Other	<u>1,009</u>	<u>451</u>	<u>418</u>	<u>866</u>		<u>999</u>
<b>Total</b>	<b>2,837</b>	<b>1,269</b>	<b>1,892</b>	<b>3,463</b>		<b>4,000</b>

**Request (\$000):**

<u>Request</u> <u>2019</u>	<u>Request</u> <u>2020</u>	<u>Request</u> <u>2021</u>	<u>Request</u> <u>2022</u>	<u>Request</u> <u>2023</u>
4,000	5,000	5,000	5,000	5,000

**Request by Elements of Expense**

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	<u>553</u>	<u>1,105</u>	<u>1,105</u>	<u>1,105</u>	<u>1,105</u>
M&S	<u>141</u>	<u>279</u>	<u>279</u>	<u>279</u>	<u>279</u>
A/P	<u>2,238</u>	<u>1,925</u>	<u>1,960</u>	<u>2,000</u>	<u>1,955</u>
Other	<u>55</u>	<u>111</u>	<u>98</u>	<u>80</u>	<u>104</u>
Overheads	<u>1,013</u>	<u>1580</u>	<u>1,558</u>	<u>1,536</u>	<u>1,557</u>
<b>Total</b>	<b>4,000</b>	<b>5,000</b>	<b>5,000</b>	<b>5,000</b>	<b>5,000</b>

**ATTACHMENT 1: 2020 - Shared Services / Facilities and Field Services**

<b>Project/Program Title</b>	Irving Place - Local Law 11 Cycle 8 & 9 Repairs
<b>Project Manager</b>	Robert Bevil
<b>Hyperion Project Number</b>	
<b>Status of Project</b>	
<b>Estimated Start Date</b>	Planning and Engineering
<b>Estimated Completion Date</b>	Ongoing
<b>Work Plan Category</b>	Ongoing

**Work Description:**

The New York City's Fa9ade Inspection Safety Program (FISP), previously known as Local Law 11 (LL11), requires that owners of buildings with six or more stories above grade have their exterior walls and appurtenances inspected by a licensed Professional Engineer or Registered Architect every five years. Presently, the physical inspection consists of at least one drop from an observation platform and a "visual inspection" with binoculars or a telescope. Repair conditions identified as UNSAFE and SWARMP ("safe with a repair and maintenance program"), including stone repainting, cornice repairs, masonry crack repairs, stone lintel repairs etc. to correct building water infiltration problems, are typically highlighted Local Law 11 inspection report filed with New York City Department of Buildings (DOB).

In 2017, the engineering department (through a hired outside consultant) submitted a corrective measures report to the DOB on the LL11 Cycle 8 inspections. As in previous inspections, this report identified UNSAFE and SWARMP conditions. Engineering solutions were prioritized to first provide repairs for UNSAFE and SWARMP conditions located along the 14th St and the 15th St facades, and then the SWARMP conditions along the 3rd Ave and Irving Place fa9ades. Plans are to begin the work in 2018 and continue into 2019 and 2020. Various items must be completed prior to the date of the Cycle 9 inspection which will take place in 2021/2022.

As the Scope of work for Cycle 8 included stone repainting, cornice repairs, masonry crack repairs, stone lintel repairs, deteriorated steel repairs, it is anticipated that similar work will be required in 2023 to address issues identified in the LL11 - Cycle 9 inspection.

**Justification Summary:**

New York City Local Law 11 requires that all buildings six or more stories above grade be inspected on a 5 year cycle by a licensed Professional Engineer or Registered Architect and that an inspection report be filed on behalf of the building owner with New York City Department of Buildings. The Irving Place Cycle 8 inspection was performed in 2017 and filed in November of that year; the Cycle 9 inspection will be performed in 2021/2022. Items identified in the LL 11 - Cycle 9 inspection must be completed as these corrective measures will also help mitigate water infiltration into the building; note that water entering a building travels behind the fa9ade stone and masonry via the path of least resistance and during cold months of the year, can freeze, and then expands against the back of the stone/masonry, resulting in cracked/loosened stone, bulging masonry and leached mortar. Failure to act on these issues has the potential of causing loose debris to fall off the building fa9ade onto the street below, creating a public safety concern.



**Supplemental Information:**

- Alternatives:

The LL11 inspections and subsequent corrective measures are a regulatory requirement. An alternative is replacing the decorative stone lintels in kind, but this requires the introduction of steel straps to anchor the stone element onto the backup masonry. This process is not only costly and time-consuming it is very unreliable and may lead to premature failure of the stone. This is not recommended.

- Risk of No Action:

Failure to perform the LLI 1 inspections and act on the associated issues has the potential of causing loose debris to fall off the building facade onto the street below, creating a public safety concern. Furthermore, increased water penetration into the building causes uncomfortable working environment as well as increased fenestration and energy consumption.

- Non-financial Benefits:

Increased water-tightness offers a comfortable and secured environment for employees thus creating the potential for increased productivity.

- Summary of Financial Benefits (if applicable) and Costs:

Increased water-tightness offers a comfortable and secured environment for employees thus creating the potential for increased productivity.

- Technical

Evaluation/Analysis: LL11 -

Cycle 8 Report:

- Project Relationships (if applicable):

This project is an integral part of the ongoing Local Law 11 Repairs.

- Basis for Estimate:

Detailed design drawings; professional estimate prepared by engineering firm and Con Edison.

ATTACHMENT 2: Detailed Photos

CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P001 Date 9/25/2017

■ Condition: Displaced limestone

■ Classification: UNSAFE



Photo: P002  
Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: UNSAFE



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P003 Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: SWARMP



Photo: P004  
Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P005 Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: SWARMP



Photo: P006  
Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: UNSAFE



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24

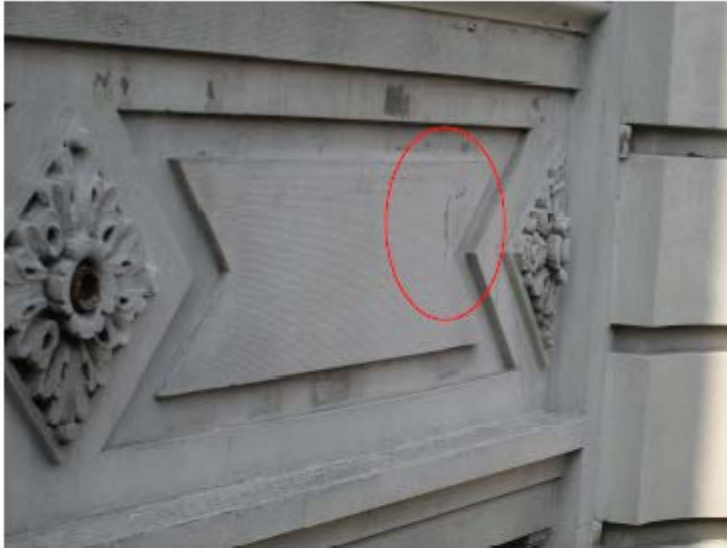


Photo: P007 Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: SWAMP

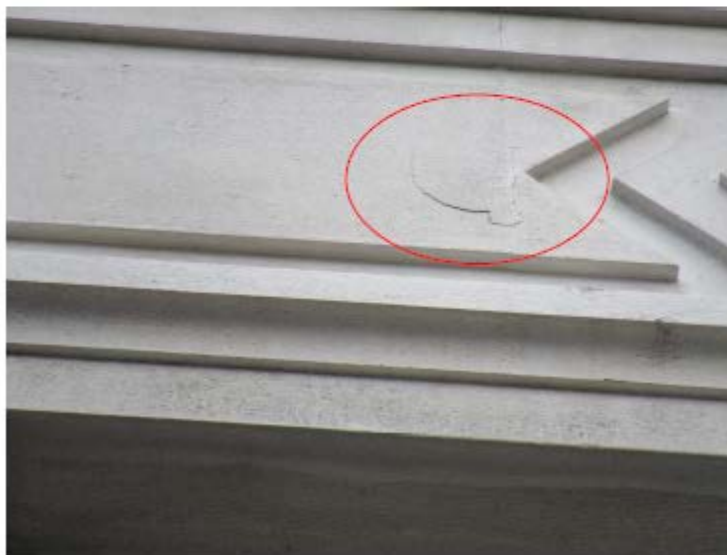


Photo: P008  
Date 9/25/2017

■ Condition: Spalled limestone

■ Classification: UNSAFE



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P009 Date 9/25/2017

- Condition: Cracked limestone
- Classification: UNSAFE



Photo: P010  
Date 9/25/2017

- Condition: Cracked limestone
- Classification: UNSAFE



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



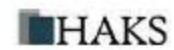
Photo: P011      Date 9/25/2017

- **Condition:** Cracked limestone
- **Classification:** UNSAFE



Photo: P012  
Date 9/25/2017

- **Condition:** Cracked limestone
- **Classification:** UNSAFE



CONEDISON - 4 Irving Place, New York, NY 10003

BIN: 1084936

Control #: 802541

CYCLE 8

Block: 870

INITIAL REPORT

Lot: 24



Photo: P013 Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: SWAMP



Photo: P014  
Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: UNSAFE





CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P015 Date 9/25/2017

- Condition: Cracked limestone
- Classification: UNSAFE



Photo: P016  
Date 9/25/2017

- Condition: Cracked limestone
- Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P017 Date 9/25/2017

- Condition: Spalled limestone
- Classification: SWAMP



Photo: P018  
Date 9/25/2017

- Condition: Cracked limestone
- Classification: SWAMP

 HAKS

CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P019 Date 9/25/2017

■ Condition: Spalled limestone

■ Classification: SWARMP



Photo: P020  
Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: SWARMP

 HAKS

CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P021 Date 9/25/2017

■ Condition: Open limestone joint

■ Classification: SWARMP



Photo: P022  
Date 9/25/2017

■ Condition: Open limestone joint

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

BIN: 1084936

Control #: 802541

CYCLE 8

INITIAL REPORT

Block: 870

Lot: 24

Photo: P023 Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: UNSAFE



Photo: P024  
Date 9/25/2017

■ Condition: Open limestone joint

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24

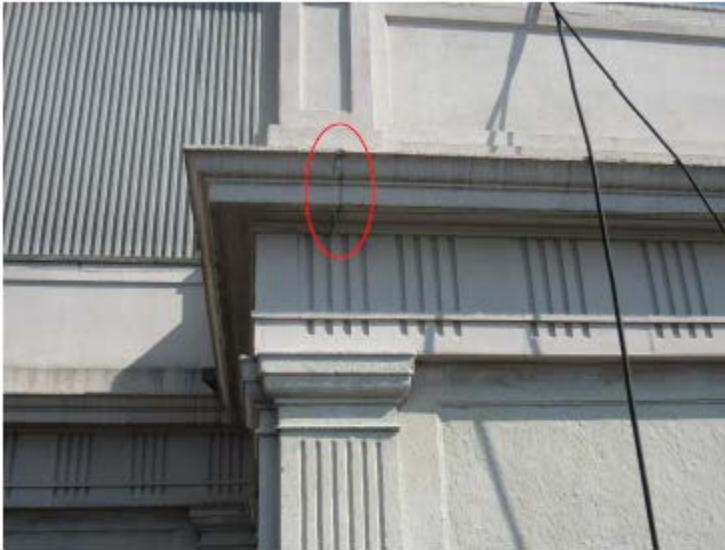


Photo: P025 Date 9/25/2017

- Condition: Open limestone joint
- Classification: SWAMP



Photo: P026  
Date 9/25/2017

- Condition: Deteriorated cornice limestone
- Classification: SWAMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P027 Date 9/25/2017

■ Condition: Open limestone joint

■ Classification: SWARMP



Photo: P028  
Date 9/25/2017

■ Condition: Cracked limestone

■ Classification: SWARMP

 HAKS

CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P029 Date 9/25/2017

■ Condition: Open joint

■ Classification: SWARMP

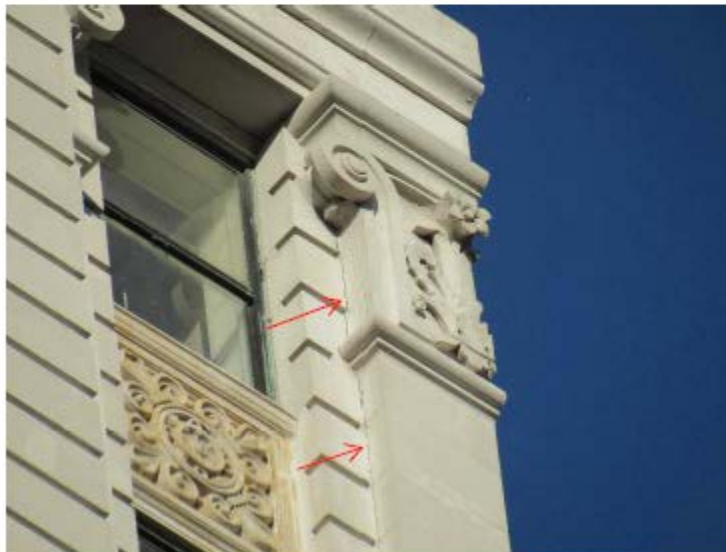
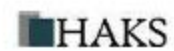


Photo: P030  
Date 9/25/2017

■ Condition: Open joint

■ Classification: SWARMP





CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P031 Date 9/25/2017

- Condition: Open joint
- Classification: SWARMP



Photo: P032  
Date 9/25/2017

- Condition: Continuous crack at brick/limestone connection at building corner
- Classification: UNSAFE



CONEDISON - 4 Irving Place, New York, NY 10003

BIN: 1084936

Control #: 802541

CYCLE 8

INITIAL REPORT

Block: 870

Lot: 24



Photo: P033 Date 9/25/2017

■ **Condition:** Continuous crack at brick/limestone connection at building corner

■ **Classification:** UNSAFE



Photo: P034  
Date 9/25/2017

■ **Condition:** Continuous crack at brick/limestone connection at building corner

■ **Classification:** UNSAFE



CONEDISON - 4 Irving Place, New York, NY 10003

BIN: 1084936

Control #: 802541

CYCLE 8

Block: 870

INITIAL REPORT

Lot: 24



Photo: P035 Date 9/25/2017

■ **Condition:** Continuous crack at brick/limestone connection at building corner

■ **Classification:** UNSAFE



Photo: P036  
Date 9/25/2017

■ **Condition:** Crack at masonry

■ **Classification:** SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P037 Date 9/25/2017

■ Condition: Crack at masonry

■ Classification: SWARMP



Photo: P038  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P039 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



Photo: P040  
Date 9/25/2017

■ Condition: Cracked brick at lintel anchor

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P041 Date 9/25/2017

■ Condition: Open window frame

■ Classification: SWARMP



Photo: P042  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P043 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



Photo: P044  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P045 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



Photo: P046  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP





CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P047 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



Photo: P048  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P049 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



Photo: P050  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P051      Date 9/25/2017

■ Condition: Cracked masonry

■ Classification: SWAMP



Photo: P052  
Date

■ Condition: Cracked stone lintel

■ Classification: SWAMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P053 Date 9/25/2017

- Condition: Cracked stone lintel
- Classification: SWARMP



Photo: P054  
Date 9/25/2017

- Condition: Cracked stone lintel
- Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P055 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWAMP



Photo: P056  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWAMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P057 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWAMP



Photo: P058  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWAMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P059 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



Photo: P060  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P061 Date 9/25/2017

■ Condition: Cracked masonry

■ Classification: SWARMP



Photo: P062  
Date 9/25/2017

■ Condition: Cracked masonry

■ Classification: SWARMP

 HAKS



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P063 Date 9/25/2017

▪ Condition: Cracked masonry

▪ Classification: SWARMP



Photo: P064  
Date 9/25/2017

▪ Condition: Open brick joint at wall corner

▪ Classification: SWARMP

 HAKS

CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P065 Date 9/25/2017

■ Condition: Cracked masonry

■ Classification: SWARMP



Photo: P066  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P067 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWARMP



Photo: P068  
Date 9/25/2017

■ Condition: Cracked masonry

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P069 Date 9/25/2017

■ Condition: Cracked masonry

■ Classification: SWARMP



Photo: P070  
Date 9/25/2017

■ Condition: Cracked masonry

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P071 Date 9/25/2017

- Condition: Cracked masonry
- Classification: SWARMP



Photo: P072  
Date 9/25/2017

- Condition: Broken brick at the corner of window wall
- Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P073 Date 9/25/2017

- Condition: Cracked masonry
- Classification: SWARMP



Photo: P074  
Date 9/25/2017

- Condition: Continuous crack at brick/limestone connection at building corner
- Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24

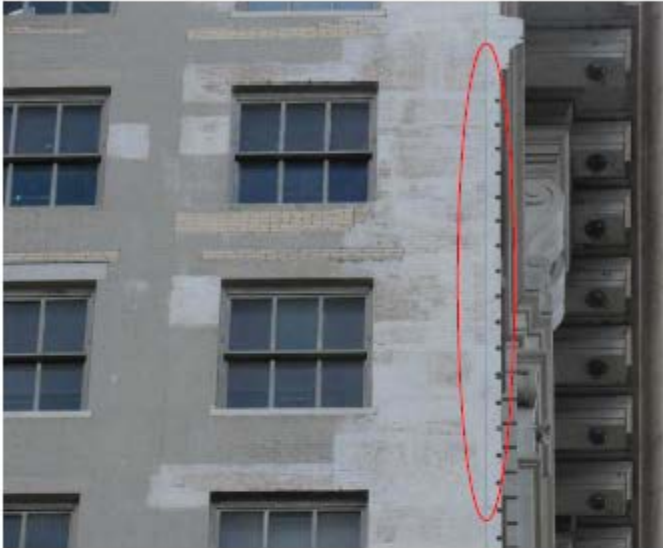


Photo: P075 Date 9/25/2017

- **Condition:** Continuous crack at brick/limestone connection at building corner
- **Classification:** SWARMP



Photo: P076  
Date 9/25/2017

- **Condition:** Continuous crack at brick/limestone connection at building corner
- **Classification:** SWARMP

 HAKS

CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P077 Date 9/25/2017

■ **Condition:** Continuous crack at brick/limestone connection at building corner

■ **Classification:** SWARMP



Photo: P078  
Date 9/25/2017

■ **Condition:** Continuous crack at brick/limestone connection at building corner

■ **Classification:** SWARMP





CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P079 Date 9/25/2017

■ **Condition:** Continuous crack at brick/limestone connection at building corner

■ **Classification:** SWARMP



Photo: P080  
Date 9/25/2017

■ **Condition:** Continuous crack at brick/limestone connection at building corner

■ **Classification:** SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P081 Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWAMP



Photo: P082  
Date 9/25/2017

■ Condition: Cracked stone lintel

■ Classification: SWAMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24

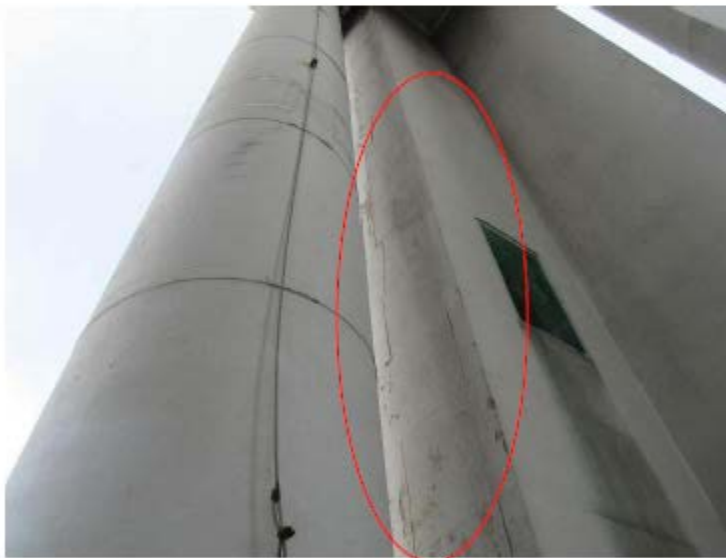
Photo: P083 Date 9/25/2017



■ Condition: Cracked stone lintel

■ Classification: SWARMP

Photo: P084  
Date 9/25/2017



■ Condition: Cracked and/or open joint limestone

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P085 Date 9/25/2017

■ **Condition:** Cracked and/or open joint limestone

■ **Classification:** SWAMP



Photo: P086  
Date 9/25/2017

■ **Condition:** Open stone joint

■ **Classification:** SWAMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P087 Date 9/25/2017

- Condition: Cracked and/or open joint limestone
- Classification: SWAMP



Photo: P088  
Date 9/25/2017

- Condition: Spalled limestone
- Classification: SWAMP

 HAKS

CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P089 Date 9/25/2017

- Condition: Open mortar joint
- Classification: UNSAFE

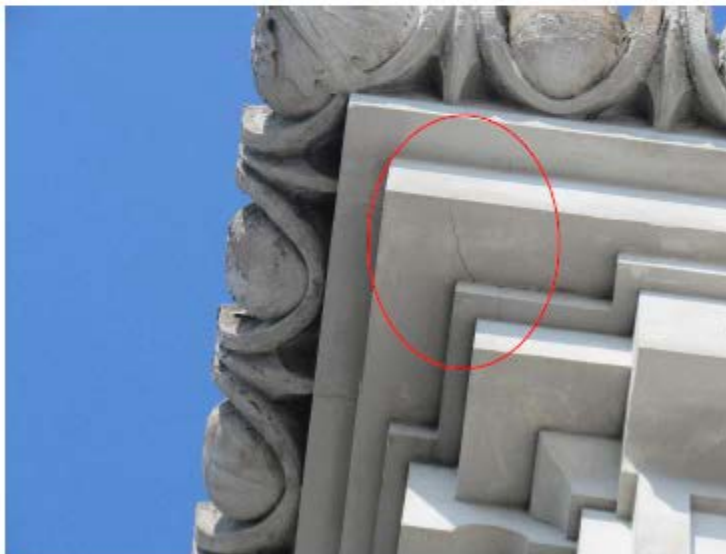


Photo: P090  
Date 9/25/2017

- Condition: Cracked stone
- Classification: UNSAFE

 HAKS

CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P091 Date 9/25/2017

- Condition: Spalled stone cornice
- Classification: SWARMP



Photo: P092  
Date 9/25/2017

- Condition: Cracked and/or open joint limestone
- Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P093 Date 9/25/2017

- Condition: Cracked and/or open joint limestone
- Classification: SWARMP



Photo: P094  
Date 9/25/2017

- Condition: Open mortar joint
- Classification: SWARMP





CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P095 Date 9/25/2017

■ **Condition:** Displaced limestone veneer panel

■ **Classification:** SWAMP



Photo: P096  
Date 9/25/2017

■ **Condition:** Cracked and/or open joint limestone

■ **Classification:** SWAMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P097 Date 9/25/2017

■ Condition: Spalled limestone at metal bar anchoring point

■ Classification: SWARMP



Photo: P098  
Date 9/25/2017

■ Condition: Cracked parapet masonry

■ Classification: SWARMP



CONEDISON - 4 Irving Place, New York, NY 10003

CYCLE 8

INITIAL REPORT

BIN: 1084936

Control #: 802541

Block: 870

Lot: 24



Photo: P099 Date 9/25/2017

■ **Condition:** Deteriorated parapet cementitious stucco

■ **Classification:** SWARMP



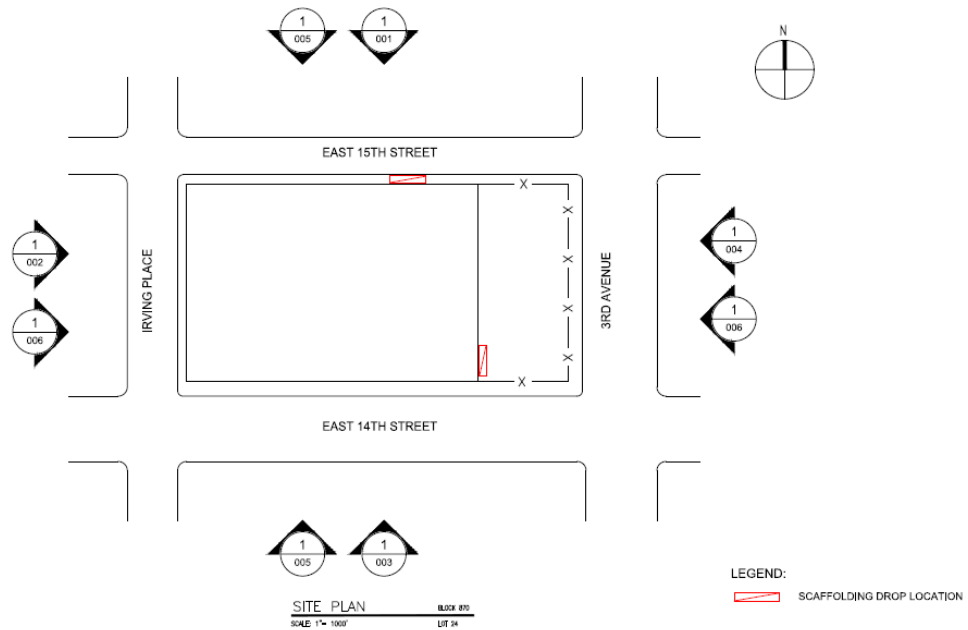
Photo: P100  
Date 9/25/2017

■ **Condition:** Deteriorated parapet cementitious stucco and open coping joint

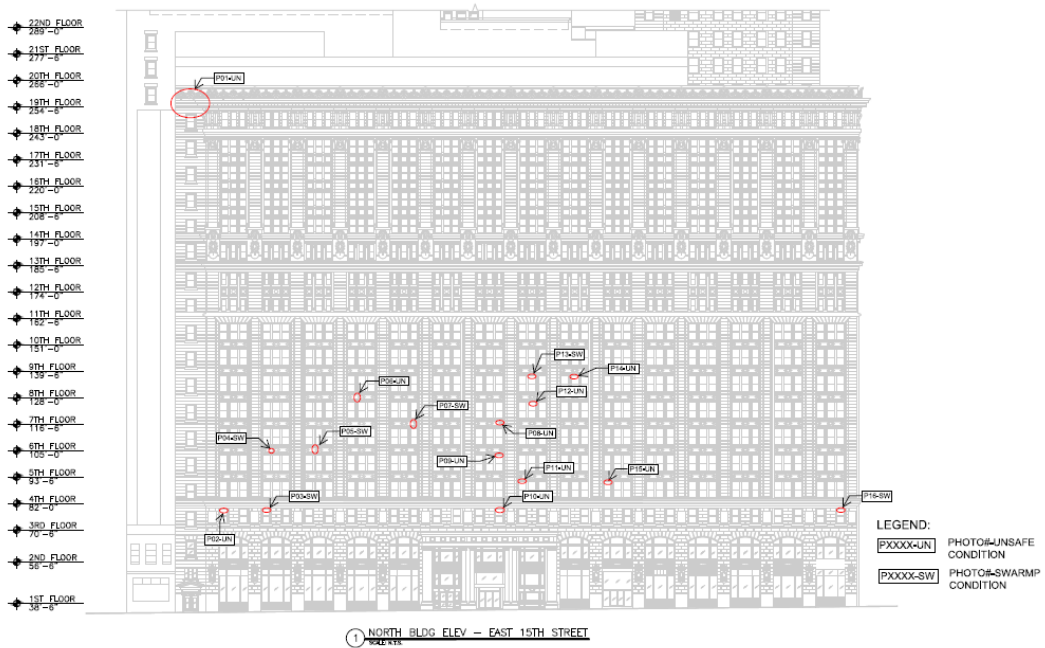
■ **Classification:** SWARMP



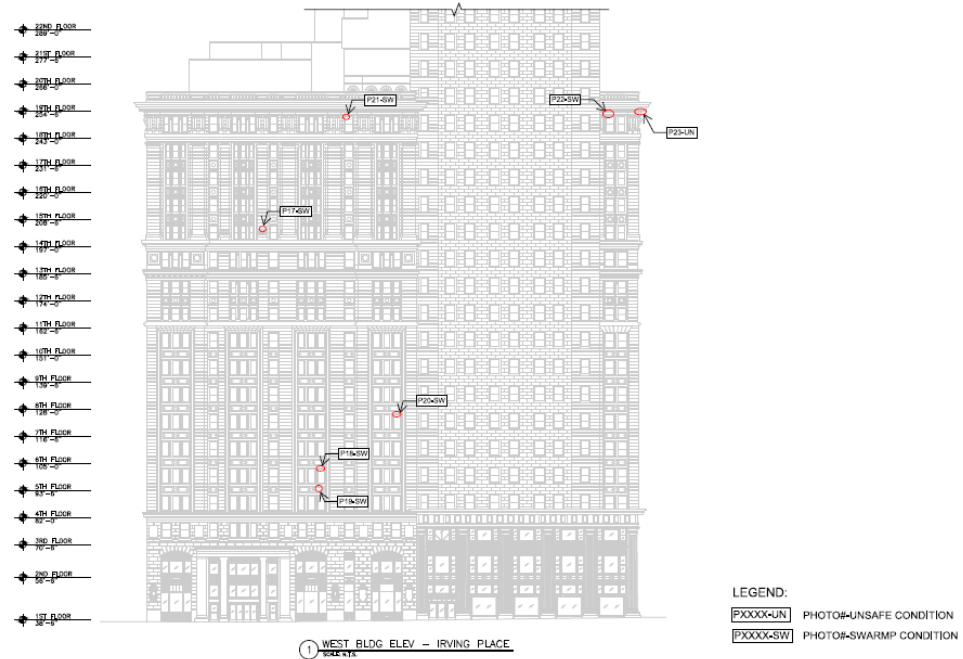
ATTACHMENT 3



<b>HAKS</b> <small>ENGINEERS, ARCHITECTS &amp; LANDSCAPE ARCHITECTS 40 WALL STREET, 11TH FLOOR NEW YORK, NY 10005 Tel: 212.512.8800 Fax: 212.512.8807</small>	DRAWING TITLE: <b>SITE PLAN</b> PROJECT: <b>LOCAL LAW 11/98 REPORT</b> FOR: <b>CON EDISON</b>	LOCATION INFORMATION: <b>4 IRVING PLACE NEW YORK, NY 10003</b> BNY # : 1084836 BLOCK: 870 CONTROL # : 828241 LOT: 24	DRAWING SCALE: N/A, AS NOTED DRAWING NUMBER: <b>000</b>
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<b>HAKS</b> <small>ENGINEERS, ARCHITECTS &amp; LANDSCAPE ARCHITECTS 40 WALL STREET, 11TH FLOOR NEW YORK, NY 10005 Tel: 212.512.8800 Fax: 212.512.8807</small>	DRAWING TITLE: <b>NORTH BUILDING ELEVATION</b> PROJECT: <b>LOCAL LAW 11/98 REPORT</b> FOR: <b>CON EDISON</b>	LOCATION INFORMATION: <b>4 IRVING PLACE NEW YORK, NY 10003</b> BNY # : 1084836 BLOCK: 870 CONTROL # : 828241 LOT: 24	DRAWING SCALE: N/A, AS NOTED DRAWING NUMBER: <b>001</b>
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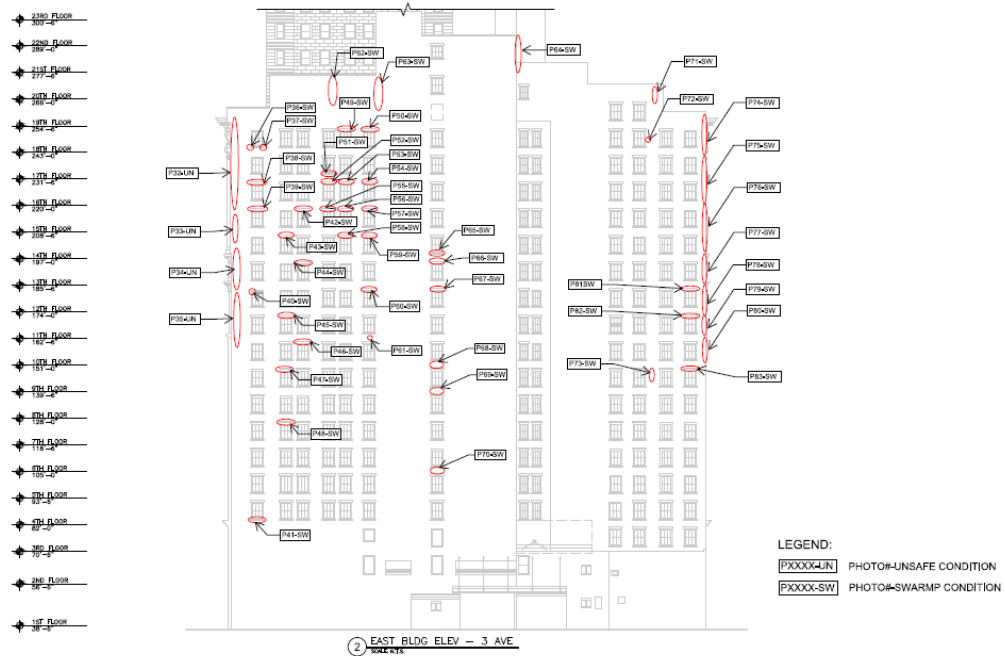
1 WEST BLDG ELEV - IRVING PLACE  
SCALE: N.T.S.

	DRAWING TITLE: <b>WEST BUILDING ELEVATION</b>	LOCATION INFORMATION: 4 IRVING PLACE NEW YORK, NY 10003 BLDG # : 1084936 BLOCK: 870 CONTROL # : 802541 LOT: 24	DRAWING SCALE: N.T.S. AS NOTED  DRAWING NUMBER: <b>002</b>
	PROJECT: LOCAL LAW 11/98 REPORT  FOR: CON EDISON		

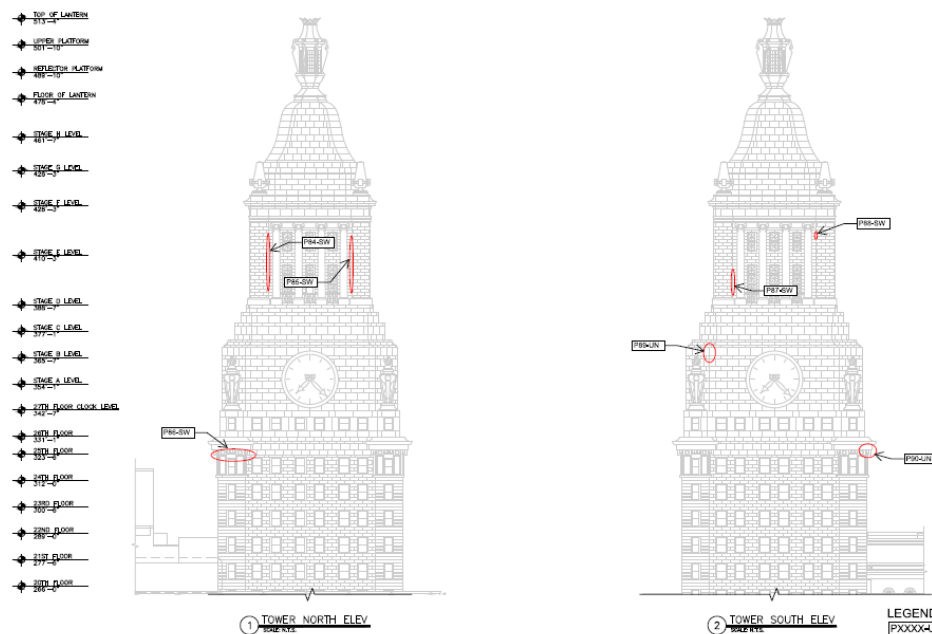


1 SOUTH BLDG ELEV - EAST 14TH STREET  
SCALE: N.T.S.

	DRAWING TITLE: <b>SOUTH BUILDING ELEVATION</b>	LOCATION INFORMATION: 4 IRVING PLACE NEW YORK, NY 10003 BLDG # : 1084936 BLOCK: 870 CONTROL # : 802541 LOT: 24	DRAWING SCALE: N.T.S. AS NOTED  DRAWING NUMBER: <b>003</b>
	PROJECT: LOCAL LAW 11/98 REPORT  FOR: CON EDISON		

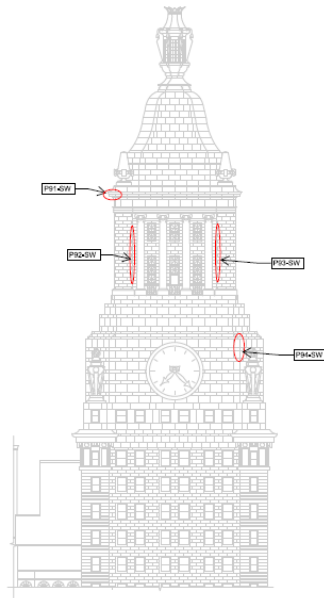


<p><b>HAKS</b> ENGINEERS, ARCHITECTS &amp; LAND DEVELOPERS, PC 40 WALL STREET FLOOR 10 NEW YORK, NY 10005 TEL: 212.512.5000 FAX: 212.512.5001</p>	<p>DRAWING TITLE: EAST BUILDING ELEVATION</p>	<p>DRAWING SCALE: N/A, AS NOTED</p>
	<p>PROJECT: LOCAL LAW 11/98 REPORT</p> <p>FOR: CON EDISON</p>	<p>LOCATION INFORMATION: 4 LEVING PLACE NEW YORK, NY 10003</p> <p>BLK # 1084936 BLOCK 870 CONTROL # 932541 LOT 24</p>

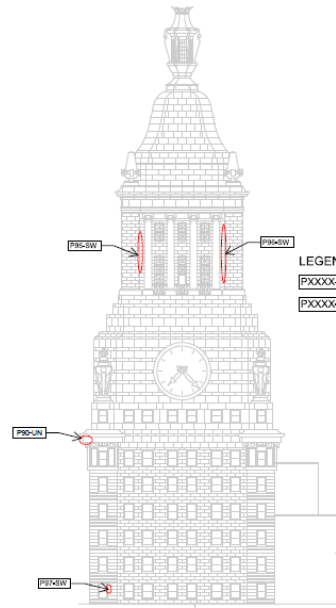


<p><b>HAKS</b> ENGINEERS, ARCHITECTS &amp; LAND DEVELOPERS, PC 40 WALL STREET FLOOR 10 NEW YORK, NY 10005 TEL: 212.512.5000 FAX: 212.512.5001</p>	<p>DRAWING TITLE: TOWER NORTH &amp; SOUTH ELEVATIONS</p>	<p>DRAWING SCALE: N/A, AS NOTED</p>
	<p>PROJECT: LOCAL LAW 11/98 REPORT</p> <p>FOR: CON EDISON</p>	<p>LOCATION INFORMATION: 4 LEVING PLACE NEW YORK, NY 10003</p> <p>BLK # 1084936 BLOCK 870 CONTROL # 932541 LOT 24</p>

- ◆ TOP OF LANTERN 313'-4"
- ◆ UPPER BALCONY 307'-10"
- ◆ REFLECTOR PLATFORM 289'-10"
- ◆ FLOOR OF LANTERN 218'-4"
- ◆ STAGE H LEVEL 217'-0"
- ◆ STAGE G LEVEL 216'-0"
- ◆ STAGE F LEVEL 215'-0"
- ◆ STAGE E LEVEL 214'-0"
- ◆ STAGE D LEVEL 213'-0"
- ◆ STAGE C LEVEL 212'-0"
- ◆ STAGE B LEVEL 211'-0"
- ◆ STAGE A LEVEL 210'-0"
- ◆ 27TH FLOOR (GROUND LEVEL) 209'-0"
- ◆ 26TH FLOOR 207'-0"
- ◆ 25TH FLOOR 205'-0"
- ◆ 24TH FLOOR 203'-0"
- ◆ 23RD FLOOR 201'-0"
- ◆ 22ND FLOOR 199'-0"
- ◆ 21ST FLOOR 197'-0"
- ◆ 20TH FLOOR 195'-0"



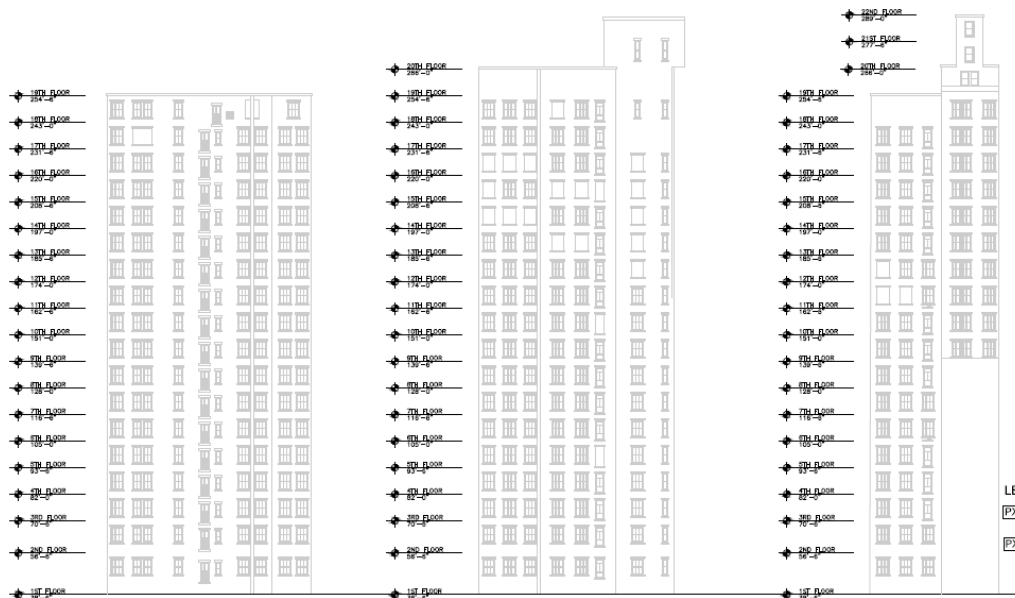
① TOWER WEST ELEV  
SCALE: 1/8"=1'-0"



② TOWER EAST ELEV  
SCALE: 1/8"=1'-0"

LEGEND:  
[PXXXX-LIN] PHOTO#UNSAFE CONDITION  
[PXXXX-SW] PHOTO#SWAMP CONDITION

	DRAWING TITLE: TOWER WEST & EAST ELEVATIONS		DRAWING SCALE: N.E.S. AS NOTED
	PROJECT: LOCAL LAW 11/98 REPORT	LOCATION INFORMATION: 4 LIVING PLACE NEW YORK, NY 10003	DRAWING NUMBER: 006
	FOR: CON EDISON	RUN # 1024926 BLOCK 870 CONTROL # 802541 LOT 24	



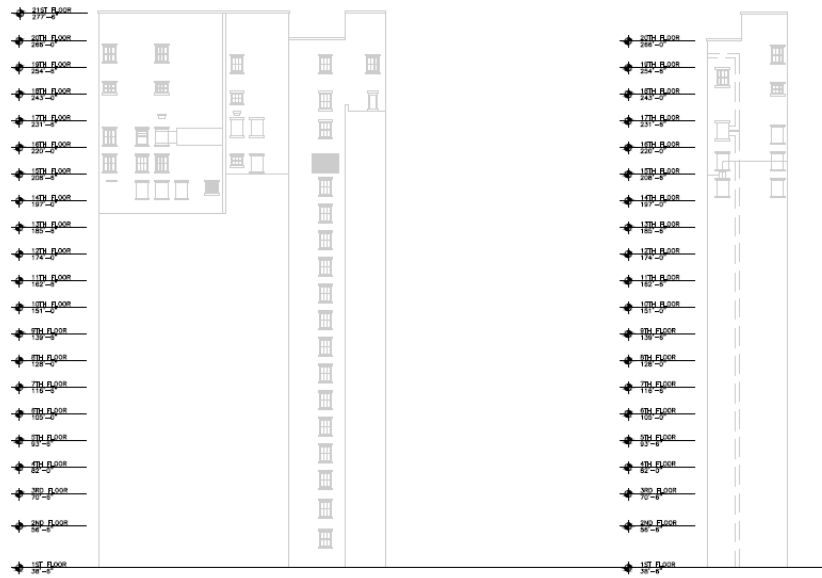
① NORTH ELEVATION - INTERIOR COURT 1  
SCALE: 1/8"=1'-0"

② SOUTH ELEVATION - INTERIOR COURT 1  
SCALE: 1/8"=1'-0"

③ WEST ELEVATION - INTERIOR COURT 1  
SCALE: 1/8"=1'-0"

LEGEND:  
[PXXXX-LIN] PHOTO#UNSAFE CONDITION  
[PXXXX-SW] PHOTO#SWAMP CONDITION

	DRAWING TITLE: COURT #1 ELEVATIONS		DRAWING SCALE: N.E.S. AS NOTED
	PROJECT: LOCAL LAW 11/98 REPORT	LOCATION INFORMATION: 4 LIVING PLACE NEW YORK, NY 10003	DRAWING NUMBER: 007
	FOR: CON EDISON	RUN # 1024926 BLOCK 870 CONTROL # 802541 LOT 24	

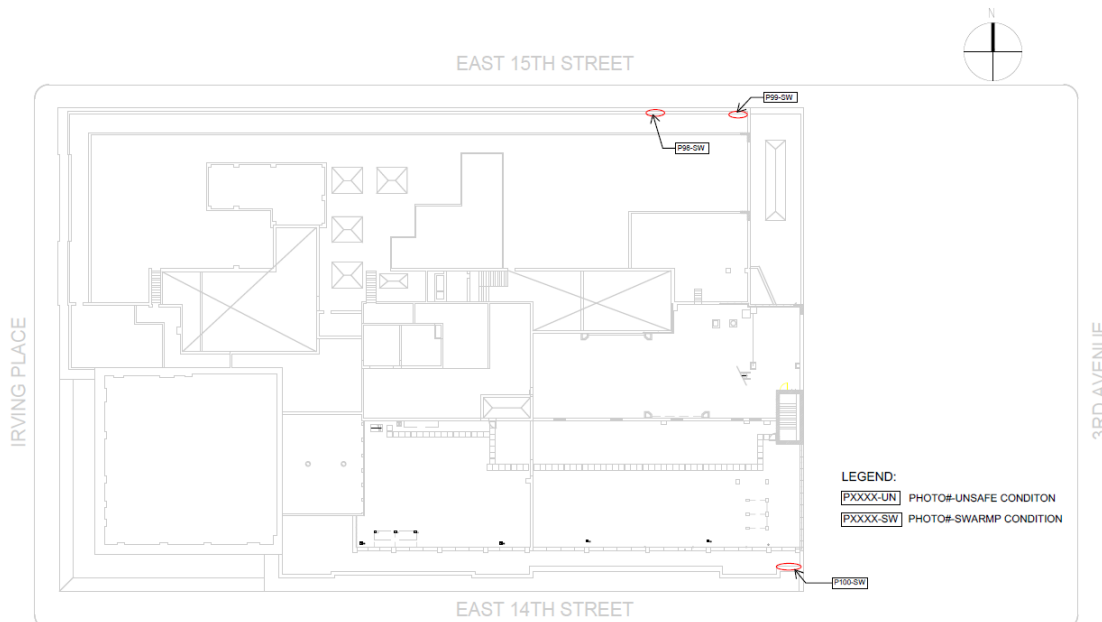


LEGEND:  
 PXXXX-UN PHOTO#-UNSAFE CONDITION  
 PXXXX-SW PHOTO#-SWAMP CONDITION

① NORTH ELEVATION - INTERIOR COURT 2  
SCALE: 1/32" = 1'-0"

② WEST ELEVATION - INTERIOR COURT 2  
SCALE: 1/32" = 1'-0"

<p><b>HAKS</b> ENGINEERS, ARCHITECTS &amp; LANDSCAPE ARCHITECTS 40 WALL STREET, 19TH FLOOR NEW YORK, NY 10005 Tel: 212.707.1887 Fax: 212.707.1887</p>	DRAWING TITLE: COURT #2 ELEVATIONS		DRAWING SCALE: N.T.S. AS NOTED
	PROJECT: LOCAL LAW 11/98 REPORT	LOCATION INFORMATION: 4 GUYTON PLACE NEW YORK, NY 10003	DRAWING NUMBER: 008
FOR: CON EDISON	DATE: 10/24/08 BLOCK: 870	CONTROL # 802541 LOT: 24	



ROOF PLAN  
SCALE: 1/32" = 1'-0"  
LIT: JH

<p><b>HAKS</b> ENGINEERS, ARCHITECTS &amp; LANDSCAPE ARCHITECTS 40 WALL STREET, 19TH FLOOR NEW YORK, NY 10005 Tel: 212.707.1887 Fax: 212.707.1887</p>	DRAWING TITLE: ROOF PLAN		DRAWING SCALE: N.T.S. AS NOTED
	PROJECT: LOCAL LAW 11/98 REPORT	LOCATION INFORMATION: 4 GUYTON PLACE NEW YORK, NY 10003	DRAWING NUMBER: 009
FOR: CON EDISON	DATE: 10/24/08 BLOCK: 870	CONTROL # 802541 LOT: 24	



APPENDIX 1 - FAÇADE UNSAFE CONDITIONS

Condition Location	Photo #	Condition Description	Recommended Repair	Time Frame to Complete Repairs	DOB Permit Required (Y/N)	LPC Permit Required (Y/N)	Comments
North Elevation	P001	Displaced limestone	Remove and Replace with compatible material	01/04/18	Yes	Yes	N/A
North Elevation	P002	Cracked limestone	Repair with compatible material	01/04/18	Yes	Yes	N/A
North Elevation	P006	Cracked limestone	Repair with compatible material	01/04/18	Yes	Yes	N/A
North Elevation	P008	Spalled limestone	Remove loose material and repair	01/04/18	Yes	Yes	N/A
North Elevation	P009	Cracked limestone	Repair/Replace limestone	01/04/18	Yes	Yes	N/A
North Elevation	P010	Cracked limestone	Repair/Replace limestone	01/04/18	Yes	Yes	N/A
North Elevation	P011	Cracked limestone	Repair/Replace limestone	01/04/18	Yes	Yes	N/A
North Elevation	P012	Cracked limestone	Repair/Replace limestone	01/04/18	Yes	Yes	N/A
North Elevation	P014	Cracked limestone	Repair/Replace limestone	01/04/18	Yes	Yes	N/A
North Elevation	P015	Cracked limestone	Repair/Replace limestone	01/04/18	Yes	Yes	N/A
West Elevation	P023	Cracked limestone	Replace limestone	01/04/18	Yes	Yes	N/A
East Elevation	P032	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	01/04/18	Yes	Yes	This is one condition at South corner of East Façade represented with 4 photos. In cycle 7 there were 7 photos representing this condition. The condition was repaired 2 years ago and appeared again. See Appendix 3A for condition locations at various façades.
East Elevation	P033	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	01/04/18	Yes	Yes	This is one condition at South corner of East Façade represented with 4 photos. In cycle 7 there were 7 photos representing this condition. The condition was repaired 2 years ago and appeared again. See Appendix 3A for condition locations at various façades.
East Elevation	P034	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	01/04/18	Yes	Yes	This is one condition at South corner of East Façade represented with 4 photos. In cycle 7 there were 7 photos representing this condition. The condition was repaired 2 years ago and appeared again. See Appendix 3A for condition locations at various façades.
East Elevation	P035	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	01/04/18	Yes	Yes	This is one condition at South corner of East Façade represented with 4 photos. In cycle 7 there were 7 photos representing this condition. The condition was repaired 2 years ago and appeared again. See Appendix 3A for condition locations at various façades.
Tower - South	P089	Open mortar joint	Secure stone in place	01/04/18	Yes	Yes	This Condition was reported as SWARM in cycle 7
Tower - South/East Corner	P090	Cracked stone	Repair/Replace stone	01/04/18	Yes	Yes	This Condition was reported as SWARM in cycle 7

APPENDIX 2 - FAÇADE SWARM CONDITIONS

Condition Location	Photo #	Condition Description	Recommended Repair	Time Frame to Complete Repairs	DOB Permit Required (Y/N)	LPC Permit Required (Y/N)	Comments
North Elevation	P033	Cracked limestone	Repair with compatible material	12/1/18	Yes	Yes	N/A
North Elevation	P034	Cracked limestone	Repair with compatible material	12/1/18	Yes	Yes	N/A
North Elevation	P035	Cracked limestone	Repair with compatible material	12/1/18	Yes	Yes	N/A
North Elevation	P037	Cracked limestone	Repair with compatible material	12/1/18	Yes	Yes	N/A
North Elevation	P013	Cracked limestone	Repair/Replace limestone	12/1/18	Yes	Yes	N/A
North Elevation	P016	Cracked limestone	Repair limestone	12/1/18	Yes	Yes	N/A
West Elevation	P017	Spalled limestone	Remove loose material and repair	12/1/18	Yes	Yes	N/A
West Elevation	P018	Cracked limestone	Repair/Replace limestone	12/1/18	Yes	Yes	N/A
West Elevation	P019	Spalled limestone	Remove loose material and repair	12/1/18	Yes	Yes	N/A
West Elevation	P020	Cracked limestone	Repair/Replace limestone	12/1/18	Yes	Yes	N/A
West Elevation	P021	Open limestone joint	Repair	12/1/18	Yes	Yes	N/A
West Elevation	P022	Open limestone joint	Repair	12/1/18	Yes	Yes	N/A
South Elevation	P024	Open limestone joint	Repair	12/1/18	Yes	Yes	N/A
South Elevation	P025	Open limestone joint	Repair	12/1/18	Yes	Yes	N/A
South Elevation	P026	Deteriorated cornice limestone	Re-tool the limestone surface	12/1/18	Yes	Yes	N/A
South Elevation	P027	Open limestone joint	Repair	12/1/18	Yes	Yes	N/A
South Elevation	P028	Cracked limestone	Repair/Replace limestone	12/1/18	Yes	Yes	N/A
South Elevation	P029	Open joint	Rake and seal the joint with compatible material.	12/1/18	Yes	Yes	N/A
South Elevation	P030	Open joint	Rake and seal the joint with compatible material.	12/1/18	Yes	Yes	N/A
South Elevation	P031	Open joint	Rake and seal the joint with compatible material.	12/1/18	Yes	Yes	N/A
East Elevation	P036	Crack at masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P037	Crack at masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P038	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P039	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P040	Cracked brick at lintel anchor	Replace cracked bricks and re-anchor	12/1/18	Yes	Yes	N/A
East Elevation	P041	Open window frame	Repair window frame and seal the frame	12/1/18	Yes	Yes	N/A
East Elevation	P042	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P043	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P044	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P045	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P046	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P047	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A

Condition Location	Photo #	Condition Description	Recommended Repair	Time Frame to Complete Repairs	DOB Permit Required (Y/N)	LPC Permit Required (Y/N)	Comments
East Elevation	P048	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P049	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P050	Cracked stone lintel	Repair/Replace lintel	12/1/18	Yes	Yes	N/A
East Elevation	P051	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P052	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P053	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P054	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P055	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P056	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P057	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P058	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P059	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P060	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P061	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P062	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P063	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P064	Open brick joint at wall corner	Replace broken bricks, rake and clean the masonry joint	10/30/19	Yes	Yes	N/A
East Elevation	P065	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P066	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P067	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P068	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P069	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P070	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P071	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P072	Broken brick at the corner of window wall	Replace broken bricks, rake and clean the masonry joint	10/30/19	Yes	Yes	N/A
East Elevation	P073	Cracked masonry	Replace masonry using compatible bricks.	10/30/19	Yes	Yes	N/A
East Elevation	P074	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	12/1/18	Yes	Yes	N/A
East Elevation	P075	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	12/1/18	Yes	Yes	N/A
East Elevation	P076	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	12/1/18	Yes	Yes	N/A
East Elevation	P077	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	12/1/18	Yes	Yes	N/A
East Elevation	P078	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	12/1/18	Yes	Yes	N/A

Condition Location	Photo #	Condition Description	Recommended Repair	Time Frame to Complete Repairs	DOB Permit Required (Y/N)	LPC Permit Required (Y/N)	Comments
East Elevation	P079	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	12/1/18	Yes	Yes	N/A
East Elevation	P080	Continuous crack at brick/limestone connection at building corner	Rebuild masonry corner wall using compatible bricks.	12/1/18	Yes	Yes	N/A
East Elevation	P081	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P082	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
East Elevation	P083	Cracked stone lintel	Repair/Replace lintel	10/30/19	Yes	Yes	N/A
Tower - NE Column, West Face of Column	P084	Cracked and/or open joint limestone	Sawcut the cracked stone, rake the joint and patch/seal with compatible material.	10/30/19	Yes	Yes	N/A
Tower - NW Column, East Face of Column	P085	Cracked and/or open joint limestone	Sawcut the cracked stone, rake the joint and patch/seal with compatible material.	10/30/19	Yes	Yes	N/A
Tower - North	P086	Open stone joint	Rake and seal the joint with compatible material.	10/30/19	Yes	Yes	N/A
Tower - SW Column, East Face of Column	P087	Cracked and/or open joint limestone	Sawcut the cracked stone, rake the joint and patch/seal with compatible material.	10/30/19	Yes	Yes	N/A
Tower - SE Column, West Face of Column	P088	Spalled limestone	Scrape rusted metal, apply anti corrosion paint and patch spalled stone with compatible material.	12/1/18	Yes	Yes	N/A
Tower - West	P091	Spalled stone cornice	Repair with compatible material	12/1/18	Yes	Yes	N/A
Tower - NW Column, South Face of Column	P092	Cracked and/or open joint limestone	Sawcut the cracked stone, rake the joint and patch/seal with compatible material.	10/30/19	Yes	Yes	N/A
Tower - SW Column, North Face of Column	P093	Cracked and/or open joint limestone	Sawcut the cracked stone, rake the joint and patch/seal with compatible material.	12/1/18	Yes	Yes	N/A
Tower - West	P094	Open mortar joint	Secure stone in place	12/1/18	Yes	Yes	N/A
Tower - SE Column, NW Corner of Column	P095	Displaced limestone veneer panel	Remove and re-install existing, or replace the limestone panel using compatible stone.	12/1/18	Yes	Yes	N/A
Tower - NE Column, South Face of Column	P096	Cracked and/or open joint limestone	Sawcut the cracked stone, rake the joint and patch/seal with compatible material.	10/30/19	Yes	Yes	N/A
Tower - East Elevation	P097	Spalled limestone at metal bar anchoring point	Repair the spalled stone with compatible material.	12/1/18	Yes	Yes	N/A
North Elevation - Parapet	P098	Cracked parapet masonry	Remove the steel plate and repair the crack	12/1/18	Yes	Yes	N/A
North Elevation - Parapet	P099	Deteriorated parapet cementitious stucco	Repair/Replace parapet cementitious stucco and seal coping and flashing	12/1/18	No	No	N/A
South Elevation - Parapet	P100	Deteriorated parapet cementitious stucco and open coping joint	Repair/Replace parapet cementitious stucco and seal the coping and flashing	12/1/18	No	No	N/A

APPENDIX 3 - CURRENT STATUS OF UNSAFE OR SWAMP CONDITIONS REPORTED IN PREVIOUS CYCLE

Condition Reported in Cycle 7 Filing		Current Observations			Comments
Total Number of Conditions	Condition Description	Condition Status	Current Status	Permit # used for the repair work (if applicable)	
35	R.01 Spalled Limestone	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
111	R.02 Cracked Limestone	SWAMP	SAFE EXCEPT THE CONDITIONS NOTED IN APPENDIX 1	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
4	R.03 Disengaged bronze trim at window	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
1	R.04 Open seam at cast iron column	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
5	R.05 Crack at limestone lintel/soffit	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
1	R.06 Open mortar joint at limestone	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
1	R.07 Displaced limestone panel	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
4	R.08 Crack and displaced parapet wall	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
29	R.09 Cracked brick	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
5	R.10 Spalling brick	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
8	R.11 Continuous cracked brick at corner	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
1	R.12 Cracked stucco	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
1	R.13 Bulging brick	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
1	R.14 Bent flagpole rod	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
1	R.15 Stucco repairs in progress	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
7	R.16 Bowed lintel	SWAMP	SAFE	Refer to Section J of the Report.	See Appendix 3A for condition locations at various facades.
7	R.02 Cracked Limestone	SWAMP	UNSAFE	Refer to Section J of the Report.	This is one condition at South corner of East Façade represented with 4 photos. In cycle 7 there were 7 photos representing this condition. The condition was repaired 2 years ago and appeared again. See Appendix 3A for condition locations at various facades.
7	R.02 Cracked Limestone	SWAMP	UNSAFE	Refer to Section J of the Report.	This is one condition at South corner of East Façade represented with 4 photos. In cycle 7 there were 7 photos representing this condition. The condition was repaired 2 years ago and appeared again. See Appendix 3A for condition locations at various facades.
7	R.02 Cracked Limestone	SWAMP	UNSAFE	Refer to Section J of the Report.	This is one condition at South corner of East Façade represented with 4 photos. In cycle 7 there were 7 photos representing this condition. The condition was repaired 2 years ago and appeared again. See Appendix 3A for condition locations at various facades.
7	R.02 Cracked Limestone	SWAMP	UNSAFE	Refer to Section J of the Report.	This is one condition at South corner of East Façade represented with 4 photos. In cycle 7 there were 7 photos representing this condition. The condition was repaired 2 years ago and appeared again. See Appendix 3A for condition locations at various facades.
1	R.06 Open mortar joint at limestone	SWAMP	UNSAFE	Refer to Section J of the Report.	This Condition was reported as SWAMP in cycle 7
1	R.02 Cracked Limestone	SWAMP	UNSAFE	Refer to Section J of the Report.	This Condition was reported as SWAMP in cycle 7

APPENDIX 3A - SUMMARY OF CONDITIONS REPORTED IN CYCLE 7

CONDITION TYPE	NORTH FAÇADE	SOUTH FAÇADE	EAST FAÇADE	WEST FAÇADE	NORTH COURT 1	SOUTH COURT 1	EAST COURT 1	WEST COURT 1	NORTH COURT 2	SOUTH COURT 2	EAST COURT 2	WEST COURT 2	TOTAL
R.01	8	6	21										35
R.02	20	21	51	6	4	10		4	1			1	118
R.03	3								1				4
R.04	1												1
R.05	5												5
R.06			1										1
R.07			1										1
R.08		2	2										4
R.09		4	3		4	1		12	4			1	29
R.10			4					1					5
R.11		3	4					1					8
R.12			1										1
R.13			1										1
R.14				1									1
R.15	1												1
R.16	1	4						2					7

<b>X</b>	Capital
	O&M

### 2020 – Shared Services / Facilities and Field Services

<b>Project/Program Title</b>	Astoria Southwest Storm Water System Corrective Action Plan
<b>Project Manager</b>	Leo Palmer
<b>Hyperion Project Number</b>	PR.23317527
<b>Status of Project</b>	Planning and Engineering
<b>Estimated Start Date</b>	01/2020
<b>Estimated Completion Date</b>	12/2022
<b>Work Plan Category</b>	Regulatory – Agency Mandated

#### **Work Description:**

The Company has retained Kleinfelder, Inc. (“Kleinfelder”) to investigate polychlorinated biphenyls (“PCBs”) in the Southwest Stormwater System (“SWSS”), which is located in the southwestern portion of the Astoria Site, along 18th Avenue, and which discharges into the East River via an outfall (“Outfall B”). PCBs have continued to be identified in onsite stormwater, at concentrations sporadically exceeding the limit of 200 parts per trillion (“ppt”) set by the New York State Department of Environmental Conservation’s (“NYSDEC”). These exceedances have been documented through regular sampling of stormwater within the SWSS, and by supplemental sampling conducted by Kleinfelder during their investigations.

Since the completion of the new Outfall B piping replacement project in May 2015, the site has exceeded the action level 21 times. This includes a sample of 1,300 ppt. As per the DEC, Con Edison must stay under (or very close to) 200 ppt for 18-24 months to avoid a State Pollutant Discharge Elimination System (“SPDES”) permit that will result in violations when we exceed the limit moving forward.

Although the SWSS was reconstructed in 2015 with various controls to reduce the amount of total suspended solids (“TSS”) and PCBs (e.g. oil/grit separators, sediment/silt filters, and oil separation devices), sampling of the stormwater discharge continues to show exceedances of both TSS and PCB regulatory action limits.

The Kleinfelder investigations, which were conducted in 2016 and 2017, identified the likely contributors of PCBs and TSS into the SWSS, as well as three main categories for system improvements:

- **Source Control** – Actions targeting removal of PCBs at the source (*i.e.*, field returned transformers) via operational controls, surficial sediment removal, and deposition prevention.
- **Stormwater Collection and Conveyance** – Actions that improve the functionality, maintenance, and efficiency of the stormwater collection and conveyance system.
- **Stormwater Treatment** – Actions focused on improving the existing treatment systems, as well as adding new stormwater treatment facilities to reduce the PCB load and PCB concentrations in stormwater runoff. (Note: There are no stormwater treatment category improvements associated with this project. Due to high estimated costs, they will be addressed separately only if the source control and stormwater collection and conveyance improvements are ineffective at achieving regulatory compliance.)

In order to address “**Source Control**” issues, Kleinfelder recommended improving Field Returned Transformer (“FRT”) processing and storage practices since dirt and debris on the FRTs are suspected to be a primary source of PCBs that may enter the SWSS during rain events. We will therefore look to construct a new on-site FRT Wash-down Area/Canopy which will be an enclosed and/or covered structure for receiving and washing down dirt and debris from transformers before they are temporarily stored outside, where rainwater can wash PCB contaminated dirt/debris into the SWSS drainage system. This capital project is estimated at approximately \$10 million. Kleinfelder also recommended using a vacuum truck as another “Source Control” measure for surficial sediment removal of PCBs, as well as other process improvements for minimizing sediment from entering the SWSS. O&M costs associated with these measures are approximately \$600,000 annually.

In order to address the “**Stormwater Collection and Conveyance**” issues and improve stormwater runoff from the East Storage Yard, which presently overwhelms downstream catch basins, Kleinfelder recommended to supplement the SWSS drainage collection system by adding catch basins and slot drains. Additional stormwater catch basins within the East Storage Yard would improve drainage and reduce the flow of runoff from this area to the North Storage Yard. This would also alleviate the bypassing and clogging of catch basins with high sediment loads, and help to capture and treat runoff from the Site more effectively—reducing the frequency of inlet filter clogging across the site. Additional catch basins would also reduce stormwater runoff from flowing across the Site cover, which could reduce PCB concentrations. It is also recommended that the existing concrete/asphalt system of the Astoria East Yard be completely removed and replaced with a new concrete system that includes proper drainage. In addition to improving Stormwater Collection and Conveyance, replacing the Astoria East Yard concrete slab and asphalt would address slips, trips, and fall safety hazards associated with the area. Note that the existing eight-inch heavy duty concrete slab, which makes up a majority of the yard, was installed approximately fifty years ago, and has suffered extensive damage from aging, freeze-thaw cycles, and the leaching of lime and salt contamination. In most locations, the top two inches of cover has eroded, exposing the wire mesh that absorbs shrinkage strains; embedded rebar have also rusted from exposure to the elements. The asphalt areas located between the concrete slabs have also deteriorated, exacerbating the safety hazard to personnel. These uneven surfaces could result in forklift accidents that could potentially cause injuries, transformer damage, and transformer oil spills. The capital project to improve Stormwater Collection and Conveyance systems and replace the Astoria East Yard concrete slab is estimated at approximately \$25 million.

### **Justification Summary:**

There is “legacy” contamination in the soil/groundwater from historical & ongoing site operations (e.g. routine handling of PCB-impacted materials). The Outfall B samples continue to show exceedances of DEC action levels for PCBs (200 ppt) & TSS (100 ppm) and there is the potential for these contaminants to discharge into the East River.

### **Supplemental Information:**

- **Alternatives:**

The Company has retained Kleinfelder to investigate PCBs in the SWSS and this White Paper addresses key recommendations to mitigate sporadic exceedances. In addition, the existing concrete pads and asphalt areas are in a state of disrepair as discussed above. As the Company continues to use the Astoria East Yard to store new and reconditioned electric distribution transformers, field return transformers, and transformers that have been reconditioned in the Transformer Shop, there will continue to be a potential for oil/PCB leaks. The proposed concrete foundation will capture these leaks and stormwater runoff must then be collected (*i.e.*, by utilizing passive oil and grit separators) prior to discharge into the Outfall B storm sewer system.

- **Risk of No Action:**  
The current condition creates localized flooding conditions and could result in discharges of pollutants into the East River, either via stormwater runoff or as a result of oil spills. This project will address these issues and will enhance SPCC measures to prevent oil spills from entering the East River, thereby helping to avert an ecological problem which threatens the public interest.
- **Non-financial Benefits:**  
In addition to mitigating the environmental effects of conveying pollutants to the East River, this project addresses a safety hazard to personnel; *i.e.*, uneven/spalling concrete and exposed rebar which could result in forklift accidents that could potentially cause injuries.
- **Summary of Financial Benefits (if applicable) and Costs:** Not applicable.
- **Technical Evaluation/Analysis:**  
The Company has retained Kleinfelder to investigate PCBs in the SWSS and this White Paper addresses key recommendations to mitigate sporadic exceedances. In addition, the existing concrete pads and asphalt areas are in a state of disrepair as discussed above.
- **Project Relationships (if applicable):** None.
- **Basis for Estimate:** Engineering estimates

**Total Funding Level (\$000):****Capital****Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
<b>Total</b>						

**Request (\$000):**

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
	1,000	13,000	13,000	8,000

**Request by Elements of Expense**

<b>EOE</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Labor		<b>161</b>	<b>401</b>	<b>400</b>	<b>400</b>
M&S		<b>80</b>	<b>500</b>	<b>500</b>	<b>500</b>
A/P		<b>446</b>	<b>8622</b>	<b>8206</b>	<b>3943</b>
Other					
Overheads		<b>313</b>	<b>3477</b>	<b>3894</b>	<b>3157</b>
<b>Total</b>	<b>0</b>	<b>1,000</b>	<b>13,000</b>	<b>13,000</b>	<b>8,000</b>

<input checked="" type="checkbox"/>	Capital
<input type="checkbox"/>	O&M

### 2020 – Shared Services / Facilities & Field Services

<b>Project/Program Title</b>	Fuel Station Upgrades
<b>Project Manager</b>	Joseph Dente
<b>Hyperion Project Number</b>	PR.10079272
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	December 2019
<b>Estimated Completion Date</b>	December 2020
<b>Work Plan Category</b>	Operationally Required

#### **Work Description:**

Transportation Operations operates and maintains the Company’s twelve in-house vehicle fueling stations (gasoline and diesel). However, as the equipment degrades and becomes obsolete, we have seen an increase in maintenance to these stations. These components are reaching the end of their life cycle and need to be replaced. This project funds the replacement of aging equipment at the Company’s Neptune Avenue fueling station.

The Neptune Avenue fuel station was installed in 1988 and was designed to fuel our gas and diesel fleet vehicles. An engineering study recommended that aging equipment and tanks be replaced with new double-wall fiberglass underground storage tanks that meet current fuel station regulations. This will also reduce the potential for an environmental incident resulting from a tank/component failure.

The scope of the project includes the replacement of the fueling island, gas and diesel dispensing equipment, several single wall tanks and associated electrical hardware and conduits.

The equipment at this location is over 30 years old and these upgrades will extend the life of the capital assets and lower operating and maintenance costs associated with outdated equipment that is at the end of its useful life.

**Project Update:** Through 2015, various above ground upgrades to nine fueling stations (islands, dispensers, card readers and associated equipment) in the Con Edison territory were completed. In addition, in 2017, the Eastview station replacement was completed, however, due to priority rescheduling of the related Compressed Natural Gas (“CNG”) station project and environmental issues at the site, the project was delayed which subsequently delayed the completion of the Rye and Yonkers Station replacements. The Rye station is now scheduled to be completed early in 2019 and the Yonkers station will be completed by year-end 2019.

#### **Justification Summary:**

The fuel station provides fuel for the daily operation of the Company’s fleet of cars, trucks, and equipment. Replacement parts are becoming obsolete and difficult to obtain. If a major failure were to occur at a station, it is possible the station would be out of service for a considerable amount of time until repairs could be made. This would impact the ability to fuel Company vehicles at the site, resulting in the



use of potentially more costly fueling sites. In addition, there are environmental concerns because of the potential for system leaks, which may be higher due to the age of the equipment.

### **Supplemental Information:**

Alternatives: Utilize vendor fueling sites. However, using vendor fueling sites compromises the company's ability to provide self-sufficient fueling capability. In addition, vendor fueling stations do not offer Bio-Diesel (B20) which would significantly impact our ability to meet EPAct requirements.

Risk of No Action: If the upgrade to this fueling station does not occur, the Company would maintain the existing station at an increased cost, recognizing that the potential for system and component failure increases. In the event of a failure, redirecting fleet fueling to outside fueling stations decreases control of fuel tracking and reconciliation, and reduces the ability to utilize Bio-Diesel (B20). The Company has a regulatory commitment to use alternate fuels, such as bio-diesel, in its medium/heavy duty fleet in accordance with the Department of Energy (DOE) Energy Policy Act (EPAct) of 1992. The use of Bio-Diesel (B-20) ensures the Company's ability to meet and maintain the EPAct alternative compliance. Failure to comply with this EPAct mandate could result in penalties being imposed on the Company. Furthermore, the potential for an environmental incident also increases due to fuel leaking from aged equipment.

Non-financial Benefits: The upgrade to this station will continue to help reduce petroleum consumption by using Bio-Diesel fuel to maintain EPAct compliance, comprising a large percentage of Con Edison's long range strategy. Continued use of bio-diesel will help to enhance and promote the Company's commitment to environmental excellence.

- Summary of Financial Benefits (if applicable) and Costs: The estimated total cost of the project is \$3 million.
  - Technical Evaluation/Analysis: An engineering study was performed to evaluate the existing Con Edison fueling stations and determine what upgrades and/or replacements would be required to improve reliability and reduce environmental risk. The recommendations were based on existing conditions of the tanks and equipment.
- Project Relationships (if applicable): N/A
- Basis for Estimate: The estimates for the complete station replacement are based on a recently completed station replacements, incorporating the same scope of work and similar components.

### **Total Funding Level (\$000):**

#### **Historical Spend**

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year<sup>1</sup></u> (O&M only)	<u>Forecast 2018</u>

**Historical Elements of Expense**

(Historical EOE breakout will only be completed for Steam projects/programs of \$500 thousand or more and, for all other organizations, projects/programs of \$1million or more.)

<b><u>EOE</u></b>	<b><u>Actual 2014</u></b>	<b><u>Actual 2015</u></b>	<b><u>Actual 2016</u></b>	<b><u>Actual 2017</u></b>	<b><u>Historic Year</u></b> (O&M only)	<b><u>Forecast 2018</u></b>
Labor						
M&S						
A/P						
Other						
<b>Total</b>						

**Request (\$000):**

<b><u>Request 2019</u></b>	<b><u>Request 2020</u></b>	<b><u>Request 2021</u></b>	<b><u>Request 2022</u></b>	<b><u>Request 2023</u></b>
<b>1,350</b>	<b>\$3,000</b>			

**Request by Elements of Expense**

<b><u>EOE</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Labor	<b>100</b>	<b>400</b>			
M&S	<b>193</b>	<b>1,225</b>			
A/P	<b>530</b>	<b>195</b>			
Other	<b>64</b>	<b>126</b>			
Overheads	<b>463</b>	<b>1,054</b>			
<b>Total</b>	<b>1,350</b>	<b>\$3,000</b>			

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<sup>i</sup> 12 Months Ended 9/30/2018

Exhibit\_\_(SSP-7)  
Shared Services – Integrated Supply - Capital

X	Capital
	O&M

### 2019 – Supply Chain

<b>Project/Program Title</b>	Integrated Supply
<b>Project Manager</b>	Not yet assigned
<b>Hyperion Project Number</b>	PR.23287923
<b>Status of Project</b>	Planning
<b>Estimated Start Date</b>	01/01/2019
<b>Estimated Completion Date</b>	TBD
<b>Work Plan Category</b>	Strategic and Operationally Required

#### **Work Description:**

Integrated supply is a business partnership where a supplier assumes many of the activities that have traditionally been done in-house like sourcing, purchasing, stocking, direct delivery, etc. Activities resumed by the supplier will be monitored via a project plan through implementation and contract administration in addition to key performance indicators (KPIs) as dictated in the contract. The integrated supply program is designated for specific materials – low cost / high volume items. Project implementation begins with maintenance, repair and operational items (MRO); pipes-valves and fittings (PVF); personal protective equipment (PPE); grab n 'go items and emergency material.

Supply Chain activities support the end-to-end (planning to delivery processes) and must be flexible to support different fulfillment models. Activities are inclusive of planning, sourcing, buying, storage and delivery.

#### **Justification Summary:**

Integrated supply is a model that can leverage spend to lower unit pricing, provide direct delivery to regional Store locations, optimize the use of technology based solutions and integration of an information technology (“IT”) platform with Oracle. The scope of this initiative includes several thousand material items along with new processes and technology to support direct delivery to regional Store locations. This initiative is earmarked for implementation in 2019, with savings to begin in 2020.

#### **Supplemental Information:**

- Alternatives:

The alternate to this initiative is business as usual, i.e., a hub and spoke delivery model for the distribution of materials to the regional Storerooms from Astoria Distribution Center.

- Risk of No Action:

Missed opportunities for:

- Continuous improvement and optimization of the inventory values;
- Contract consolidation and reduction of internal transactions; and
- Technology integration for ease of use and improvements to replenishment models.
- Non-financial Benefits:

There are several process efficiencies and process optimization benefits:

- Improved Service for material users, shorter material lead-times, increased transparency and accountability of usage – who takes what.
- Tighter control of materials, which will result in reduction of usage and shrinkage
- Improved data availability to allow for better analytics of trend and demand patterns.
- Reduction of inventory throughout the entire storerooms.
- Leveraging technology to automate the replenishment of items
- Improved visibility and traceability of materials to accurately manage inventories.
- Improving fill rates and customer satisfaction while keeping minimal inventories.
- Summary of Financial Benefits (if applicable) and Costs:
- Please see Accounting Panel Exhibit. AP-3, Schedule 16.Technical Evaluation/Analysis:

Multi-phased approach to feasibility. During the initial phase a Request for Information (RFI) was solicited to fourteen suppliers (May 2017). Consisted of development of desired mode, defined categories, data analysis of spend, initial request for proposal (RFP) to suppliers (eleven responses received), benchmarking activities with peer utilities (interviews and site visits) and creation of market basket items for inclusion in RFP. Phase two was completed in July 2017 to validate spend and potential savings through a defined supply scope which included sourcing and RFP development and determination of a fulfillment policy for projects and stores through an as-is fulfillment evaluation and future state strategy. Down selection (reduction in the number of suppliers bidding on the projects, as it moves from one phase to another. Completed in accordance with criteria established in the evaluation documents.) completed (September 2017) to four suppliers which completed in person presentations (October 2017). Through evaluation the group scored and determined the group would be down selected to three and a final evaluation of technical approach. (November 2017) The next selection was then from three to two suppliers who are both technically qualified based on service, technology, experience, price and interviews, completed December 2017. The remaining two suppliers then participated in a 90 day assessment (August – October 2018) (with a core team to evaluate all locations and present recommendations and solutions. Overall final selection is based on total cost of ownership (TCO) which determines the direct and indirect costs in comparison to cost of business under the current structure. Final selection and contract execution expected March 2019.

- Project Relationships (if applicable):

Not applicable

- Basis for Estimate:

Assumed cost for hardware technology for locations and cost to integrate IT platform with selected supplier.

**Basis for Assumptions:**

- An average of \$128,500 per location for hardware technology – 20 locations. 17 storerooms + 3 satellite locations.
- An average of \$88,000 per location for storeroom improvements i.e.- Wi-Fi installation, shelf/rack improvements, securing inventory. – 20 locations. 17 storerooms + 3 satellite locations.
- \$820,000 for Oracle Modifications and technology interfaces development

Project Costs	2019	2020	TOTAL
<b>Hardware</b>	\$ 1,078,000	\$ 1,492,000	\$ 2,570,000
<b>Storeroom Improvements</b>	\$ 462,000	\$ 1,298,000	\$ 1,760,000
<b>Software Modifications</b>	\$ 545,000	\$ 275,000	\$ 820,000
<b>TOTALS</b>	<b>\$ 2,085,000</b>	<b>\$ 3,065,000</b>	<b>\$ 5,150,000</b>

**Total Funding Level (\$000):****Historical Elements of Expense**

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year</u> (O&M only)	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
<b>Total</b>						

**Request (\$000):****Future Elements of Expense**

<u>EOE</u>	<u>Budget 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
Labor	77	230			
M&S					
A/P	1,163	2,474			
Other	783	220			
Overheads	62	141			
<b>Total</b>	<b>2,085</b>	<b>3,065</b>			

**EXHIBIT \_\_\_\_ (GRP-1)**

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**

**EMBEDDED COST-OF-SERVICE STUDY – GAS DEPARTMENT  
YEAR 2017**

**Consolidated Edison Company of New York, Inc.**

**Index Listing for EXHIBIT \_\_\_\_ (GRP-1)**

1. Exhibit \_\_\_\_ (GRP-1), Schedule 1– Embedded Cost-of-Service Study – Gas Department, Year 2017, Rates In Effect January 1, 2019
2. Exhibit \_\_\_\_ (GRP-1), Schedule 2 – Merchant Function
3. Exhibit \_\_\_\_ (GRP-1), Schedule 3 – Billing & Payment Processing



**EXHIBIT \_\_\_\_ (GRP-1)  
SCHEDULE 1**

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**

**EMBEDDED COST-OF-SERVICE STUDY - GAS DEPARTMENT  
YEAR 2017  
RATES IN EFFECT  
JANUARY 1, 2019**

## **EXPLANATION OF DATA SOURCES AND COSTING METHODS**

### **TABLE OF CONTENTS**

<b><u>SECTION</u></b>		<b><u>PAGE</u></b>
<b>I</b>	<b>Summary</b>	<b>3</b>
<b>II</b>	<b>Description of Operating Functions - Tables 2, 3 and 5</b>	<b>4</b>
<b>III</b>	<b>Description of Allocation Factors - Table 7</b>	<b>9</b>
<b>IV</b>	<b>Customer Classes</b>	<b>13</b>
<b>V</b>	<b>Rate of Return Statement - Table 1</b>	<b>14</b>
<b>VI</b>	<b>Rate Base - Table 2</b>	<b>16</b>
<b>VII</b>	<b>Operating Expenses - Table 3</b>	<b>21</b>
<b>VIII</b>	<b>Operating Revenues - Table 4</b>	<b>29</b>
<b>IX</b>	<b>State and Federal Income Taxes - Table 5</b>	<b>30</b>
<b>X</b>	<b>Customer Costs by Class - Table 6</b>	<b>31</b>

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
**EMBEDDED COST OF SERVICE STUDY**  
**GAS DEPARTMENT**  
**YEAR 2017**

**I - SUMMARY**

This Embedded Cost of Service (ECOS) study allocates Consolidated Edison's Gas Department costs among service classifications (SC), **SC 1-Residential and Religious**, **SC 2- Rate I**, **SC Rate II** and **SC 3-Residential and Religious Heating** based on an analysis of the rate base, including book cost of plant, and the operating expenses, including operation and maintenance for the Gas Department for the calendar year 2017. The ECOS study methodology is based on a two-step procedure. First, the costs are functionalized and classified to **Operating Functions**, as shown on **Tables 2** through **5**. Along with the traditional functions, the study also includes fully unbundled competitive functions, i.e., Merchant Function and Billing and Payment Processing. The costs within each function are then allocated to **Customer Classes** based on appropriate physical quantities, such as therms of gas sold, or other appropriate bases of allocation, such as book cost of meters and number of customer bills. The bases of cost allocation are shown in detail on **Table 7** as **Allocation Factors** and are further described below. The details of allocations by customer class are shown on **Tables 2** through **5**. The results of the cost allocation study are combined with class revenues to yield the Rate of Return Statement by class shown on **Table 1**. The monthly average **Customer Costs** by class are shown on **Table 6**. The costs allocated in this study were adjusted for the following items:

(1) The revenues reflect current rates, i.e., rates effective January 1, 2019. This adjustment is needed to ensure that the study reflects current rate levels and shows the correct relationship among the service classifications; (2) the cost of gas and the corresponding gas revenues have been excluded from the study; (3) revenues and expenses associated with the uncollectible component of the MFC, System Benefits Charge, and Regulatory 18-A Assessment have also been excluded from the study; (4) revenues and gas costs are presented as if there are no interruptible customers; (5) firm transportation customers have been priced as sales customers and included in their appropriate service classifications and (6) for purposes of unbundling, total revenues were used to allocate a portion of customer care related expenses, customer service related expenses and information resources related expenses to competitive functions as determined by the Public Service Commission and explained further.

## **II - DESCRIPTION OF OPERATING FUNCTIONS – TABLES 2, 3 and 5**

The operating functions are shown on **Table 2, Rate Base, Table 3, Operating Expenses,** and **Table 5, Income Taxes** (State and Federal) as described below. Where applicable, these functions include associated operating expenses, administrative & general expenses, state income taxes (SIT) and federal income taxes (FIT).

### **Lines 1 through 3, Gas Supply**

The Gas Supply function is divided into the following sub-functions:

#### **Line 1, Gas Supply-Demand**

All costs for the Gas Supply-Demand function and corresponding revenues have been excluded

from this study.

**Line 2, Gas Supply-Commodity**

All costs for the Gas Supply-Commodity function and corresponding revenues have been excluded from this study.

**Line 3, Merchant Function**

The Merchant Function includes the costs associated with energy procurement, which includes purchasing, scheduling, billing, market analysis, transportation and planning. Also included is a revenue based allocation of credit & collection, theft, IR, and education & promotional advertising.

This function is allocated to classes based on a hybrid allocator. The procurement costs are allocated 100% on annual sales (therms), while the revenue based adders of credit & collection, theft, IR and education & promotional advertising are allocated 25% on annual sales and 75% on number of customers. The merchant function is not applicable to transportation customers.

**Line 4, Storage**

The Storage function includes all storage related plant costs and O&M expenses. This function is allocated to service classes based on their maximum 24-hour use on a zero degree day.

**Line 5, Transmission**

The Transmission function represents Con Edison's portion of the New York Facilities System as stipulated in the N.Y. Facilities Agreement. This system consists of compressor station equipment, a portion of telemetric equipment, tunnels and high-pressure mains. This function is allocated to service classes based on their maximum 24-hour use on a zero degree day.

## **Lines 6 through 10, Distribution**

The Distribution function is divided into the following sub-functions:

### **Line 6, Distribution-Demand**

The Distribution Demand (“Demand Component”) consists of the balance of the distribution mains system not allocated to the customer component, and represents fixed costs related primarily to mains. It also includes fixed costs related to distribution pressure governors and regulating equipment, used in distributing gas from the New York Facilities System to the customer. These costs are allocated to the classes in proportion to their maximum one-hour non-coincident use on a zero degree day.

### **Line 7, Distribution-Customer**

The Distribution Customer (“Customer Component”) consists of the distribution mains system that would be required to connect gas customers with a minimum predominant size pipe, regardless of their demand for gas. It is apportioned to the classes based on a study of the number of service connections for each class and the associated relationship of the length of mains for residential and commercial customers.

### **Line 8, Services**

The Services function consists of the fixed costs of connecting customers to the distribution system. These costs are considered to be customer-related costs and have been apportioned, by class, based on the class allocation of the book cost of services. This allocation was based on a study of services costs in each customer class.

### **Line 9, Meters & House Regulators**

The Meters & House Regulators function consists of the costs of meters, including house regulators and installations. These customer costs have been allocated to classes based on the book cost of the meters, house regulators and installations. The book cost allocation was based on a detailed study of customers' meters for Con Edison's gas firm service classifications.

### **Line 10, Customer Installation**

The Customer Installation function consists of the costs of investigating gas leaks and inspecting and maintaining installations. These costs have been allocated to all classes using a hybrid allocator. 50% of the costs in the customer installation function are allocated to services class based a study of the number of service connections for each class and the associated relationship of the length of mains for residential and commercial customers, with the remaining 50% apportioned among all classes on the basis of the total number of meters in service.

### **Line 11, Payment Processing**

The Payment Processing function consists of the customer accounting expense of accepting customer payments including direct costs. It also includes allocations of call center and service center operations and information resources, all based on a detailed study of those activities. Also included is a revenue based allocation of credit & collection, theft, education & promotional advertising and uncollectibles. Payment Processing, a direct customer cost, includes an allocation of other operating expense, A&G expenses, common plant, payroll taxes, state and federal income taxes. This function is allocated to classes based on the number of bills.

### **Line 12, Printing & Mailing a Bill**

The Printing & Mailing a Bill function consists of the customer accounting expense of billing customers, including direct costs as well as allocations for call center and service center operations and information resources, all based on a detailed study of those activities. Also included is a revenue based allocation of credit & collection, theft, education & promotional advertising and uncollectibles. Printing & Mailing a Bill, a direct customer cost, includes an allocation of other operating expenses, A&G expenses, common plant, payroll taxes, state and federal income taxes. This function is allocated to classes based on the number of bills.

### **Line 13, Customer Accounting**

The Customer Accounting & Collection function consists of direct customer costs for meter reading and customer records and collection expenses including other applicable operating expenses, A&G expenses, common plant, payroll taxes, state and federal income taxes. The function was reduced for the costs associated with the Payment Processing and Printing & Mailing a Bill activities, as these costs were assigned directly to their respective functions. Also, a portion of costs related to the credit & collection/theft functions were reallocated to competitive functions based on a revenue allocation. The remaining costs were assigned to customer classes based on a composite allocation factor consisting of the number of meters and number of customers.

### **Line 14, Customer Service**

The Customer Service function consists of customer assistance expenses, informational advertising expenses, miscellaneous customer service expense, demonstrating and selling expenses, promotional advertising expense and miscellaneous sales promotion expenses. A portion of



educational customer advertising costs were allocated to competitive functions based on a revenue allocation. The remaining costs were allocated to the customer classes based on the number of customers.

**Line 15, Uncollectibles**

The Uncollectibles function includes the operation and maintenance expenses for uncollectibles accounts. Uncollectibles associated with commodity have been adjusted out of the study.

Uncollectibles are allocated to the firm classes to reflect the comparative relationship between the uncollectible characteristics of residential classes (0.87) and non-residential classes (0.26). A portion of uncollectibles was allocated on a revenue basis to the billing and payment processing function. The remaining uncollectible costs are shown on Line 15.

**Line 16, Revenues**

The Revenues function will be zero for this study.

**III - DESCRIPTION OF ALLOCATION FACTORS IN TABLE 7, PAGE 1**

<b><u>Factor</u></b>	<b><u>Line No.</u></b>	<b><u>Description and Source</u></b>
<b>D01</b>	<b>2</b>	<b><u>Max. Demand 24-Hour Use</u></b>  Maximum Demand 24-Hour Use on a zero degree day, by class, from the class demand analysis. Used to allocate Gas Supply-Demand, Storage, and Transmission functions.

<b>D02</b>	<b>5</b>	<b><u>Max. Demand 1 Hr. Non-Coinc.</u></b>
		Maximum 1-hour non-coincident demand on a zero degree day, by class, for allocation of the Distribution-Demand function.
<b>E03</b>	<b>8</b>	<b><u>Annual Therm Sales</u></b>
		Total Annual Therm sales, by class used to allocate the Gas Supply – Commodity function.
<b>C01</b>	<b>11</b>	<b><u>Customer Footage of Mains</u></b>
		Customer footage of mains is used to allocate the Distribution Customer Component.
<b>C02</b>	<b>14</b>	<b><u>Book Cost - Services</u></b>
		Year-end book cost of services used for connecting customers to the distribution system. This allocation was based on a study of services costs in each customer class.
<b>C04</b>	<b>17</b>	<b><u>Book Cost of Meters</u></b>
		Year-end book cost of meters, regulators and installations used to measure gas usage. The book cost was based on a detailed study of meters by gas service classification.
<b>C05</b>	<b>20</b>	<b><u>PMT Process'g, Mailing, Billing</u></b>
		The allocation factor for the payment processing and printing & mailing a bill functions is based on the number of bills by class.

**C07**

**23**

**Customer Accounting Exp.**

Customer Accounting Exp., allocation factor was developed by allocating the PSC accounts that comprise the total customer accounting expenses. The allocation factor consists of PSC Account 902, Meter Reading allocated to the service classes based on the number of meters, PSC Account 903, Customer Records allocated based on the number of customers, PSC Account 901, Supervision and PSC Account 905, Miscellaneous allocated based on the sum of allocations of PSC Account 902 and PSC Account 903.

**C09**

**26**

**Customer Service Exp.**

Annual customer service expenses, based on a number of customers by class.

**CIL**

**29**

**Customer Installation Exp.**

Annual customer installations expenses, based on the composite allocator consisting of study of the number of service connections for each class and the associated relationship of the length of mains for residential and commercial customers (applicable to 50% of costs) and total number of meters (remaining 50% of costs).

<b>C10</b>	<b>32</b>	<p><b><u>Uncollectible Accounts</u></b></p> <p>Annual uncollectible accounts expenses, based on a revenue allocation using uncollectible characteristics of residential and non-residential classes.</p>
<b>R01</b>	<b>35</b>	<p><b><u>Revenues from Sales</u></b></p> <p>Total Base Revenues, excluding associated revenue taxes and state income tax.</p>
<b>R02</b>	<b>38</b>	<p><b><u>MFC – Supply Related Revenues</u></b></p> <p>The R02, Competitive Revenues allocation factor is comprised of the annual MFC Supply Related revenues.</p>
<b>R03</b>	<b>41</b>	<p><b><u>MFC – Collections Related Revenues</u></b></p> <p>The R03, Competitive Revenues allocation factor is comprised of the annual MFC Collections Related revenues.</p>
<b>R04</b>	<b>44</b>	<p><b><u>BPP Revenues</u></b></p> <p>The R04, BPP Revenues allocation factor is comprised of the annual Billing and Payment Processing revenues received from customers.</p>
<b>R05</b>	<b>47</b>	<p><b><u>Other Operating Revenues</u></b></p> <p>Other Operating Revenues allocated to classes based on revenues from sales.</p>

<b>R08A</b>	<b>50</b>	<b><u>Revenue Adjustment</u></b>
		Revenue Adjustment allocation factor is used for adjusting the study for Allowable Rate of Return (not used in this study).
<b>R99</b>	<b>53</b>	<b><u>Null Revenue Factor</u></b>
<b>U01</b>	<b>56</b>	<b><u>Unbundled Allocator</u></b>
		The Unbundled Allocator is used to allocate the unbundled Gas Merchant function. It is composed of gas procurement costs (allocated to service classes based on annual therm sales); and commodity-related credit & collection/theft, information resources and education & promotional advertising costs (all allocated to classes based on 25% sales/75% customers).
<b>K02</b>	<b>58</b>	<b><u>Annual Therm Sales</u></b>
		Total annual therm sales by service class.
<b>K03</b>	<b>60</b>	<b><u>Number of Customers</u></b>
		Annual number of customers by service class.

#### **IV - CUSTOMER CLASSES**

The following customer classes or service classifications are analyzed in this study:

**S.C. No. 1 Residential and Religious.**

**S.C. No. 2 Rate I.**

**S.C. No. 2 Rate II.**

**S.C. No. 3 Residential and Religious Heating.**

**V - RATE OF RETURN STATEMENT - TABLE 1, PAGE 1**

The class allocations of the functional elements shown on **Table 2, Pages 1 through 8 Total Rate Base; Table 3, Pages 1 through 5, Total Operating Expenses; Table 4, Page 1, Operating Revenues; and Table 5, Pages 1 through 4, Income Taxes** (State and Federal) were consolidated and tabulated in summary form on the **Rate of Return Statement, Table 1, Page 1** detailed below:

**Line 1, Total Operating Revenues**

Total Operating Revenues are from **Table 4, Page 1, Line 8.**

**Line 4, Operation & Maintenance**

Total Operation & Maintenance expenses are from **Table 3, Page 1, Line 23.**

**Line 5, Depreciation**

Total Depreciation & Amortization expenses are from **Table 3, Page 2, Line 23.**

**Line 6, Property Taxes**

Total Property Taxes are from **Table 3, Page 3, Line 23.**

**Line 7, Payroll & Misc. Taxes**

Total Payroll & Miscellaneous Taxes are from **Table 3, Page 4, Line 23.**

**Line 8, State Income Tax**

Total State Income Taxes are from **Table 5, Page 2, Line 23.**

**Line 9, Federal Income Tax**

Total Federal Income Taxes are from **Table 5, Page 4, Line 23.**

**Line 11, Total Operating Expenses**

Total Operating Expenses is the sum of **Lines 4** through **9.**

**Line 13, Utility Operating Income**

Total Utility Operating Income (return) is Total Revenues on **Line 1** less Total Operating Expenses on **Line 11.**

**Line 15, Utility Rate Base**

Total Utility Rate Base (Total Rate Base) is from **Table 2, Page 8, Line 23.**

**Line 17, Rate of Return (9.89%)**

The Rate of Return on Utility Rate Base (system rate of return) shown on **Line 17** is calculated by dividing Utility Operating Income on **Line 13** by Utility Rate Base on **Line 15.**

**Line 19, Index**

The Index or Relative Rate of Return, **Line 19**, is the ratio of the class return to the system rate of return 9.89%.

**Line 21, Deviation**

The Deviation is the extent (in percentage points) by which the actual rate of return for each customer class deviates from the system rate of return.

**Lines 23 and 24, ± 10% Tolerance Bands**

A ± 10% tolerance band has been computed around the system rate of return, and appears on **Lines 23 and 24**, respectively.

**Lines 26 and 27, Revenue Surplus and Revenue Deficiency**

The revenue surplus or deficiency for the returns that fall outside of the tolerance band is shown on **Lines 26 and 27**, respectively.

**VI - RATE BASE - TABLE 2 - PAGES 1 through 8**

**Total Rate Base, Table 2, Page 8** summarizes the allocation of rate base to the classes for the following components included in **Table 2: Plant in Service, Page 1, Common Plant, Page 2, Depreciation Reserve (Accumulated Reserve for Depreciation), Page 3, Non-Interest Bearing CWIP, Page 4, Net Plant, Page 5, Total Rate Base Adjustments, Page 6** and **Working Capital, Page 7**. The Line Numbers listed below refer to the work paper **Book Cost of Plant**.

**Plant in Service, Table 2, Page 1**

**Common Plant, Table 2, Page 2**

The total gas book costs are shown by function by class in **Table 2, Page 1, Plant in Service**. The **Plant in Service** is comprised of the Storage, Transmission and Distribution Plant book cost. The functionalized book costs of **Common Plant** are shown on **Table 2, Page 2**.

**Description of Book Cost Functionalization from work paper Book Cost of Plant**

**Line 1, PSC Account 303, Miscellaneous Intangible Plant**

The total cost for PSC Account 303 was functionalized based on total common plant.



**Line 2, Total Intangible Plant**

Total Intangible Plant is equals to Line 1, PSC Account 303.

**Lines 7 – 15, PSC Accounts 360 through 363.5 Natural Gas Storage and Processing Plant**

Total costs for PSC Accounts 360 through 363.5 represent the book cost for gas holders and liquefaction equipment were functionalized directly to the Storage function.

**Line 16, Total Natural Gas Storage and Processing Plant**

Total Natural Gas Storage and Processing Plant is equal to the sum of PSC Accounts 360 through 363.5

**Transmission Plant:**

**Line 20, PSC Account 365.1, Land and Land Rights**

This account was reduced to exclude the costs related to joint operating properties. The remaining plant was functionalized to the Transmission function.

**Line 21, PSC Account 366, Structures and Improvements**

This account was reduced to exclude the costs related to joint operating properties. The remaining plant was functionalized to the Transmission function.

**Line 22, PSC Account 367, Mains**

This account was reduced to exclude the costs related to joint operating properties. Costs related to transmission mains that are not part of the New York Facilities System were reallocated to distribution mains. The remainder of the account was functionalized to the Transmission function.

**Line 23, PSC Account 368, Compressor Station Equipment**

This account was functionalized directly to the Transmission function.

**Line 24, PSC Account 369, Measuring and Regulating Station Equipment**

This account was functionalized to Transmission and Distribution-Demand functions based on the functionalization of Transmission Plant work paper.

**Line 25, Total Transmission Plant**

Total Transmission Plant is equal to the sum of PSC Accounts 365.1 through 369.

**Distribution Plant:**

**Line 29, PSC Account 376, Mains**

This account, including a reallocated portion of transmission mains, was functionalized to the Distribution-Demand (“Demand Component”) and Distribution-Customer (“Customer Component”) functions based on the development of the Minimum System for Gas Mains.

**Line 30, PSC Account 380, Services**

The total book cost of Services was directly assigned to the Services function.

**Lines 31 through 34, PSC Accounts 381 Meters, 382 Meter Installations, 383 House**

**Regulators and 384 House Regulator Installations**

The total book cost of Meters, Meter Installations, House Regulators and House Regulator Installations were functionalized directly to the Meters and House Regulators function.

**Line 35, Total Distribution Plant**

Total Distribution Plant is equal to the sum of PSC Accounts 376 through 384.

**Line 38, Total Plant**

Total Plant, **Line 38** equals the sum of **Lines 2, 16, 25** and **35**. This total represents the total book cost of plant by function.

**Lines 42 through 53, PSC Accounts 303 through 399, Common Plant**

The book cost of Common Plant was functionalized on labor expenses. The distribution function of Common Plant was further broken down based on operation and maintenance expenses excluding rents.

**Line 54, Total Common Plant**

Total Common Plant is equal to the sum of PSC Accounts 303 through 399. The functionalized results are shown on **Table 2, Page 2**.

**Line 58, Total Common Plant Excluding Land**

Total Common Plant Excluding Land is Line 54 Total Common Plant, less PSC 389 Land and Land Rights.

**Line 61, Total Book Cost of Plant**

The total book cost of Plant, **Line 61** equals the sum of **Line 38** and **Line 54**. This total represents the total gross plant by function.

**Depreciation Reserve – Table 2, Page 3**

The total Depreciation Reserve or Accumulated Reserve for Depreciation is shown on **Line 23** of **Table 2, Page 3**. This amount was functionalized based on the book cost of plant including common plant shown on **Table 2, Pages 1 and 2** respectively.

**Non-Interest Bearing CWIP - Table 2, Page 4**

The average cost of Non-Interest Bearing CWIP (construction work in progress) on which interest was not capitalized, is shown in total on **Line 23** of **Page 4** in **Column (1) of Table 2**. This amount was functionalized based on the book cost of plant, shown on **Table 2, Page 1**.

### **Net Plant- Table 2, Page 5**

**Net Plant** shown on **Table 2, Page 5** by function, by class is the sum of **Table 2, Page 1, Plant in Service**, plus **Table 2, Page 2, Common Plant** less **Table 2, Page 3, Depreciation Reserve**, plus **Table 2, Page 4, Non-Interest Bearing CWIP**.

### **Total Rate Base Adjustments - Table 2, Page 6**

The year end balances of Rate Base Adjustments are shown in total on **Line 23**, of **Table 2, Page 6**.

### **Working Capital - Table 2, Page 7**

The working capital component of Rate Base is shown on **Table 2, Page 7**. It is developed from the cost of materials and supplies on hand, prepayments of operating taxes, insurance, etc., and a cash allowance for operation and maintenance expenses representing a lag of revenue collections over payments for the costs incurred. The cost of materials and supplies was assigned to the storage function, as well as allocated to other functions based on the book cost of plant allocations.

Prepayments were apportioned to the functions based on individual cost causation. The cash allowance for operation and maintenance expenses, excluding the purchased gas expenses and uncollectibles, was functionalized based on the corresponding operation and maintenance expenses. Finally, an adjustment for Excess Rate Base Capitalization has been added to the gross working capital and functionalized on subtotal rate base, resulting in the Total Working Capital shown on **Table 2, Page 7, Line 23**.

### **Total Rate Base – Table 2, Page 8**

The sum of **Net Plant, Page 5, Rate Base Adjustments, Page 6** and **Working**

**Capital, Page 7**, comprises the **Total Rate Base**, and is shown on **Page 8 of Table 2**.

## **VII - OPERATING EXPENSES, TABLE 3 - PAGES 1 through 5**

Operating Expenses are shown on **Table 3, Pages 1 through 5**. **Total Operating Expenses, Page 5** represents the sum of the expenses by function, by class of **Operation & Maintenance, Table 3, Page 1** and **Total Other Expenses** shown on **Table 3 (Depreciation & Amortization, Page 2, Property Taxes, Page 3 and Payroll & Misc. Taxes, Page 4)**. The major operation and maintenance expenses consist of: Gas Supply (adjusted to zero as well as associated revenues for this study), Storage, Transmission, Distribution, Customer Accounting, Uncollectibles and Customer Service including Administrative and General Expenses and Miscellaneous Revenue Credits.

### **Operation and Maintenance Expenses**

**Table 3, Page 1, Operation & Maintenance** costs are derived from the Company's accounting data organized by PSC Account. The Line Numbers listed below refer to the work paper **Total Operation and Maintenance Expenses**.

### **Lines 1 through 7, PSC Accounts 804 through 813 Gas Supply & Production**

Total gas supply and production expenses, **Lines 1 through 7** are adjusted to zero since the cost of gas is not being shown in this study.

### **Lines 12 through 26, PSC Accounts 840 through 843.9 Storage Expenses**

These costs, relating to the Astoria LNG facility were functionalized directly to the Storage function.

**Line 31 through Line 42, PSC Accounts 850 through 865, Transmission Expenses**

**Line 31, PSC Account 850, Supervision and Engineering**

The supervision and engineering expense related to Operation was reallocated to PSC Accounts 851 through 857.

**Line 32, PSC 851, System Control and Load Dispatching**

These costs were functionalized to the Transmission and Distribution-Demand functions based on the book cost of Transmission Plant, **Line 25** in the Book Cost of Plant work paper.

**Line 33, PSC 853, Compressor Station Labor and Expense**

These costs were functionalized to the Transmission function based on the book cost of PSC Account 368, Compressor Station Equipment, **Line 23** in the Book Cost of Plant work paper.

**Line 34, PSC 856, Mains Expenses**

PSC Account 856, mains expense was adjusted for the following: 1) reclassifying non-New York Facilities System mains to distribution expense, PSC Account 874 and 2) the reduction of the associated expenses related to the joint operating properties. The remaining costs were functionalized to the Transmission function based on book cost of PSC Account 367, Mains, **Line 22** in the Book Cost of Plant work paper.

**Line 35, PSC 857, Measuring and Regulating Station Expenses**

These costs were functionalized to the Transmission and Distribution-Demand functions based on the book cost of PSC Account 369, Measuring and Regulating Station Equipment, **Line 24** in the Book Cost of Plant work paper.

**Line 36, PSC 859, Other Expenses**

These costs relating to the New York Facilities System were directly assigned to the Transmission function.

**Line 37, PSC 860, Rents**

These costs were functionalized to the Transmission and Distribution-Demand functions based on the book cost of Transmission Plant, **Line 25** in the Book Cost of Plant work paper.

**Line 38, PSC Account 861, Maintenance Supervision and Engineering**

The supervision and engineering expense related to Maintenance was reallocated to Maintenance PSC Accounts 862 through 865.

**Line 39, PSC Account 862, Maintenance of Structures and Improvements**

Structures and Improvements, PSC Account 862 was reduced for the associated expenses relating to the joint operating properties. The remaining costs were functionalized to the Transmission function based on book cost of PSC Account 366, **Line 21**, Structures and Improvements in the Book Cost of Plant work paper.

**Line 40, PSC Account 863, Maintenance of Mains**

Maintenance of mains expense was adjusted by the following: 1) reclassifying non New York Facilities System mains to distribution expense, PSC Account 887 and 2) was reduced for the expenses related to the joint operating properties. The remaining costs were functionalized to the Transmission function based on book cost of PSC Account 367, Mains, **Line 22** in the Book Cost of Plant work paper.

**Line 41, PSC Account 864, Maintenance of Compressor Equipment**

These costs were functionalized to the Transmission function based on the book cost of PSC Account 368, Compressor Station Equipment, **Line 23** in the Book Cost of Plant work paper.

**Line 42, PSC Account 865, Maintenance of Measuring and Regulating Station Equipment**

These costs were functionalized to the Transmission and Distribution-Demand functions based on the book cost of PSC Account 369, Measuring and Regulating Station Equipment, **Line 24** in the Book Cost of Plant work paper.

**Line 43, Total Transmission Operating and Maintenance Expenses**

Total transmission O & M expense is equal to the sum of **Line 31** through **Line 42**.

**Lines 47 through 57, PSC Accounts 870 through 893 - Distribution Expenses**

**Line 47, PSC Account 870, Supervision and Engineering**

The expenses related to procurement and associated information resources costs, from PSC Account 870, were directly assigned to the Merchant function. The supervision and engineering expense related to Operations was reallocated to operation expenses PSC Accounts 874 through 880.

**Line 48, PSC Account 874, Mains and Services**

These costs were functionalized to the Distribution-Demand, Distribution-Customer and Services functions based on book cost for **Line 29**, PSC Account 376, Mains and **Line 30**, PSC Account 380, Services from the Book Cost of Plant work paper. It also includes the reallocated portion of PSC Account 856, Transmission Mains that represents the mains other than the New York Facilities.



**Line 49, PSC Account 878, Meters and House Regulators**

These costs were functionalized directly to the Meters & House Regulators function.

**Line 50, PSC Account 879, Customer Installations**

These costs were functionalized directly to the Customer Installation function.

**Line 51, PSC Account 880, Other Expenses**

These costs were functionalized to the Distribution-Demand, Distribution-Customer, Services and the Meter & House Regulators functions based on Total Distribution Plant from the Book Cost of Plant work paper.

**Line 52, PSC Account 885, Maintenance Supervision and Engineering**

The supervision and engineering expense related to Maintenance was reallocated to maintenance expenses PSC Accounts 886 through 893.

**Line 53, PSC 886, Maintenance of Structures and Improvements**

These costs were functionalized directly to the Distribution-Demand function.

**Line 54, PSC Account 887, Maintenance of Mains**

These costs include the reallocated portion of PSC Account 863, Transmission Mains that represents the mains other than the New York Facilities System. The remaining part of this account was functionalized to the Distribution-Demand and Distribution-Customer functions based on the book cost of PSC Account 376, Mains.

**Line 55, PSC Account 889, Maintenance of Measuring and Regulating Station Equipment**

These costs were functionalized directly to the Distribution-Demand function.

**Line 56, PSC Account 892, Maintenance of Services**

These costs were functionalized directly to the Services function.

**Line 57, PSC Account 893, Maintenance of Meters and House Regulators**

These costs were functionalized directly to the Meters & House Regulators function.

**Line 58, Total Distribution Operation and Maintenance Expenses excluding Rents**

Total Distribution O & M Expenses excluding rents are equal to the sum of **Line 47** through **Line 57**.

**Lines 61, PSC Account 881, Rents**

These costs are functionalized to the Distribution-Demand and Distribution-Customer, Services and Meters & House Regulators functions based on the book cost of Distribution Plant.

**Line 63, Total Distribution Expenses**

Total Distribution Expenses, **Line 63** equals the sum of **Line 58** and **Line 61**.

**Line 72, PSC Accounts 901 through 905 – Customer Accounting Expenses**

The total annual expenses for customer accounting and collections (including uncollectibles) are shown on **Lines 67** through **71**. The costs related to Payment Processing and Printing & Mailing a Bill are allocated directly to their specific functions. The remaining costs consisting of meter reading, and other customer records and collection expenses were functionalized to the Customer Accounting function. A portion of costs related to the credit & collection function were re-allocated to competitive functions based on a revenue allocation. The Uncollectible expenses, were reduced to exclude the commodity-related portion. Also, excluded was a portion that was

allocated on a revenue basis to the Billing and Payment Processing functions. The remainder was functionalized directly to the Uncollectibles function.

**Line 76, PSC Accounts 907 through 916 – Total Customer Service**

Customer Service expenses, excluding a portion of costs related to educational customer advertising that were allocated to competitive functions based on a revenue allocation, were functionalized directly to the Customer Service function.

**Line 79, PSC Accounts 920 through 932 Administrative and General Expenses**

Company labor was used as the basis of functionalization for PSC Accounts 920, 921, 922, 923, 926, 929 and 931. PSC Account 924, 925, 927, 928, 930 and 932 were functionalized based on storage, transmission and distribution (excluding rents) total O & M expenses.

**Line 82, Total O & M Expenses**

Total O & M Expenses, **Line 82** is equal to the sum of **Lines 8, 27, 43, 63, 72, 76 and 79** in the Total Operating Expense work sheet.

**Line 86, Miscellaneous Revenue Credits**

The functionalized Miscellaneous Revenue Credits shown on **Line 86** are directly from **Line 87** of the Functionalization of Miscellaneous Revenue Credits work paper but of reversed sign.

**Line 89, Total Adjusted O& M**

Total Adjusted O & M, **Line 89** is the sum of **Line 82** and **Line 86**.

**Lines 93 through 95 Other Expenses**

**Line 93, Depreciation & Amortization - Table 3, Page 2**

Depreciation & Amortization expenses shown on **Table 3, Page 2** were identified with each reserve for depreciation account or group of accounts and functionalized, as well as adjusted, in proportion to the corresponding reserve for depreciation accounts.

**Line 94, Property Taxes - Table 3, Page 3**

Property Taxes shown on **Table 3, Page 3** were functionalized, based on the book cost of plant excluding meters. The Common Plant portion of property taxes was functionalized on book cost of common plant. The property taxes were also adjusted to include the property tax Reconciliation Deferral included on the books of the Company in taxes other than FIT/SIT.

**Line 95, Payroll & Misc. Taxes - Table 3, Page 4**

Payroll & Miscellaneous Taxes shown on **Table 3, Page 4** includes Federal and State Unemployment Insurance Taxes and Federal Social Security Tax, and were functionalized on a labor basis.

**Line 96, Total Other Expenses**

Total Other Expenses is the sum of **Line 93**-Depreciation & Amortization Expenses, **Line 94**-Property Taxes and **Line 95**-Payroll & Miscellaneous Taxes.

**Line 99, Total Operating Expenses – Table 3, Page 5**

The Grand Total tabulated on **Table 3, Page 5, Total Operating Expenses**, is the sum of **Line 89**, Total Adjusted O & M and **Line 96**, Total Other Expenses.

## **VIII - OPERATING REVENUES - TABLE 4, PAGE 1**

Operating Revenues are tabulated on **Table 4, Page 1**. The **Total Operating Revenues** on **Line 8** are calculated by the sum of **Lines 1** through **6** as shown below.

### **Line 1, Revenues From Sales**

The Base Revenues from Sales, shown on **Line 1**, reflect current rates, i.e., rates effective January 1, 2019. This adjustment is needed to ensure that the study reflects current rate levels and shows the correct relationship among the service classifications. The revenues associated with the cost of gas, SBC and the Regulatory 18-A Assessment have been excluded. In addition, revenues and gas costs are presented as if there are no interruptible customers, while firm transportation customers have been priced as sales customers and included in their appropriate service classifications.

### **Line 2, MFC – Supply Related Revenues**

The MFC – Supply Related revenues shown on **Line 2** are comprised of the annual MFC Supply Related revenues.

### **Line 3, MFC – Collections Related Revenues**

The Collections related revenues shown on **Line 3** are comprised of the annual MFC Collections Related revenues.

### **Line 4, BPP Revenues**

The BPP Revenues shown on **Line 4** are comprised of the annual Billing and Payment Processing revenues received from customers.

### **Line 5, Other Operating Revenues**

Revenues from Other Operating Revenues work paper are shown on **Line 5**.

### **Line 6, Revenue Adjustment**

The Revenue Adjustment to adjust the study for the allowable Rate of Return is not used in this study.

### **Line 8, Total Operating Revenues**

Total Operating Revenues is the sum of **Lines 1** through **6**.

## **IX – STATE AND FEDERAL INCOME TAXES – TABLE 5, PAGES 1 through 4**

State Income Taxes are shown on **Table 5, Pages 1** and **2**. The **State Income Tax Computation** shown on **Table 5, Page 2** is 6.50% of taxable income plus **SIT Adjustments, Table 5, Page 1**.

Federal Income Taxes are shown on **Table 5, Pages 3** and **4**. The **Federal Income Tax**

**Computation** shown on **Table 5, Page 4** is 35% of taxable income (less SIT) plus **FIT**

**Adjustments, Table 5, Page 3**. SIT and FIT amounts by function are not the final amounts

because they do not include the revenue functional amounts since they are not determined until

subsequent calculations. Results are presented on a functional basis to maintain a consistent report

format. The total state income tax by class is shown on **Line 23** of **Table 5, Page 2** and the total

federal income tax by class is shown on **Line 23** of **Table 5, Page 4**.

### **State and Federal Income Tax Adjustments – Table 5, Pages 1 and 3**

In the Development of Total SIT Adjustments and Development of Total FIT Adjustments work

papers, each individual deduction/addition tax adjustment line item is multiplied by 6.50% for SIT

and 35% for FIT and is then functionalized based on cost causation. The functional results are

shown on **Table 5, Page 1 (State Income Tax Adjustments,)** and **Table 5, Page 3 (Federal**

**Income Tax Adjustments).**

## **X- CUSTOMER COST BY CLASS - TABLE 6, PAGE 1**

Customer related gas system costs are shown by class, on **Table 6, Page 1**.

### **Line 1, Number of Customers**

The number of customers in each class from the allocation factor **K03**.

### **Line 3, Rate Base**

The customer related rate base shown for each class from **Table 2, Page 8, Line 20**.

### **Line 5, Total Customer Operating Exps**

The customer related operating expenses shown for each class from **Table 3, Page 5, Line 20**.

### **Line 6, Monthly Op. Exp., Cost/Cust**

The Monthly Operating Expenses (Op. Exp), Cost/Customer shown on **Line 6** is calculated starting with **Line 5** divided by **Line 1**, then the results are divided by 12.

### **Line 8, Return @ 9.89% (Customer)**

The applied rate of return on rate base of 9.89% is the Total System Rate of Return developed in this study, shown on **Table 1, Page 1, Column (1), Line 17**.

### **Line 9, S.I.T. & F.I.T. Percent on Return**

The S.I.T. & F.I.T. Percent on Return was developed by dividing the sum of the total system State and Federal Income Taxes as shown on **Table 1, Page 1, Column (1), Lines 8 and 9** respectively by the total system Utility Operating Income (return) shown on **Table 1, Column (1), Line 13**.

### **Line 10, Income Tax on Return**

The Return on **Line 8** multiplied by the S.I.T. & F.I.T. Percent on Return **Line 9**, results in the Income Tax on Return including S.I.T. on a class-by class basis shown on **Line 10**.

**Line 11, Total Return & F.I.T.**

The Total Return & F.I.T. (including S.I.T.) shown on **Line 11** is the sum of **Line 8**, Return and **Line 10**, Income Tax on Return.

**Line 12, Monthly Ret. F.I.T. Cost/Cust**

The return and state and federal income taxes, calculated on a per customer monthly basis, is shown on **Line 12**. This is calculated by dividing **Line 11** by **Line 1** and dividing the result by 12.

**Line 14, Monthly Customer Cost**

The Monthly Customer Cost is the sum of **Line 6** and **Line 12**.



	TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)	
<b>RATE OF RETURN STATEMENT</b>						
1	TOTAL OPERATING REVENUES	1,309,869,006	228,773,779	129,748,933	212,123,953	739,222,340
2						
3	OPERATING EXPENSES					
4	OPERATION & MAINTENANCE	341,916,198	69,307,192	28,773,533	51,695,916	192,139,557
5	DEPRECIATION	185,667,702	25,553,141	16,009,959	29,458,579	114,646,022
6	PROPERTY TAXES	229,219,268	28,272,069	18,281,485	35,368,592	147,297,122
7	PAYROLL & MISC. TAXES	14,414,279	2,545,693	1,234,565	2,238,937	8,395,084
8	STATE INCOME TAX	11,343,710	3,635,704	2,214,529	2,268,858	3,224,619
9	FEDERAL INCOME TAX	32,068,516	15,055,355	9,006,549	7,431,448	575,164
10						
11	TOTAL OPERATING EXPENSES	814,629,672	144,369,153	75,520,620	128,462,331	466,277,568
12						
13	UTILITY OPERATING INCOME	495,239,333	84,404,626	54,228,313	83,661,622	272,944,772
14						
15	UTILITY RATE BASE	5,009,980,418	650,888,061	432,840,198	805,000,113	3,121,252,046
16						
17	RATE OF RETURN (%)	9.89%	12.97%	12.53%	10.39%	8.74%
18						
19	INDEX	1.00	1.31	1.27	1.05	0.88
20						
21	DEVIATION	0.00	3.08	2.64	0.51	-1.14
22						
23	TOLERANCE BAND +10%	10.87%				
24	TOLERANCE BAND -10%	8.90%				
25						
26	REVENUE SURPLUS	34,213,225	22,426,848	11,786,378	0	0
27	REVENUE DEFICIENCY	7,797,562	0	0	0	7,797,562
		=====	=====	=====	=====	=====

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>PLANT IN SERVICE</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	0	0	0	0	0
4	STORAGE	D D01	91,088,335	3,323,336	8,069,659	18,246,290	61,449,049
5	TRANSMISSION	D D01	217,820,501	7,947,129	19,297,062	43,632,548	146,943,763
6	DISTRIBUTION - DEMAND	D D02	2,554,118,159	97,158,605	229,374,440	554,992,530	1,672,592,584
7	DISTRIBUTION - CUSTOMER	C C01	1,671,208,857	337,612,568	165,788,818	248,727,086	919,080,384
8	SERVICES	C C02	2,275,461,547	367,889,933	120,930,104	194,569,430	1,592,072,081
9	METERS & HOUSE REGULATORS	C C04	501,504,370	103,928,562	82,418,649	108,429,437	206,727,722
10	CUSTOMER INSTALLATION	C CIL	0	0	0	0	0
11	PAYMENT PROCESSING	C C05	0	0	0	0	0
12	PRINTING & MAILING A BILL	C C05	0	0	0	0	0
13	CUSTOMER ACCOUNTING	C C07	0	0	0	0	0
14	CUSTOMER SERVICE	C C09	0	0	0	0	0
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	2,863,026,995	108,429,070	256,741,161	616,871,368	1,880,985,396
19	TOTAL ENERGY	E	0	0	0	0	0
20	TOTAL CUSTOMER	C	4,448,174,774	809,431,063	369,137,571	551,725,953	2,717,880,187
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		7,311,201,768	917,860,133	625,878,731	1,168,597,321	4,598,865,583

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>COMMON PLANT</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	5,736,792	2,470,689	456,860	660,187	2,149,056
4	STORAGE	D D01	12,615,684	460,280	1,117,643	2,527,101	8,510,659
5	TRANSMISSION	D D01	12,885,294	470,117	1,141,528	2,581,108	8,692,541
6	DISTRIBUTION - DEMAND	D D02	160,567,664	6,107,991	14,419,896	34,890,263	105,149,514
7	DISTRIBUTION - CUSTOMER	C C01	110,004,755	22,222,829	10,912,794	16,372,078	60,497,054
8	SERVICES	C C02	76,009,577	12,289,005	4,039,552	6,499,402	53,181,617
9	METERS & HOUSE REGULATORS	C C04	12,163,758	2,520,739	1,999,026	2,629,906	5,014,086
10	CUSTOMER INSTALLATION	C CIL	53,481,109	21,079,984	4,664,981	5,715,071	22,021,073
11	PAYMENT PROCESSING	C C05	2,778,816	1,647,391	169,391	178,241	783,793
12	PRINTING & MAILING A BILL	C C05	406,242	240,836	24,764	26,058	114,585
13	CUSTOMER ACCOUNTING	C C07	32,994,611	19,499,668	2,144,195	2,123,340	9,227,408
14	CUSTOMER SERVICE	C C09	3,146,417	1,865,319	191,799	201,820	887,479
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	186,068,641	7,038,388	16,679,068	39,998,472	122,352,714
19	TOTAL ENERGY	E	5,736,792	2,470,689	456,860	660,187	2,149,056
20	TOTAL CUSTOMER	C	290,985,286	81,365,771	24,146,502	33,745,917	151,727,096
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		482,790,720	90,874,848	41,282,430	74,404,576	276,228,866

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>DEPRECIATION RESERVE</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	1,618,641	697,107	128,904	186,272	606,358
4	STORAGE	D D01	52,556,344	1,917,506	4,656,049	10,527,784	35,455,005
5	TRANSMISSION	D D01	73,622,843	2,686,112	6,522,364	14,747,704	49,666,664
6	DISTRIBUTION - DEMAND	D D02	489,048,303	18,603,388	43,919,339	106,266,875	320,258,701
7	DISTRIBUTION - CUSTOMER	C C01	318,732,541	64,389,386	31,619,202	47,437,169	175,286,784
8	SERVICES	C C02	501,244,251	81,039,697	26,638,780	42,860,231	350,705,543
9	METERS & HOUSE REGULATORS	C C04	72,128,849	14,947,522	11,853,859	15,594,860	29,732,608
10	CUSTOMER INSTALLATION	C CIL	15,089,746	5,947,738	1,316,229	1,612,513	6,213,267
11	PAYMENT PROCESSING	C C05	784,046	464,813	47,794	50,291	221,148
12	PRINTING & MAILING A BILL	C C05	114,622	67,952	6,987	7,352	32,330
13	CUSTOMER ACCOUNTING	C C07	9,309,461	5,501,850	604,987	599,102	2,603,522
14	CUSTOMER SERVICE	C C09	887,765	526,302	54,116	56,944	250,403
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	615,227,490	23,207,005	55,097,752	131,542,363	405,380,370
19	TOTAL ENERGY	E	1,618,641	697,107	128,904	186,272	606,358
20	TOTAL CUSTOMER	C	918,291,280	172,885,259	72,141,954	108,218,462	565,045,605
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		1,535,137,411	196,789,371	127,368,610	239,947,097	971,032,333

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>NON-INTEREST BEARING CWIP</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	205,956	88,700	16,402	23,701	77,153
4	STORAGE	D D01	3,723,063	135,835	329,832	745,783	2,511,613
5	TRANSMISSION	D D01	8,282,535	302,186	733,763	1,659,110	5,587,476
6	DISTRIBUTION - DEMAND	D D02	97,459,544	3,707,359	8,752,425	21,177,297	63,822,463
7	DISTRIBUTION - CUSTOMER	C C01	63,947,093	12,918,399	6,343,739	9,517,287	35,167,668
8	SERVICES	C C02	84,419,826	13,648,749	4,486,518	7,218,543	59,066,016
9	METERS & HOUSE REGULATORS	C C04	18,441,125	3,821,621	3,030,667	3,987,125	7,601,712
10	CUSTOMER INSTALLATION	C CIL	1,920,018	756,789	167,477	205,176	790,575
11	PAYMENT PROCESSING	C C05	99,762	59,143	6,081	6,399	28,139
12	PRINTING & MAILING A BILL	C C05	14,584	8,646	889	935	4,114
13	CUSTOMER ACCOUNTING	C C07	1,184,535	700,055	76,978	76,230	331,272
14	CUSTOMER SERVICE	C C09	112,959	66,967	6,886	7,246	31,861
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	109,465,143	4,145,381	9,816,020	23,582,189	71,921,553
19	TOTAL ENERGY	E	205,956	88,700	16,402	23,701	77,153
20	TOTAL CUSTOMER	C	170,139,902	31,980,369	14,119,235	21,018,941	103,021,357
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		279,811,000	36,214,449	23,951,657	44,624,832	175,020,063

		TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>NET PLANT</b>						
1	GAS SUPPLY - DEMAND	D	0	0	0	0
2	GAS SUPPLY - COMMODITY	E	0	0	0	0
3	MERCHANT FUNCTION	E	4,324,107	1,862,281	344,358	497,616
4	STORAGE	D	54,870,738	2,001,946	4,861,085	10,991,390
5	TRANSMISSION	D	165,365,487	6,033,320	14,649,989	33,125,061
6	DISTRIBUTION - DEMAND	D	2,323,097,064	88,370,567	208,627,422	504,793,215
7	DISTRIBUTION - CUSTOMER	C	1,526,428,164	308,364,410	151,426,149	227,179,283
8	SERVICES	C	1,934,646,699	312,787,990	102,817,394	165,427,144
9	METERS & HOUSE REGULATORS	C	459,980,404	95,323,400	75,594,483	99,451,609
10	CUSTOMER INSTALLATION	C	40,311,381	15,889,035	3,516,229	4,307,734
11	PAYMENT PROCESSING	C	2,094,532	1,241,721	127,678	134,349
12	PRINTING & MAILING A BILL	C	306,205	181,530	18,666	19,641
13	CUSTOMER ACCOUNTING	C	24,869,685	14,697,873	1,616,187	1,600,467
14	CUSTOMER SERVICE	C	2,371,612	1,405,984	144,568	152,122
15	UNCOLLECTIBLES	C	0	0	0	0
16	REVENUES	R	0	0	0	0
17			-----	-----	-----	-----
18	TOTAL DEMAND	D	2,543,333,289	96,405,833	228,138,497	548,909,666
19	TOTAL ENERGY	E	4,324,107	1,862,281	344,358	497,616
20	TOTAL CUSTOMER	C	3,991,008,682	749,891,944	335,261,353	498,272,350
21	TOTAL REVENUE	R	0	0	0	0
22			-----	-----	-----	-----
23	TOTAL		6,538,666,077	848,160,058	563,744,208	1,047,679,632
			=====	=====	=====	=====

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>TOTAL RATE BASE ADJUSTMENTS</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	(1,040,691)	(448,199)	(82,877)	(119,762)	(389,853)
4	STORAGE	D D01	(20,023,096)	(730,538)	(1,773,878)	(4,010,911)	(13,507,770)
5	TRANSMISSION	D D01	(48,025,959)	(1,752,216)	(4,254,695)	(9,620,283)	(32,398,764)
6	DISTRIBUTION - DEMAND	D D02	(544,951,266)	(20,729,936)	(48,939,745)	(118,414,209)	(356,867,376)
7	DISTRIBUTION - CUSTOMER	C C01	(357,617,798)	(72,244,868)	(35,476,734)	(53,224,486)	(196,671,710)
8	SERVICES	C C02	(477,284,421)	(77,165,942)	(25,365,427)	(40,811,482)	(333,941,570)
9	METERS & HOUSE REGULATORS	C C04	(101,767,913)	(21,089,732)	(16,724,827)	(22,003,074)	(41,950,280)
10	CUSTOMER INSTALLATION	C CIL	(9,701,818)	(3,824,045)	(846,258)	(1,036,751)	(3,994,765)
11	PAYMENT PROCESSING	C C05	(504,095)	(298,847)	(30,729)	(32,334)	(142,185)
12	PRINTING & MAILING A BILL	C C05	(73,695)	(43,689)	(4,492)	(4,727)	(20,786)
13	CUSTOMER ACCOUNTING	C C07	(5,875,238)	(3,472,239)	(381,810)	(378,096)	(1,643,093)
14	CUSTOMER SERVICE	C C09	(570,780)	(338,381)	(34,794)	(36,612)	(160,994)
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	(613,000,321)	(23,212,689)	(54,968,318)	(132,045,404)	(402,773,910)
19	TOTAL ENERGY	E	(1,040,691)	(448,199)	(82,877)	(119,762)	(389,853)
20	TOTAL CUSTOMER	C	(953,395,758)	(178,477,744)	(78,865,070)	(117,527,561)	(578,525,383)
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		(1,567,436,771)	(202,138,632)	(133,916,265)	(249,692,727)	(981,689,146)

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>WORKING CAPITAL</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	750,451	323,200	59,764	86,362	281,126
4	STORAGE	D D01	40,151,735	1,464,926	3,557,106	8,042,964	27,086,739
5	TRANSMISSION	D D01	561,589	20,489	49,752	112,494	378,853
6	DISTRIBUTION - DEMAND	D D02	(1,182,229)	(44,972)	(106,171)	(256,890)	(774,196)
7	DISTRIBUTION - CUSTOMER	C C01	(179,262)	(36,214)	(17,783)	(26,680)	(98,585)
8	SERVICES	C C02	(6,056,600)	(979,213)	(321,880)	(517,886)	(4,237,621)
9	METERS & HOUSE REGULATORS	C C04	(6,398,455)	(1,325,975)	(1,051,540)	(1,383,400)	(2,637,541)
10	CUSTOMER INSTALLATION	C CIL	5,691,587	2,243,382	496,458	608,211	2,343,535
11	PAYMENT PROCESSING	C C05	370,218	219,480	22,568	23,747	104,424
12	PRINTING & MAILING A BILL	C C05	472,745	280,262	28,817	30,323	133,343
13	CUSTOMER ACCOUNTING	C C07	4,127,628	2,439,410	268,239	265,630	1,154,349
14	CUSTOMER SERVICE	C C09	441,705	261,860	26,925	28,332	124,587
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	39,531,095	1,440,444	3,500,687	7,898,568	26,691,396
19	TOTAL ENERGY	E	750,451	323,200	59,764	86,362	281,126
20	TOTAL CUSTOMER	C	(1,530,435)	3,102,991	(548,196)	(971,721)	(3,113,509)
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		38,751,111	4,866,634	3,012,255	7,013,208	23,859,014



		TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>TOTAL RATE BASE</b>						
1	GAS SUPPLY - DEMAND	D	0	0	0	0
2	GAS SUPPLY - COMMODITY	E	0	0	0	0
3	MERCHANT FUNCTION	E	4,033,867	1,737,282	321,245	464,215
4	STORAGE	D	74,999,376	2,736,334	6,644,313	15,023,443
5	TRANSMISSION	D	117,901,117	4,301,594	10,445,046	23,617,272
6	DISTRIBUTION - DEMAND	D	1,776,963,569	67,595,660	159,581,506	386,122,115
7	DISTRIBUTION - CUSTOMER	C	1,168,631,104	236,083,328	115,931,632	173,928,117
8	SERVICES	C	1,451,305,678	234,642,835	77,130,087	124,097,776
9	METERS & HOUSE REGULATORS	C	351,814,036	72,907,693	57,818,115	76,065,136
10	CUSTOMER INSTALLATION	C	36,301,150	14,308,373	3,166,430	3,879,195
11	PAYMENT PROCESSING	C	1,960,655	1,162,353	119,517	125,762
12	PRINTING & MAILING A BILL	C	705,255	418,103	42,991	45,237
13	CUSTOMER ACCOUNTING	C	23,122,075	13,665,043	1,502,616	1,488,001
14	CUSTOMER SERVICE	C	2,242,536	1,329,463	136,700	143,843
15	UNCOLLECTIBLES	C	0	0	0	0
16	REVENUES	R	0	0	0	0
17						
18	TOTAL DEMAND	D	1,969,864,062	74,633,588	176,670,865	424,762,831
19	TOTAL ENERGY	E	4,033,867	1,737,282	321,245	464,215
20	TOTAL CUSTOMER	C	3,036,082,489	574,517,191	255,848,088	379,773,067
21	TOTAL REVENUE	R	0	0	0	0
22						
23	TOTAL		5,009,980,418	650,888,061	432,840,198	805,000,113

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>OPERATION &amp; MAINTENANCE</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	5,553,491	2,391,745	442,263	639,093	2,080,390
4	STORAGE	D D01	9,257,298	337,750	820,119	1,854,369	6,245,060
5	TRANSMISSION	D D01	12,154,315	443,447	1,076,770	2,434,682	8,199,415
6	DISTRIBUTION - DEMAND	D D02	110,965,122	4,221,111	9,965,303	24,111,967	72,666,740
7	DISTRIBUTION - CUSTOMER	C C01	71,497,637	14,443,737	7,092,775	10,641,039	39,320,086
8	SERVICES	C C02	43,792,113	7,080,180	2,327,345	3,744,562	30,640,026
9	METERS & HOUSE REGULATORS	C C04	6,074,327	1,258,805	998,272	1,313,320	2,503,930
10	CUSTOMER INSTALLATION	C CIL	39,170,536	15,439,363	3,416,717	4,185,822	16,128,634
11	PAYMENT PROCESSING	C C05	2,754,201	1,632,798	167,890	176,663	776,850
12	PRINTING & MAILING A BILL	C C05	3,844,472	2,279,154	234,351	246,596	1,084,372
13	CUSTOMER ACCOUNTING	C C07	28,266,771	16,705,536	1,836,951	1,819,084	7,905,201
14	CUSTOMER SERVICE	C C09	3,291,826	1,951,523	200,662	211,147	928,493
15	UNCOLLECTIBLES	C C10	5,294,089	1,122,042	194,115	317,572	3,660,360
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	132,376,734	5,002,309	11,862,192	28,401,018	87,111,215
19	TOTAL ENERGY	E	5,553,491	2,391,745	442,263	639,093	2,080,390
20	TOTAL CUSTOMER	C	203,985,973	61,913,138	16,469,078	22,655,805	102,947,952
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		341,916,198	69,307,192	28,773,533	51,695,916	192,139,557

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>DEPRECIATION &amp; AMORTIZATION</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	389,968	167,949	31,056	44,877	146,086
4	STORAGE	D D01	3,769,337	137,523	333,931	755,052	2,542,830
5	TRANSMISSION	D D01	5,893,694	215,030	522,132	1,180,591	3,975,942
6	DISTRIBUTION - DEMAND	D D02	61,443,055	2,337,293	5,517,938	13,351,159	40,236,666
7	DISTRIBUTION - CUSTOMER	C C01	39,897,277	8,059,927	3,957,927	5,937,937	21,941,485
8	SERVICES	C C02	54,064,081	8,740,922	2,873,252	4,622,894	37,827,013
9	METERS & HOUSE REGULATORS	C C04	13,901,559	2,880,870	2,284,622	3,005,633	5,730,434
10	CUSTOMER INSTALLATION	C CIL	3,635,471	1,432,948	317,110	388,492	1,496,921
11	PAYMENT PROCESSING	C C05	188,895	111,984	11,515	12,116	53,280
12	PRINTING & MAILING A BILL	C C05	27,615	16,371	1,683	1,771	7,789
13	CUSTOMER ACCOUNTING	C C07	2,242,866	1,325,524	145,755	144,338	627,249
14	CUSTOMER SERVICE	C C09	213,883	126,798	13,038	13,719	60,328
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	71,106,086	2,689,846	6,374,001	15,286,801	46,755,437
19	TOTAL ENERGY	E	389,968	167,949	31,056	44,877	146,086
20	TOTAL CUSTOMER	C	114,171,647	22,695,345	9,604,902	14,126,901	67,744,499
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		185,667,702	25,553,141	16,009,959	29,458,579	114,646,022

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>PROPERTY TAXES</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	80,929	34,854	6,445	9,313	30,317
4	STORAGE	D D01	4,986,825	181,943	441,791	998,932	3,364,159
5	TRANSMISSION	D D01	5,559,132	202,824	492,492	1,113,573	3,750,243
6	DISTRIBUTION - DEMAND	D D02	82,691,268	3,145,574	7,426,150	17,968,251	54,151,293
7	DISTRIBUTION - CUSTOMER	C C01	57,343,333	11,584,327	5,688,627	8,534,445	31,535,934
8	SERVICES	C C02	77,076,945	12,461,574	4,096,278	6,590,670	53,928,423
9	METERS & HOUSE REGULATORS	C C04	171,595	35,560	28,200	37,100	70,734
10	CUSTOMER INSTALLATION	C CIL	754,463	297,377	65,809	80,623	310,653
11	PAYMENT PROCESSING	C C05	39,201	23,240	2,390	2,514	11,057
12	PRINTING & MAILING A BILL	C C05	5,731	3,397	349	368	1,616
13	CUSTOMER ACCOUNTING	C C07	465,458	275,084	30,248	29,954	130,172
14	CUSTOMER SERVICE	C C09	44,387	26,314	2,706	2,847	12,520
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	93,237,226	3,530,341	8,360,433	20,080,756	61,265,696
19	TOTAL ENERGY	E	80,929	34,854	6,445	9,313	30,317
20	TOTAL CUSTOMER	C	135,901,113	24,706,874	9,914,607	15,278,522	86,001,109
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		229,219,268	28,272,069	18,281,485	35,368,592	147,297,122

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>PAYROLL &amp; MISC. TAXES</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	139,161	59,933	11,082	16,015	52,131
4	STORAGE	D D01	325,882	11,890	28,870	65,279	219,843
5	TRANSMISSION	D D01	380,702	13,890	33,727	76,260	256,825
6	DISTRIBUTION - DEMAND	D D02	4,858,918	184,833	436,359	1,055,810	3,181,917
7	DISTRIBUTION - CUSTOMER	C C01	3,300,333	666,723	327,403	491,191	1,815,016
8	SERVICES	C C02	2,665,604	430,967	141,664	227,930	1,865,043
9	METERS & HOUSE REGULATORS	C C04	492,403	102,042	80,923	106,462	202,976
10	CUSTOMER INSTALLATION	C CIL	1,297,321	511,349	113,161	138,634	534,177
11	PAYMENT PROCESSING	C C05	67,407	39,962	4,109	4,324	19,013
12	PRINTING & MAILING A BILL	C C05	9,854	5,842	601	632	2,780
13	CUSTOMER ACCOUNTING	C C07	800,369	473,014	52,013	51,507	223,834
14	CUSTOMER SERVICE	C C09	76,324	45,248	4,653	4,896	21,528
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	5,565,503	210,613	498,956	1,197,349	3,658,585
19	TOTAL ENERGY	E	139,161	59,933	11,082	16,015	52,131
20	TOTAL CUSTOMER	C	8,709,616	2,275,148	724,526	1,025,574	4,684,368
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		14,414,279	2,545,693	1,234,565	2,238,937	8,395,084

		TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>TOTAL OPERATING EXPENSES</b>						
1	GAS SUPPLY - DEMAND	D	0	0	0	0
2	GAS SUPPLY - COMMODITY	E	0	0	0	0
3	MERCHANT FUNCTION	E	6,163,549	2,654,482	490,846	2,308,923
4	STORAGE	D	18,339,342	669,106	1,624,711	12,371,893
5	TRANSMISSION	D	23,987,843	875,191	2,125,121	16,182,425
6	DISTRIBUTION - DEMAND	D	259,958,363	9,888,811	23,345,750	170,236,615
7	DISTRIBUTION - CUSTOMER	C	172,038,581	34,754,715	17,066,732	94,612,522
8	SERVICES	C	177,598,744	28,713,643	9,438,540	124,260,505
9	METERS & HOUSE REGULATORS	C	20,639,884	4,277,278	3,392,017	8,508,074
10	CUSTOMER INSTALLATION	C	44,857,790	17,681,037	3,912,797	18,470,385
11	PAYMENT PROCESSING	C	3,049,705	1,807,984	185,903	860,200
12	PRINTING & MAILING A BILL	C	3,887,673	2,304,765	236,984	1,096,558
13	CUSTOMER ACCOUNTING	C	31,775,463	18,779,157	2,064,967	8,886,456
14	CUSTOMER SERVICE	C	3,626,420	2,149,884	221,059	1,022,869
15	UNCOLLECTIBLES	C	5,294,089	1,122,042	194,115	3,660,360
16	REVENUES	R	0	0	0	0
17			-----	-----	-----	-----
18	TOTAL DEMAND	D	302,285,548	11,433,108	27,095,582	198,790,933
19	TOTAL ENERGY	E	6,163,549	2,654,482	490,846	2,308,923
20	TOTAL CUSTOMER	C	462,768,349	111,590,504	36,713,114	261,377,929
21	TOTAL REVENUE	R	0	0	0	0
22			-----	-----	-----	-----
23	TOTAL		771,217,446	125,678,094	64,299,542	118,762,024
			=====	=====	=====	=====

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>OPERATING REVENUES</b>							
1	REVENUES FROM SALES	R R01	1,260,906,929	218,451,895	125,119,370	204,694,731	712,640,933
2	MFC - SUPPLY RELATED REVENUES	R R02	2,808,462	127,697	306,292	542,228	1,832,245
3	MFC - COLLECTIONS RELATED REVENUES	R R03	8,051,844	399,813	691,401	1,223,987	5,736,643
4	BPP REVENUES	R R04	7,832,713	4,643,539	477,465	502,413	2,209,296
5	OTHER OPERATING REVENUES	R R05	30,269,059	5,150,835	3,154,406	5,160,594	16,803,224
6	REVENUE ADJUSTMENT	R R08A	0	0	0	0	0
7			-----	-----	-----	-----	-----
8	TOTAL OPERATING REVENUES		1,309,869,006	228,773,779	129,748,933	212,123,953	739,222,340
			=====	=====	=====	=====	=====

			TOTAL GAS SYSTEM (1)	RESDNLT & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNLT & REL HEATING SC NO. 3 (5)
<b>SIT ADJUSTMENTS</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	(17,248)	(7,428)	(1,374)	(1,985)	(6,461)
4	STORAGE	D D01	(235,481)	(8,591)	(20,862)	(47,170)	(158,858)
5	TRANSMISSION	D D01	(675,692)	(24,652)	(59,861)	(135,351)	(455,828)
6	DISTRIBUTION - DEMAND	D D02	(8,419,757)	(320,287)	(756,142)	(1,829,556)	(5,513,771)
7	DISTRIBUTION - CUSTOMER	C C01	(5,542,067)	(1,119,592)	(549,789)	(824,829)	(3,047,857)
8	SERVICES	C C02	(6,886,331)	(1,113,362)	(365,976)	(588,834)	(4,818,159)
9	METERS & HOUSE REGULATORS	C C04	(1,602,515)	(332,095)	(263,362)	(346,477)	(660,581)
10	CUSTOMER INSTALLATION	C CIL	(160,794)	(63,378)	(14,026)	(17,183)	(66,208)
11	PAYMENT PROCESSING	C C05	(8,355)	(4,953)	(509)	(536)	(2,357)
12	PRINTING & MAILING A BILL	C C05	(1,221)	(724)	(74)	(78)	(345)
13	CUSTOMER ACCOUNTING	C C07	(109,719)	(64,844)	(7,130)	(7,061)	(30,685)
14	CUSTOMER SERVICE	C C09	(9,460)	(5,608)	(577)	(607)	(2,668)
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17			-----	-----	-----	-----	-----
18	TOTAL DEMAND	D	(9,330,931)	(353,531)	(836,865)	(2,012,077)	(6,128,458)
19	TOTAL ENERGY	E	(17,248)	(7,428)	(1,374)	(1,985)	(6,461)
20	TOTAL CUSTOMER	C	(14,320,463)	(2,704,556)	(1,201,443)	(1,785,605)	(8,628,858)
21	TOTAL REVENUE	R	0	0	0	0	0
22			-----	-----	-----	-----	-----
23	TOTAL		(23,668,642)	(3,065,515)	(2,039,682)	(3,799,667)	(14,763,777)
			=====	=====	=====	=====	=====



		TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>STATE INCOME TAX COMPUTATION</b>						
1	GAS SUPPLY - DEMAND	D	0	0	0	0
2	GAS SUPPLY - COMMODITY	E	0	0	0	0
3	MERCHANT FUNCTION	E	(417,879)	(179,970)	(33,279)	(48,089)
4	STORAGE	D	(1,427,539)	(52,083)	(126,468)	(285,956)
5	TRANSMISSION	D	(2,234,902)	(81,540)	(197,993)	(447,683)
6	DISTRIBUTION - DEMAND	D	(25,317,051)	(963,060)	(2,273,616)	(5,501,223)
7	DISTRIBUTION - CUSTOMER	C	(16,724,575)	(3,378,648)	(1,659,127)	(2,489,129)
8	SERVICES	C	(18,430,250)	(2,979,749)	(979,481)	(1,575,928)
9	METERS & HOUSE REGULATORS	C	(2,944,107)	(610,118)	(483,843)	(636,541)
10	CUSTOMER INSTALLATION	C	(3,076,551)	(1,212,646)	(268,357)	(328,765)
11	PAYMENT PROCESSING	C	(206,585)	(122,472)	(12,593)	(13,251)
12	PRINTING & MAILING A BILL	C	(253,920)	(150,534)	(15,478)	(16,287)
13	CUSTOMER ACCOUNTING	C	(2,175,125)	(1,285,489)	(141,353)	(139,978)
14	CUSTOMER SERVICE	C	(245,177)	(145,351)	(14,945)	(15,726)
15	UNCOLLECTIBLES	C	(344,116)	(72,933)	(12,617)	(20,642)
16	REVENUES	R	85,141,485	14,870,296	8,433,681	13,788,057
17			-----	-----	-----	-----
18	TOTAL DEMAND	D	(28,979,492)	(1,096,683)	(2,598,078)	(6,234,862)
19	TOTAL ENERGY	E	(417,879)	(179,970)	(33,279)	(48,089)
20	TOTAL CUSTOMER	C	(44,400,405)	(9,957,938)	(3,587,796)	(5,236,247)
21	TOTAL REVENUE	R	85,141,485	14,870,296	8,433,681	13,788,057
22			-----	-----	-----	-----
23	TOTAL		11,343,710	3,635,704	2,214,529	2,268,858
			=====	=====	=====	=====

			TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>FIT ADJUSTMENTS</b>							
1	GAS SUPPLY - DEMAND	D D01	0	0	0	0	0
2	GAS SUPPLY - COMMODITY	E E03	0	0	0	0	0
3	MERCHANT FUNCTION	E U01	(111,484)	(48,013)	(8,878)	(12,830)	(41,763)
4	STORAGE	D D01	(1,609,564)	(58,725)	(142,594)	(322,419)	(1,085,827)
5	TRANSMISSION	D D01	(4,387,519)	(160,078)	(388,697)	(878,883)	(2,959,862)
6	DISTRIBUTION - DEMAND	D D02	(54,038,864)	(2,055,637)	(4,852,999)	(11,742,278)	(35,387,949)
7	DISTRIBUTION - CUSTOMER	C C01	(35,550,882)	(7,181,882)	(3,526,752)	(5,291,061)	(19,551,188)
8	SERVICES	C C02	(44,637,727)	(7,216,897)	(2,372,286)	(3,816,868)	(31,231,677)
9	METERS & HOUSE REGULATORS	C C04	(10,276,490)	(2,129,634)	(1,688,868)	(2,221,863)	(4,236,125)
10	CUSTOMER INSTALLATION	C CIL	(1,039,309)	(409,651)	(90,655)	(111,062)	(427,940)
11	PAYMENT PROCESSING	C C05	(54,001)	(32,014)	(3,292)	(3,464)	(15,232)
12	PRINTING & MAILING A BILL	C C05	(7,895)	(4,680)	(481)	(506)	(2,227)
13	CUSTOMER ACCOUNTING	C C07	(714,351)	(422,178)	(46,423)	(45,971)	(199,778)
14	CUSTOMER SERVICE	C C09	(61,145)	(36,249)	(3,727)	(3,922)	(17,247)
15	UNCOLLECTIBLES	C C10	0	0	0	0	0
16	REVENUES	R R99	0	0	0	0	0
17							
18	TOTAL DEMAND	D	(60,035,947)	(2,274,439)	(5,384,291)	(12,943,579)	(39,433,638)
19	TOTAL ENERGY	E	(111,484)	(48,013)	(8,878)	(12,830)	(41,763)
20	TOTAL CUSTOMER	C	(92,341,800)	(17,433,186)	(7,732,484)	(11,494,718)	(55,681,413)
21	TOTAL REVENUE	R	0	0	0	0	0
22							
23	TOTAL		(152,489,231)	(19,755,638)	(13,125,653)	(24,451,127)	(95,156,814)

		TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>FEDERAL INCOME TAX COMPUTATION</b>						
1	GAS SUPPLY - DEMAND	D	0	0	0	0
2	GAS SUPPLY - COMMODITY	E	0	0	0	0
3	MERCHANT FUNCTION	E	(2,122,469)	(914,093)	(169,027)	(244,253)
4	STORAGE	D	(7,528,695)	(274,683)	(666,979)	(1,508,105)
5	TRANSMISSION	D	(12,001,049)	(437,855)	(1,063,192)	(2,403,981)
6	DISTRIBUTION - DEMAND	D	(136,163,323)	(5,179,650)	(12,228,246)	(29,587,365)
7	DISTRIBUTION - CUSTOMER	C	(89,910,784)	(18,163,505)	(8,919,413)	(13,381,480)
8	SERVICES	C	(100,346,700)	(16,223,759)	(5,332,956)	(8,580,413)
9	METERS & HOUSE REGULATORS	C	(16,470,012)	(3,413,140)	(2,706,728)	(3,560,954)
10	CUSTOMER INSTALLATION	C	(15,662,743)	(6,173,588)	(1,366,209)	(1,673,744)
11	PAYMENT PROCESSING	C	(1,049,093)	(621,943)	(63,950)	(67,292)
12	PRINTING & MAILING A BILL	C	(1,279,708)	(758,661)	(78,008)	(82,084)
13	CUSTOMER ACCOUNTING	C	(11,074,470)	(6,544,962)	(719,688)	(712,688)
14	CUSTOMER SERVICE	C	(1,244,580)	(737,836)	(75,867)	(79,831)
15	UNCOLLECTIBLES	C	(1,732,491)	(367,188)	(63,524)	(103,925)
16	REVENUES	R	428,654,632	74,866,219	42,460,338	69,417,564
17			-----	-----	-----	-----
18	TOTAL DEMAND	D	(155,693,066)	(5,892,188)	(13,958,417)	(33,499,451)
19	TOTAL ENERGY	E	(2,122,469)	(914,093)	(169,027)	(244,253)
20	TOTAL CUSTOMER	C	(238,770,580)	(53,004,584)	(19,326,345)	(28,242,412)
21	TOTAL REVENUE	R	428,654,632	74,866,219	42,460,338	69,417,564
22			-----	-----	-----	-----
23	TOTAL		32,068,516	15,055,355	9,006,549	7,431,448
			=====	=====	=====	=====

	TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)	
<b>CUSTOMER COST BY CLASS</b>						
1	NUMBER OF CUSTOMERS	1,087,877	644,936	66,315	69,780	306,847
2						
3	RATE BASE	3,036,082,489	574,517,191	255,848,088	379,773,067	1,825,944,143
4						
5	TOTAL CUSTOMER OPERATING EXPS.	462,768,349	111,590,504	36,713,114	53,086,802	261,377,929
6	MONTHLY OP. EXPS. COST/CUST	35.45	14.42	46.14	63.40	70.98
7						
8	RETURN @ 9.89% (CUSTOMER)	300,119,790	56,791,599	25,290,839	37,540,947	180,496,404
9	S.I.T. & F.I.T. PERCENT ON RETURN	8.77%				
10	INCOME TAX ON RETURN	26,308,201	4,978,295	2,216,970	3,290,802	15,822,134
11	TOTAL RETURN & F.I.T.	326,427,991	61,769,894	27,507,809	40,831,749	196,318,539
12	MONTHLY RET. F.I.T. COST/CUST	25.00	7.98	34.57	48.76	53.32
13						
14	MONTHLY CUSTOMER COSTS	60.45	22.40	80.70	112.16	124.30
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		TOTAL GAS SYSTEM (1)	RESDNTL & REL SC NO. 1 (2)	RATE I SC NO. 2 (3)	RATE II SC NO. 2 (4)	RESDNTL & REL HEATING SC NO. 3 (5)
<b>ALLOCATION FACTORS</b>						
1	MAX. DEMAND 24-HOUR USE	14,960,000	545,812	1,325,330	2,996,701	10,092,157
2	PERCENT	D01 100.000000%	3.648476%	8.859158%	20.031424%	67.460943%
3						
4	MAX. DEMAND 1 HR. NON-COINC.	795,584	30,264	71,448	172,875	520,997
5	PERCENT	D02 100.000000%	3.803998%	8.980573%	21.729321%	65.486108%
6						
7	ANNUAL THERM SALES	1,538,541,529	40,212,704	256,120,127	333,283,502	908,925,196
8	PERCENT	E03 100.000000%	2.613690%	16.646943%	21.662301%	59.077066%
9						
10	CUSTOMER FOOTAGE OF MAINS	21,405,828	4,324,341	2,123,521	3,185,843	11,772,123
11	PERCENT	C01 100.000000%	20.201698%	9.920293%	14.883064%	54.994945%
12						
13	BOOK COST - SERVICES	2,129,547,597	344,298,994	113,175,462	182,092,667	1,489,980,474
14	PERCENT	C02 100.000000%	16.167706%	5.314531%	8.550768%	69.966996%
15						
16	BOOK COST OF METERS	501,504,369	103,928,561	82,418,649	108,429,437	206,727,722
17	PERCENT	C04 100.000000%	20.723361%	16.434283%	21.620836%	41.221520%
18						
19	PMT PROCESS'G, MAILING, BILLING	13,054,521	7,739,231	795,775	837,355	3,682,160
20	PERCENT	C05 100.000000%	59.283914%	6.095781%	6.414291%	28.206014%
21						
22	CUSTOMER ACCOUNTING EXP.	24,364,264	14,399,171	1,583,341	1,567,941	6,813,810
23	PERCENT	C07 100.000000%	59.099555%	6.498622%	6.435414%	27.966409%
24						
25	CUSTOMER SERVICE EXP.	2,715,112	1,609,625	165,507	174,155	765,825
26	PERCENT	C09 100.000000%	59.283914%	6.095781%	6.414291%	28.206014%
27						
28	CUSTOMER INSTALLATION EXP.	24,498,388	9,656,225	2,136,914	2,617,934	10,087,315
29	PERCENT	CIL 100.000000%	39.415756%	8.722671%	10.686149%	41.175424%
30						
31	UNCOLLECTIBLE ACCOUNTS	5,294,089	1,122,042	194,115	317,572	3,660,360
32	PERCENT	C10 100.000000%	21.194241%	3.666637%	5.998615%	69.140507%
33						
34	REVENUES FROM SALES	1,260,906,929	218,451,895	125,119,370	204,694,731	712,640,933
35	PERCENT	R01 100.000000%	17.324982%	9.922966%	16.233929%	56.518123%
36						
37	MFC - SUPPLY RELATED REVENUES	2,808,462	127,697	306,292	542,228	1,832,245
38	PERCENT	R02 100.000000%	4.546881%	10.906029%	19.306936%	65.240153%
39						
40	MFC - COLLECTIONS RELATED REVENUES	8,051,844	399,813	691,401	1,223,987	5,736,643
41	PERCENT	R03 100.000000%	4.965479%	8.586867%	15.201323%	71.246331%
42						
43	BPP REVENUES	7,832,713	4,643,539	477,465	502,413	2,209,296
44	PERCENT	R04 100.000000%	59.283914%	6.095781%	6.414291%	28.206014%
45						
46	OTHER OPERATING REVENUES	30,269,059	5,150,835	3,154,406	5,160,594	16,803,224
47	PERCENT	R05 100.000000%	17.016833%	10.421222%	17.049073%	55.512872%
48						
49	REVENUE ADJUSTMENT	0	0	0	0	0
50	PERCENT	R08A 0.000000%	0.000000%	0.000000%	0.000000%	0.000000%
51						
52	REVENUES	0	0	0	0	0
53	PERCENT	R99 0.000000%	0.000000%	0.000000%	0.000000%	0.000000%
54						
55	UNBUNDLED ALLOCATOR	4,501,983	1,938,888	358,524	518,086	1,686,485
56	PERCENT	U01 100.000000%	43.067422%	7.963691%	11.507951%	37.460937%
57						
58	ANNUAL THERM SALES	1,538,541,529	40,212,704	256,120,127	333,283,502	908,925,196
59						
60	NUMBER OF CUSTOMERS	1,087,877	644,936	66,315	69,780	306,847

Consolidated Edison Company of New York, Inc.  
Embedded Cost-of-Service Study Results  
For the Year 2017

<u>Service Classification</u>	<u>Rate of Return %</u>	<u>Initial Surplus/Deficiency* (\$000)</u>	<u>Adjustment** (\$000)</u>	<u>Adjusted Surplus/Deficiency* (\$000)</u>	<u>Adjusted Surplus/Deficiency As % of Non-Comp Revenues</u>
SC 1 Residential	12.97	22,427	(5,463)	16,963	7.77%
SC 2 Rate I	12.53	11,786	(3,129)	8,657	6.92%
SC 2 Rate II	10.39	-		-	
SC 3 Residential Heating	8.74	(7,798)	(17,823)	(25,621)	3.60%
Total System	9.89				
Total Surplus		34,213			
Total Deficiency		(7,798)			
Grand Total		26,416	(26,416) (26,416)	0.00 0.00	

\* Deficiencies shown as negative

\*\* Adjustments are based on Non-Competitive Delivery Revenues.

**Consolidated Edison Company of New York, Inc.**  
**Merchant Function Charge Calculations**  
**Supply Portion of the MFC for Full Service Customers**  
**Based on the 2017 Embedded Cost-of-Service Study**

	<b>Total Residential</b>	<b><u>Total Commercial</u></b>	<b>Total ConEd</b>
1 Supply portion of the MFC	\$ 1,506,610	\$ 450,334	\$ 1,956,944
2			
3 Total ConEd Base Revenues, MFC-Supply Related,			
4 MFC and POR Credit & Collection and BPP Revenues			<b>\$1,286,206,305</b>
5			
6			
7 Fixed Rate of Revenue Requirement	<b><u>0.11714%</u></b>	<b><u>0.03501%</u></b>	<b><u>0.15215%</u></b>
8 (as % of total revenues)			

Consolidated Edison Company of New York, Inc.  
Merchant Function Charge Calculations  
Credit & Collection/Theft Portion of the MFC for Full Service and POR Customers  
Based on 2017 Embedded Cost-of-Service Study

	Full Service Portion of Credit & Collection/Theft	Full Service % Breakdown
Total Residential	\$3,822,577	82.01487%
Total Other Commercial	<u>\$838,257</u>	17.98513%
Total Full Service	\$4,660,834	100.00000%
POR Portion of Credit & Collection/Theft	<u>\$2,291,424</u>	
Total Competitive Credit & Collection/Theft	<u>\$6,952,258</u>	
Total ConEd Base Revenues, MFC-Supply Related, MFC and POR Credit & Collection and BPP Revenues	<b>\$1,286,206,305</b>	
Fixed Rate of Revenue Requirement (as % of total revenues)	<u><b>0.54052%</b></u>	



Consolidated Edison Company of New York, Inc.  
Printing and Mailing a Bill  
December 31,2017

	<u>Gas Labor</u>	<u>Gas Non-Labor</u>	<u>Total Gas</u>
Direct Printing & Mailing a Bill Costs	\$66,420	\$771,206	\$837,626
Postage Costs	<u>\$0</u>	<u>\$2,614,962</u>	<u>\$2,614,962</u>
	\$66,420	\$3,386,168	\$3,452,588
<b><u>Reallocation of IR Costs</u></b>			
Computer Maintenance	\$0	\$8,193	\$8,193
Application Services - Salary	\$34,188	\$0	\$34,188
Mainframe Software Licensing	\$0	\$115,185	\$115,185
Paper - Bills	\$0	\$0	
Print Supplies	\$0	\$0	\$0
Disaster Recovery	\$0	\$7,152	\$7,152
Computer Operations - Salary	<u>\$98,282</u>	<u>\$0</u>	<u>\$98,282</u>
Total Information Resource Cost	\$132,470	\$130,530	\$262,999
Total Printing and Mailing a Bill Costs	\$198,890	\$3,516,697	\$3,715,587
Credit and Collection / Theft	\$26,653	\$9,579	\$36,233
Educ-Cust-Advertising/Promo	\$0	\$1,868	\$1,868
Uncollectibles	<u>\$0</u>	<u>\$16,324</u>	<u>\$16,324</u>
<b>Subtotal Unbundled Customer Care</b>	\$26,653	\$27,771	\$54,424
<b>Subtotal with Commission Ordered Costs</b>	\$225,543	\$3,544,468	\$3,770,011
<b><u>Overheads</u></b>			
<b>Total Overheads</b>			\$218,075
<b>Total Cost Printing and Mailing a Bill</b>			\$3,988,086
<b>Total 2017 Mailings</b>			6,546,523
<b>Total Unit Cost for Printing and Mailing a Bill</b>			<b>\$0.61</b>

Consolidated Edison Company of New York, Inc.  
Receipts Processing  
December 31,2017

	<u>Gas Labor</u>	<u>Gas Non-Labor</u>	<u>Total Gas</u>
Direct Receipts Processing Costs	\$0	\$269,857	\$269,857
Allocation of Customer Care Costs	1,523,618	415,196	1,938,814
Allocation of Information Resource Cost	<u>3,294</u>	<u>494</u>	<u>3,788</u>
 Total Receipts Processing Costs	 \$1,526,912	 \$685,547	 \$2,212,459
 Allocation of Credit & Collection and Theft	 \$15,871	 \$5,704	 \$21,575
Allocation of Educ-Cust Advertising/Promo	\$0	\$1,112	\$1,112
Allocation of Uncollectibles	\$0	\$9,720	\$9,720
<b>Subtotal Unbundled Customer Care</b>	<b>\$15,871</b>	<b>\$16,536</b>	<b>\$32,407</b>
 <b>Subtotal with Commission Ordered Costs</b>	 <b>\$1,542,783</b>	 <b>\$702,083</b>	 <b>\$2,244,866</b>
 <b><u>Overheads</u></b>			
 <b>Total Overheads</b>			 <b>\$1,025,949</b>
 <b>Total Cost for Receipts Processing</b>			 <b>\$3,270,815</b>
 <b>Total Gas Mailings</b>			 <b>6,546,523</b>
 <b>Total Unit Cost for Receipts Processing</b>			 <b>\$0.50</b>

**EXHIBIT \_\_\_\_ (GRP-2)**

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**

**MARGINAL COST ANALYSIS**

**Consolidated Edison Company of New York, Inc.**

**Index Listing for EXHIBIT \_\_\_\_ (GRP-2)**

1. Exhibit \_\_\_\_ (GRP-2), Schedule 1 – Gas Marginal Transmission and Distribution Cost Analysis
2. Exhibit \_\_\_\_ (GRP-2), Schedule 2 – Gas Marginal Cost Analysis for Excelsior Jobs Program

**EXHIBIT \_\_\_\_ (GRP-2)  
SCHEDULE 1**

**Consolidated Edison Company of New York, Inc.  
Gas Marginal Transmission and Distribution Cost Analysis  
12 Month Ending December 31, 2019**

<b>(1)</b>	Average Annual Capital Investment Years 2019-2023	\$60,346,000
<b>(2)</b>	Carrying Charge	7.56%
<b>(3)</b>	Annualized Cost (1) x (2)	\$4,562,158
<b>(4)</b>	O&M Expense = 2.52% x (1)	\$1,520,719
<b>(5)</b>	Total Annual Cost Including O&M	\$6,082,877
<b>(6)</b>	Incremental Annual Sales (Average of Years 2019-2023)	11,166,000
<b>(7)</b>	General Escalation Factor for RY1	1.022
<b>(8)</b>	Total Marginal Cost (Dollars per Therm)	\$0.5568
<b>(9)</b>	Total Marginal Cost (Dollars per Therm) Excludes Escalation	\$0.5448

**CON ED GAS MARGINAL COST ANALYSIS**

for Excelsior Jobs Program	\$/Therm	Total System Therms <sup>1</sup>	Total System Annual Costs <sup>3</sup>	ECOS Reference <sup>2</sup>	SC 2 RATE I			SC 2 RATE II		
(1)	(2)	(3)	(4)	(5)	New Customer	Existing Customer	Average Customer	New Customer	Existing Customer	Average Customer
					(6)	(7)	(8)	(9)	(10)	(11)
Total System Marginal Cost (\$ per therm)	\$0.5448	1,538,541,529	\$838,197,425	D02	\$75,274,930	\$75,274,930	\$75,274,930	\$182,134,608	\$182,134,608	\$182,134,608
Customer Costs <sup>3</sup>			<u>\$475,704,634</u>		<u>\$39,404,346</u>	<u>\$0</u>	<u>\$19,702,173</u>	<u>\$49,661,734</u>	<u>\$0</u>	<u>\$24,830,867</u>
Total			\$1,313,902,059		\$114,679,276	\$75,274,930	\$94,977,103	\$231,796,342	\$182,134,608	\$206,965,475

**Revenue Requirement \$ from 2017 ECOS<sup>4</sup>**

(January 2019 rate level)

Transmission							\$3,498,608			\$7,101,458
Total Distribution (includes demand and customer component of mains)							\$80,015,505			\$143,406,333
Customer Costs (excluding BPP)							<u>\$39,404,346</u>			<u>\$49,661,734</u>
Total							\$122,918,460			\$200,169,524

**Ratio (Marginal \$/Revenue Requirement \$)**

**0.7727**

**1.0340**

**Notes:**

- Column (3) is the E03 allocator in from Exhibit \_\_ (GRP-1), Table 7
- The Dollars per Therm in Column 2 is multiplied by the Total System Therms in Column 3 taken from the E03 allocator found in Exhibit \_\_ (GRP-1), Table 7. This results in total system annualized marginal costs shown in column (4). This is then allocated to EJP eligible service classes shown in columns (6) through (11) based on the D02 allocator taken from Exhibit \_\_ (GRP-1), Table 7.
- Customer Costs include services, meters & house regulators, customer installation, customer accounting, customer service, and uncollectibles.
- Competitive revenues (MFC and BPP) and Miscellaneous revenues have been excluded from this analysis.

**EXHIBIT \_\_\_ (GRP-3)**

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**

**RATE DESIGN – GAS DEPARTMENT  
RATE YEAR 2020**

**Consolidated Edison Company of New York, Inc.**

**Index Listing for EXHIBIT \_\_\_ (GRP-3)**

1. Exhibit \_\_\_ (GRP-3), Schedule 1 - Estimated Effect on Gas Customers' Bills and Company Revenues Resulting from Proposed Gas Rates
2. Exhibit \_\_\_ (GRP-3), Schedule 2 - Present and Proposed Rates in Brief, Billing & Payment Processing Rates
3. Exhibit \_\_\_ (GRP-3), Schedule 3 - CECONY Gas Bill Tables Based Upon Gas Rate Design in Rate Case 19-G-XXXX
4. Exhibit \_\_\_ (GRP-3), Schedule 4 - Projected Gas Bills



**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
 Estimated Effect on Gas Customers' Bills and Company Revenues Resulting from Proposed Gas Rates  
 Based on Forecasted Sales and Revenues for the Twelve Months Ending December 31, 2020 for Service Classification Nos. 1, 2, 3, 13 and 14  
 and the Corresponding SC 9 Firm Transportation Sub-classes

Firm Service Classification (Sales and Transportation)	Annual Therms	Total Annual Revenues at Proposed 01/01/19 Rates (b)	Total Annual Revenues at Proposed 01/01/20 Rates (b)	Estimated Total Annual Revenues Increase/(Decrease)	Percent Change	Number of Customers' Bills Increased	Number of Customers' Bills Decreased	Number of Customers' Bills Not Changed (c)
1 - Residential & Religious	40,280,000	\$ 247,504,058	\$ 273,795,497	\$ 26,291,439	10.6%	6,970,004	0	0
2 - General - Rate I (a)	237,080,000	246,462,787	261,895,710	15,432,923	6.3%	784,596	0	0
2 - Rider H - Distribution Generation	55,350,000	38,536,954	39,880,061	1,343,107	3.5%	2,357	0	0
2 - General - Rate II - (a)	377,930,000	425,716,989	460,377,252	34,660,263	8.1%	832,388	0	0
2 - Total Commercial	670,360,000	710,716,730	762,153,022	51,436,292	7.2%	1,619,341	0	0
3 - Residential & Religious - Heating (a)	1,046,100,000	1,359,765,143	1,492,103,615	132,338,472	9.7%	3,630,909	0	0
3 - Rider J - Distribution Generation	10,000	37,026	39,876	2,850	7.7%	72	0	0
13 - Seasonal Off Peak Firm Service	750,000	798,659	860,606	61,947	7.8%	4,938	0	0
14 - Natural Gas Vehicles	280,000	633,309	633,309					
<b>Total Firm Sales &amp; Firm Transportation</b>	<b>1,757,780,000</b>	<b>\$ 2,319,454,926</b>	<b>\$ 2,529,585,926</b>	<b>\$ 210,131,000</b>	<b>9.1%</b>	<b>12,225,264</b>	<b>0</b>	<b>0</b>

(a) Gas air-conditioning is included in SC 2 and SC 3.

(b) Annual Revenues:

include gas cost factor, monthly rate adjustment, merchant function charges and various other charges used in calculating Rate Year Revenues;  
 include gas supply costs for transportation customers equivalent to what these customers would have paid as full service customers; and  
 exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates,  
 New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.

(c) Number of customers' bills not changed have bill impacts ranging from -0.01% to 0.01%.

CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.  
 Present and Proposed Rates in Brief

**Present SC 1 and SC9 (A) (1) (Monthly)**  
**Residential & Religious Firm Sales and Transportation Service**

First 3 therms (or less)	\$	23.70	
Over 3 therms		133.27	cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

Plus: Merchant Function Charge	(Sales Service Only)
Plus: Monthly Rate Adjustment	
Plus: System Benefits Charge	
Plus: Revenue Tax Surcharge	
Plus: Gas Cost Factor	(Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Proposed SC 1 and SC9 (A) (1) (Monthly)**  
**Residential & Religious Firm Sales and Transportation Service**

First 3 therms (or less)	\$	26.30	
Over 3 therms		155.50	cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

Plus: Merchant Function Charge	(Sales Service Only)
Plus: Monthly Rate Adjustment	
Plus: System Benefits Charge	
Plus: Revenue Tax Surcharge	
Plus: Gas Cost Factor	(Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Present SC 2 Rate I and SC9 (A) (2) (Monthly)**  
**General Firm Sales and Transportation Service**

First 3 therms (or less)	\$	30.45	
Next 87 therms		79.07	cents per therm
Next 2,910 therms		43.09	cents per therm
Over 3,000 therms		29.69	cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

Plus: Merchant Function Charge	(Sales Service Only)
Plus: Monthly Rate Adjustment	
Plus: System Benefits Charge	
Plus: Revenue Decoupling Mechanism Adjustment	
Plus: Revenue Tax Surcharge	
Plus: Gas Cost Factor	(Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Proposed SC 2 Rate I and SC9 (A) (2) (Monthly)**  
**General Firm Sales and Transportation Service**

First 3 therms (or less)	\$	34.80	
Next 87 therms		90.58	cents per therm
Next 2,910 therms		48.18	cents per therm
Over 3,000 therms		33.20	cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

Plus: Merchant Function Charge	(Sales Service Only)
Plus: Monthly Rate Adjustment	
Plus: System Benefits Charge	
Plus: Revenue Decoupling Mechanism Adjustment	
Plus: Revenue Tax Surcharge	
Plus: Gas Cost Factor	(Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Present SC 2 Rate I Rider G & I and SC9 (A) (3) (Monthly)**  
**General Firm Sales and Transportation Service**

First 3 therms (or less)	\$	30.45	
Next 87 therms		79.07	cents per therm
Next 160 therms		43.09	cents per therm
Next 2,750 therms		28.26	cents per therm
Over 3,000 therms		14.83	cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

Plus: Merchant Function Charge	(Sales Service Only)
Plus: Monthly Rate Adjustment	
Plus: System Benefits Charge	
Plus: Revenue Decoupling Mechanism Adjustment (Rider G only)	
Plus: Revenue Tax Surcharge	
Plus: Gas Cost Factor	(Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Proposed SC 2 Rate I Rider G & I and SC9 (A) (3) (Monthly)**  
**General Firm Sales and Transportation Service**

First 3 therms (or less)	\$	34.80	
Next 87 therms		90.58	cents per therm
Next 160 therms		48.18	cents per therm
Next 2,750 therms		31.60	cents per therm
Over 3,000 therms		16.58	cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

Plus: Merchant Function Charge	(Sales Service Only)
Plus: Monthly Rate Adjustment	
Plus: System Benefits Charge	
Plus: Revenue Decoupling Mechanism Adjustment (Rider G only)	
Plus: Revenue Tax Surcharge	
Plus: Gas Cost Factor	(Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
**Present and Proposed Rates in Brief**

**Present SC 2 Rate II and SC9 (A) (4) (Monthly)**  
**General Firm Sales and Transportation Service**

First	3 therms (or less)	\$	30.45
Next	87 therms		79.07 cents per therm
Next	2,910 therms		57.95 cents per therm
Over	3,000 therms		39.40 cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

- Plus: Merchant Function Charge (Sales Service Only)
- Plus: Monthly Rate Adjustment
- Plus: System Benefits Charge
- Plus: Revenue Decoupling Mechanism Adjustment
- Plus: Revenue Tax Surcharge
- Plus: Gas Cost Factor (Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Proposed SC 2 Rate II and SC9 (A) (4) (Monthly)**  
**General Firm Sales and Transportation Service**

First	3 therms (or less)	\$	34.80
Next	87 therms		90.58 cents per therm
Next	2,910 therms		67.08 cents per therm
Over	3,000 therms		45.61 cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

- Plus: Merchant Function Charge (Sales Service Only)
- Plus: Monthly Rate Adjustment
- Plus: System Benefits Charge
- Plus: Revenue Decoupling Mechanism Adjustment
- Plus: Revenue Tax Surcharge
- Plus: Gas Cost Factor (Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Present SC 2 Rate II Rider G & I and SC9 (A) (5) (Monthly)**  
**General Firm Sales and Transportation Service**

First	3 therms (or less)	\$	30.45
Next	87 therms		79.07 cents per therm
Next	160 therms		57.95 cents per therm
Next	2,750 therms		38.26 cents per therm
Over	3,000 therms		19.70 cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

- Plus: Merchant Function Charge (Sales Service Only)
- Plus: Monthly Rate Adjustment
- Plus: System Benefits Charge
- Plus: Revenue Decoupling Mechanism Adjustment (Rider G only)
- Plus: Revenue Tax Surcharge
- Plus: Gas Cost Factor (Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Proposed SC 2 Rate II Rider G & I and SC9 (A) (5) (Monthly)**  
**General Firm Sales and Transportation Service**

First	3 therms (or less)	\$	34.80
Next	87 therms		90.58 cents per therm
Next	160 therms		67.08 cents per therm
Next	2,750 therms		44.29 cents per therm
Over	3,000 therms		22.80 cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

- Plus: Merchant Function Charge (Sales Service Only)
- Plus: Monthly Rate Adjustment
- Plus: System Benefits Charge
- Plus: Revenue Decoupling Mechanism Adjustment (Rider G only)
- Plus: Revenue Tax Surcharge
- Plus: Gas Cost Factor (Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Present SC 3 and SC9 (A) (6) (Monthly)**  
**Residential and Religious Heating Firm Sales and Transportation Service**

First	3 therms (or less)	\$	20.40
Next	87 therms		93.92 cents per therm
Next	2,910 therms		71.44 cents per therm
Over	3,000 therms		54.99 cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

- Plus: Merchant Function Charge (Sales Service Only)
- Plus: Monthly Rate Adjustment
- Plus: System Benefits Charge
- Plus: Revenue Decoupling Mechanism Adjustment
- Plus: Revenue Tax Surcharge
- Plus: Gas Cost Factor (Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Proposed SC 3 and SC9 (A) (6) (Monthly)**  
**Residential and Religious Heating Firm Sales and Transportation Service**

First	3 therms (or less)	\$	23.80
Next	87 therms		109.33 cents per therm
Next	2,910 therms		83.16 cents per therm
Over	3,000 therms		64.01 cents per therm

Plus: Billing and Payment Processing Charge See attached table

**Other Charges**

- Plus: Merchant Function Charge (Sales Service Only)
- Plus: Monthly Rate Adjustment
- Plus: System Benefits Charge
- Plus: Revenue Decoupling Mechanism Adjustment
- Plus: Revenue Tax Surcharge
- Plus: Gas Cost Factor (Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
**Present and Proposed Rates in Brief**

**Present SC 2 Rate I & II, SC 3 and SC9 (A) (7) (Monthly)**  
**Air Conditioning Rate for Firm Sales and Transportation Service**

First 1,200 therms	34.18 cents per therm
Over 1,200 therms	29.23 cents per therm

Plus: Billing and Payment Processing Charge      See attached table

**Other Charges**  
 Plus: Merchant Function Charge      (Sales Service Only)  
 Plus: Monthly Rate Adjustment  
 Plus: System Benefits Charge  
 Plus: Revenue Decoupling Mechanism Adjustment  
 Plus: Revenue Tax Surcharge  
 Plus: Gas Cost Factor      (Sales Service Only)

**Proposed SC 2 Rate I & II, SC 3 and SC9 (A) (7) (Monthly)**  
**Air Conditioning Rate for Firm Sales and Transportation Service**

First 1,200 therms	39.83 cents per therm
Over 1,200 therms	34.06 cents per therm

Plus: Billing and Payment Processing Charge      See attached table

**Other Charges**  
 Plus: Merchant Function Charge      (Sales Service Only)  
 Plus: Monthly Rate Adjustment  
 Plus: System Benefits Charge  
 Plus: Revenue Decoupling Mechanism Adjustment  
 Plus: Revenue Tax Surcharge  
 Plus: Gas Cost Factor      (Sales Service Only)

**Present SC 13 and SC9 (A) (8) (Monthly)**  
**Seasonal Off-Peak Firm Sales and Transportation Service**

First 3 therms (or less)	\$ 52.20
Next 1,197 therms	34.18 cents per therm
Over 1,200 therms	29.23 cents per therm

Plus: Billing and Payment Processing Charge      See attached table

**Other Charges**  
 Plus: Merchant Function Charge      (Sales Service Only)  
 Plus: Monthly Rate Adjustment  
 Plus: System Benefits Charge  
 Plus: Revenue Tax Surcharge  
 Plus: Gas Cost Factor      (Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Proposed SC 13 and SC9 (A) (8) (Monthly)**  
**Seasonal Off-Peak Firm Sales and Transportation Service**

First 3 therms (or less)	\$ 59.66
Next 1,197 therms	39.83 cents per therm
Over 1,200 therms	34.06 cents per therm

Plus: Billing and Payment Processing Charge      See attached table

**Other Charges**  
 Plus: Merchant Function Charge      (Sales Service Only)  
 Plus: Monthly Rate Adjustment  
 Plus: System Benefits Charge  
 Plus: Revenue Tax Surcharge  
 Plus: Gas Cost Factor      (Sales Service Only)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
**Present and Proposed Rates in Brief**  
**Rider H and J - Distributed Generation Rates**

**Present Rider H and SC 9 (A) (9) Rates**

**Delivery Charges:**

**Rates for Distributed Generation Capacity < 5 MegaWatts**

First 3 Therms (or less)		
<= 0.25 MW	\$162.78	
0.25 MW > & <= 1 MW	\$222.49	
1 MW > & <= 3 MW	\$442.65	
3 MW > & < 5 MW	\$589.99	
Over 3 Therms Summer	0.2013	cents per therm
Over 3 Therms Winter	0.2515	cents per therm

**Other Charges:**

Rates and other provisions of the customer's otherwise applicable service classification (excluding the RDM Adjustment)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Proposed Rider H and SC 9 (A) (9) Rates**

**Delivery Charges:**

**Rates for Distributed Generation Capacity < 5 MegaWatts**

First 3 Therms (or less)		
<= 0.25 MW	\$186.00	
0.25 MW > & <= 1 MW	\$254.30	
1 MW > & <= 3 MW	\$505.90	
3 MW > & < 5 MW	\$674.30	
Over 3 Therms Summer	0.2312	cents per therm
Over 3 Therms Winter	0.2888	cents per therm

**Other Charges:**

Rates and other provisions of the customer's otherwise applicable service classification (excluding the RDM Adjustment)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Rates for Distributed Generation Capacity 5 MW => & < 50 MW**

First 3 Therms (or less)		
5 MW => & < 50 MW	\$89.36	
Contract Demand Charge	\$34.78	per therm
Over 3 Therms Summer	0.0401	cents per therm
Over 3 Therms Winter	0.0504	cents per therm

**Other Charges:**

Rates and other provisions of the customer's otherwise applicable service classification (excluding the RDM Adjustment)

The Monthly Minimum Charge is the charge for the first 3 therms plus the Contract Demand Charge

**Rates for Distributed Generation Capacity 5 MW => & < 50 MW**

First 3 Therms (or less)		
5 MW => & < 50 MW	\$102.10	
Contract Demand Charge	\$39.94	per therm
Over 3 Therms Summer	0.0461	cents per therm
Over 3 Therms Winter	0.0579	cents per therm

**Other Charges:**

Rates and other provisions of the customer's otherwise applicable service classification (excluding the RDM Adjustment)

The Monthly Minimum Charge is the charge for the first 3 therms plus the Contract Demand Charge

**Present Rider J Rates**

**Delivery Charges:**

**SC 1 and SC 9 (A) (10)**

First 3 Therms (or less)	\$24.00	
Over 3 Therms	0.4266	cents per therm

**SC 3 (<= 4 Dwelling Units) and SC 9 (A) (10)**

First 3 Therms (or less)	\$37.00	
Over 3 Therms	0.3805	cents per therm

**Other Charges:**

Rates and other provisions of the customer's otherwise applicable service classification (excluding the RDM Adjustment)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**Proposed Rider J Rates**

**Delivery Charges:**

**SC 1 and SC 9 (A) (10)**

First 3 Therms (or less)	\$26.60	
Over 3 Therms	0.4978	cents per therm

**SC 3 (<= 4 Dwelling Units) and SC 9 (A) (10)**

First 3 Therms (or less)	\$43.20	
Over 3 Therms	0.4319	cents per therm

**Other Charges:**

Rates and other provisions of the customer's otherwise applicable service classification (excluding the RDM Adjustment)

The Monthly Minimum Charge is the charge for the first 3 therms (or less)

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.**  
**Billing and Payment Processing Charge / Credit Applicable to Single Service Accounts and ESCO's - Current and Proposed**

**A. Single Service (Gas only) accounts – BPP and ESCO charges**

	Full Service	Retail Choice Utility Single Bill (POR)	Retail Choice Two Bills	Retail Choice ESCO Single Bill
Gas Customer	\$1.20	\$0.00	\$1.20	\$0.00
Gas ESCO	N/A	\$1.20	\$0.00	\$0.00

**B. Dual Service (Gas and Electric) – Gas BPP and Gas ESCO charges for accounts with both services served by either Con Edison or by one ESCO or with only one service served by an ESCO**

	Electric Service Type	Gas Full Service	Gas Retail Choice Utility Single Bill (POR)	Gas Retail Choice Two Bills	Gas Retail Choice ESCO Single Bill
Gas Customer	Electric Full Service	\$0.60***	\$0.00	\$0.60***	\$0.00
Gas ESCO	Electric Full Service	N/A	\$1.20	\$0.00	\$0.00
Gas Customer	Electric Retail Choice Utility Single Bill (POR)	\$0.00	\$0.00	\$0.00	N/A
Gas ESCO	Electric Retail Choice Utility Single Bill (POR)	\$0.00*	\$0.60**	\$0.00*	N/A
Gas Customer	Electric Retail Choice Two Bill	\$0.60***	\$0.00	\$0.60***	\$0.00
Gas ESCO	Electric Retail Choice Two Bill	\$0.00	\$1.20	\$0.00	\$0.00
Gas Customer	Electric Retail Choice ESCO Single Bill	\$0.00	N/A	\$0.00	\$0.00
Gas ESCO	Electric Retail Choice ESCO Single Bill	\$0.00	N/A	\$0.00	\$0.00

\*The ESCO, as the electric ESCO will pay \$1.20 because of the electric billing option.

\*\*The ESCO, as the electric ESCO will also pay \$0.60.

\*\*\*The Customer, as an electric customer, will also pay \$0.60.

**C. Dual Service (Gas and Electric) – Gas BPP and Gas ESCO charges for accounts with each service served by a different ESCO**

	Electric Service Type	Gas Retail Choice Utility Single Bill (POR)	Gas Retail Choice Two Bills	Gas Retail Choice ESCO Single Bill
Gas Customer	Electric Retail Choice Utility Single Bill (POR)	\$0.00	\$0.00	N/A
Gas ESCO	Electric Retail Choice Utility Single Bill (POR)	\$0.60**	\$0.00*	N/A
Gas Customer	Electric Retail Choice Two Bill	\$0.00	\$0.60***	\$0.00
Gas ESCO	Electric Retail Choice Two Bill	\$1.20	\$0.00	\$0.00
Gas Customer	Electric Retail Choice ESCO Single Bill	N/A	\$0.00	N/A
Gas ESCO	Electric Retail Choice ESCO Single Bill	N/A	\$0.00	N/A

\*The electric ESCO will pay \$1.20.

\*\*The electric ESCO will also pay \$0.60.

\*\*\*The Customer, as an electric customer, will also pay \$0.60.

**Consolidated Edison Company of New York, Inc.**

Gas Bill Tables Based Upon Gas Rate Design in Rate Case 19-G-XXXX  
Comparison of Bills Calculated at Current Rates vs. Rate Year Proposed Rates

**Gas S.C. No. 01**  
Residential and Religious  
Current vs Rate Year

Therm Use 30 Days	Bill at Current Rates 1/1/2019	Bill at Proposed Rates 1/1/2020	Dollar Variance	Percentage Variance
0	\$25.07	\$27.75	\$2.68	10.69%
3	26.61	29.28	2.67	10.03%
4	28.48	31.39	2.91	10.22%
5	30.39	33.50	3.11	10.23%
6	32.26	35.61	3.35	10.38%
7	34.15	37.72	3.57	10.45%
8	36.02	39.84	3.82	10.61%
9	37.93	41.95	4.02	10.60%
10	39.81	44.06	4.25	10.68%
12	43.57	48.28	4.71	10.81%
14	47.35	52.51	5.16	10.90%
16	51.13	56.73	5.60	10.95%
18	54.89	60.95	6.06	11.04%
20	58.68	65.18	6.50	11.08%
25	68.10	75.74	7.64	11.22%
30	77.53	86.30	8.77	11.31%
35	86.97	96.85	9.88	11.36%
40	96.39	107.42	11.03	11.44%
42	100.17	111.64	11.47	11.45%
50	115.26	128.54	13.28	11.52%
54	122.80	136.98	14.18	11.55%
60	134.12	149.65	15.53	11.58%
90	190.69	213.00	22.31	11.70%
100	209.57	234.12	24.55	11.71%
150	303.88	339.71	35.83	11.79%
200	398.18	445.29	47.11	11.83%
300	586.81	656.47	69.66	11.87%
400	775.43	867.64	92.21	11.89%
500	964.05	1,078.83	114.78	11.91%
600	1,152.68	1,290.00	137.32	11.91%
800	1,529.92	1,712.35	182.43	11.92%
1,000	1,907.17	2,134.70	227.53	11.93%
2,000	3,793.37	4,246.46	453.09	11.94%
3,000	5,679.59	6,358.22	678.63	11.95%

Notes:

Current and Proposed bills reflect a charge for Delivery rates, a Billing & Payment Processing Charge, a System Benefits Charge, the Monthly Rate Adjustment, the Gas Cost Factor, the Merchant Function Charge and applicable GRT.

These impacts exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.

**Consolidated Edison Company of New York, Inc.**

Gas Bill Tables Based Upon Gas Rate Designin Rate Case 19-G-XXXX  
 Comparison of Bills Calculated at Current Rates vs. Rate Year Proposed Rates

**Gas S.C. No. 01**  
 Residential and Religious - Low Income  
 Current vs Rate Year

Therm Use 30 Days	Bill at Current Rates 1/1/2019	Bill at Proposed Rates 1/1/2020	Dollar Variance	Percentage Variance
0	\$21.97	\$24.65	\$2.68	12.20%
3	23.51	26.18	2.67	11.36%
4	25.38	28.29	2.91	11.47%
5	27.29	30.40	3.11	11.40%
6	29.16	32.51	3.35	11.49%
7	31.05	34.62	3.57	11.50%
8	32.92	36.74	3.82	11.60%
9	34.83	38.85	4.02	11.54%
10	36.71	40.96	4.25	11.58%
12	40.47	45.18	4.71	11.64%
14	44.25	49.41	5.16	11.66%
16	48.03	53.63	5.60	11.66%
18	51.79	57.85	6.06	11.70%
20	55.58	62.08	6.50	11.69%
25	65.00	72.64	7.64	11.75%
30	74.43	83.20	8.77	11.78%
35	83.87	93.75	9.88	11.78%
40	93.29	104.32	11.03	11.82%
42	97.07	108.54	11.47	11.82%
50	112.16	125.44	13.28	11.84%
54	119.70	133.88	14.18	11.85%
60	131.02	146.55	15.53	11.85%
90	187.59	209.90	22.31	11.89%
100	206.47	231.02	24.55	11.89%
150	300.78	336.61	35.83	11.91%
200	395.08	442.19	47.11	11.92%
300	583.71	653.37	69.66	11.93%
400	772.33	864.54	92.21	11.94%
500	960.95	1,075.73	114.78	11.94%
600	1,149.58	1,286.90	137.32	11.95%
800	1,526.82	1,709.25	182.43	11.95%
1,000	1,904.07	2,131.60	227.53	11.95%
2,000	3,790.27	4,243.36	453.09	11.95%
3,000	5,676.49	6,355.12	678.63	11.96%

**Notes:**

Current and Proposed bills reflect a charge for Delivery rates, a Billing & Payment Processing Charge, a System Benefits Charge, the Monthly Rate Adjustment, the Gas Cost Factor, the Merchant Function Charge and applicable GRT.

These bills reflect a low income credit as per Rider E.

These impacts exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.



**Consolidated Edison Company of New York, Inc.**

Gas Bill Tables Based Upon Gas Rate Design in Rate Case 19-G-XXXX  
 Comparison of Bills Calculated at Current Rates vs. Rate Year Proposed Rates

**Gas S.C. No. 02 Rate I**

General Firm Sales  
 Current vs Rate Year

Therm Use 30 Days	Bill at Current Rates 1/1/2019	Bill at Proposed Rates 1/1/2020	Dollar Variance	Percentage Variance
0	\$32.03	\$36.52	\$4.49	14.02%
3	33.55	38.01	4.46	13.29%
10	42.78	48.06	5.28	12.34%
20	55.98	62.41	6.43	11.49%
30	69.18	76.75	7.57	10.94%
40	82.38	91.09	8.71	10.57%
50	95.57	105.43	9.86	10.32%
75	128.57	141.29	12.72	9.89%
90	148.36	162.80	14.44	9.73%
100	157.84	172.76	14.92	9.45%
150	205.28	222.61	17.33	8.44%
200	252.70	272.45	19.75	7.82%
300	347.55	372.13	24.58	7.07%
500	537.26	571.50	34.24	6.37%
900	916.68	970.23	53.55	5.84%
1,000	1,011.53	1,069.92	58.39	5.77%
2,000	1,960.05	2,066.76	106.71	5.44%
3,000	2,908.60	3,063.60	155.00	5.33%
4,000	3,718.89	3,905.88	186.99	5.03%
5,000	4,529.18	4,748.18	219.00	4.84%
6,000	5,339.46	5,590.47	251.01	4.70%
8,000	6,960.04	7,275.04	315.00	4.53%
10,000	8,580.61	8,959.62	379.01	4.42%
20,000	16,683.51	17,382.53	699.02	4.19%
50,000	40,992.17	42,651.24	1,659.07	4.05%
100,000	81,506.60	84,765.75	3,259.15	4.00%
150,000	122,021.03	126,880.28	4,859.25	3.98%
200,000	162,535.47	168,994.80	6,459.33	3.97%
250,000	203,049.90	211,109.31	8,059.41	3.97%
300,000	243,564.34	253,223.83	9,659.49	3.97%

Notes:

Current and Proposed bills reflect a charge for Delivery rates, a Billing & Payment Processing Charge, a System Benefits Charge, the Monthly Rate Adjustment, the Gas Cost Factor, the Merchant Function Charge and applicable GRT.

These impacts exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.

**Consolidated Edison Company of New York, Inc.**

Gas Bill Tables Based Upon Gas Rate Design in Rate Case 19-G-XXXX  
Comparison of Bills Calculated at Current Rates vs. Rate Year Proposed Rates

**Gas S.C. No. 02 Rate II**

General Firm Sales  
Current vs Rate Year

Therm Use 30 Days	Bill at Current Rates 1/1/2019	Bill at Proposed Rates 1/1/2020	Dollar Variance	Percentage Variance
0	\$32.03	\$36.52	\$4.49	14.02%
3	33.55	38.01	4.46	13.29%
10	42.78	48.06	5.28	12.34%
20	55.98	62.41	6.43	11.49%
30	69.18	76.75	7.57	10.94%
40	82.38	91.09	8.71	10.57%
50	95.57	105.43	9.86	10.32%
75	128.57	141.29	12.72	9.89%
90	148.36	162.80	14.44	9.73%
100	159.38	174.71	15.33	9.62%
150	214.48	234.31	19.83	9.25%
200	269.57	293.90	24.33	9.03%
250	324.66	353.50	28.84	8.88%
300	379.75	413.08	33.33	8.78%
500	600.12	651.45	51.33	8.55%
900	1,040.86	1,128.17	87.31	8.39%
1,000	1,151.04	1,247.36	96.32	8.37%
2,000	2,252.88	2,439.18	186.30	8.27%
3,000	3,354.73	3,631.01	276.28	8.24%
4,000	4,265.19	4,601.32	336.13	7.88%
5,000	5,175.66	5,571.65	395.99	7.65%
6,000	6,086.11	6,541.98	455.87	7.49%
8,000	7,907.05	8,482.61	575.56	7.28%
10,000	9,727.98	10,423.26	695.28	7.15%
20,000	18,832.63	20,126.48	1,293.85	6.87%
50,000	46,146.58	49,236.13	3,089.55	6.70%
100,000	91,669.81	97,752.22	6,082.41	6.64%
150,000	137,193.05	146,268.32	9,075.27	6.61%
200,000	182,716.30	194,784.41	12,068.11	6.60%
250,000	228,239.53	243,300.51	15,060.98	6.60%
300,000	273,762.78	291,816.60	18,053.82	6.59%

**Notes:**

Current and Proposed bills reflect a charge for Delivery rates, a Billing & Payment Processing Charge, a System Benefits Charge, the Monthly Rate Adjustment, the Gas Cost Factor, the Merchant Function Charge and applicable GRT.

These impacts exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.

**Consolidated Edison Company of New York, Inc.**

Gas Bill Tables Based Upon Gas Rate Design in Rate Case 19-G-XXXX  
Comparison of Bills Calculated at Current Rates vs. Rate Year Proposed Rates

**Gas S.C. No. 03**  
Residential and Religious Heating  
Current vs Rate Year

Therm Use 30 Days	Bill at Current Rates 1/1/2019	Bill at Proposed Rates 1/1/2020	Dollar Variance	Percentage Variance
0	\$21.67	\$25.17	\$3.50	16.15%
3	23.21	26.70	3.49	15.04%
4	24.68	28.33	3.65	14.79%
5	26.17	29.97	3.80	14.52%
6	27.64	31.60	3.96	14.33%
7	29.13	33.23	4.10	14.07%
8	30.60	34.88	4.28	13.99%
9	32.09	36.51	4.42	13.77%
10	33.56	38.14	4.58	13.65%
12	36.52	41.41	4.89	13.39%
14	39.48	44.69	5.21	13.20%
16	42.44	47.95	5.51	12.98%
18	45.40	51.22	5.82	12.82%
20	48.37	54.50	6.13	12.67%
25	55.76	62.68	6.92	12.41%
30	63.17	70.85	7.68	12.16%
35	70.56	79.04	8.48	12.02%
40	77.96	87.21	9.25	11.87%
42	80.93	90.48	9.55	11.80%
50	92.77	103.57	10.80	11.64%
54	98.69	110.10	11.41	11.56%
60	107.58	119.91	12.33	11.46%
90	151.97	168.98	17.01	11.19%
100	164.46	182.64	18.18	11.05%
150	226.88	250.91	24.03	10.59%
170	251.85	278.23	26.38	10.47%
200	289.29	319.18	29.89	10.33%
300	414.13	455.73	41.60	10.05%
400	538.96	592.27	53.31	9.89%
500	663.79	728.82	65.03	9.80%
1,000	1,287.96	1,411.53	123.57	9.59%
2,000	2,536.28	2,776.97	240.69	9.49%
3,000	3,784.61	4,142.42	357.81	9.45%
5,000	5,941.85	6,478.17	536.32	9.03%
10,000	11,334.94	12,317.54	982.60	8.67%
25,000	27,514.22	29,835.64	2,321.42	8.44%
50,000	54,479.68	59,032.50	4,552.82	8.36%
100,000	108,410.59	117,426.21	9,015.62	8.32%
200,000	216,272.43	234,213.62	17,941.19	8.30%

Notes:

Current and Proposed bills reflect a charge for Delivery rates, a Billing & Payment Processing Charge, a System Benefits Charge, the Monthly Rate Adjustment, the Gas Cost Factor, the Merchant Function Charge and applicable GRT.

These impacts exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.

**Consolidated Edison Company of New York, Inc.**  
Gas Bill Tables Based Upon Gas Rate Design in Rate Case 19-G-XXXX  
Comparison of Bills Calculated at Current Rates vs. Rate Year Proposed Rates

**Gas S.C. No. 03**  
Residential and Religious Heating - Low Income  
Current vs Rate Year

Therm Use 30 Days	Bill at Current Rates 1/1/2019	Bill at Proposed Rates 1/1/2020	Dollar Variance	Percentage Variance
0	(\$29.91)	(\$26.41)	\$3.50	11.70%
3	(\$28.37)	(\$24.88)	3.49	12.30%
4	(\$26.90)	(\$23.25)	3.65	13.55%
5	(\$25.41)	(\$21.61)	3.80	14.96%
6	(\$23.94)	(\$19.98)	3.96	16.53%
7	(\$22.45)	(\$18.35)	4.10	18.28%
8	(\$20.98)	(\$16.70)	4.27	20.36%
9	(\$19.49)	(\$15.07)	4.42	22.66%
10	(\$18.02)	(\$13.44)	4.58	25.43%
12	(\$15.06)	(\$10.17)	4.90	32.50%
14	(\$12.10)	(\$6.89)	5.21	43.04%
16	(\$9.14)	(\$3.63)	5.51	60.29%
18	(\$6.18)	(\$0.36)	5.82	94.25%
20	(\$3.21)	\$2.92	6.13	190.97%
25	\$4.18	\$11.10	6.92	165.50%
30	\$11.59	\$19.27	7.68	66.27%
35	\$18.98	\$27.46	8.48	44.69%
40	\$26.38	\$35.63	9.24	35.03%
42	\$29.35	\$38.90	9.56	32.56%
50	\$41.19	\$51.99	10.80	26.21%
54	\$47.11	\$58.52	11.41	24.22%
60	\$56.00	\$68.33	12.34	22.04%
90	\$100.39	\$117.40	17.01	16.94%
100	\$112.88	\$131.06	18.18	16.11%
150	\$175.30	\$199.33	24.03	13.71%
170	\$200.27	\$226.65	26.37	13.17%
200	\$237.71	\$267.60	29.89	12.58%
300	\$362.55	\$404.15	41.60	11.48%
400	\$487.38	\$540.69	53.32	10.94%
500	\$612.21	\$677.24	65.03	10.62%
1,000	\$1,236.38	\$1,359.95	123.58	9.99%
2,000	\$2,484.70	\$2,725.39	240.69	9.69%
3,000	\$3,733.03	\$4,090.84	357.81	9.58%
5,000	\$5,890.27	\$6,426.59	536.33	9.11%
10,000	\$11,283.36	\$12,265.96	982.60	8.71%
25,000	\$27,462.64	\$29,784.06	2,321.43	8.45%
50,000	\$54,428.10	\$58,980.92	4,552.82	8.36%
100,000	\$108,359.01	\$117,374.63	9,015.62	8.32%
200,000	\$216,220.85	\$234,162.04	17,941.19	8.30%

**Notes:**

Current and Proposed bills reflect a charge for Delivery rates, a Billing & Payment Processing Charge, a System Benefits Charge, the Monthly Rate Adjustment, the Gas Cost Factor, the Merchant Function Charge and applicable GRT.

These bills reflect a low income credit as per Rider E.

These impacts exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.

**Consolidated Edison Company of New York, Inc.**

Gas Bill Tables Based Upon Gas Rate Design in Rate Case 19-G-XXXX  
 Comparison of Bills Calculated at Current Rates vs. Rate Year Proposed Rates

**Gas S.C. No. 13**  
 Seasonal Off-Peak Service  
 Current vs Rate Year

Therm Use 30 Days	Bill at Current Rates 1/1/2019	Bill at Proposed Rates 1/1/2020	Dollar Variance	Percentage Variance
0	\$54.47	\$62.17	\$7.70	14.14%
3	55.99	63.66	7.67	13.70%
4	56.84	64.58	7.74	13.62%
5	57.70	65.49	7.79	13.50%
6	58.56	66.40	7.84	13.39%
7	59.42	67.30	7.88	13.26%
8	60.27	68.23	7.96	13.21%
9	61.13	69.13	8.00	13.09%
10	61.98	70.04	8.06	13.00%
12	63.70	71.86	8.16	12.81%
14	65.41	73.68	8.27	12.64%
16	67.12	75.51	8.39	12.50%
18	68.83	77.33	8.50	12.35%
20	70.55	79.15	8.60	12.19%
25	74.83	83.70	8.87	11.85%
30	79.12	88.25	9.13	11.54%
35	83.40	92.82	9.42	11.29%
40	87.68	97.37	9.69	11.05%
42	89.39	99.19	9.80	10.96%
50	96.24	106.47	10.23	10.63%
54	99.67	110.12	10.45	10.48%
60	104.81	115.57	10.76	10.27%
90	130.51	142.90	12.39	9.49%
100	139.07	152.01	12.94	9.30%
150	181.91	197.54	15.63	8.59%
200	224.73	243.08	18.35	8.17%
300	310.39	334.15	23.76	7.65%
400	396.05	425.22	29.17	7.37%
500	481.71	516.29	34.58	7.18%
1,000	910.02	971.63	61.61	6.77%
2,000	1,725.77	1,834.70	108.93	6.31%
3,000	2,531.32	2,685.87	154.55	6.11%
5,000	4,142.41	4,388.19	245.78	5.93%
10,000	8,170.12	8,644.00	473.88	5.80%
25,000	20,253.27	21,411.45	1,158.18	5.72%
50,000	40,391.84	42,690.51	2,298.67	5.69%

Notes:

Current and Proposed bills reflect a charge for Delivery rates, a Billing & Payment Processing Charge, a System Benefits Charge, the Monthly Rate Adjustment, the Gas Cost Factor, the Merchant Function Charge and applicable GRT.

These impacts exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.

**Consolidated Edison Company of New York, Inc.**

Gas Bill Tables Based Upon Gas Rate Design in Rate Case 19-G-XXXX  
 Comparison of Bills Calculated at Current Rates vs. Rate Year Proposed Rates

**Gas S.C. No. 02 Rate I**  
 Riders G and I  
 Current vs Rate Year

Therm Use 30 Days	Bill at Current Rates 1/1/2019	Bill at Proposed Rates 1/1/2020	Dollar Variance	Percentage Variance
0	\$32.03	\$36.52	\$4.49	14.02%
3	33.55	38.01	4.46	13.29%
10	42.78	48.06	5.28	12.34%
20	55.98	62.41	6.43	11.49%
30	69.18	76.75	7.57	10.94%
40	82.38	91.09	8.71	10.57%
50	95.57	105.43	9.86	10.32%
75	128.57	141.29	12.72	9.89%
90	148.36	162.80	14.44	9.73%
100	157.84	172.76	14.92	9.45%
150	205.28	222.61	17.33	8.44%
200	252.70	272.45	19.75	7.82%
250	300.13	322.30	22.17	7.39%
300	339.89	363.58	23.69	6.97%
500	499.00	528.74	29.74	5.96%
900	817.23	859.05	41.82	5.12%
1,000	896.78	941.63	44.85	5.00%
2,000	1,692.30	1,767.42	75.12	4.44%
3,000	2,487.85	2,593.20	105.35	4.23%
4,000	3,144.83	3,264.02	119.19	3.79%
5,000	3,801.81	3,934.85	133.04	3.50%
6,000	4,458.78	4,605.68	146.90	3.29%
8,000	5,772.76	5,947.32	174.56	3.02%
10,000	7,086.71	7,288.97	202.26	2.85%
20,000	13,656.53	13,997.22	340.69	2.49%
50,000	33,365.96	34,121.98	756.02	2.27%
100,000	66,215.00	67,663.23	1,448.23	2.19%
150,000	99,064.06	101,204.50	2,140.44	2.16%
200,000	131,913.12	134,745.76	2,832.64	2.15%
250,000	164,762.16	168,287.01	3,524.85	2.14%
300,000	197,611.22	201,828.27	4,217.05	2.13%

Notes:

Current and Proposed bills reflect a charge for Delivery rates, a Billing & Payment Processing Charge, a System Benefits Charge, the Monthly Rate Adjustment, the Gas Cost Factor, the Merchant Function Charge and applicable GRT.

These impacts exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.

**Consolidated Edison Company of New York, Inc.**

Gas Bill Tables Based Upon Gas Rate Design in Rate Case 19-G-XXXX  
Comparison of Bills Calculated at Current Rates vs. Rate Year Proposed Rates

**Gas S.C. No. 02 Rate II**  
Riders G and I  
Current vs Rate Year

Therm Use 30 Days	Bill at Current Rates 1/1/2019	Bill at Proposed Rates 1/1/2020	Dollar Variance	Percentage Variance
0	\$32.03	\$36.52	\$4.49	14.02%
3	33.55	38.01	4.46	13.29%
10	42.78	48.06	5.28	12.34%
20	55.98	62.41	6.43	11.49%
30	69.18	76.75	7.57	10.94%
40	82.38	91.09	8.71	10.57%
50	95.57	105.43	9.86	10.32%
75	128.57	141.29	12.72	9.89%
90	148.36	162.80	14.44	9.73%
100	159.38	174.71	15.33	9.62%
150	214.48	234.31	19.83	9.25%
200	269.57	293.90	24.33	9.03%
250	324.66	353.50	28.84	8.88%
300	369.59	401.33	31.74	8.59%
500	549.33	592.67	43.34	7.89%
900	908.82	975.35	66.53	7.32%
1,000	998.68	1,071.03	72.35	7.24%
2,000	1,897.38	2,027.73	130.35	6.87%
3,000	2,796.09	2,984.43	188.34	6.74%
4,000	3,503.32	3,719.42	216.10	6.17%
5,000	4,210.54	4,454.43	243.89	5.79%
6,000	4,917.76	5,189.42	271.66	5.52%
8,000	6,332.22	6,659.41	327.19	5.17%
10,000	7,746.65	8,129.40	382.75	4.94%
20,000	14,818.90	15,479.36	660.46	4.46%
50,000	36,035.62	37,529.23	1,493.61	4.14%
100,000	71,396.80	74,279.01	2,882.21	4.04%
150,000	106,758.00	111,028.80	4,270.80	4.00%
200,000	142,119.20	147,778.58	5,659.38	3.98%
250,000	177,480.38	184,528.36	7,047.98	3.97%
300,000	212,841.58	221,278.14	8,436.56	3.96%

Notes:

Current and Proposed bills reflect a charge for Delivery rates, a Billing & Payment Processing Charge, a System Benefits Charge, the Monthly Rate Adjustment, the Gas Cost Factor, the Merchant Function Charge and applicable GRT.

These impacts exclude the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.

## Consolidated Edison Company of New York, Inc Projected Gas Bills

<b>Residential and Religious Cooking (Service Classification No. 1)</b>
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**Average Monthly Bill for a Customer Using 5 Therms for Twelve Months Ending**

	<u>12/31/2019</u>	<u>12/31/2020</u>	<u>12/31/2021</u>	<u>12/31/2022</u>
Delivery	\$27.99	\$31.11	\$32.91	\$34.91
Commodity	\$2.38	\$2.38	\$2.28	\$2.30
Total	\$30.37	\$33.49	\$35.19	\$37.21

<b>Residential and Religious Heating (Service Classification No. 3)</b>
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**Average Monthly Bill for a Customer Using 100 Therms for Twelve Months Ending**

	<u>12/31/2019</u>	<u>12/31/2020</u>	<u>12/31/2021</u>	<u>12/31/2022</u>
Delivery	\$111.33	\$128.61	\$140.35	\$153.42
Commodity	\$47.73	\$47.73	\$45.65	\$45.95
Total	\$159.06	\$176.34	\$186.00	\$199.37

**Notes:**

- Service Classification No. 1 assumes 5 therms of usage for each month.
- Service Classification No. 3 assumes an average monthly bill based on 170 therms of usage for the 5 winter months (November to March) and 50 therms of usage for the 7 summer months.

Excludes the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.



## Consolidated Edison Company of New York, Inc Projected Gas Bills

<b>General Service (Service Classification No. 2 Rate 1)</b>
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**Average Monthly Bill for a Customer Using 255 Therms for Twelve Months Ending**

	<b>12/31/2019</b>	<b>12/31/2020</b>	<b>12/31/2021</b>	<b>12/31/2022</b>
Delivery	\$183.16	\$205.57	\$218.86	\$233.74
Commodity	\$121.71	\$121.71	\$116.40	\$263.08
<b>Total</b>	<b>\$304.87</b>	<b>\$327.28</b>	<b>\$335.26</b>	<b>\$496.82</b>

<b>General Service (Service Classification No. 2 Rate 2)</b>
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**Average Monthly Bill for a Customer Using 423 Therms for Twelve Months Ending**

	<b>12/31/2019</b>	<b>12/31/2020</b>	<b>12/31/2021</b>	<b>12/31/2022</b>
Delivery	\$313.34	\$357.72	\$386.58	\$418.73
Commodity	\$201.85	\$201.85	\$193.06	\$194.32
<b>Total</b>	<b>\$515.19</b>	<b>\$559.57</b>	<b>\$579.64</b>	<b>\$613.05</b>

**Notes:**

- Service Classification No. 2 Rate1 assumes an average monthly bill based on 255 therms of usage for all months.
- Service Classification No. 2 Rate 2 assumes an average monthly bill based on 700 therms of usage for the 5 winter months (November to March) and 225 therms of usage for the 7 summer months.

Excludes the effect of changes outside the base rate level approved by the Commission, such as the tax sur-credit, ETIP cost recovery transferred from the SBC to base delivery rates, New York Facilities net payment and receipts transferred from base delivery rates to the monthly rate adjustment and RDM Adjustment revenues.