

Consolidated Edison Company of New York, INC.

Electric Rate Case

INDEX OF EXHIBITS

Volume 4

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CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.

Wholesale Electricity Supply Costs

Calendar Years 2013 through 2017

		2013		2014		2015		2016		2017	
Firm contracts	Capacity costs	\$431,959,465	63.6%	\$408,458,975	52.3%	\$236,387,574	41.1%	\$229,296,852	49.8%	\$237,627,303	54.9%
	Energy costs	\$743,776,702	62.3%	\$826,402,981	64.4%	\$618,021,257	61.6%	\$478,597,754	56.4%	\$322,825,591	38.0%
	Other costs*									\$149,136	0.2%
	Total costs	\$1,175,736,167	57.8%	\$1,234,861,956	57.3%	\$854,408,831	49.2%	\$707,894,606	45.1%	\$560,602,030	37.6%
	Capacity supplied (MW)**	2,987	48.3%	2,664	42.2%	1,954	30.0%	1,886	30.7%	2,013	32.0%
	Energy supplied (MWh)	13,707,534	63.3%	13,808,565	65.3%	12,399,121	57.8%	10,202,963	48.0%	6,711,507	32.2%
Steam-electric generation***	Energy costs (fuel only)	\$175,747,566	14.8%	\$184,356,703	14.4%	\$119,219,219	11.9%	\$101,305,817	12.0%	\$129,399,098	15.3%
	Total costs	\$175,747,566	8.6%	\$184,356,703	8.5%	\$119,219,219	6.9%	\$101,305,817	6.4%	\$129,399,098	8.7%
	Capacity supplied (MW)**	702	11.4%	705	11.2%	724	11.1%	726	11.8%	732	11.6%
	Energy supplied (MWh)	3,184,919	14.7%	2,753,657	13.0%	2,753,657	12.8%	2,929,052	13.8%	3,082,864	14.8%
	Spot purchases	Capacity costs	\$247,710,405	36.4%	\$372,824,324	47.7%	\$339,298,090	58.9%	\$231,574,604	50.2%	\$195,206,802
Energy costs		\$274,856,170	23.0%	\$272,735,754	21.2%	\$265,449,678	26.5%	\$268,374,927	31.6%	\$397,216,367	46.8%
Other costs*		\$118,439,551	100.0%	\$110,105,259	100.0%	\$64,147,680	100.0%	\$79,007,983	100.0%	\$73,398,125	99.8%
Total costs		\$641,006,126	31.5%	\$755,665,337	35.0%	\$668,895,448	38.5%	\$578,957,514	36.8%	\$665,821,294	44.6%
Capacity supplied (MW)**		2,490	40.3%	2,946	46.6%	3,841	58.9%	3,527	57.5%	3,549	56.4%
	Energy supplied (MWh)	4,761,208	22.0%	4,595,805	21.7%	6,286,709	29.3%	8,120,885	38.2%	11,025,276	53.0%
Financial hedges	Net cost	\$40,629,185	2.0%	(\$18,108,406)	-0.8%	\$95,678,981	5.5%	\$183,102,026	11.7%	\$136,234,722	9.1%
Total portfolio	Capacity costs	\$679,669,870	33.4%	\$781,283,299	36.2%	\$575,685,664	33.1%	\$460,871,456	29.3%	\$432,834,105	29.0%
	Energy costs	\$1,194,380,438	58.7%	\$1,283,495,437	59.5%	\$1,002,690,154	57.7%	\$848,278,498	54.0%	\$849,441,056	56.9%
	Other costs*	\$118,439,551	5.8%	\$110,105,259	5.1%	\$64,147,680	3.7%	\$79,007,983	5.0%	\$73,547,261	4.9%
	Financial hedges	\$40,629,185	2.0%	(\$18,108,406)	-0.8%	\$95,678,981	5.5%	\$183,102,026	11.7%	\$136,234,722	9.1%
	Total costs	\$2,033,119,044		\$2,156,775,589		\$1,738,202,479		\$1,571,259,964		\$1,492,057,143	
	Capacity supplied (MW)**	6,179		6,315		6,519		6,138		6,294	
	Energy supplied (MWh)	21,653,661		21,158,027		21,439,487		21,252,901		20,819,647	

* Other costs includes emissions, ancillary, and related charges.

** Capacity is unforced capacity or UCAP.

*** Steam-electric generation costs do not include the embedded cost of Company-retained generation.

CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.
Steam-Electric Generation Capacity (MW)
Projected for 2019 and 2020

	Annual	
	2019	2020
59th Street GT 1	12.9	12.9
74th Street GT 1 & 2	37.1	37.1
Hudson Avenue GT 3, 4 & 5	37.8	37.8
East River 1 & 2	350.6	350.6
East River 6 & 7	<u>313.7</u>	<u>313.7</u>
Total	<u>751.9</u>	<u>751.9</u>

CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.
Projection of Wholesale Electricity Supply Costs
Rate Years Ending December 2019 through December 2024

		<u>2019</u>		<u>2020</u>		<u>2021</u>		<u>2022</u>		<u>2023</u>		<u>2024</u>	
Firm contracts	Capacity costs	\$201,223,001	48%	\$111,805,667	32%	\$62,906,744	14%	\$52,934,168	12%	\$53,482,227	12%	\$54,043,219	12%
	Energy costs	\$68,949,070	8%	\$69,677,145	8%	\$72,168,659	9%	\$74,380,540	8%	\$77,545,040	9%	\$82,296,046	9%
	Other costs												
	Total costs	\$270,172,071	19%	\$181,482,812	14%	\$135,075,403	9%	\$127,314,708	9%	\$131,027,267	9%	\$136,339,265	9%
	Capacity supplied (MW)	1,692	22%	959	14%	409	6%	275	4%	275	4%	275	4%
	Energy supplied (MWh)	1,946,128	9%	1,946,128	9%	1,946,128	9%	1,946,128	10%	1,946,128	10%	1,946,128	10%
Steam-electric generation	Energy costs (fuel only)	\$107,584,800	13%	\$116,279,300	14%	\$110,672,500	13%	\$117,214,000	13%	\$112,543,500	12%	\$112,543,500	12%
	Total costs	\$107,584,800	8%	\$116,279,300	9%	\$110,672,500	8%	\$117,214,000	8%	\$112,543,500	8%	\$112,543,500	8%
	Capacity supplied (MW)	733	10%	733	10%	733	11%	733	10%	733	10%	733	10%
	Energy supplied (MWh)	2,953,600	13%	3,040,700	14%	3,000,200	14%	3,034,500	15%	2,809,700	14%	2,809,700	15%
Spot purchases	Capacity costs	\$215,073,424	52%	\$238,658,232	68%	\$377,371,162	86%	\$386,871,491	88%	\$380,860,238	88%	\$382,151,909	88%
	Energy costs	672,499,281	79%	636,538,181	77%	664,191,413	78%	719,818,603	79%	716,199,296	79%	706,966,389	78%
	Other costs	142,337,380		127,982,672		123,707,020		114,606,472		105,886,083		99,417,452	
	Total costs	\$1,029,910,085	73%	\$1,003,179,085	77%	\$1,165,269,595	82%	\$1,221,296,567	83%	\$1,202,945,617	82%	\$1,188,535,749	82%
	Capacity supplied (MW)	5,270	68%	5,311	76%	5,834	84%	6,137	86%	6,071	86%	6,064	86%
	Energy supplied (MWh)	17,071,272	78%	16,525,172	77%	15,858,672	76%	15,396,372	76%	14,658,172	76%	14,412,172	75%
Financial hedges	Net cost	-		-		-		-		-		-	
Environmental costs	Emissions allowances	2,677,028		9,747,128		14,414,767		14,414,767		14,414,767		14,414,767	
Total portfolio	Capacity costs	\$416,296,425	30%	\$350,463,899	27%	\$440,277,906	31%	\$439,805,659	30%	\$434,342,465	30%	\$436,195,128	30%
	Energy costs	849,033,151	60%	822,494,627	63%	847,032,572	59%	911,413,143	62%	906,287,836	62%	901,805,934	62%
	Other costs	142,337,380	10%	127,982,672	10%	123,707,020	9%	114,606,472	8%	105,886,083	7%	99,417,452	7%
	Financial hedges	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
	Emissions allowances	2,677,028	0%	9,747,128	1%	14,414,767	1%	14,414,767	1%	14,414,767	1%	14,414,767	1%
	Total costs	\$1,410,343,984		\$1,310,688,325		\$1,425,432,265		\$1,480,240,042		\$1,460,931,152		\$1,451,833,281	
	Capacity supplied (MW)	7,695		7,002		6,975		7,145		7,079		7,072	
	Energy supplied (MWh)	21,971,000		21,512,000		20,805,000		20,377,000		19,414,000		19,168,000	

NOTES:

- A Capacity supplied reflects the average of expected monthly UCAP requirement.
- B Capacity supplied includes both In-City and Rest-of-State regions.
- C Steam-electric generation costs do not include the embedded cost of Company-retained generation.
- D Other costs include TCCs, TUCs, NTAC, ancillary and other miscellaneous charges.
- E RFP contracts are included in the FIRM Contracts category
- F Emissions allowances include RECs

Consolidated Edison Company of New York, Inc. Electricity Supply IT System Enhancements - Capital

PROJECT	No.	RY 1	RY 2	RY 3
nMarket Upgrade/Replacement	1	\$3,100	\$3,600	\$3,300
NYISO Transmission Owner Data Reporting System - Next Generation	2	\$ 415	\$ 415	\$1,250
Metrix IDR Upgrade	3	\$ 400	\$ 700	\$ 400
Business Analytics for AMI	4		\$1,595	\$1,595
Total		\$3,915	\$6,310	\$6,545

X	Capital
	O&M

2020-2022 – Shared Services / Energy Management - Electricity Supply

Project/Program Title	nMarket Upgrade/Replacement Project (Design & Implementation)
Project Manager	Todd Ichihara
Hyperion Project Number	PR.21526152
Organization’s Project Number	N/A
Status of Project	Planning
Estimated Start Date	January 2020
Estimated Completion Date	December 2022
Work Plan Category	Strategic

Work Description:

This project is to review current and future business requirements and implement a solution that will support Electricity Supply’s Physical Wholesale program to implement the New York State Public Service Commission’s Reforming the Energy Vision (REV) Initiative and other anticipated future programs. The current functionality of the nMarket System will be compared to other vendor provided solutions and a request for quote (RFQ) will be obtained from the vetted candidates. The chosen solution will be implemented. These business requirements consist of the following:

- Electricity and distributed energy resource (DER) (including storage) purchasing, scheduling and invoicing
- Regulatory and Sarbanes-Oxley (SOX) compliance
- Interfacing with other internal systems

This project will require a significant amount of resources from Information Technology (IT), Electricity Supply, consultants, and various vendors to document and review the existing and future Electricity Supply business requirements, understand if and how they could be implemented, cost benefit analysis, product selection, and implementation.

The budgetary estimate included in this White Paper is based on the best information available at this time.

Justification Summary:

The implementation of REV will expand the participation of DERs (including storage) in the wholesale energy markets as well as extend the electricity markets down to the network and distribution levels. This will add complexity to Electricity Supply's Physical Wholesale business requirements, creating the need to upgrade or replace the existing nMarket System. This project will help Con Edison:

- Keep up with any regulatory changes which could impact how we do business once REV has been implemented
- Improve Energy Management processing of approximately \$1.5 billion in wholesale electricity supply transactions, which requires state-of-the-art software to assist in managing the energy portfolio.
- Increase efficiencies by making data and results available in a standardized format that can be used to generate reports automatically for internal use, settlements, and regulatory reporting
- Decrease the possibility for errors by automating processes as appropriate and interfacing with other internal systems on a corporate and organizational level
- Maintain strict SOX controls and audit capabilities
- Regulatory compliance. If the system ceases to work, we would likely have regulatory compliance problems and face potential financial reporting risks.

Supplemental Information:

- Alternatives:
If the existing system is not upgraded or replaced to accommodate changes in our business requirements, manual processes will need to be developed which is more labor intensive and vulnerable to human error.
- Risk of No Action:
The risk of no action would jeopardize Con Edison's ability to function as a market participant in the wholesale energy market place (i.e. REV impact), and potentially impact SOX and regulatory compliance requirements.

- Non-financial Benefits:
This project will lead to:
 - Regulatory compliance
 - Implementation of REV initiative
 - Efficient management of the energy portfolio

- Summary of Financial Benefits and Costs:
The annual wholesale electricity supply cost to all electric customers in the Con Edison service area is about \$1.5 billion. The annual carrying charge of the project (\$2.5 million) is about 0.16% of current wholesale electricity supply costs. The benefits of REV enhancements to all electric customers are expected to be greater than the carrying cost of this project.

- Technical Evaluation/Analysis:
N/A

- Project Relationships (if applicable):
This system interfaces with an in-house system, ePortfolio, NYISO – MIS, Con Edison’s Pricing Database System (PDS), and once implemented, Energy Management’s Data Analytics Tool, and the Enterprise Data Analytics Platform. The design phase will determine the impact on these systems.

- Basis for Estimate:
Ten full time equivalents (FTE) of labor over the 36-month period, plus software licensing cost based on vendor input.

Annual 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>Forecast 2018</u>
Labor					
M&S					
A/P					
Other					
Overheads					
Total					

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		\$ 500	\$ 650	\$ 500	
M&S		\$ 840			
A/P		\$1,517	\$2,634	\$2,557	
Other					
Overheads		\$ 243	\$ 316	\$ 243	
Total		\$3,100	\$3,600	\$3,300	

X	Capital
	O&M

2022-2024 – Shared Services / Energy Management - Electricity Supply

Project/Program Title	NYISO Transmission Owner Data Reporting System (TODRS) - Next Generation
Project Manager	Todd Ichihara
Hyperion Project Number	PR.21542732
Status of Project	In-Progress
Estimated Start Date	2022 for this Phase
Estimated Completion Date	2024
Work Plan Category	Strategic

Work Description:

This is a continuation of the TODRS upgrade project that began in 2017, which includes enhancements for user experience, automated reporting, and initial sets of upgrades for REV and AMI customer data. TODRS performs the Transmission Owner Energy Reconciliation and Load Forecast Tag reporting (“ICAP Tag”) functions required by the NYISO. Energy Reconciliation is the process Transmission Owners use to determine each customer’s hourly contribution to the actual metered zonal load recorded by the NYISO. ICAP Tag reporting determines each customer’s contribution to the forecasted annual electric peak. The proposed upgrade project will assist the Company in implementing expected business requirements resulting from REV and AMI implementation projects. For example, as AMI meters continue to be deployed and reach full deployment, TODRS will need to be upgraded to handle the large volume of interval data. In addition, TODRS will be required be enhanced to include the ability to reconcile and forecast energy consumption/generation data for electric networks/radial feeders and distributed energy resources (“DER”), which will be a key component to further REV goals.

In addition, this upgrade project will include the development of new interfaces to the new Customer Information System (CIS) and retirement of the TODRS interface to the legacy CIS.

TODRS Next Generation is expected to add the following features:

- Allow the Company to reconcile energy consumption data for 83 electric networks and 13 radial feeders
- Implement REV Program mechanisms so market participants can view and retrieve distributed resources data and ICAP Tag benefits
- Provide accounting and reporting of the respective behind the meter generation associated with developers' VDER (value of DER) asset registrations through NYGATS
- Provide data and analysis for distributed resources at electric network level
- Enhance capability to process and store hourly billing data from AMI meters for every customer accounts' energy consumption and ICAP Tag calculation
- Development of new interfaces to retrieve customer account and billing information from the new CIS

The current phase of the project is expected to be completed in 2021 and this continuation is expected to start in 2022, and will be completed, tested, and accepted by the end of 2024.

Justification Summary:

As adoptions of DER by customers continue to increase, REV requirements set forth by the PSC, and NYISO regulatory and reporting requirements change, it is essential to continue to enhance the system. Moreover, as the internal and external data systems that TODRS is connected to change or are modified, interfaces between TODRS and these systems will need to be updated accordingly. The existing TODRS will not be able to support new programs such as REV and AMI, nor will it be able to handle additional requests from market participants. Should a distribution network market materialize and TODRS is not upgraded, the Company will not be able to manage its Energy Supply Companies (ESCOs) at the distribution level without significant increase in manpower and resources to meet the new requirements manually. Without the upgrade, the Company projects that one staff employee will be added to compile and manage customer consumption data and to communicate with local control centers and two additional staff employees will be necessary to create and manage Excel-based tools for electric networks, radial feeders, DERs, and large customers, and to answer a large influx of customer inquiries on distributed resources data and ICAP tag information.

The existing legacy CIS is one of the primary systems which TODRS receives customer account and billing information from. The development of the new CIS will necessitate the development of new interfaces between the new CIS and TODRS.

Supplemental Information:

- **Alternatives:**
The alternative would be to delay the necessary upgrades, and to manually adjust the input data and perform only essential activities in order to continue support evolving regulatory reporting requirements. However the existing program will not be able to support new programs such as the REV developments and AMI implementation projects, nor would it be able to handle additional requests from market participants.
- **Risk of No Action:**
The risk of no action is that manual processes will be required to extract and modify data from systems that have been changed and/or modified, to accommodate market participants' requests, and to continue support evolving regulatory reporting requirements. The manual processes will be labor intensive, requiring the need for two more full time employees, and are vulnerable to human error. If REV materializes on a distribution network market basis and we do not upgrade the TODRS, the Company will not be able to manage its ESCOs at the distribution level. If a new interface is not developed between TODRS and the new CIS it will not be feasible to process the required reports.
- **Non-financial Benefits:**
The non-financial benefits of this project are to assist the Company in meeting evolving regulatory reporting requirements, to improve market transparency and account/data accuracy with Retail Access participants/ESCO and other market participants, and to continuously improve forecasting performance.
- **Summary of Financial Benefits (if applicable) and Costs:**
The benefits of this project are in keeping up with ESCO and market participants' requests for information and new market demand and opportunities due to the REV development and AMI implementations. In addition, there is the reduced risk of negative customer experience consequences for ESCOs and full service customers as well as time consuming DPS/FERC/Company reviews that result from errors made due to incorrectly calculating Unaccounted for Energy (UFE) factors, ICAP Tags, and Energy Reconciliation.

- Technical Evaluation/Analysis:
An outside consultant developed the technical requirements and work scope associated with TODRS. This system was designed for future expandability to enable market participant web user interface, as well as to support the REV developments and AMI implementations.
- Project Relationships (if applicable):
N/A
- Basis for Estimate:
Historical project costs and vendor estimates.

Annual Funding Levels (\$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						\$180
M&S						\$ 90
A/P						\$200
Other						
Overheads						\$ 95
Total						\$565

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	\$150	\$145	\$145	\$ 400	\$175
M&S					
A/P	\$336	\$200	\$200	\$ 650	\$250
Other					
Overheads	\$ 73	\$ 70	\$ 70	\$ 200	\$ 75
Total	\$559	\$415	\$415	\$1,250	\$500

X	Capital
	O&M

2020-2022 – Shared Services / Energy Management - Electricity Supply

Project/Program Title	Metrix IDR Upgrade
Project Manager	Todd Ichihara
Hyperion Project Number	21542721
Status of Project	In-Progress
Estimated Start Date	1/1/2020 for this Phase
Estimated Completion Date	9/30/2022
Work Plan Category	Operationally Required

Work Description:

MetrixIDR performs the daily electric, gas, and steam system hourly load forecasting that the Company's System Operation Department relies on to plan daily operation. In addition, the Company's Electricity Supply Department uses it to plan short term electric purchasing and generation scheduling. In this capital project, MetrixIDR will further REV goals by developing forecasting models for the distribution areas/networks and feeders, implementing interfaces to feed data into the MetrixIDR system necessary for the forecasts, and the creation of associated reports and reporting mechanisms. This will enable the Company to effectively provide forecasts by providing hourly load forecasts for the distribution areas/networks and radial feeders on a daily basis to support any future distribution network market.

This project is the next phase of the MetrixIDR upgrade which started in 2017 and has been completed. In this next phase, the software will need additional modifications to support the new initiatives outlined moving forward.

As REV initiatives progress and additional or changing functionality is identified, Energy Management will scope out additional phases of MetrixIDR and request additional funding necessary for implementation.

Justification Summary:

The company will need to meet more demanding forecasting requirements. Forecasting accuracy is affected by the uncertainty in the evolving electric market and energy industry. Forecasting accuracy leads to improved system operation efficiencies and lower energy supply costs. If a forecast is too high, more energy will be procured than needed that will increase customer bills. If a forecast is too low, the Company may be forced to procure energy at a premium, and there may be negative consequences to local distribution system reliability. Should a distribution network market materialize through the development of REV and AMI, robust forecasting models will be necessary to support the operation of a distribution network market. Without this upgrade, there will be an unnecessary risk to reliability, as well as sending inaccurate pricing signals to the markets, by failing to meet the Company's stringent forecasting accuracy standard. Any effort to manage forecasts external to the system will not be feasible as it will become an incredibly manual intensive effort.

In addition, this upgrade is expected to add the following new and enhanced features:

- Build 83 electric network hourly forecasts and 13 radial feeder hourly forecasts
- Provide a mechanism to forecast DERs' contribution to the Weather Adjusted Peak (WAPs) on a system wide basis and by electric networks, and to provide forecast for future DERs
- Provide access to Distribution Control Centers and Substation Operators to the MetrixIDR Load Forecasting System
- Development of five minute interval forecasting models as the need arise
- Integration of multiple weather forecasts to feed the model
- Implementation of various automated reports such as model performance, network and feeder load summaries and statistics
- Enhanced details for network forecasts, both current and future, effected by the Distributed System Implementation Plan (i.e. 8,760 hour forecast, etc.)

MetrixIDR is jointly used by CECONY Electric, CECONY Steam, CECONY Gas, O&R Electric, and O&R Gas. This capital funding request only covers CECONY Electric's portion of the upgrade costs.

Supplemental Information:

- **Alternatives:**
If system changes are not implemented, a manual process will need to be developed which will be very labor intensive and vulnerable to human error. Such a manual process may not even be feasible from a quality and accuracy perspective.
- **Risk of No Action:**
If this upgrade project is not implemented and the Company fails to meet its stringent forecasting accuracy standard, the system will operate less reliably and the Company would likely have regulatory compliance violations.
- **Non-financial Benefits:**
The non-financial benefits of this project will meet and possibly exceed changing and more demanding forecast and reliability requirements, enabling distribution area and network hourly forecasting, and incorporating REV developments.
- **Summary of Financial Benefits (if applicable) and Costs:**
Forecasting accuracy is affected by the uncertainty in the evolving electric market and energy industry. Forecasting accuracy leads to improved system operation efficiencies and lower energy supply costs. If a forecast is too high, more energy will be procured than needed. If a forecast is too low, energy will be procured at a premium, and there may be negative consequences to local distribution reliability.
- **Technical Evaluation/Analysis:**
MetrixIDR is the main software used for daily Electric and Steam load forecasting, which includes the detailed technical forecasting models that are used to forecast hourly Electric and Steam load and interface connections to extract historical and projected hourly weather and electric and steam load data. Given significant resources invested in the software system there are currently no alternative replacements.
- **Project Relationships (if applicable):**
N/A
- **Basis for Estimate:**
Vendor estimates and historical costs.

Annual Funding Levels (\$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						\$190
M&S						
A/P						\$207
Other						
Overheads						\$ 93
Total						\$490

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	\$100	\$200	\$125	
M&S					
A/P	\$368	\$254	\$408	\$217	
Other					
Overheads	\$ 92	\$ 46	\$ 92	\$ 58	
Total	\$660	\$400	\$700	\$400	

X	Capital
	O&M

2021-2023 – Shared Services / Energy Management - Electricity Supply

Project/Program Title	Energy Management - Business Analytics for AMI
Project Manager	Todd Ichihara
Hyperion Project Number	23322950
Organization’s Project Number	
Status of Project	Not Started
Estimated Start Date	March 2021
Estimated Completion Date	December 2023
Work Plan Category	Strategic – IT Enhancement

Work Description:

The on-going Advanced Metering Infrastructure (AMI) project will be providing detailed interval meter data of the company’s electric, gas, and steam customers. This deluge of data will allow the Energy Management department to enhance, and allow for greater capabilities of the variety of reporting, analytics and forecasting that is provided to both internal and external customers. The goal of this project is to implement the variety of the AMI analytics use cases for Energy Management in the Enterprise Data Analytics Platform (EDAP) where appropriate.

The Energy Management Organization is responsible for wholesale energy transactions, billing and reporting to different markets and regulatory bodies, as well as providing short, medium and long-term forecasting of electric, gas, and steam peak, volume and revenue forecasting. Due to the diversity of functions the department performs, there will be unique data and analytics requirements that will require data from both internal company systems and external data sources.

This project will identify Energy Management AMI reporting and analytics business requirements, expand existing data models in EDAP, develop data integrations, and implementing the reporting and analytics in EDAP's C3 tool.

Justification Summary:

This project will help Energy Management:

- Integration of AMI data into the existing forecasting process flow will allow for more accurate representation of load growth, better visibilities into impacts and participation in energy efficiency programs and customer energy usage behaviors at more granular levels
- Utilize state-of-the-art software to improve Energy Management in managing approximately \$1.5 billion in wholesale energy transactions
- Having a fully integrated solution for AMI data analytics allows for future needs that arise from New York State's Reforming the Energy Vision (REV) energy strategy
- Utilization of advanced software, automation tools and advanced analytics to move away from timely and manual processes

Customer Benefits – A more in-depth understanding of customer usage patterns and better impact analysis reporting for making decisions at the service class and customer level of detail.

Organizational Improvements – Developing new insights and incorporation of AMI data will improve accuracies.

Financial and Regulatory Risk Reduction – Allows for future needs that arise from REV.

Supplemental Information:

- Alternatives: The alternative would be to keep the existing processes without incorporating any AMI data into the work flows.
- Risk of No Action: Various parts of the company are already beginning to use AMI data to support their operations and decision making process. If Energy Management does not take advantage of this opportunity, the department will lag in utilizing data to drive decisions and not reap the benefits of one of the biggest investments the company has taken.
- Non-financial Benefits: Allows for the development of new insights, migration to more advanced tools to perform advanced analytics.
- Summary of Financial Benefits (if applicable) and Costs: Reporting, analysis and forecasts produced by Energy Management have significant cost implications to the end customers' bills and reliability. Forecasts produced by Energy Management are one of the key drivers that spur infrastructure upgrades of the system. Other forecasts and reporting done by Energy Management also impact prices on the NYISO markets. Improved accuracies of data and reporting submitted to the various markets will ensure that marketers and the end customers are charged accurately. A sustained high level in the accuracy of the reporting and forecasts will have positive cost benefits to end customers.
- Technical Evaluation/Analysis: N/A
- Project Relationships (if applicable):
- Basis for Estimate: Historical consulting service costs and company labor to implement current analytics.

Annual 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>Forecast 2018</u>
Labor					
M&S					
A/P					
Other					
Total					

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			\$ 400	\$ 400	\$200
M&S					
A/P			\$1,000	\$1,000	\$500
Other					
Overheads			\$ 195	\$ 195	\$ 99
Total			\$1,595	\$1,595	\$799

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

O&M – Shared Services / Energy Management

Project/Program Title	REV and Energy Policy Program Staffing for Resource Planning & Forecasting, Electricity Supply, and Gas Supply
Project Manager	Todd Ichihara
Hyperion Project Number	N/A
Organization’s Project Number	N/A
Status of Project	Planning
Estimated Start Date	2020
Estimated Completion Date	Ongoing
Work Plan Category	Strategic

Background:

New York State’s Reforming the Energy Vision (REV) and Energy Policy are implementing programs that are shaping the need for more labor resources within the 3 departments of Energy Management (Resource Planning & Forecasting, Electricity Supply, and Gas Supply) to analyze, manage, and comply with new functions that evolve from these new programs.

Work Description:

Energy Management requires a total of 9 Full-Time Employees (“FTE’s”) to be added to the organization across the 3-year rate plan. The addition of these FTE’s will allow Energy Management to continue to support objectives of Customer Energy Solutions with our expertise in energy markets, load forecasting, and statistical analysis. Our additional employees will support Customer Energy Solutions’ four key objectives:

- i. Enhanced Customer Experience
- ii. Integrating Clean Energy Resources and Empowering our customers to manage their energy usage
- iii. Optimizing our systems, infrastructure, and our business to ensure safety and excellence in the management of the energy system
- iv. Fostering innovation and new business models

Electric Forecasting

Electric Forecasting requires 2 additional FTE's to be added to support the growing Distributed System Platform effort and NWS/DER coordination with Electric Operations and Customer Energy Solutions; 1 FTE in RY1 and 1 FTE in RY2. Electric Forecasting is an integral part of the Distributed System Platform ("DSP") due to its load forecasting expertise and its critical role in system planning. Electric Forecasting will need additional manpower to support the periodic update of hosting capacity maps for the ease of DER integration, develop network-level load forecasts for all 8,760 hours of the year, analyze AMI data for incorporation into peak forecasts and, as DER penetration increases, seamlessly integrate those impacts into the load and revenue forecasting processes.

Forecasting Services

Forecasting Services requires 3 additional FTE's to be added to support the Transmission Owners Data Reporting System Next Generation (TODRS), MetrixIDR Upgrade, AMI Business Analytics, DSP, CIS/DCX efforts, and the new New York Generation Attribute Tracking System (NYGATS) reporting requirements; 1 FTE in RY1, 1 FTE in RY2, and 1 FTE in RY3.

Forecasting Services has assumed increased responsibilities to deliver customer and system benefits by performing daily system forecasts in increased granularity and frequency from system-wide to substation and network levels. The additional manpower will allow Forecasting Services to leverage granular AMI data to further refine these forecasts and integrate this data into its current energy reconciliation process with the NYISO, ESCOs, and aggregators to support the DSP and reporting of NYGATS to NYSERDA.

Resource Analysis

Resource Analysis requires 1 additional FTE to be added in RY2 to support REV Demonstration Projects in the study and integration of energy storage technologies on the bulk power system. Resource Analysis has the expertise of modeling bulk power energy product prices as well as operation of resources on the grid. With increased interest in energy storage on the system, city and statewide storage goals, and changes to market prices and rules, Resource Analysis has increasingly been supporting REV Demonstration Projects and investments through Non-Wires Solutions. The additional FTE will enable Resource Analysis to continue to meet this growing demand through economic, reliability, and environmental analyses.

Electricity Supply

Electricity Supply requires 2 additional FTE's to be added to support scheduling of energy storage assets into the NYISO's various markets and support for the nMarket System Upgrade; 1 FTE in RY1 and 1 FTE in RY3. Energy storage resources looking to maximize revenues are increasingly looking to maximize earnings from NYISO's wholesale markets.

The NYISO is currently finalizing market rules related to energy storage technologies and those market rules are expected to go in effect January of 2020. Electricity Supply has expertise in bulk power products and how they are scheduled and optimized in the NYISO markets. The unique attributes of energy storage and the changes in market rules requires additional study to effectively manage these resources and integrate them into our supply portfolio.

In addition to the foregoing 2 incremental FTE's, the Company will incur additional IT support, and vendor maintenance and licensing costs of approximately \$150,000 annually beginning in 2022 to ensure the nMarket system is kept up to date.

Gas Supply

Gas Supply requires 1 additional FTE to be added in RY1 to support the Gas Innovation Program and Non-Pipeline Solution initiative. While demand continues to be high for natural gas, innovative business models are continuing to be pursued to reduce customer reliance on firm-natural gas as well as to effectively meet the demands of current gas customers. The additional FTE is needed to support this challenging function and help integrate these advancing programs into our supply portfolio.

Timing of FTE Additions

The timing of desired FTE additions is generally consistent with the anticipated pace of workload growth associated with the 3-year rate plan. For example, AMI deployment will ramp up through 2020-2022 bringing with it a growing volume of detailed customer energy use data to improve our forecasting and analysis capabilities. Resource Planning & Forecasting will need to keep pace in developing, refining, and validating its methodologies to ensure the best utilization of this data.

Justification Summary:

New York State's Reforming the Energy Vision and Energy Policy are rapidly evolving and introducing new innovations and non-traditional customer energy solutions that are materially affecting and adding intricacies to peak and energy forecasting, economic and reliability modelling, ESCO coordination, distributed energy resource and load modifier integration, scheduling, reconciliation reporting, and billing. This emerging new business model effectively touches all aspects of Energy Management as these policies materialize. The labor required for evaluating, developing, and implementing new programs is intensive due to scope, large number of interested parties and the technical considerations involved. Many of the FTEs required will operate the systems associated with the following IT Capital Projects: TODRS Next Generation, MetrixIDR Upgrade, and Business Analytics for AMI. Please refer to their associated Capital White Paper (Exhibit ES-4) for the associated functionality.

Supplemental Information:

- Alternatives: The alternative would be to ignore REV and evolving New York State Energy Policy initiatives in our forecasts, resource plans, supply plans, and billing and subsequently failing to comply with associated PSC Orders and State Mandates.
- Risk of No Action: The risk of no action means the Company will not be able to effectively plan and operate its systems under new energy business models. Doing so runs the risk of consequences to reliability, customer property, energy markets, energy delivery, fines and penalties.
- Non-Financial Benefits: The non-financial benefits of this additional labor are alignment with energy policy, innovation, developing markets, and environmental goals.
- Summary of Financial Benefits (if applicable) and Costs: N/A.
- Technical Evaluation/Analysis: N/A.
- Project Relationships (if applicable): TODRS Next Generation, MetrixIDR Upgrade, Business Analytics for AMI, and nMarket Upgrade.
- Basis for Estimate: Historical costs for a reasonably experienced engineers, financial analysts, data scientists, IT professionals, and statisticians in the New York City area.

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>	<u>Forecast 2018</u>
0	0	0	0	0	0

Historical 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>	<u>Forecast 2018</u>
Labor						
M&S						
A/P						
Other						
Overheads						
Total	0	0	0	0	0	0

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>
0	400	700	1,050	0

Request by Elements of Expense (\$000):

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	0	400	700	900	900
M&S					
A/P				150	150
Other					
Overheads					
Total	0	400	700	1,050	1,050

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 Differentials¹ between Peer Company Headquarters and New York City

Peer Company	Peer Company Headquarters	Industry Sector	Revenues ²	EE Count ²	Differential
General Industry New York Metro Peer Companies					
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%
Utility Sector Peer Companies					
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
Average of All Peer Companies			Average of All Peers:	110.5%	
Average of All Utility Sector Peer Companies			Average of Utility Peers:	118.1%	

¹ Per Salary.com

² 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 ¹	137.3
All Preretirement Welfare Benefits ²	92.7
Vacation and Holidays	95.6

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

² 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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
3L	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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
4H	DM-Utility of the Future	DR Utility of the Future	Utility of the Future	Insufficient Benchmark Data	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
4L	Director	DR Utility of the Future	Utility of the Future	Insufficient Benchmark Data	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
4L	Director	DR Utility of the Future	Utility of the Future	Insufficient Benchmark Data	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
4L	Director	DR Utility of the Future	Utility of the Future	Insufficient Benchmark Data	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations
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"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations
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"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations
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"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations

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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	Project Manager	DR Distribution Planning	Distribution Planning	Insufficient Benchmark Data	WTW	AZS30	Electric System/Grid Planning Engineering	Senior Manager (M3)	<ul style="list-style-type: none"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability council, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations
3l	Project Manager	DR Distribution Planning	Distribution Planning	Insufficient Benchmark Data	WTW	AZS30	Electric System/Grid Planning Engineering	Senior Manager (M3)	<ul style="list-style-type: none"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability council, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations
3l	Project Manager	DR Distribution Planning	Distribution Planning	Insufficient Benchmark Data	WTW	AZS30	Electric System/Grid Planning Engineering	Senior Manager (M3)	<ul style="list-style-type: none"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability council, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations
3L	Section Manager	DR Distribution Planning	Distribution Planning	Insufficient Benchmark Data	WTW	AZS30	Electric System/Grid Planning Engineering	Senior Manager (M3)	<ul style="list-style-type: none"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability council, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations
4L	Director	DR Distribution Planning	Distribution Planning	Insufficient Benchmark Data	WTW	AZS30	Electric System/Grid Planning Engineering	Group Manager (M4)	<ul style="list-style-type: none"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability council, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations
2H	Project Specialist	DR Innovative Pricing Pilots	Demonstration Projects	Insufficient Benchmark Data	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Project Specialist	DR Innovative Pricing Pilots	Demonstration Projects	Insufficient Benchmark Data	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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3L	Section Manager	DR Innovative Pricing Pilots	Demonstration Projects	Benchmark Data Available	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs

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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 (I/A)	<ul style="list-style-type: none"> Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy 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 Receives, screens and directs incoming calls, visitors, mail and email Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses. Participates in the development and implementation of secretarial standards, policies and practices for the organization Matching note: Match secretarial/administrative assistants who directly support executives excluding the CEO to this Discipline.
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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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2H	Project Specialist	DR EEDM Reg&Stakeholder Eng	Energy Efficiency	Insufficient Benchmark Data	WTW	ED0000	Energy Efficiency/Conservation Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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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"> Compiles and reviews the budgets for corporate departments, taking into consideration actual performance, previous expenditures, and estimated expenses and income Maintains accurate spending records and establishes measures for budgetary control
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"> Compiles and reviews the budgets for corporate departments, taking into consideration actual performance, previous expenditures, and estimated expenses and income Maintains accurate spending records and establishes measures for budgetary control
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"> Compiles and reviews the budgets for corporate departments, taking into consideration actual performance, previous expenditures, and estimated expenses and income Maintains accurate spending records and establishes measures for budgetary control
4L	Director	BUSINESS FIN Budget & Forecast	Budgeting & Forecasting	Benchmark Data Available	WTW	AF720	Budget Analysis	Group Manager (M4)	<ul style="list-style-type: none"> Compiles and reviews the budgets for corporate departments, taking into consideration actual performance, previous expenditures, and estimated expenses and income Maintains accurate spending records and establishes measures for budgetary control
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"> 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 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 Applies and integrates statistical, mathematical, predictive modeling and business analysis skills to manage and manipulate complex high volume data from a variety of sources
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"> Maintains, integrates and implements software applications within the organization 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 Ensures proper controls are established and maintained over test and production systems and software source code
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"> Maintains, integrates and implements software applications within the organization 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 Ensures proper controls are established and maintained over test and production systems and software source code
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"> Maintains, integrates and implements software applications within the organization 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 Ensures proper controls are established and maintained over test and production systems and software source code
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2L	Sr Analyst	CORP ACTG Finance Support	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Career (P3)	<ul style="list-style-type: none"> Maintains, integrates and implements software applications within the organization 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 Ensures proper controls are established and maintained over test and production systems and software source code
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2L	Sr Analyst	CORP ACTG Finance Support	Corp Actg Fin & Supply Chain	Insufficient Benchmark Data	WTW	AID05	Application Development Support	Career (P3)	<ul style="list-style-type: none"> Maintains, integrates and implements software applications within the organization 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 Ensures proper controls are established and maintained over test and production systems and software source code
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"> Maintains, integrates and implements software applications within the organization 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 Ensures proper controls are established and maintained over test and production systems and software source code
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"> Maintains, integrates and implements software applications within the organization 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 Ensures proper controls are established and maintained over test and production systems and software source code
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"> Maintains, integrates and implements software applications within the organization 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 Ensures proper controls are established and maintained over test and production systems and software source code
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"> Maintains, integrates and implements software applications within the organization 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 Ensures proper controls are established and maintained over test and production systems and software source code
1H	Accountant	CORP ACTG Accounts Receivable	Cost & Project Accounting	Insufficient Benchmark Data	WTW	AFB02	Accounts Receivable	Intermediate (P2)	<ul style="list-style-type: none"> Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis Maintains and reconciles accounts receivable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries
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"> Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis Maintains and reconciles accounts receivable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries
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"> Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis Maintains and reconciles accounts receivable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries
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"> Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis Maintains and reconciles accounts receivable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries
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"> Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis Maintains and reconciles accounts receivable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud May be responsible for low-volume customer billing, including preparation, delivery and responding to resulting queries

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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
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"> Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis Maintains and reconciles accounts receivable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud May be responsible for low volume customer billing, including preparation, delivery and responding to resulting queries
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"> Prepares, records, verifies, analyzes and reports accounts receivable transactions, and posts customer payments on a timely basis Maintains and reconciles accounts receivable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts receivable policies and procedures, and ensures external and internal controls and policies are adhered to Produces reports of accounts that are in arrears and analyses of bad debt, and prepares analyses and reconciliations of bill runs to detect fraud May be responsible for low volume customer billing, including preparation, delivery and responding to resulting queries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
1H	Accountant	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	WTW	AF804	Cost Accounting	Intermediate (P2)	<ul style="list-style-type: none"> Prepares, records, analyzes and reports on the cost of producing the organization's products and services Analyzes capital budget requests Maintains ledgers and financial statements
1H	Accountant	CECONY ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	WTW	AF804	Cost Accounting	Intermediate (P2)	<ul style="list-style-type: none"> Prepares, records, analyzes and reports on the cost of producing the organization's products and services Analyzes capital budget requests Maintains ledgers and financial statements
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"> Prepares, records, analyzes and reports on the cost of producing the organization's products and services Analyzes capital budget requests Maintains ledgers and financial statements
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"> Prepares, records, analyzes and reports on the cost of producing the organization's products and services Analyzes capital budget requests Maintains ledgers and financial statements
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"> Prepares, records, analyzes and reports on the cost of producing the organization's products and services Analyzes capital budget requests Maintains ledgers and financial statements
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"> Prepares, records, analyzes and reports on the cost of producing the organization's products and services Analyzes capital budget requests Maintains ledgers and financial statements
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"> Prepares, records, analyzes and reports on the cost of producing the organization's products and services Analyzes capital budget requests Maintains ledgers and financial statements
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"> Prepares, records, analyzes and reports on the cost of producing the organization's products and services Analyzes capital budget requests Maintains ledgers and financial statements
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines Matching note: Match Financial Controllers to this Discipline.
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"> 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 Develops, implements and communicates new policies and processes to comply with newly issued accounting standards 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 Ensures that relevant accounting standards are appropriately and consistently applied 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.
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"> 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 Develops, implements and communicates new policies and processes to comply with newly issued accounting standards 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 Ensures that relevant accounting standards are appropriately and consistently applied 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.

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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 Actg Resrch & Proc	Corp Actg Fin Actg & Rptg	Insufficient Benchmark Data	WTW	AF830	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> 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 Develops, implements and communicates new policies and processes to comply with newly issued accounting standards 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 Ensures that relevant accounting standards are appropriately and consistently applied 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.
1H	Accountant	CECONY Actg Resrch & Proc	Corp Actg Fin Actg & Rptg	Insufficient Benchmark Data	WTW	AF830	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> 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 Develops, implements and communicates new policies and processes to comply with newly issued accounting standards 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 Ensures that relevant accounting standards are appropriately and consistently applied 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.
1H	Accountant	CECONY Actg Resrch & Proc	Corp Actg Fin Actg & Rptg	Insufficient Benchmark Data	WTW	AF830	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> 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 Develops, implements and communicates new policies and processes to comply with newly issued accounting standards 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 Ensures that relevant accounting standards are appropriately and consistently applied 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.
1H	Accountant	CECONY Actg Resrch & Proc	Corp Actg Fin Actg & Rptg	Insufficient Benchmark Data	WTW	AF830	Accounting Policy and Research	Intermediate (P2)	<ul style="list-style-type: none"> 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 Develops, implements and communicates new policies and processes to comply with newly issued accounting standards 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 Ensures that relevant accounting standards are appropriately and consistently applied 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.
2H	Sr Accountant	CECONY Actg Resrch & Proc	Corp Actg Fin Actg & Rptg	Benchmark Data Available	WTW	AF830	Accounting Policy and Research	Manager (M2)	<ul style="list-style-type: none"> 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 Develops, implements and communicates new policies and processes to comply with newly issued accounting standards 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 Ensures that relevant accounting standards are appropriately and consistently applied 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.
2H	Sr Accountant	CECONY Actg Resrch & Proc	Corp Actg Fin Actg & Rptg	Benchmark Data Available	WTW	AF830	Accounting Policy and Research	Manager (M2)	<ul style="list-style-type: none"> 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 Develops, implements and communicates new policies and processes to comply with newly issued accounting standards 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 Ensures that relevant accounting standards are appropriately and consistently applied 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.
2H	Sr Planning Analyst	CECONY Actg Resrch & Proc	Corp Actg Fin Actg & Rptg	Benchmark Data Available	WTW	AF830	Accounting Policy and Research	Specialist (P4)	<ul style="list-style-type: none"> 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 Develops, implements and communicates new policies and processes to comply with newly issued accounting standards 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 Ensures that relevant accounting standards are appropriately and consistently applied 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.
1H	Accountant	CECONY Financial Reporting	Corp Actg Fin Actg & Rptg	Insufficient Benchmark Data	WTW	AF820	Financial Reporting	Intermediate (P2)	<ul style="list-style-type: none"> Prepares and distributes periodic financial statements for users other than those directly employed by the organization Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies 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
2H	Sr Accountant	CECONY Financial Reporting	Corp Actg Fin Actg & Rptg	Benchmark Data Available	WTW	AF820	Financial Reporting	Manager (M2)	<ul style="list-style-type: none"> Prepares and distributes periodic financial statements for users other than those directly employed by the organization Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies 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
2H	Sr Accountant	CECONY Financial Reporting	Corp Actg Fin Actg & Rptg	Benchmark Data Available	WTW	AF820	Financial Reporting	Specialist (P4)	<ul style="list-style-type: none"> Prepares and distributes periodic financial statements for users other than those directly employed by the organization Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies 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
2H	Sr Accountant	CECONY Financial Reporting	Corp Actg Fin Actg & Rptg	Benchmark Data Available	WTW	AF820	Financial Reporting	Specialist (P4)	<ul style="list-style-type: none"> Prepares and distributes periodic financial statements for users other than those directly employed by the organization Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies 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
3H	Department Manager	CECONY Financial Reporting	Corp Actg Fin Actg & Rptg	Benchmark Data Available	WTW	AF820	Financial Reporting	Senior Manager (M3)	<ul style="list-style-type: none"> Prepares and distributes periodic financial statements for users other than those directly employed by the organization Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies 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
1H	Accountant	CECONY Act Recconciliation	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF810	General Accounting	Intermediate (P2)	<ul style="list-style-type: none"> 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 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 Provides financial support, including forecasting, budgeting and analyzing variations from budget Analyzes and prepares statutory accounts, financial statements and reports Conducts or assists in the documentation of accounting projects
1A	Accounting Supervisor	CECONY Act Recconciliation	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF810	General Accounting	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 Provides financial support, including forecasting, budgeting and analyzing variations from budget Analyzes and prepares statutory accounts, financial statements and reports Conducts or assists in the documentation of accounting projects
2A	Staff Accountant	CECONY Act Recconciliation	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF810	General Accounting	Career (P3)	<ul style="list-style-type: none"> 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 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 Provides financial support, including forecasting, budgeting and analyzing variations from budget Analyzes and prepares statutory accounts, financial statements and reports Conducts or assists in the documentation of accounting projects
2A	Staff Accountant	CECONY Act Recconciliation	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF810	General Accounting	Career (P3)	<ul style="list-style-type: none"> 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 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 Provides financial support, including forecasting, budgeting and analyzing variations from budget Analyzes and prepares statutory accounts, financial statements and reports Conducts or assists in the documentation of accounting projects

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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"> 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 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 Provides financial support, including forecasting, budgeting and analyzing variances from budget Analyzes and prepares statutory accounts, financial statements and reports Conducts or assists in the documentation of accounting projects
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"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
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"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
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"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
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"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
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"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
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"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
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"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
1H	Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Intermediate (P2)	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.
2H	Sr Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Manager (M2)	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.
2L	Staff Accountant	CORP-ACCTG Payroll	Corp Actg Accounting Ops	Benchmark Data Available	WTW	AF8070	Payroll	Career (P3)	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.
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"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Matching note: Match incumbents responsible for payroll to this Discipline even if they are part of the Human Resources organization.
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Responsibilities are within the Accounting Function but are not described in other Discipline summaries
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"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden Matching note: Match incumbents responsible for tax accounting to this Discipline.
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"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden Matching note: Match incumbents responsible for tax accounting to this Discipline.
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"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden Matching note: Match incumbents responsible for tax accounting to this Discipline.
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"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden Matching note: Match incumbents responsible for tax accounting to this Discipline.
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"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden Matching note: Match incumbents responsible for tax accounting to this Discipline.
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"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden Matching note: Match incumbents responsible for tax accounting to this Discipline.

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

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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
3k	Project Manager	EEC 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"> 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 Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities and generating plants regarding the status of generation units 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
3j	Project Manager	EEC 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"> 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 Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities and generating plants regarding the status of generation units 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
3l	Section Manager	EEC 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"> 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 Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities and generating plants regarding the status of generation units 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
3i	Section Manager	EEC 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"> 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 Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities and generating plants regarding the status of generation units 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
3k	Section Manager	EEC 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"> 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 Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities and generating plants regarding the status of generation units 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
3l	Section Manager	EEC 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"> 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 Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities and generating plants regarding the status of generation units 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
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3l	Section Manager	EEC 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"> 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 Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities and generating plants regarding the status of generation units 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
3k	Section Manager	EEC 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"> 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 Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities and generating plants regarding the status of generation units 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
3h	Specialist	EEC 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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
3i	Executive Assistant 3L	EEC 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"> Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy 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 Receives, creates and directs incoming calls, visitors, mail and email Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization Matching note: Match secretaries/administrative assistants who directly support executives excluding the CEO to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.

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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	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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> Manages the line clearance crews in service areas Cleans 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 Develops and evaluates new methods for line clearance and vegetation management in compliance with regulations and standards Evaluates and resolves customer-related problems, questions and complaints involving vegetation management practices Acts as the organization's spokesperson on external vegetation management May prepare and administer bids and contracts May be responsible for groundskeeping
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"> Manages the line clearance crews in service areas Cleans 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 Develops and evaluates new methods for line clearance and vegetation management in compliance with regulations and standards Evaluates and resolves customer-related problems, questions and complaints involving vegetation management practices Acts as the organization's spokesperson on external vegetation management May prepare and administer bids and contracts May be responsible for groundskeeping
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"> Manages the line clearance crews in service areas Cleans 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 Develops and evaluates new methods for line clearance and vegetation management in compliance with regulations and standards Evaluates and resolves customer-related problems, questions and complaints involving vegetation management practices Acts as the organization's spokesperson on external vegetation management May prepare and administer bids and contracts May be responsible for groundskeeping
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"> Manages the line clearance crews in service areas Cleans 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 Develops and evaluates new methods for line clearance and vegetation management in compliance with regulations and standards Evaluates and resolves customer-related problems, questions and complaints involving vegetation management practices Acts as the organization's spokesperson on external vegetation management May prepare and administer bids and contracts May be responsible for groundskeeping
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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"> Manages the line clearance crews in service areas Cleans 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 Develops and evaluates new methods for line clearance and vegetation management in compliance with regulations and standards Evaluates and resolves customer-related problems, questions and complaints involving vegetation management practices Acts as the organization's spokesperson on external vegetation management May prepare and administer bids and contracts May be responsible for groundskeeping

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1H	Specialist	BW Field Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
1H	Specialist	BW Field Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
1H	Specialist	BW Field Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
2H	Manager	BW Field Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
1H	Operating Supervisor	BW Technical Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ET0000	Electric Transmission Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> 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 Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Operating Supervisor	BW Technical Services	Bronx & West Electric Condr	Benchmark Data Available	WTW	ET0000	Electric Transmission Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> 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 Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.

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CECONY Employee Data				
Band / Grade	Job Title	Sac Name	Dept Name	Benchmark Data Availability
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data
1H	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
1H	Operating Supervisor	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
1H	Operating Supervisor	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
1H	Operating Supervisor	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
1H	Operating Supervisor	BW Emergency South	Bronx & West Electric Ops	Insufficient Benchmark Data
1H	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				
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"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ET0000	Electric Transmission Operations Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> 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 Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
WTW	APM330	Electric Transmission and/or Distribution Project Management	Senior Manager (M3)	<ul style="list-style-type: none"> Takes responsibility for projects involving transmission systems that carry high power (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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&G generator step-up transformers, or rebuilding and installing new transmission lines
WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
WTW	AAY010	Business Continuation	Manager (M2)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
WTW	AAY010	Business Continuation	Career (P3)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)

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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Soc Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
3H	Department Manager	BW Technology Support	Central Support Operations	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
3L	Project Manager	BW Technology Support	Central Support Operations	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
3L	Section Manager	BW Technology Support	Central Support Operations	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
3H	Specialist	BW Self Assessment	Central Support Operations	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
2H	Manager	BW Self Assessment	Central Support Operations	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
2L	Sr Specialist	BW Self Assessment	Central Support Operations	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
2L	Sr Specialist	BW Self Assessment	Central Support Operations	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
2L	Sr Specialist	BW Self Assessment	Central Support Operations	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
2L	Sr Specialist	BW Self Assessment	Central Support Operations	Insufficient Benchmark Data	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
3H	Operating Supervisor	BO Service West	BO Overhead & Services	Benchmark Data Available	WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.

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CECONY Employee Data				
Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability
3H	Operating Supervisor	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available
3H	Operating Supervisor	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available
3H	Operating Supervisor	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available
2L	Planner Field Tech Specialist	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available
2L	Planner Field Tech Specialist	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available
3L	Section Manager	BQ Underground East	Bklyn & Qns Utdgrnd & Equipment	Benchmark Data Available
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data
3L	Project Manager	BQ Project Management	Bklyn & Qns Electric Ops	Insufficient Benchmark Data
4H	General Manager Electric Ops Staff	BQ Electric Ops GM & Staff	Bklyn & Qns Electric Ops	Benchmark Data Available
3H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Insufficient Benchmark Data
3H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Insufficient Benchmark Data
3H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Insufficient Benchmark Data
3H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Insufficient Benchmark Data

Survey Position Matching				
Source	Code	General Functional Area	Benchmark Level	Benchmark Description
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	ETM000	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> 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 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 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
WTW	APM330	Electric Transmission and/or Distribution Project Management	Manager (M2)	<ul style="list-style-type: none"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
WTW	APM330	Electric Transmission and/or Distribution Project Management	Manager (M2)	<ul style="list-style-type: none"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
WTW	APM330	Electric Transmission and/or Distribution Project Management	Specialist (P4)	<ul style="list-style-type: none"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
WTW	APM330	Electric Transmission and/or Distribution Project Management	Specialist (P4)	<ul style="list-style-type: none"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
WTW	APM330	Electric Transmission and/or Distribution Project Management	Senior Manager (M3)	<ul style="list-style-type: none"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
WTW	ET0000	Electric Transmission Operations Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> 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 Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
WTW	AAY010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)

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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"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
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"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
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"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
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"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
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"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
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"> 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 Identifies, develops and typically closes new sales opportunities Creates demand for the organization's products and services by raising their profile with customers Achieves revenue targets by increasing revenue spend per account 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 Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines
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"> 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 Identifies, develops and typically closes new sales opportunities Creates demand for the organization's products and services by raising their profile with customers Achieves revenue targets by increasing revenue spend per account 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 Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines
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"> 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 Identifies, develops and typically closes new sales opportunities Creates demand for the organization's products and services by raising their profile with customers Achieves revenue targets by increasing revenue spend per account 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 Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines
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"> 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 Identifies, develops and typically closes new sales opportunities Creates demand for the organization's products and services by raising their profile with customers Achieves revenue targets by increasing revenue spend per account 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 Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines
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"> 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 Identifies, develops and typically closes new sales opportunities Creates demand for the organization's products and services by raising their profile with customers Achieves revenue targets by increasing revenue spend per account 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 Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines
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"> 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 Identifies, develops and typically closes new sales opportunities Creates demand for the organization's products and services by raising their profile with customers Achieves revenue targets by increasing revenue spend per account 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 Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines
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"> 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 Identifies, develops and typically closes new sales opportunities Creates demand for the organization's products and services by raising their profile with customers Achieves revenue targets by increasing revenue spend per account 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 Responsibilities are within the Account/Relationship Management Function as a generalist or in a combination of Disciplines
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"> 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 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 Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency responses of electric transmission facilities; ensures transmission line construction and/or modification documentation, coordinates with surrounding transmission organizations to integrate activities into the overall power grid 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 Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.
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"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
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"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
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"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
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"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
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"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
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"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines
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"> 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 Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, O&S (generator step-up transformers), or rebuilding and installing new transmission lines

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CECONY Employee Data					Survey Position Matching				
Band / Grade	Job Title	Soc 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"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
1H	Operating Supervisor	MANH Environmental Operations	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
1H	Operating Supervisor	MANH Environmental Operations	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
1H	Operating Supervisor	MANH Environmental Operations	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
1H	Specialist	MANH Environmental Operations	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AZE120	Environmental Engineering	Supervisor (M1)	<ul style="list-style-type: none"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
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"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
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"> Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment 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
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
1H	Specialist	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Intermediate (P2)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2L	Field Operations Planner	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Supervisor (M1)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2L	Field Operations Planner	MANH Emergency	Manhattan Electric Operations	Benchmark Data Available	WTW	AAV010	Business Continuation	Career (P3)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
3L	Section Manager	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data	WTW	AAV010	Business Continuation	Senior Manager (M3)	<ul style="list-style-type: none"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	WTW	ETN000	Electric Transmission Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 Diagnoses field crews, 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 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) Matching note: Match incumbents responsible for both testing and repairing electric transmission equipment to this Discipline.

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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"> Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections Researches, interprets and explains inspection results Recommends changes to maintain compliance with regulatory requirements Maintains documentation to ensure proper test methodologies
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"> Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections Researches, interprets and explains inspection results Recommends changes to maintain compliance with regulatory requirements Maintains documentation to ensure proper test methodologies
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"> Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections Researches, interprets and explains inspection results Recommends changes to maintain compliance with regulatory requirements Maintains documentation to ensure proper test methodologies
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"> Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections Researches, interprets and explains inspection results Recommends changes to maintain compliance with regulatory requirements Maintains documentation to ensure proper test methodologies
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"> Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections Researches, interprets and explains inspection results Recommends changes to maintain compliance with regulatory requirements Maintains documentation to ensure proper test methodologies
2H	Manager	ENG PLAN Central St Light Ops	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Manager (M2)	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5k and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	ENG PLAN Central St Light Ops	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5k and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	ENG PLAN Central St Light Ops	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5k and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	ENG PLAN Central St Light Ops	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5k and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	ENG PLAN Central St Light Ops	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5k and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	ENG PLAN Central St Light Ops	Distribution Engineering	Insufficient Benchmark Data	WTW	AZ543	Electric Distribution Engineering	Career (P3)	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5k and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> 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 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 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 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 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 Coordinates with the EMS network model engineers on the development and maintenance of the EMS network models Tests EMS network models, SCADA and software changes to ensure that network applications produce consistent and credible results Supports the specification, design, testing and development of the EMS system to ensure that it meets changing functional requirements Matching note: Match EMS programmers to this Discipline.
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"> 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 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 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 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 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 Coordinates with the EMS network model engineers on the development and maintenance of the EMS network models Tests EMS network models, SCADA and software changes to ensure that network applications produce consistent and credible results Supports the specification, design, testing and development of the EMS system to ensure that it meets changing functional requirements Matching note: Match EMS programmers to this Discipline.
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"> 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 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 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 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 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 Coordinates with the EMS network model engineers on the development and maintenance of the EMS network models Tests EMS network models, SCADA and software changes to ensure that network applications produce consistent and credible results Supports the specification, design, testing and development of the EMS system to ensure that it meets changing functional requirements Matching note: Match EMS programmers to this Discipline.
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"> 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 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 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 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 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 Coordinates with the EMS network model engineers on the development and maintenance of the EMS network models Tests EMS network models, SCADA and software changes to ensure that network applications produce consistent and credible results Supports the specification, design, testing and development of the EMS system to ensure that it meets changing functional requirements Matching note: Match EMS programmers to this Discipline.

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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
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"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
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"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
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"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
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"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
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"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
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"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosers, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> Plans and designs distribution systems with voltage levels typically 34.5kV and below Determines need, size, location and timing of system development to balance economic, environmental, social and regulatory constraints and reliability needs
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"> 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 Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action 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 Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time Ensures real time security-constrained security refers to system parameters and not a physical threat/ economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
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"> 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 Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action 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 Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time Ensures real time security-constrained security refers to system parameters and not a physical threat/ economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
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"> 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 Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action 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 Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time Ensures real time security-constrained security refers to system parameters and not a physical threat/ economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service

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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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> 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 Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications 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 Develops specifications for new services, applications and service offerings 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
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"> 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 Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications 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 Develops specifications for new services, applications and service offerings 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
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"> 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 Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications 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 Develops specifications for new services, applications and service offerings 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

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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"> 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 Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications 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 Develops specifications for new services, applications and service offerings 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
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"> 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 Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications 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 Develops specifications for new services, applications and service offerings 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
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"> 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 Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications 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 Develops specifications for new services, applications and service offerings 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
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"> 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 Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications 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 Develops specifications for new services, applications and service offerings 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
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"> 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 Evaluates alternative architectural system designs and selects a preferred systems architecture for the EMS Develops software design specifications for the EMS system based on functional requirements and takes responsibility for technical planning, architecture development and modification of specifications 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 Develops specifications for new services, applications and service offerings 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
3H	Operations Manager	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	WTW	E00000	Energy Delivery/Distribution Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
4H	GM Central Energy Service	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	WTW	E00000	Energy Delivery/Distribution Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations
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"> 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 Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at Regional Transmission Councils and/or Regional Transmission Organizations

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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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs

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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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines

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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"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
WTW	AFJ000	Audit and Financial/Business Controls Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> 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 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 Identifies internal control gaps in business procedures, processes or systems and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically 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 Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
WTW	ALG999	Legal - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> Responsibilities are within the Legal Function but are not described in other Discipline summaries
WTW	ALG999	Legal - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> Responsibilities are within the Legal Function but are not described in other Discipline summaries
WTW	ALG999	Legal - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> Responsibilities are within the Legal Function but are not described in other Discipline summaries
WTW	ALG999	Legal - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> Responsibilities are within the Legal Function but are not described in other Discipline summaries
WTW	ALG999	Legal - No Applicable Discipline	Group Manager (M4)	<ul style="list-style-type: none"> Responsibilities are within the Legal Function but are not described in other Discipline summaries
WTW	ALG999	Legal - No Applicable Discipline	Group Manager (M4)	<ul style="list-style-type: none"> Responsibilities are within the Legal Function but are not described in other Discipline summaries
WTW	AA042	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy 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 Receives, screens and directs incoming calls, visitors, mail and email Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization Matching note: Match secretaries/administrative assistants who directly support executives including the CEO to this discipline.
WTW	ALS000	Legal Support Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> 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 Responsibilities are within the Legal Support Function as a generalist or in a combination of Disciplines Matching note: Match patent and/or trademark agents to this discipline.
WTW	ALS000	Legal Support Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> 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 Responsibilities are within the Legal Support Function as a generalist or in a combination of Disciplines Matching note: Match patent and/or trademark agents to this discipline.
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines
WTW	ALG000	Legal Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines
WTW	ALG000	Legal Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines
WTW	ALG000	Legal Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines
WTW	ALG000	Legal Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines
WTW	ALG000	Legal Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Provides a full range of legal advice and services Responsibilities are within the Legal Function as a generalist or in a combination of Disciplines

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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"> Provides legal advice regarding employment law Collaborates with Human Resources on all issues of the law related to the organization's human capital 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
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"> Provides legal advice regarding employment law Collaborates with Human Resources on all issues of the law related to the organization's human capital 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
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"> Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies 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. Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.
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"> Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies 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. Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.
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"> Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies 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. Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.
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"> Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies 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. Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.
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"> Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies 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. Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.
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"> Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies 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. Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.
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"> Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies 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. Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.
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"> Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies 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. Matching note: Match incumbents responsible for managing relationships with regulatory authorities to this Discipline.
1H	Specialist	CDRF AFF Strat Partnerships	Corporate Affairs	Benchmark Data Available	WTW	ACA020	Community Affairs/Relations	Intermediate (P2)	<ul style="list-style-type: none"> Develops and maintains a favorable relationship with the surrounding community Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents Organizes and supports employee volunteer programs and coordinates with local groups May participate in the organization's charitable giving programs as they affect community initiatives May represent the organization at community gatherings or forums
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"> Develops and maintains a favorable relationship with the surrounding community Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents Organizes and supports employee volunteer programs and coordinates with local groups May participate in the organization's charitable giving programs as they affect community initiatives May represent the organization at community gatherings or forums
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"> Develops and maintains a favorable relationship with the surrounding community Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents Organizes and supports employee volunteer programs and coordinates with local groups May participate in the organization's charitable giving programs as they affect community initiatives May represent the organization at community gatherings or forums
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"> Develops and maintains a favorable relationship with the surrounding community Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents Organizes and supports employee volunteer programs and coordinates with local groups May participate in the organization's charitable giving programs as they affect community initiatives May represent the organization at community gatherings or forums
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"> Develops and maintains a favorable relationship with the surrounding community Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents Organizes and supports employee volunteer programs and coordinates with local groups May participate in the organization's charitable giving programs as they affect community initiatives May represent the organization at community gatherings or forums
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"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
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"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
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"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups

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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	CUST OPS Cent CustExpDayCenter	Customer Assistance	Benchmark Data Available	WTW	AMS000	Customer Support/Operations Generalist/Multidiscipline	Supervisor (M1)	<ul style="list-style-type: none"> Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints Resolves customer inquiries and complaints fairly and effectively Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships Recommends and implements programs to support customer needs Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines Matching note: Match incumbents responsible for payment processing to this Discipline. Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline. Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline. Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.
2L	Sr Specialist	CUST OPS Cent CustExpDayCenter	Customer Assistance	Benchmark Data Available	WTW	AMS000	Customer Support/Operations Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints Resolves customer inquiries and complaints fairly and effectively Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships Recommends and implements programs to support customer needs Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines Matching note: Match incumbents responsible for payment processing to this Discipline. Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline. Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline. Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.
3L	Section Manager	CUST OPS Cent CustExpDayCenter	Customer Assistance	Benchmark Data Available	WTW	AMS000	Customer Support/Operations Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints Resolves customer inquiries and complaints fairly and effectively Provides product and service information to customers and identifies up-selling opportunities to maintain and increase income streams from customer relationships Recommends and implements programs to support customer needs Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines Matching note: Match incumbents responsible for payment processing to this Discipline. Matching note: Match incumbents who work in customer service agencies and perform collection activities to this Discipline. Matching note: Match ombudsmen who advocate for customers and resolve customer complaints to this Discipline. Matching note: Match incumbents responsible for energy saver rebate programs to this Discipline.
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	WTW	AIT040	Network Control/Administration	Career (P3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software

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CECONY Employee Data					Survey Position Matching				
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1k	Section Manager	CLST OPS Project & LAN Support	Customer Assistance	Insufficient Benchmark Data	WTW	A1T840	Network Control/Administration	Senior Manager (M3)	<ul style="list-style-type: none"> 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 Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
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"> 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 Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints 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.
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"> 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 Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints 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.
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"> 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 Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints 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.
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"> 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 Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints 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.
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"> 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 Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints 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.
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"> 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 Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints 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.
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"> 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 Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints 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.
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"> 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 Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints 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.
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"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.
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"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.
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"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.
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"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.
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"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.
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"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
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"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
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"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
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"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
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"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.
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"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.
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"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes Matching note: Match incumbents responsible for call routing and overseeing all aspects of Interactive Voice Response systems (IVR) to this Discipline.

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

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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	CEST OPS Gen Mgr & Staff	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Senior Manager (M3)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
3k	Section Manager	CEST OPS Gen Mgr & Staff	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Senior Manager (M3)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
3k	Section Manager	CEST OPS Gen Mgr & Staff	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Senior Manager (M3)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
4k	General Manager	CEST OPS Gen Mgr & Staff	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Group Manager (M4)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
2L	Sr Specialist	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Career (S3)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
2L	Sr Specialist	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Career (S3)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
2L	Sr Specialist	CEST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS10	Industrial/Commercial - Account/Relationship Management	Career (S3)	<ul style="list-style-type: none"> Manages accounts of industrial or commercial customers such as office complexes, hotels, hospitals and production sites Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
2L	Sr Specialist	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Career (S3)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
2L	Sr Specialist	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Career (S3)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
2L	Sr Specialist	CEST OPS Corp Cust Accounts	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Career (S3)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Executive Action Grp	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Executive Action Grp	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Executive Action Grp	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Supervisor (M1)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
2L	Sr Specialist	CEST OPS Executive Action Grp	Specialized Activities	Insufficient Benchmark Data	WTW	CAMS00	Key Accounts	Career (P3)	<ul style="list-style-type: none"> Manages accounts of customers with substantial energy usage such as commercial or industrial consumers, universities and local municipalities Identifies, develops and typically closes new sales opportunities
1H	Supervisor	CEST OPS Unmetered & Mtr Svcs	Specialized Activities	Insufficient Benchmark Data	WTW	AMS510	Meter Reading - Residential	Supervisor (M1)	<ul style="list-style-type: none"> Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced workloads May be responsible, from the business perspective, for evaluation, selection, implementation or management of automated meter reading and/or advanced meter management systems
1H	Supervisor	CEST OPS Unmetered & Mtr Svcs	Specialized Activities	Insufficient Benchmark Data	WTW	AMS510	Meter Reading - Residential	Supervisor (M1)	<ul style="list-style-type: none"> Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced workloads May be responsible, from the business perspective, for evaluation, selection, implementation or management of automated meter reading and/or advanced meter management systems
1H	Supervisor	CEST OPS Unmetered & Mtr Svcs	Specialized Activities	Insufficient Benchmark Data	WTW	AMS510	Meter Reading - Residential	Supervisor (M1)	<ul style="list-style-type: none"> Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced workloads May be responsible, from the business perspective, for evaluation, selection, implementation or management of automated meter reading and/or advanced meter management systems
2L	Sr Specialist	CEST OPS Unmetered & Mtr Svcs	Specialized Activities	Insufficient Benchmark Data	WTW	AMS510	Meter Reading - Residential	Career (P3)	<ul style="list-style-type: none"> Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced workloads May be responsible, from the business perspective, for evaluation, selection, implementation or management of automated meter reading and/or advanced meter management systems
1H	Supervisor	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data	WTW	AQ210	Quality Systems/ Customer Satisfaction	Supervisor (M1)	<ul style="list-style-type: none"> Implements the Total Quality Management (TQM) philosophy Measures customer satisfaction and takes action as appropriate Implements "Just in Time" techniques
2H	Sr Planning Analyst	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data	WTW	AQ210	Quality Systems/ Customer Satisfaction	Specialist (P4)	<ul style="list-style-type: none"> Implements the Total Quality Management (TQM) philosophy Measures customer satisfaction and takes action as appropriate Implements "Just in Time" techniques
2H	Systems Specialist	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data	WTW	AQ210	Quality Systems/ Customer Satisfaction	Specialist (P4)	<ul style="list-style-type: none"> Implements the Total Quality Management (TQM) philosophy Measures customer satisfaction and takes action as appropriate Implements "Just in Time" techniques
2L	Sr Specialist	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data	WTW	AQ210	Quality Systems/ Customer Satisfaction	Career (P3)	<ul style="list-style-type: none"> Implements the Total Quality Management (TQM) philosophy Measures customer satisfaction and takes action as appropriate Implements "Just in Time" techniques
2L	Sr Specialist	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data	WTW	AQ210	Quality Systems/ Customer Satisfaction	Career (P3)	<ul style="list-style-type: none"> Implements the Total Quality Management (TQM) philosophy Measures customer satisfaction and takes action as appropriate Implements "Just in Time" techniques
2L	Sr Specialist	CEST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data	WTW	AQ210	Quality Systems/ Customer Satisfaction	Career (P3)	<ul style="list-style-type: none"> Implements the Total Quality Management (TQM) philosophy Measures customer satisfaction and takes action as appropriate Implements "Just in Time" techniques
1H	Customer Outreach Advocate	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Intermediate (P2)	<ul style="list-style-type: none"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
2H	Sr Planning Analyst	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Specialist (P4)	<ul style="list-style-type: none"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
2H	Sr Planning Analyst	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Specialist (P4)	<ul style="list-style-type: none"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
2L	Sr Specialist	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
2L	Sr Specialist	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
2L	Sr Specialist	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
2L	Sr Specialist	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Career (P3)	<ul style="list-style-type: none"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
3H	Department Manager	CEST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data	WTW	AMS999	Customer Support/Operations - No Applicable Discipline	Senior Manager (M3)	<ul style="list-style-type: none"> Responsibilities are within the Customer Support/Operations Function but are not described in other Discipline summaries
1L	Executive Assistant 1L	GAS OPS Office of SVP	Off Sr VP Gas Operations	Benchmark Data Available	WTW	AAS04	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy 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 Receives, screens and directs incoming calls, visitors, mail and email Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization Matching note: Match secretarial/administrative assistants who directly support executives excluding the CEO to this Discipline.
2H	Manager	GAS OPS Department Office	Gas Conversion Group	Benchmark Data Available	WTW	ED000	Energy Efficiency/Conservation Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> Develops, promotes, and implements energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs to meet established goals 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 Develops, promotes and implements DSM programs such as energy surveys, weatherization, load management, efficient lighting retrofits and tighter building envelopes Develops, promotes and implements DR programs such as load management, standby generation, pricing signals and interruptible service Provides customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analysis and evaluates the impact of EE, DSM and DR programs Ensures that programs are in compliance with regulatory guidelines and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs

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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"> Develops, implements and maintains a reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances and performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquiries Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
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"> 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 Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action 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 Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time Ensures real time security-constrained security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area Maintains real time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
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"> 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 Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate action 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 Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary and supports system frequency in real time Ensures real time security-constrained security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area Maintains real time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
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"> Accommodates requests for power flow between adjacent electronic systems in real time Monitors published system limits regarding ramp limitations Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators Verifies scheduled interchanges with neighboring transmission systems Implements emergency schedules as required by reserve-sharing arrangements
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"> Accommodates requests for power flow between adjacent electronic systems in real time Monitors published system limits regarding ramp limitations Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators Verifies scheduled interchanges with neighboring transmission systems Implements emergency schedules as required by reserve-sharing arrangements
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"> Accommodates requests for power flow between adjacent electronic systems in real time Monitors published system limits regarding ramp limitations Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators Verifies scheduled interchanges with neighboring transmission systems Implements emergency schedules as required by reserve-sharing arrangements
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"> Accommodates requests for power flow between adjacent electronic systems in real time Monitors published system limits regarding ramp limitations Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators Verifies scheduled interchanges with neighboring transmission systems Implements emergency schedules as required by reserve-sharing arrangements
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"> Accommodates requests for power flow between adjacent electronic systems in real time Monitors published system limits regarding ramp limitations Curtails or otherwise modifies existing scheduled interchanges as required by regulations and as directed by reliability coordinators and transmission operators Verifies scheduled interchanges with neighboring transmission systems Implements emergency schedules as required by reserve-sharing arrangements
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"> Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements 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 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)
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"> Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements 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 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)
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"> Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements 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 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)
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"> Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements 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 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)
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"> Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements 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 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)
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"> Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements 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 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)
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"> Maintains electric transmission facilities and equipment, including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements 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 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)
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"> 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 Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flow and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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"> 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 Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flow and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

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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"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
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"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
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"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
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"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
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"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
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"> Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities Responsibilities may be limited to an assigned district or area

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1k	Area Manager	SUBST OPS Westchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	WTW	E00010	Electric Distribution Systems/Operations	Senior Manager (M3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E00020	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities Responsibilities may be limited to an assigned district or area
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E00020	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities Responsibilities may be limited to an assigned district or area
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E00020	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities Responsibilities may be limited to an assigned district or area
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E00020	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities Responsibilities may be limited to an assigned district or area
1H	Supervisor	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E00020	Electric Distribution Construction and/or Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E00030	Electric Distribution Construction and/or Maintenance	Career (P3)	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E00030	Electric Distribution Construction and/or Maintenance	Career (P3)	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities Responsibilities may be limited to an assigned district or area
3k	Area Manager	SUBST OPS Auxiliary Systz Mtze	Manhattan Substation Ops	Benchmark Data Available	WTW	E00020	Electric Distribution Construction and/or Maintenance	Senior Manager (M3)	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment, including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV to 138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customer service facilities Responsibilities may be limited to an assigned district or area
2L	Operations Trainer	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data	WTW	E00000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data	WTW	E00000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data	WTW	E00000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data	WTW	E00000	Energy Delivery/Distribution Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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.

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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	ED000	Energy Delivery/Distribution Generalist/Multidiscipline	Group Manager (M4)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and applicable guidelines, policies, practices, organization standards and government regulations 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 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.
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	ED001	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	ED001	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	ED001	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	ED001	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	ED001	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	ED001	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	ED001	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
3L	Area Manager	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	WTW	ED001	Electric Distribution Systems Operations	Senior Manager (M3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.

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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	ED0010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Supervisor (M1)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Career (P3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
3L	Section Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	WTW	ED0010	Electric Distribution Systems Operations	Senior Manager (M3)	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer demand records and notifies power supply function of electric power required to meet fluctuating demands 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 Directs substations to de-energize malfunctioning circuits or adjust switches to ensure safety of maintenance crew and avoid interruptions of service during repairs 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 May operate computer console programmed to automatically perform load-control functions 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. 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.
1H	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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 (CEB 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.
1H	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	WTW	ED0000	Energy Delivery/Distribution Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards and government regulations 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 (CEB 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.

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Band / Grade	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Source	Code	General Functional Area	Benchmark Level	Benchmark Description
1s	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"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, the construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and applicable guidelines, policies, practices, organization standards and government regulations 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.
2L	Senior Executive Assistant	PRES & STAFF Off of the Pres	Office of President	Benchmark Data Available	WTW	AA0042	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy 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 Receives, screens and directs incoming calls, visitors, mail and email Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization Matching note: Match secretaries/administrative assistants who directly support executives excluding the CEO to this Discipline.
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"> 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 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 Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
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"> 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 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 Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
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"> 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 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 Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
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"> 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 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 Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
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"> 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 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 Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
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"> 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 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 Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
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"> 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 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 Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
3s	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"> 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 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 Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
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"> 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 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 Typically has full authority to commit to individual purchase or sale of electricity transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group
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"> Provides operational support for energy transactions initiated and negotiated by individuals in the organization's energy marketing and trading group

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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 Transg Services	Gas Supply	Insufficient Benchmark Data	WTW	ETGD20	Gas Supply	Group Manager (M4)	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers 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 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.
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMTD04	Energy Trading - Natural Gas	Specialist (P4)	<ul style="list-style-type: none"> 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 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 Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMTD04	Energy Trading - Natural Gas	Specialist (P4)	<ul style="list-style-type: none"> 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 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 Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMTD04	Energy Trading - Natural Gas	Specialist (P4)	<ul style="list-style-type: none"> 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 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 Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMTD04	Energy Trading - Natural Gas	Specialist (P4)	<ul style="list-style-type: none"> 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 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 Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMTD04	Energy Trading - Natural Gas	Specialist (P4)	<ul style="list-style-type: none"> 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 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 Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
2L	Sr Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMTD04	Energy Trading - Natural Gas	Career (P3)	<ul style="list-style-type: none"> 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 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 Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
2L	Sr Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMTD04	Energy Trading - Natural Gas	Career (P3)	<ul style="list-style-type: none"> 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 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 Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
3L	Section Manager	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data	WTW	EMTD04	Energy Trading - Natural Gas	Senior Manager (M3)	<ul style="list-style-type: none"> 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 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 Typically has full authority to commit to individual purchase or sale of natural gas transactions up to a predefined limit Conducts trades via contacts with producers, traders and power delivery organizations in compliance with the organization's energy marketing policies and procedures Monitors competitive conditions and variables that influence pricing, availability and reliability of power sources
1L	Executive Assistant 1L	CSO Office of SVP	Off Sr Vp Corporate Shared Svc	Benchmark Data Available	WTW	AASD4	Secretarial/Executive Administrative Assistance	Lead (L4)	<ul style="list-style-type: none"> Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy 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 Receives, screens and directs incoming calls, visitors, mail and email Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization <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"> Designs, develops, tests, debugs and implements operating systems components, software tools and utilities Determines systems software design requirements Ensures that systems improvements are successfully implemented and monitored to increase efficiency Generates systems software engineering policies, standards and procedures
2H	Systems Specialist	IT Quality Assurance	Information Security	Benchmark Data Available	WTW	AID040	Systems Software Development	Specialist (P4)	<ul style="list-style-type: none"> Designs, develops, tests, debugs and implements operating systems components, software tools and utilities Determines systems software design requirements Ensures that systems improvements are successfully implemented and monitored to increase efficiency Generates systems software engineering policies, standards and procedures
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"> Designs, develops, tests, debugs and implements operating systems components, software tools and utilities Determines systems software design requirements Ensures that systems improvements are successfully implemented and monitored to increase efficiency Generates systems software engineering policies, standards and procedures
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"> 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 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 Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security 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 Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks
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"> 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 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 Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security 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 Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks
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"> 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 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 Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security 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 Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks

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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"> 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 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 Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security 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 Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks
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"> 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 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 Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents and improve security 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 Implements IS and cyber security policies and takes measures against intrusion, frauds, attacks or leaks
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
3L	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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
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"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
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"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
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"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
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"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
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"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
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"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
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"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
2H	Systems Specialist	IT Communications Applications	Info Technology Planning	Insufficient Benchmark Data	WTW	AI090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	IT Communications Applications	Info Technology Planning	Insufficient Benchmark Data	WTW	AI090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	IT Communications Applications	Info Technology Planning	Insufficient Benchmark Data	WTW	AI090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
3L	Systems Manager	IT Communications Applications	Info Technology Planning	Insufficient Benchmark Data	WTW	AI090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
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"> Researches networking requirements; prepares detailed architectural and installation plans Conducts internal studies of network performance and traffic analysis Researches problems; conducts cable and equipment installations, and evaluates new technologies
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"> Researches networking requirements; prepares detailed architectural and installation plans Conducts internal studies of network performance and traffic analysis Researches problems; conducts cable and equipment installations, and evaluates new technologies
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"> Researches networking requirements; prepares detailed architectural and installation plans Conducts internal studies of network performance and traffic analysis Researches problems; conducts cable and equipment installations, and evaluates new technologies
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"> Researches networking requirements; prepares detailed architectural and installation plans Conducts internal studies of network performance and traffic analysis Researches problems; conducts cable and equipment installations, and evaluates new technologies
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"> Researches networking requirements; prepares detailed architectural and installation plans Conducts internal studies of network performance and traffic analysis Researches problems; conducts cable and equipment installations, and evaluates new technologies
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"> Researches networking requirements; prepares detailed architectural and installation plans Conducts internal studies of network performance and traffic analysis Researches problems; conducts cable and equipment installations, and evaluates new technologies

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CECONY Employee Data				
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
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				
Source	Code	General Functional Area	Benchmark Level	Benchmark Description
WTW	AIT000	IT Administration Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
WTW	AIT000	IT Administration Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
WTW	AIT000	IT Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
WTW	AIT000	IT Administration Generalist/Multidiscipline	Senior Manager (M3)	<ul style="list-style-type: none"> 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) Responsibilities are within the IT Administration Function as a generalist or in a combination of Disciplines
WTW	AID110	IS and Cyber Security Development	Manager (M2)	<ul style="list-style-type: none"> Designs, develops, implements and troubleshoots various information system (IS) and cyber security software Develops, tests and validates solutions to remediate exploitable conditions on devices such as web servers, mail servers, routers, firewalls and intrusion detection systems 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 Conducts security assessments of systems and applications using penetration tests, ethical hacking tools and risk assessment/mediation methodologies to evaluate vulnerabilities
WTW	AID110	IS and Cyber Security Development	Group Manager (M4)	<ul style="list-style-type: none"> Designs, develops, implements and troubleshoots various information system (IS) and cyber security software Develops, tests and validates solutions to remediate exploitable conditions on devices such as web servers, mail servers, routers, firewalls and intrusion detection systems 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 Conducts security assessments of systems and applications using penetration tests, ethical hacking tools and risk assessment/mediation methodologies to evaluate vulnerabilities
WTW	AIT090	Voice Communications	Entry (P1)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Manager (M2)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Manager (M2)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Manager (M2)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Manager (M2)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Specialist (P4)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Career (P3)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Career (P3)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Career (P3)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Career (P3)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AIT090	Voice Communications	Senior Manager (M3)	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
WTW	AID010	Application Development	Manager (M2)	<ul style="list-style-type: none"> Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements and maintains, tests and integrates application components Ensures that system improvements are successfully implemented
WTW	AID010	Application Development	Group Manager (M4)	<ul style="list-style-type: none"> Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements and maintains, tests and integrates application components Ensures that system improvements are successfully implemented

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

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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	L&I TIC Central Operations	The Learning Center	Benchmark Data Available	WTW	AHR134	Technical Training	Senior Manager (M3)	<ul style="list-style-type: none"> Develops and implements training activities directed at both employee competencies and technical skills 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 May visit work locations to confirm effectiveness of technical training programs Matching note: Match incumbents responsible for business technical training (excluding IT training) to this Discipline.
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life Ensures policy/program changes affecting employees do not conflict with the organization's objectives
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life Ensures policy/program changes affecting employees do not conflict with the organization's objectives
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life Ensures policy/program changes affecting employees do not conflict with the organization's objectives
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life Ensures policy/program changes affecting employees do not conflict with the organization's objectives
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life Ensures policy/program changes affecting employees do not conflict with the organization's objectives
2L	Sr Specialist	L&I Organizational Develop	Talent Management	Benchmark Data Available	WTW	AHR120	Organization Development	Career (P3)	<ul style="list-style-type: none"> Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life Ensures policy/program changes affecting employees do not conflict with the organization's objectives
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"> Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life Ensures policy/program changes affecting employees do not conflict with the organization's objectives
1H	Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> 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 May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics May recruit from colleges, technical schools and job fairs
1L	Associate Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Entry (P1)	<ul style="list-style-type: none"> 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 May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics May recruit from colleges, technical schools and job fairs
2H	Manager	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Manager (M2)	<ul style="list-style-type: none"> 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 May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics May recruit from colleges, technical schools and job fairs
2H	Project Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> 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 May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics May recruit from colleges, technical schools and job fairs
2H	Project Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Specialist (P4)	<ul style="list-style-type: none"> 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 May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics May recruit from colleges, technical schools and job fairs
2L	Sr Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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 May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics May recruit from colleges, technical schools and job fairs
2L	Sr Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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 May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics May recruit from colleges, technical schools and job fairs
2L	Sr Specialist	L&I Recruitment	Talent Management	Benchmark Data Available	WTW	AHR140	Recruitment Generalist/Multidiscipline	Career (P3)	<ul style="list-style-type: none"> 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 May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics May recruit from colleges, technical schools and job fairs
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"> 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 May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics May recruit from colleges, technical schools and job fairs
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"> 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) Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives
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"> 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) Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives
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"> 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) Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives
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"> Responsibilities are within the Human Resources Function but are not described in other Discipline summaries
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"> Responsibilities are within the Human Resources Function but are not described in other Discipline summaries
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"> Identifies and develops talents of employees based upon current and future business objectives Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization
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"> Identifies and develops talents of employees based upon current and future business objectives Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization
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"> Identifies and develops talents of employees based upon current and future business objectives Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization
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"> Identifies and develops talents of employees based upon current and future business objectives Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization
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"> Identifies and develops talents of employees based upon current and future business objectives Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization
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"> Identifies and develops talents of employees based upon current and future business objectives Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization
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"> Identifies and develops talents of employees based upon current and future business objectives Identifies required skills within the organization and develops training and procedures to ensure the current skills remain within the organization
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"> Responsibilities are within the Human Resources Function but are not described in other Discipline summaries
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"> 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) Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives
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"> 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) Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives

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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"> 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) Assesses organizational staffing and identifies requirements and solutions to meet workforce objectives
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"> 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 Matching note: Match incumbents with combined responsibility for goods, services and/or technical purchasing to this Discipline. Matching note: Match incumbents responsible for strategic sourcing to this Discipline.
1H	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Intermediate (P2)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
2H	Project Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Specialist (P4)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
2L	Sr Procurement Specialist	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Career (P3)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
3L	Section Manager	SUPPLY Professional Services	Procurement Operations	Insufficient Benchmark Data	WTW	ASC080	Services Purchasing	Senior Manager (M3)	<ul style="list-style-type: none"> 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) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies 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) Reviews purchase order claims and contracts for conformance to company policy and discusses defects and delivery problems with suppliers and negotiates refunds
2H	Project Specialist	SUPPLY Techn & Quality Control	Procurement Operations	Insufficient Benchmark Data	WTW	ASC025	Inventory Control	Specialist (P4)	<ul style="list-style-type: none"> Ensures that inventories are secure, properly identified and readily accessible to authorized personnel Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods) Conducts physical inventory counts and reconciles results with inventory records Ensures that quantities of incoming and outgoing shipments are correct Conducts analyses of inventory levels and coordinates with production and sales requirements
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"> Ensures that inventories are secure, properly identified and readily accessible to authorized personnel Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods) Conducts physical inventory counts and reconciles results with inventory records Ensures that quantities of incoming and outgoing shipments are correct Conducts analyses of inventory levels and coordinates with production and sales requirements
2L	Sr Specialist	SUPPLY Techn & Quality Control	Procurement Operations	Benchmark Data Available	WTW	ASC025	Inventory Control	Career (P3)	<ul style="list-style-type: none"> Ensures that inventories are secure, properly identified and readily accessible to authorized personnel Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods) Conducts physical inventory counts and reconciles results with inventory records Ensures that quantities of incoming and outgoing shipments are correct Conducts analyses of inventory levels and coordinates with production and sales requirements
2L	Sr Specialist	SUPPLY Techn & Quality Control	Procurement Operations	Benchmark Data Available	WTW	ASC025	Inventory Control	Career (P3)	<ul style="list-style-type: none"> Ensures that inventories are secure, properly identified and readily accessible to authorized personnel Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods) Conducts physical inventory counts and reconciles results with inventory records Ensures that quantities of incoming and outgoing shipments are correct Conducts analyses of inventory levels and coordinates with production and sales requirements
2L	Sr Specialist	SUPPLY Techn & Quality Control	Procurement Operations	Benchmark Data Available	WTW	ASC025	Inventory Control	Career (P3)	<ul style="list-style-type: none"> Ensures that inventories are secure, properly identified and readily accessible to authorized personnel Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods) Conducts physical inventory counts and reconciles results with inventory records Ensures that quantities of incoming and outgoing shipments are correct Conducts analyses of inventory levels and coordinates with production and sales requirements
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"> Ensures that inventories are secure, properly identified and readily accessible to authorized personnel Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods) Conducts physical inventory counts and reconciles results with inventory records Ensures that quantities of incoming and outgoing shipments are correct Conducts analyses of inventory levels and coordinates with production and sales requirements
1H	Procurement Specialist	SUPPLY Operational Services	Procurement Operations	Benchmark Data Available	WTW	ASC060	Purchasing Generalist/Multidiscipline	Intermediate (P2)	<ul style="list-style-type: none"> 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 Matching note: Match incumbents with combined responsibility for goods, services and/or technical purchasing to this Discipline. Matching note: Match incumbents responsible for strategic sourcing to this Discipline.

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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"> Plans, controls and directs real estate activities; identifies, acquires or leases land and buildings for the organization's operations May negotiate right-of-way easements Ensures the optimal utilization of the organization's facilities Disposes of facilities that are no longer required by the organization Responsibilities are within the Real Estate and Facilities Function as a generalist or in a combination of Disciplines
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"> Plans, controls and directs real estate activities; identifies, acquires or leases land and buildings for the organization's operations May negotiate right-of-way easements Ensures the optimal utilization of the organization's facilities Disposes of facilities that are no longer required by the organization Responsibilities are within the Real Estate and Facilities Function as a generalist or in a combination of Disciplines
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"> Plans, controls and directs real estate activities; identifies, acquires or leases land and buildings for the organization's operations May negotiate right-of-way easements Ensures the optimal utilization of the organization's facilities Disposes of facilities that are no longer required by the organization Responsibilities are within the Real Estate and Facilities Function as a generalist or in a combination of Disciplines
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"> Plans, controls and directs real estate activities; identifies, acquires or leases land and buildings for the organization's operations May negotiate right-of-way easements Ensures the optimal utilization of the organization's facilities Disposes of facilities that are no longer required by the organization Responsibilities are within the Real Estate and Facilities Function as a generalist or in a combination of Disciplines
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"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requirements May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
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"> 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
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"> 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
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"> 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
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"> 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
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"> 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
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"> 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
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"> 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
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"> 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
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"> 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
2L	Technical Supervisor	FACIL Technical Services	Astoria Operations	Insufficient Benchmark Data	WTW	AZT040	Facilities Technical Specialty	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency Assists engineers in developing methods and procedures to control or improve facilities processes
2L	Technical Supervisor	FACIL Technical Services	Astoria Operations	Insufficient Benchmark Data	WTW	AZT040	Facilities Technical Specialty	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency Assists engineers in developing methods and procedures to control or improve facilities processes
2L	Technical Supervisor	FACIL Technical Services	Astoria Operations	Insufficient Benchmark Data	WTW	AZT040	Facilities Technical Specialty	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency Assists engineers in developing methods and procedures to control or improve facilities processes
2L	Technical Supervisor	FACIL Technical Services	Astoria Operations	Insufficient Benchmark Data	WTW	AZT040	Facilities Technical Specialty	Supervisor (M1)	<ul style="list-style-type: none"> 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 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 Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency Assists engineers in developing methods and procedures to control or improve facilities processes
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"> 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 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 Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency Assists engineers in developing methods and procedures to control or improve facilities processes
1H	Operating Supervisor	FACIL Bronx Garage	Transportation Operations	Benchmark Data Available	WTW	AAT010	Vehicle Fleet Management	Supervisor (M1)	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requirements May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	FACIL Bronx Garage	Transportation Operations	Benchmark Data Available	WTW	AAT010	Vehicle Fleet Management	Supervisor (M1)	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requirements May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	FACIL Bronx Garage	Transportation Operations	Benchmark Data Available	WTW	AAT010	Vehicle Fleet Management	Supervisor (M1)	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requirements May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	FACIL Bronx Garage	Transportation Operations	Benchmark Data Available	WTW	AAT010	Vehicle Fleet Management	Supervisor (M1)	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requirements May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	FACIL Automotive Engineering	Transportation Operations	Insufficient Benchmark Data	WTW	AAT015	Vehicle Maintenance	Supervisor (M1)	<ul style="list-style-type: none"> Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Specialist	FACIL Automotive Engineering	Transportation Operations	Insufficient Benchmark Data	WTW	AAT015	Vehicle Maintenance	Intermediate (P2)	<ul style="list-style-type: none"> Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repair, and requisitions new parts and equipment

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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
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"> Provides secretarial/administrative support directly to executives (including CEO), exercising confidentiality, tact and diplomacy 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 Receives, screens and directs incoming calls, visitors, mail and email Maintains files, records, calendars and diaries; typically manages business travel, coordinates meeting arrangements and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization Matching note: Match secretarial/administrative assistants who directly support executives excluding the CEO to this discipline.

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

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	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

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 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	Sr 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
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%
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%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
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

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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	+/-
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

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Competitive Positioning of Total Benefits & Compensation

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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

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		\$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%
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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%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
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%
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: 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	\$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

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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

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%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
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

Consolidated Edison of New York (CECONY) 2018 Competitive Analysis

Competitive Positioning of Total Benefits & Compensation

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		\$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%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
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:
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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%
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	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:
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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

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%

Band	Title	CECONY	50th Percentile	+/-	Average	+/-
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%

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%
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
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
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	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
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
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%
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
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%
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%
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
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

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		\$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	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	+/-
		\$172.0	\$174.4	98.6%	\$176.9	97.3%
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%
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

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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

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	\$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 ¹	\$134.6	\$139.0	96.8%	\$140.8	95.6%
Total Direct Compensation ²	\$135.8	\$142.5	95.3%	\$144.7	93.8%
Total Benefit Value ³	\$36.3	\$31.9	,	\$32.1	112.9%
Total Benefits and Compensation ⁴	\$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%.

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

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

³ Total Benefit Value is based on the current plan offerings at CECONY.

⁴ 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 ¹	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%

¹Legal 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	
1	Safety Index (minimum 7 of 8, including Injury/Illness)		Employee and Public Safety	
	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	
2	Environmental Index (minimum 7 of 8)		Environment and Sustainability	
	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 ₆ 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	
3	Employee Development Index (minimum 5 of 6)			
	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
6	Electric Reliability Performance Measure (must meet all 4)		Operational Excellence	
	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.	
14	Storm Index (minimum 4 of 5)			
	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			
			Customer Experience	
		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%	↑			
						53.5%		53.5%

(*) Potential PSC Penalties

CECONY

Safety Index (2016 KPIs)

December - 17

	Unit of Measure	Year - End YTD		2017 Target	Year - End Status
		Actual	Target		
Safety Index	Percent	75.0%	≥ 87.5%	≥ 87.5%	↓
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		
<i>Employee Development Index</i>	<i>Percent</i>	<i>83.3%</i>	<i>≥ 83.3%</i>	<i>≥ 83.3%</i>	<i>↑</i>
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		
<i>Electric Reliability Performance Measure</i>	<i>Number</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>↑</i>
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		
<i>Environmental Index</i>	<i>Percent</i>	<i>75.0%</i>	<i>≥ 87.5%</i>	<i>≥ 87.5%</i>	↓
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 ₆ 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		
Storm Index *	Percent	100%	≥ 80.0%		≥ 80.0%	↑
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			
Safety Index	Percent	62.5%	≥ 87.5%	≥ 87.5%	↓	↓
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			
Employee Development Index	Percent	66.7%	≥ 83.3%	≥ 83.3%	↓	↓
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			
Electric Reliability Performance Measure	Number	0	0	0	↑	↑
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			
Environmental Index	Percent	87.5%	≥ 87.5%	≥ 87.5%	↑	↑
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 ₆ 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			
Storm Index *	Percent	100%	≥ 80.0%		≥ 80.0%	↑	↑
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



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*.

<u>Employee Salary Band Levels</u>	<u>Target Percentage</u>
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.

<u>Overall Individual Result</u>	<u>Target</u>
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

COMPANY RESULTS	Measure Company Performance (See Exhibit 2 for scaling)					
	<u>Metric</u>	<u>Achievement</u>	<u>Payout</u>	<u>Modifier</u>	<u>Weighting</u>	<u>Result</u>
	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>
	Company Performance					108.0%
	Adjust Target Percentage for Company Performance					
<u>Band</u>	<u>Target %</u>	<u>Company Performance</u>	<u>Adjusted Target %</u>			
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%			

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

INDIVIDUAL RESULTS	Calculate MVP Award - EXAMPLE: Band 2H/Salary of \$88,200				
	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%
16 (Target)	100%	50.0%
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%
100% (Target)	100%	20%
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%
100% (Target)	100%	15%
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%
100% (Target)	100%	15%
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%
10.5 (Target)	100%
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%
22 (Target)	100%
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

	CECONY Key Performance Indicators	Unit of Measure	2018 Target
	Employee and Public Safety		
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
	Environment and Sustainability		
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
	Operational Excellence		
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
	Customer Experience		
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**

Modifier 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

Census File		Position Matching	
Job Title	Benchmark Data Availability	Benchmark Code	Benchmark Title
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

<i>Census File</i>		
Job Title	Benchmark Data Availability	Benchmark Description
Chief Executive Officer	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.
Vice President, System & Transmission Operations	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.
Vice President, Human Resources	Benchmark Data Available	Has primary responsibility for designing, developing and implementing all human resource policies and programs, including recruitment, training, compensation, and labor relations, if applicable; For noncorporate positions, this position is typically responsible for the execution and administration of human resource policies within a segment of the organization; In highly-decentralized organizations, responsibilities could also include policy design and implementation at the segment level.
Senior Vice President, Central Operations	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.
Vice President, Gas Engineering	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.
Vice President, Central Engineering	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.
Vice President, Construction	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.
Vice President & CIO	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.
Senior Vice President, Customer Operations	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.
President, CECONY	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.
VP & General Auditor	Benchmark Data Available	Has primary responsibility for designing, developing and implementing the organization's audit program for accounting and control systems.
Vice President, Brooklyn & Queens	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.
Vice President, Substation Operations	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.
Vice President, Supply Chain	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>		
Job Title	Benchmark Data Availability	Benchmark Description
Senior Vice President & CFO	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.
Senior Vice President, Gas Operations	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.
Vice President, Gas Operations	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
Vice President, Learning & Inclusion	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
SVP, Corporate Shared Services	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.
Senior Vice President, Customer Energy Solutions	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.
Vice President, Energy Management	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
Vice President, Government, Regional and Community Affairs	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
Vice President, Tax	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.
Vice President, Engineering & Planning	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.
Vice President, Regulatory Services	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.
SVP & General Counsel	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.
VP & Controller	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.
Vice President, Energy Policy and Regulatory Affairs	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.
Vice President, Strategic Planning	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
Vice President, Staten Island & Electric Services	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 69-138KV
Vice President, Bronx & Westchester	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 69-138KV
Senior Vice President, Corporate Affairs	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.
VP & Treasurer	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.
Vice President, Business Finance	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.
Vice President, Steam Operations	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
Vice President & Corp Secretary	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.
Senior Vice President, Electric Operations	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 reported 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)
Vice President, Environment, Health, & Safety	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.
SVP, Utility Shared Services	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
Vice President, Manhattan	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 69-138KV
Vice President, Facilities & Field Services	Non-Benchmark Job	--
Vice President, Emergency Preparedness	Non-Benchmark Job	--
VP & Chief Ethics & Compl Officer	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 ¹	\$555.9	\$562.6	98.8%	\$614.5	90.5%
Total Direct Compensation ²	\$1,025.0	\$1,068.7	95.9%	\$1,224.6	83.7%
Total Benefit Value ³	\$139.1	\$98.3	141.5%	\$104.9	132.7%
Total Benefits and Compensation ⁴	\$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.

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

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

³ Total Benefit Value is based on the current plan offerings at CECONY.

⁴ 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
Health Insurance						
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>
TOTAL GROSS HEALTH INSURANCE COSTS		245,998,252
HEALTH CARE REFORM FEES		234,508
EMPLOYEE DEDUCTIONS		(46,889,823)
TOTAL NET HEALTH INSURANCE COSTS		<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
Health Insurance						
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>
TOTAL GROSS HEALTH INSURANCE COSTS		50,562,785
HEALTH CARE REFORM FEES		48,201
EMPLOYEE DEDUCTIONS		(9,637,792)
TOTAL NET HEALTH INSURANCE COSTS		<u><u>\$40,973,194</u></u>

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	
West 18th Street Gas Works	M	516 West 19th Street New York, NY	Commercial Office Building / Art Gallery	2002 Agreement	No contamination found during construction activities. Site closed by DEC
West 18th Street Gas Works	M	Marginal Street & 11th Avenue West 16th to West 20th Streets	Highway	2002 Agreement - removed from site	Closed under 2002 Agreement
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).

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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
Appendix B Sites														
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
Subtotal - Appendix B		577	500	519	539	277	2412		208	198	305	244	955	

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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
Superfund Sites														
	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
	Subtotal Superfund	756	334.5	887	311	746	3,034		136	608	127	291	1,162	
Astoria Site														
	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

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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
	Subtotal Astoria Site	77	173	412	444	3,395	4,501		6,178	5,999	2,428	900	15,504	
MGP Sites														
	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

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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

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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
	Subtotal MGP Sites	5,107	4,338	1,462	2,073	2,915	15,894		2,216	4,140	4,835	4,235	15,426	
	Underground Storage Tank (UST) Sites													
	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
	Subtotal UST	47	15	30	10	25	127		12	52	37	27	128	
	Other Sites													
	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.
	Subtotal Other Remedial Sites	38	166	445	455	190	1,294		29	188	218	108	543	
	Total Remedial Managed Projects	6,601	5,527	3,755	3,831	7,548	27,261		8,779	11,185	7,950	5,805	33,718	

Notes

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. 18th 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 18th 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 16th and West 20th Streets, and east of Tenth Avenue between West 17th and 18th 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 18th 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. 21st 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. 21st 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

Project/Program Title	Soft Tissue Injury Prevention Sensor Project (STIPP)
Project Manager	Prakash Kothari
Hyperion Project Number	PR.23322604
Status of Project	Planning
Estimated Start Date	April 2020
Estimated Completion Date	December 2020
Work Plan Category	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 16th 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 16th 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

<u>EOE</u>	<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&M only)</u>	<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
Total	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

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		0	0	0	
M&S		600	0	0	
A/P		300	300	300	
Other		0	0	0	
Overheads		0	0	0	
Total		900	300	300	

X	Capital
	O&M

2020 - Environmental, Health and Safety

Project/Program Title	Mobile EHS SME on Demand
Project Manager	Pete Cooney
Hyperion Project Number	PR.23322599
Status of Project	New- To be assigned for 2020
Estimated Start Date	2020
Estimated Completion Date	2023
Work Plan Category	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
Total	\$0	\$0	\$0	\$0	\$0	\$0

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	
Total		1,000	1,000	1,000	

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

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

¹ 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 investments².

Assessments by C3³ (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.⁴ 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.⁵

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

³ C3, Estimated Economic Benefit, 2018

⁴ IBM, Enterprise Analytics Architecture Strategy and Roadmap, 2015

⁵ 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>
Total		<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					
Total		<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

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

<u>Historical Spend</u>				<u>Capital</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>

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						
Total						

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					
Total	\$0	\$7,600	\$0	\$5,580	\$50,082

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>
				\$3,625	

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					\$3,625	
Other						
Total					\$3,625	

Request (\$000):

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

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		\$16,725	\$18,125	\$21,425	\$21,618
Other					
Overheads					
Total		\$16,725	\$18,125	\$21,425	\$21,618

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

2019 – Shared Services / Information Technology

Project/Program Title	Cloud Computing – IaaS, PaaS and SaaS
Project Manager	Paul Rogers
Hyperion Project Number	
Status of Project	Ongoing Program
Estimated Start Date	1/1/2020
Estimated Completion Date	Ongoing
Work Plan Category	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

<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						
Overheads						
Total	0	0	0	0	0	0

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>
0	3,800	5,000	6,000

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	0	3,800	5,000	6,000
Other				
Overheads				
Total	0	3,800	5,000	6,000

X	Capital
X	O&M

2019 – Shared Services / Information Technology

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

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&M only)</u>	<u>Forecast 2018</u>
					<u>\$8,600</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&M only)</u>	<u>Forecast 2018</u>
Labor						<u>\$1,000</u>
M&S						
A/P						
Other						
Total						<u>\$1,000</u>

Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
<u>\$1,000</u>	<u>\$11,000</u>	<u>\$11,000</u>	<u>\$11,000</u>	<u>\$11,000</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>\$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>
Total	<u>\$2500</u>	<u>\$11,000</u>	<u>\$11,000</u>	<u>\$11,000</u>	<u>\$11,000</u>

O&M

Historical Spend

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

Labor						
M&S						
A/P						
Other						
Total						

Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
<u>\$3,000</u>	<u>\$3,000</u>	<u>\$3,000</u>	<u>\$3,000</u>	<u>\$3,000</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>\$,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					
Total		<u>\$3,000</u>	<u>\$3,000</u>	<u>\$3,000</u>	<u>\$3,000</u>

x	Capital
	O&M

2019 – Shared Services / Information Technology

Project/Program Title	Work and Asset Management Mobility Solution
Project Manager	Col Smart
Hyperion Project Number	PR.23287869
Status of Project	Planning
Estimated Start Date	6/1/2018
Estimated Completion Date	Ongoing
Work Plan Category	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 3rd 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</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>
\$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>
Total	<u>\$2,446</u>	<u>\$5,758</u>	<u>\$1,920</u>	<u>\$0</u>	<u>\$0</u>

Capital
 O&M

2019 – Shared Services / Information Technology

Project/Program Title	IT Enabling Technologies - Center of Excellence
Project Manager	Vincent Bonelli
Hyperion Project Number	
Status of Project	Design
Estimated Start Date	1/1/2020
Estimated Completion Date	Ongoing
Work Plan Category	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						
Total						

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					
Total		\$500	\$500	\$500	\$500

2019 – Shared Services / Information Technology

Project/Program Title	New Technology
Project Manager	Paul Rogers
Hyperion Project Number	PR.1XC9802
Project Number	10025295
Status of Project	Ongoing
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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>
560	694	0	696		811

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
Total	560	694	0	696		811

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:

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
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
Total	572.2	572.2	571.6	572.0	571.8

Exhibit___(IT-3)
Systems and Applications

X Capital

 O&M**2019 – Shared Services / Information Technology**

Project/Program Title	Business System Consolidation
Project Manager	Stephanie Bailey
Hyperion Project Number	PR.23287813
Status of Project	Planning
Estimated Start Date	7/1/2020
Estimated Completion Date	12/31/2021
Work Plan Category	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.

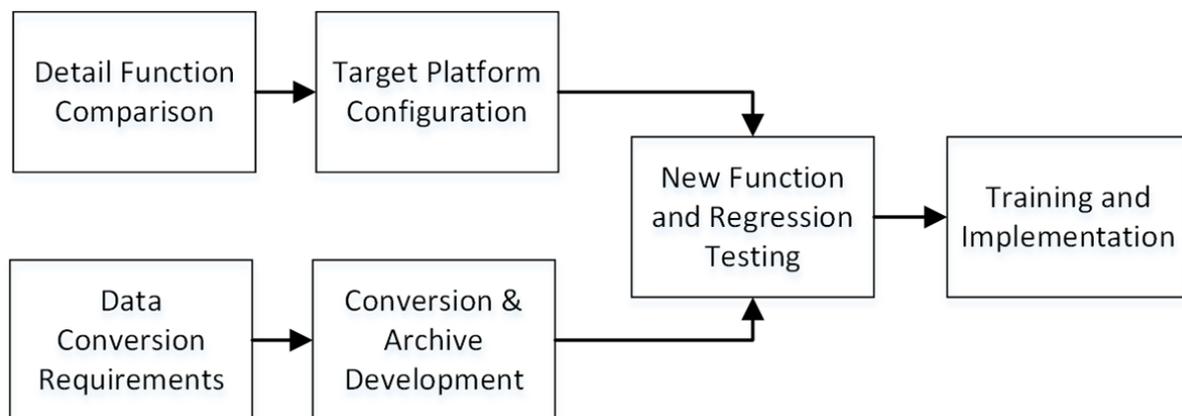
Table 1

Current System	Target Enterprise Platform
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						
Total						

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		
Total		854.5	1,994.7		

X Capital

O&M

2019 – Shared Services / Information Technology

Project/Program Title	Business Systems Sustainability Program
Project Manager	Shantale Maurice
Hyperion Project Number	PR.23300182
Status of Project	Ongoing Program
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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
Total	1670	2247	3179	2845		3736

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>
1274	1273	1274	1273	1273

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	1001	1001	1001	1001	1001
A/P					
Other	257	256	257	256	256
Overheads	16	16	16	16	16
Total	1274	1273	1274	1273	1273

Exhibit___(IT-4)
Infrastructure

X	Capital
	O&M

2019 – Shared Services / Information Technology

Project/Program Title	SCADANet
Project Manager	Paul Rogers
Hyperion Project Number	PR.0XC1900
Organization’s Project Number	10025007
Status of Project	Ongoing Program
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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.)

<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	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)
Total	1,560	1,233	1,475	1,475		682

Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
531.7	531.7	531.6	531.6	531.6

Request by Elements of Expense:

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
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
Total	531.7	531.7	531.6	531.6	531.3

2019 – Shared Services / Information Technology

Project/Program Title	Enterprise Applications
Project Manager	Paul Rogers
Hyperion Project Number	PR.1XC9801
Organization's Project Number	10007721
Status of Project	Ongoing
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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)
Total	0	0	402	438		298

Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>

0	280.3	368.0	368.1	368.0

Request by Elements of Expense:

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Labor	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
Total	0	280.3	368.0	368.0	368.0

X	Capital
	O&M

2019 – Shared Services / Information Technology

Project/Program Title	Desktop Infrastructure
Project Manager	Paul Rogers
Hyperion Project Number	PR.1XC9803
Organization’s Project Number	2XC2300
Status of Project	Ongoing Program
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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 unsupportable 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)
Total	1,183	1,362	692	631		631

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
Total	600.3	704.0	704.1	704.3	704.0

X	Capital
	O&M

2019 – Shared Services / Information Technology

Project/Program Title	Collaboration Tools
Program Manager	Paul Rogers
Hyperion Project Number	PR.1XC9800
Organization’s Project Number	10025293
Status of Project	Ongoing
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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)		
Total	0	0	467	230		523

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
Total	0	236.0	235.6	235.6	235.5

Capital
O&M

2019 – Shared Services / Information Technology

Project/Program Title	CCTN Expansion & Modernization
Project Manager	Joseph deLeon
Project Number	21660446/10025298/21660447/21660459/21660455
Hyperion Project Number	PR.23292903
Organization’s Project Number	10078595/10025298/10025664/10025299/10025665
Status of Project	Ongoing
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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
Total	4,515	2,855	2,977	3,137	5,176

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

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
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
Total	7826.6	9590.9	9590.8	9590.5	9590.5

X	Capital
	O&M

2019 – Shared Services / Information Technology

Project/Program Title	Data Center Improvements
Project Manager	Michael Ribarich
Project Number	21660691/10009295
Hyperion Project Number	PR.23300178
Organization’s Project Number	10027261/10026868
Status of Project	Construction
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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&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&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
Total	1,553	1,286	1,322	1,037		1,502

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>
1,778	2,052	2,052	2,052	2,052

Request by Elements of Expense:

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
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
Total	1,778	2,052	2,052	2,052	2,052

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

2019 – Shared Services / Information Technology

Project/Program Title	CECONY mainframe
Project Manager	Mike Mangialino
Hyperion Project Number	
Status of Project	Planning
Estimated Start Date	1/1/ 2020
Estimated Completion Date	12/31/2023
Work Plan Category	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 3rd 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 3rd 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 3rd 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						
Total						

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					
Total					

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>
				\$574	

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					\$574	
Other						
Total					\$574	

Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>
	\$2,074	\$2,074	\$2,074	\$2,074

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		\$2,074	\$2,074	\$2,074	\$2,074
Other					
Overheads					
Total		\$2,074	\$2,074	\$2,074	\$2,074

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

2019 – Shared Services / General Equipment

Project/Program Title	XM 8 Communications Equipment
Project Manager	Wendell Little
Project Number	21660704
Hyperion Project Number	PR.XM0008
Organization’s Project Number	20189303
Status of Project	Ongoing
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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

<u>Actual 2014</u>	<u>Actual 2015</u>	<u>Actual 2016</u>	<u>Actual 2017</u>	<u>Historic Year (O&M only)</u>	<u>Forecast 2018</u>
2,760	2,471	2,721	3,155		2,646

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&M only)</u>	<u>Forecast 2018</u>
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
Total	2,760	2,471	2,721	3,155		2,646

Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2022</u>
2000.3	2354.0	2354.8	2354.5	2353.1

Request by Elements of Expense:

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
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
Total	2,000.3	2354.0	2354.8	2354.5	2353.1

X	Capital
	O&M

2019 – Shared Services / General Equipment

Project/Program Title	XM 10 Computer Equipment
Project Manager	Paul Rogers
Project Number	10007237
Hyperion Project Number	PR.XM0010
Organization’s Project Number	20189302
Status of Project	Ongoing
Estimated Start Date	Ongoing
Estimated Completion Date	Ongoing
Work Plan Category	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&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&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
Total	18,695	19,648	8,014	21,191		13,327

Request (\$000):

<u>Request 2019</u>	<u>Request 2020</u>	<u>Request 2021</u>	<u>Request 2022</u>	<u>Request 2023</u>

9,127	12,334.6	12,334.9	12,334.2	12,334.8
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Request by Elements of Expense:

<u>EOE</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
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
Total	9,127.0	12,334.6	12,334.9	12,334.2	12,334.8